
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, Emalaheni, 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 |