

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF EMPLOYMENT AND LABOUR**NO. R. 5830****4 February 2025****NATIONAL MINIMUM WAGE ACT NO. 9 OF 2018**

I, Nomakhosazana Meth, Minister of Employment and Labour, hereby in terms of section 6(5) of the National Minimum Wage Act, No. 9 of 2018, amend the national minimum wages contained in Schedule 1 and Schedule 2 of the National Minimum Wage Act, published under Government Notice No. 11664 of 2 February 2024, in accordance with the schedules hereto and fix the 1 March 2025 as the date on which this amendment shall become binding.



MS. N METH, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 31 January 2025

SCHEDULE 1
NATIONAL MINIMUM WAGE
(SECTION 6(5))

1. Substitute clause 1 under schedule 1 as reflected in Government Gazette No. 11664 of 2 February 2024 with the following:
 1. Subject to item 2, the national minimum wage is **R28,79** for each ordinary hour worked.
 2. Despite item 1—
 - (a) farm workers are entitled to a minimum wage of **R28,79** per hour;
 - (b) domestic workers are entitled to a minimum wage of **R28,79** per hour;
 - (c) workers employed on an expanded public works programme are entitled to a minimum wage of **R15,83** per hour; and
 - (d) workers who have concluded learnership agreements contemplated in section 17 of the Skills Development Act, 1998 (Act No. 97 of 1998), are entitled to the allowances contained in Schedule 2.

SCHEDULE 2
LEARNERSHIP ALLOWANCES
(Section 6(5))

2. Substitute schedule 2: Learnership allowance as reflected in Government Gazette No. 11664 of 2 February 2024 with the following:

NQF level	Credits already earned by learner	Minimum allowance per week
Level 1 to 2	0 – 120	433,33
	121 – 240	866,61
Level 3	0 – 120	433,33
	121 – 240	816,13
	241 – 360	1336,07
Level 4	0 – 120	433,33
	121 – 240	866,70
	241 – 360	1336,07
	361 – 480	1949,91
Level 5 to 8	0 – 120	433,33
	121 – 240	938,82
	241 – 360	1404,67
	361 – 480	1978,85
	481 – 600	2527,66

SECTORAL DETERMINATION 1: CONTRACT CLEANING SECTOR

3. Substitute Contract Cleaning Sector minimum wages as reflected in Government Gazette No. 11664, published on 2 February 2024 with the following:

Minimum hourly rates for Contract Cleaning employees						
Area A			Area B	Area C		
Metropolitan Councils: City of Cape Town, Greater East Rand Metro, City of Johannesburg, Tshwane and Nelson Mandela.			All Areas in KwaZulu-Natal <i>NB: Conditions of employment and minimum wage rates for KwaZulu-Natal areas shall be subjected to the collective agreement concluded in the Bargaining Council for the Contract Cleaning Service Industry (BCCCI).</i>	In the rest of the RSA		
Local Council: Emfuleni, Merafong, Mogale City, Metsimaholo, Randfontein, Stellenbosch, Westonaria.						
Rate per hour	*Rate per week	*Rate per month	Rate per hour	Rate per hour	*Rate per week	*Rate per month
R31,69	R1426,05	R6179,07	BCCCI rates apply	R28,89	R1300,05	R5633,12

*Weekly rate is based on a 45-hour working week.

*Monthly rate is based on 4.333 weeks.

*Any provider that contracts with a contract cleaning company at levels that makes it impossible for the contract cleaning company to meet its obligations in terms of the National Minimum Wage or the Basic Conditions of Employment Acts can be held liable in terms of section 200B of the Labour Relations Act 66 of 1995.

SECTORAL DETERMINATION 9: WHOLESALE AND RETAIL SECTOR

4. Substitute Wholesale and Retail Sector minimum wages as reflected in Government Gazette No. 11664 of 2 February 2024 with the following:

Table 1: Area A					
Metropolitan and Local Municipality					
Bergrivier, Breede Valley, Buffalo City, Cape Agulhas, Cederberg, City of Cape Town, City of Johannesburg Metropolitan Municipality, City of Tshwane, Drakenstein, Ekurhuleni, Emalahleni, Emfuleni, EtheKwini Metropolitan Unicity, Gamagara, George, Hibiscus Coast, Karoo Hoogland, Kgatelopele, //Khara Hais, Knysna, Kungwini, Kouga, Hessequa local authority, Lesedi, Makana, Mangaung, Matzikama, Metsimaholo, Middelburg (Mpumalanga), Midvaal, Mngeni, Mogale, Mosselbaai, Msunduzi, Mtubatuba, Nama Khoi, Nelson Mandela, Nokeng tsa Taemane, Oudtshoorn, Overstrand, Plettenbergbaai, Potchefstroom, Randfontein, Richtersveld, Saldanha Bay, Sol Plaatjie, Stellenbosch, Swartland, Swellendam, Theewaterskloof, Umdoni, uMhlathuze and Witzenberg.					
	27 Hrs or less		CI 2 (2)		
	CI 2 (3)(b)	CI 2(3)(a)			
Job category	R.p.h	R.p.h	R.p.h.	R.p.w	R.p.m
General Assistant/Trolley Collector	28,79	33,84	28,79	1295,55	5613,62
Security Guard	28,79	34,39	28,79	1295,55	5613,62
Forklift Operator	28,79	36,74	28,79	1295,55	5613,62
Driver < 3500kg	28,79	37,48	28,79	1295,55	5613,62
Merchandiser/Shop Assistant/Checker/Deli Assistant	31,09	38,89	28,79	1295,55	5613,62
Cashier	32,97	41,23	31,85	1433,25	6210,27
Driver 3501 <9000kg	35,87	44,83	34,62	1557,90	6750,38
Clerk/Sales Assistant/Sales person/Block man/Baker	38,82	48,51	37,49	1687,05	7309,99
Driver 9001 <16000kg	39,07	48,81	37,68	1695,60	7347,03
Displayer	40,32	50,38	38,92	1751,40	7588,82
Driver 16001kg >	42,89	53,63	41,41	1863,45	8074,33
Supervisor	47,75	59,71	46,11	2074,95	8990,76
Trainee Manager	51,57	64,48	49,81	2241,45	9712,20
Assistant Manager	56,18	70,24	54,21	2439,45	10570,14
Manager	61,58	76,97	59,46	2675,70	11593,81

Table 2: Area B					
Metropolitan and Local Municipality					
NOT MENTIONED IN AREA A					
	27 Hrs or less		CI 2 (2)		
	CI 2 (3)(b)	CI 2(3)(a)			
Job category	R.p.h	R.p.h	R.p.h.	R.p.w	R.p.m
General Assistant/Trolley Collector	28,79	31,59	28,79	1295,55	5613,62
Security Guard	28,79	34,39	28,79	1295,55	5613,62
Forklift Operator	28,79	31,82	28,79	1295,55	5613,62
Driver < 3500kg	28,79	32,65	28,79	1295,55	5613,62
Merchandiser/Shop Assistant/Checker/Deli Assistant	28,79	34,38	28,79	1295,55	5613,62
Cashier	28,79	36,43	28,79	1295,55	5613,62
Driver 3501 <9000kg	31,22	39,04	28,79	1295,55	5613,62
Clerk/Sales Assistant/Sales person/Block man/Baker	38,82	48,51	33,03	1486,35	6440,35
Driver 9001 <16000kg	37,35	46,70	35,83	1612,35	6986,31
Displayer	33,26	41,58	31,95	1437,75	6229,77
Driver 16001kg>	41,05	51,32	39,40	1773,00	7682,41
Supervisor	41,74	52,20	40,09	1804,05	7816,95
Trainee Manager	44,68	55,84	42,86	1928,70	8357,06
Assistant Manager	49,26	61,58	47,20	2124,00	9203,29
Manager	53,42	66,76	51,19	2303,55	9981,28