



# Government Gazette Staatskoerant

REPUBLIC OF SOUTH AFRICA  
REPUBLIEK VAN SUID AFRIKA

*Regulation Gazette*

**No. 11792**

*Regulasiekoerant*

Vol. 716

4

February  
Februarie

2025

No. 52053

N.B. The Government Printing Works will not be held responsible for the quality of "Hard Copies" or "Electronic Files" submitted for publication purposes

ISSN 1682-5845



**AIDS HELPLINE: 0800-0123-22 Prevention is the cure**

**IMPORTANT NOTICE:**

**THE GOVERNMENT PRINTING WORKS WILL NOT BE HELD RESPONSIBLE FOR ANY ERRORS THAT MIGHT OCCUR DUE TO THE SUBMISSION OF INCOMPLETE / INCORRECT / ILLEGIBLE COPY.**

**No FUTURE QUERIES WILL BE HANDLED IN CONNECTION WITH THE ABOVE.**

**Contents**

| <i>No.</i> |  | <i>Gazette<br/>No.</i> | <i>Page<br/>No.</i> |
|------------|--|------------------------|---------------------|
|            | <b>GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS</b>                                   |                        |                     |
|            | <b>Employment and Labour, Department of / Indiensneming en Arbeid, Departement van</b> |                        |                     |
| R. 5830    | National Minimum Wage Act (9/2018): National Minimum Wage (NMW) Amendment 2025.....    | 52053                  | 3                   |

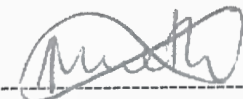
---

**GOVERNMENT NOTICES • GOEWERMENSKENNISGEWINGS**

---

**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:

| <b>Minimum hourly rates for Contract Cleaning employees</b>  |                       |                        |  |                               |                       |                        |
|--|-----------------------|------------------------|--|-------------------------------|-----------------------|------------------------|
| <b>Area A</b>  |                       |                        | <b>Area B</b>  | <b>Area C</b>                 |                       |                        |
| <b>Metropolitan Councils:</b><br><br>City of Cape Town, Greater East Rand Metro, City of Johannesburg, Tshwane and Nelson Mandela. |                       |                        | <b>All Areas in KwaZulu-Natal</b><br><br><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> | <b>In the rest of the RSA</b> |                       |                        |
| <b>Local Council:</b><br><br>Emfuleni, Merafong, Mogale City, Metsimaholo, Randfontein, Stellenbosch, Westonaria.                  |                       |                        |  |                               |                       |                        |
| <b>Rate per hour</b>   | <b>*Rate per week</b> | <b>*Rate per month</b> | <b>Rate per hour</b>   | <b>Rate per hour</b>          | <b>*Rate per week</b> | <b>*Rate per month</b> |
| <b>R31,69</b>  | <b>R1426,05</b>       | <b>R6179,07</b>        | <b>BCCCI rates apply</b>   | <b>R28,89</b>                 | <b>R1300,05</b>       | <b>R5633,12</b>        |

\*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:

| <b>Table 1: Area A</b>  |                |              |               |              |              |
|---|----------------|--------------|---------------|--------------|--------------|
| <b>Metropolitan and Local Municipality</b>  |                |              |               |              |              |
| <b>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.</b> |                |              |               |              |              |
|   | 27 Hrs or less |              | CI 2 (2)      |              |              |
|   | CI 2 (3)(b)    | CI 2(3)(a)   |               |              |              |
| <b>Job category</b>   | <b>R.p.h</b>   | <b>R.p.h</b> | <b>R.p.h.</b> | <b>R.p.w</b> | <b>R.p.m</b> |
| <b>General Assistant/Trolley Collector</b>  | 28,79          | 33,84        | 28,79         | 1295,55      | 5613,62      |
| <b>Security Guard</b>   | 28,79          | 34,39        | 28,79         | 1295,55      | 5613,62      |
| <b>Forklift Operator</b>  | 28,79          | 36,74        | 28,79         | 1295,55      | 5613,62      |
| <b>Driver &lt; 3500kg</b>   | 28,79          | 37,48        | 28,79         | 1295,55      | 5613,62      |
| <b>Merchandiser/Shop Assistant/Checker/Deli Assistant</b>   | 31,09          | 38,89        | 28,79         | 1295,55      | 5613,62      |
| <b>Cashier</b>  | 32,97          | 41,23        | 31,85         | 1433,25      | 6210,27      |
| <b>Driver 3501 &lt;9000kg</b>   | 35,87          | 44,83        | 34,62         | 1557,90      | 6750,38      |
| <b>Clerk/Sales Assistant/Sales person/Block man/Baker</b>   | 38,82          | 48,51        | 37,49         | 1687,05      | 7309,99      |
| <b>Driver 9001 &lt;16000kg</b>  | 39,07          | 48,81        | 37,68         | 1695,60      | 7347,03      |
| <b>Displayer</b>  | 40,32          | 50,38        | 38,92         | 1751,40      | 7588,82      |
| <b>Driver 16001kg &gt;</b>  | 42,89          | 53,63        | 41,41         | 1863,45      | 8074,33      |
| <b>Supervisor</b>   | 47,75          | 59,71        | 46,11         | 2074,95      | 8990,76      |
| <b>Trainee Manager</b>  | 51,57          | 64,48        | 49,81         | 2241,45      | 9712,20      |
| <b>Assistant Manager</b>  | 56,18          | 70,24        | 54,21         | 2439,45      | 10570,14     |
| <b>Manager</b>  | 61,58          | 76,97        | 59,46         | 2675,70      | 11593,81     |

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

Printed by and obtainable from the Government Printer, Bosman Street, Private Bag X85, Pretoria, 0001  
Contact Centre Tel: 012-748 6200. eMail: [info.egazette@gpw.gov.za](mailto:info.egazette@gpw.gov.za)  
Publications: Tel: (012) 748 6053, 748 6061, 748 6065