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DEPARTMENT OF LABOUR

NO. R. 175 **17 FEBRUARY 2020**

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 Gazette No 42060 of 27 November 2018, in accordance with the schedules hereto and fix the 1 March 2020 as the date on which this amendment shall become binding.

I, furthermore, hereby in terms of Section 51 (3) of the Basic Conditions of Employment Amendment Act, No. 75 of 1997 as amended in the Government Gazette No 42059 of 27 November 2018, increase wages and the remuneration and associated benefits based on those wages in sectoral determinations in accordance with the schedules hereto and fix the 1 March 2020 as the date on which this amendment shall become binding.

MR TW NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 03/02/2020

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

1. Substitute clause 1 under schedule 1 as reflected in Government Gazette No. 42060 of 27 November 2018 with the following:

1. Subject to item 2, the national minimum wage is **R20.76** for each ordinary hour worked.
2. Despite item 1—

(a) farm workers are entitled to a minimum wage of **R18.68** per hour;

(b) domestic workers are entitled to a minimum wage of **R15.57** per hour;

(c) workers employed on an expanded public works programme are entitled to a minimum wage of **R11.42** 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(6))

1. Substitute clause 2 learnership allowance as reflected in Government Gazette No. 42060 of 27 November 2018 with the following:

2. The learnership allowances are as follows:

NQF level	Credit already earned by learner	Minimum allowance per week
Level 1 to 2	0 – 120	312.45
	121 – 240	624.87
Level 3	0 – 120	312.45
	121 – 240	588.47
	241 – 360	963.38
Level 4	0 – 120	312.45
	121 – 240	624.93
	241 – 360	963.38
	361 - 480	1405.98
Level 5 to 8	0 – 120	312.45
	121 – 240	676.93
	241 – 360	1012.83
	361 - 480	1426.85
	481 – 600	1822.56

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SECTORAL DETERMINATION 1: CONTRACT CLEANING SECTOR

1. Substitute clause 3(1) as reflected in Government Gazette No. 42182 of 23 January 2019 with the following:

3 Remunerations

1) With effect from 01 March 2020 an employer shall pay a contract cleaning worker at least the minimum wage prescribed in the schedule.

TABLE 1: 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** ***NB: Conditions of employment for KwaZulu-Natal areas shall be subjected to the agreement concluded in the Bargaining Council for the Contract Cleaning Service Industry kwaZulu-Natal (BCCCI) published in the Government Gazette No. 38468 dated 13 February 2015.***	**In the rest of the RSA**
Rate per hour	**Rate per hour**	**Rate per hour**
R22.84	**R23.04**	**R20.83**

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SECTORAL DETERMINATION 9: WHOLESALE AND RETAIL SECTOR

1. Subsitute Table 1 and 2 as reflected in Government Gazette no: 42766 of 14 October 2019 with Table 1 and 2 below:

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		**Cl 2 (2)**		
	Cl 2 (3)(b)	**Cl 2(3)(a)**			
Job category	**R.p.h**	**R.p.h**	**R.p.h.**	**R.p.w**	**R.p.m**
General Assistant/Trolley Collector	20.76	24.39	20.76	934.20	4047.89
Security Guard	20.76	24.79	20.76	934.20	4047.89
Forklift Operator	20.76	26.49	20.76	934.20	4047.89
Driver < 3500kg	20.76	27.02	20.76	934.20	4047.89
Merchandiser/Shop Assistant/Checker/Deli Assistant	22.42	28.04	20.76	934.20	4047.89
Cashier	23.78	29.73	22.97	1033.65	4478.81
Driver 3501 <9000kg	25.87	32.33	24.96	1123.20	4866.83
Clerk/Sales Assistant/Sales person/Block man/Baker	27.99	34.99	27.03	1216.35	5270.44
Driver 9001 <16000kg	28.17	35.20	27.17	1222.65	5297.74
Displayer	29.06	36.33	28.07	1263.15	5473.23
Driver 16001kg >	30.92	38.67	29.86	1343.70	5822.25
Supervisor	34.44	43.05	33.24	1495.80	6481.30
Trainee Manager	37.19	46.49	35.91	1615.95	7001.91
Assistant Manager	40.51	50.65	39.09	1759.05	7621.96
Manager	44.40	55.50	42.87	1929.15	8359.01

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Table2: Area B					
Metropolitan and Local Municipality					
AREAS NOT MENTIONED IN AREA A					
	27 Hrs or less		Cl 2 (2)		
	Cl 2 (3)(b)	Cl 2(3)(a)			
Job category	**R.p.h**	**R.p.h**	**R.p.h.**	**R.p.w**	**R.p.m**
General Assistant/Trolley Collector	20.76	22.78	20.76	934.20	4047.89
Security Guard	20.76	24.79	20.76	934.20	4047.89
Forklift Operator	20.76	22.95	20.76	934.20	4047.89
Driver < 3500kg	20.76	23.54	20.76	934.20	4047.89
Merchandiser/Shop Assistant/Checker/Deli Assistant	20.76	24.78	20.76	934.20	4047.89
Cashier	20.76	26.27	20.76	934.20	4047.89
Driver 3501 <9000kg	22.52	28.14	20.76	934.20	4047.89
Clerk/Sales Assistant/Sales person/Block man/Baker	27.99	34.99	23.82	1071.90	4644.54
Driver 9001 <16000kg	26.94	33.67	25.84	1162.80	5038.41
Displayer	23.98	29.98	23.03	1036.35	4490.50
Driver 16001kg >	29.61	37.00	28.40	1278.00	5537.57
Supervisor	30.10	37.64	28.91	1300.95	5637.02
Trainee Manager	32.22	40.27	30.90	1390.50	6025.04
Assistant Manager	35.51	44.40	34.04	1531.80	6637.29
Manager	38.52	48.14	36.91	1660.95	7196.90