



NATIONAL MINIMUM WAGE (NMW) INCREASE

Altitude Employment Solutions Business Partners are poised to provide assistance and guidance concerning the new National Minimum Wage. Employers should be aware that changing the working hours of employees unilaterally to implement the NMW is not only illegal but is also considered an unfair labour practice. It is crucial for employers to seek advice and ensure compliance with the regulations surrounding the National Minimum Wage.

Employment and Labour Minister TW Nxesi has declared an increase in the National Minimum Wage (NMW) to R27.58 per ordinary hour, effective from 01 March 2024. Consistent with previous years, specific worker categories are granted exceptions:

1. Farmworkers are entitled to a minimum hourly wage of R27.58.
2. Domestic workers are entitled to a minimum hourly wage of R27.58.
3. Workers in expanded public works programs are entitled to a minimum wage of R15.16 per hour.
4. Workers engaged in learnership agreements under section 17 of the Skills Development Act, 1998, are entitled to allowances specified in schedule 2.

The NMW exclusively covers ordinary working hours and does not include allowances (such as transportation, tools, food, or lodging), payments in kind (board or lodging), tips, bonuses, and gifts.

Additionally, specific minimum wage rates are stipulated for the Contract Cleaning and Wholesale and Retail sectors.

Contact us for a detailed list of the NMW.

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