
GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

EMPLOYMENT AND LABOUR, DEPARTMENT OF**NO. R. 4331****2 February 2024****NATIONAL MINIMUM WAGE ACT NO. 9 OF 2018**

I, Thembelani Waltermade Nxesi, 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. 48094 of 21 February 2023, in accordance with the schedules hereto and fix the 1 March 2024 as the date on which this amendment shall become binding.



MR TW NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 01 FEBRUARY 2024

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

1. Substitute clause 1 under schedule 1 as reflected in Government Gazette No. 48094 of 21 February 2023 with the following:
 1. Subject to item 2, the national minimum wage is **R27,58** for each ordinary hour worked.
 2. Despite item 1—
 - (a) farm workers are entitled to a minimum wage of **R27,58** per hour;
 - (b) domestic workers are entitled to a minimum wage of **R27,58** per hour;
 - (c) workers employed on an expanded public works programme are entitled to a minimum wage of **R15,16** 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.48094 of 21 February 2023 with the following:

NQF level	Credits already earned by learner	Minimum allowance per week
Level 1 to 2	0 – 120	415,07
	121 – 240	830,09
Level 3	0 – 120	415,07
	121 – 240	781,73
	241 – 360	1279,76
Level 4	0 – 120	415,07
	121 – 240	830,17
	241 – 360	1279,76
	361 - 480	1867,73
Level 5 to 8	0 – 120	415,07
	121 – 240	899,25
	241 – 360	1345,47
	361 - 480	1895,45
	481 – 600	2421,13

SECTORAL DETERMINATION 1: CONTRACT CLEANING SECTOR

3. Substitute Contract Cleaning Sector minimum wages as reflected in Government Gazette No. 48094, published on 21 February 2023 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. Local Council: Emfuleni, Merafong, Mogale City, Metsimaholo, Randfontein, Stellenbosch, Westonaria.	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
Rate per hour	Rate per hour	Rate per hour
R30,35	BCCCI rates apply	R27,67

SECTORAL DETERMINATION 9: WHOLESALE AND RETAIL SECTOR

4. Substitute Wholesale and Retail Sector minimum wages as reflected in Government Gazette No. 48094 of 21 February 2023 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 Municipality, 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	27,58	32,41	27,58	1241,10	5377,69
Security Guard	27,58	32,94	27,58	1241,10	5377,69
Forklift Operator	27,58	35,19	27,58	1241,10	5377,69
Driver < 3500kg	27,58	35,90	27,58	1241,10	5377,69
Merchandiser/Shop Assistant/Checker/Deli Assistant	29,78	37,25	27,58	1241,10	5377,69
Cashier	31,58	39,49	30,51	1372,95	5948,99
Driver 3501 <9000kg	34,36	42,94	33,16	1492,20	6465,70
Clerk/Sales Assistant/Sales person/Block man/Baker	37,18	46,47	35,91	1615,95	7001,91
Driver 9001 <16000kg	37,42	46,75	36,09	1624,05	7037,01
Displayer	38,62	48,26	37,28	1677,60	7269,04
Driver 16001kg >	41,08	51,37	39,66	1784,70	7733,11
Supervisor	45,74	57,19	44,17	1987,65	8612,49
Trainee Manager	49,40	61,76	47,71	2146,95	9302,73
Assistant Manager	53,81	67,28	51,93	2336,85	10125,57
Manager	58,98	73,73	56,95	2562,75	11104,40

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	27,58	30,26	27,58	1241,10	5377,69
Security Guard	27,58	32,94	27,58	1241,10	5377,69
Forklift Operator	27,58	30,48	27,58	1241,10	5377,69
Driver < 3500kg	27,58	31,27	27,58	1241,10	5377,69
Merchandiser/Shop Assistant/Checker/Deli Assistant	27,58	32,93	27,58	1241,10	5377,69
Cashier	27,58	34,89	27,58	1241,10	5377,69
Driver 3501 <9000kg	29,90	37,39	27,58	1241,10	5377,69
Clerk/Sales Assistant/Sales person/Block man/Baker	37,18	46,47	31,64	1423,80	6169,33
Driver 9001 <16000kg	35,78	44,73	34,32	1544,40	6691,89
Displayer	31,86	39,83	30,60	1377,00	5966,54
Driver 16001kg >	39,32	49,16	37,74	1698,30	7358,73
Supervisor	39,98	50,00	38,40	1728,00	7487,42
Trainee Manager	42,80	53,49	41,05	1847,25	8004,13
Assistant Manager	47,18	58,98	45,21	2034,45	8815,27
Manager	51,17	63,95	49,03	2206,35	9560,11