

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

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