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**GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS**

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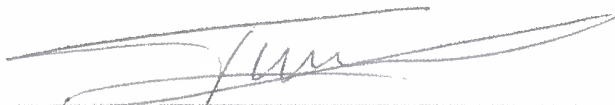
**DEPARTMENT OF EMPLOYMENT AND LABOUR**

NO. 3069

21 February 2023

**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. 45882 of 07 February 2022, in accordance with the schedules hereto and fix the 1 March 2023 as the date on which this amendment shall become binding.



MR TW NXESI, MP  
MINISTER OF EMPLOYMENT AND LABOUR  
DATE: 20/02/2023

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

1. Substitute clause 1 under schedule 1 as reflected in Government Gazette No. 45882 of 07 February 2022 with the following:
  1. Subject to item 2, the national minimum wage is **R25,42** for each ordinary hour worked.
  2. Despite item 1—
    - (a) farm workers are entitled to a minimum wage of **R25,42** per hour;
    - (b) domestic workers are entitled to a minimum wage of **R25,42** per hour;
    - (c) workers employed on an expanded public works programme are entitled to a minimum wage of **R13,97** 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: leadership allowance as reflected in Government Gazette No. 45882 of 07 February 2022 with the following:

NQF level	Credits already earned by learner	Minimum allowance per week
Level 1 to 2	0 – 120	382,55
	121 – 240	765,06
Level 3	0 – 120	382,55
	121 – 240	720,49
	241 – 360	1179,50
Level 4	0 – 120	382,55
	121 – 240	765,13
	241 – 360	1179,50

	361 - 480	1721,41
Level 5 to 8	0 - 120	382,55
	121 - 240	828,80
	241 - 360	1240,06
	361 - 480	1746,96
	481 - 600	2231,46

### SECTORAL DETERMINATION 1: CONTRACT CLEANING SECTOR

3. Substitute Contract Cleaning Sector minimum wages as reflected in Government Gazette No. 45882, published on 07 February 2022 with the following:

Minimum hourly rates for Contract Cleaning employees		
Area A	Area B	Area C
<b>Metropolitan Councils:</b> City of Cape Town, Greater East Rand Metro, City of Johannesburg, Tshwane and Nelson Mandela.  <b>Local Council:</b> Emfuleni, Merafong, Mogale City, Metsimaholo, Randfontein, Stellenbosch, Westonaria	<b>All Areas in KwaZulu-Natal</b>  <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>
Rate per hour	Rate per hour	Rate per hour
<b>R27,97</b>	<b>BCCCI rates apply</b>	<b>R25,50</b>

**SECTORAL DETERMINATION 9: WHOLESALE AND RETAIL SECTOR**

4. Substitute Wholesale and Retail Sector minimum wages as reflected in Government Gazette No. 45882 of 07 February 2022 with the following:

**Please note:** Minimum wages for employees working 27 hours or less per week contained in Tables 1 and 2 below are already inclusive of the premium percentage as prescribed in Clause 2(3)(a), and Clause 2(3)(b) of Sectoral Determination 9: Wholesale and Retail Sector.

<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, Ethekewini 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>	25,42	29,87	25,42	1143,90	4956,52
<b>Security Guard</b>	25,42	30,36	25,42	1143,90	4956,52
<b>Forklift Operator</b>	25,42	32,43	25,42	1143,90	4956,52
<b>Driver &lt; 3500kg</b>	25,42	33,09	25,42	1143,90	4956,52
<b>Merchandiser/Shop Assistant/Checker/Deli Assistant</b>	27,45	34,33	25,42	1143,90	4956,52
<b>Cashier</b>	29,11	36,40	28,12	1265,40	5482,98
<b>Driver 3501 &lt;9000kg</b>	31,67	39,58	30,56	1375,20	5958,74
<b>Clerk/Sales Assistant/Sales person/Block man/Baker</b>	34,27	42,83	33,10	1489,50	6454,00
<b>Driver 9001 &lt;16000kg</b>	34,49	43,09	33,26	1496,70	6485,20
<b>Displayer</b>	35,59	44,48	34,36	1546,20	6699,68
<b>Driver 16001kg &gt;</b>	37,86	47,35	36,55	1644,75	7126,70
<b>Supervisor</b>	42,16	52,71	40,71	1831,95	7937,84
<b>Trainee Manager</b>	45,53	56,92	43,97	1978,65	8573,49

<b>Assistant Manager</b>	49,59	62,01	47,86	2153,70	9331,98
<b>Manager</b>	54,36	67,95	52,49	2362,05	10234,76

<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>	25,42	27,89	25,42	1143,90	4956,52
<b>Security Guard</b>	25,42	30,36	25,42	1143,90	4956,52
<b>Forklift Operator</b>	25,42	28,09	25,42	1143,90	4956,52
<b>Driver &lt; 3500kg</b>	25,42	28,82	25,42	1143,90	4956,52
<b>Merchandiser/Shop Assistant/Checker/Deli Assistant</b>	25,42	30,35	25,42	1143,90	4956,52
<b>Cashier</b>	25,42	32,16	25,42	1143,90	4956,52
<b>Driver 3501 &lt;9000kg</b>	27,56	34,46	25,42	1143,90	4956,52
<b>Clerk/Sales Assistant/Sales person/Block man/Baker</b>	34,27	42,83	29,16	1312,20	5685,76
<b>Driver 9001 &lt;16000kg</b>	32,98	41,23	31,63	1423,35	6167,38
<b>Displayer</b>	29,36	36,71	28,20	1269,00	5498,58
<b>Driver 16001kg &gt;</b>	36,24	45,31	34,78	1565,10	6781,58
<b>Supervisor</b>	36,85	46,08	35,39	1592,55	6900,52
<b>Trainee Manager</b>	39,45	49,30	37,83	1702,35	7376,28
<b>Assistant Manager</b>	43,48	54,36	41,67	1875,15	8125,02
<b>Manager</b>	47,16	58,94	45,19	2033,55	8811,37

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