



37 Church Street  
Wynberg  
Cape Town, Western Cape  
South Africa

PASSOP Guide to Minimum Wages by Sector

*At PASSOP we are approached by many people concerned with their labour rights, particularly wage levels and payments owed to them. This guide outlines the minimum wages for protected sectors in South Africa. This will enable you to work out the minimum wage you must be paid if you are employed in one of these sectors.*

Employees in the Civil Engineering Sector.....	2
Employees in the Clothing and Knitting Sector.....	5
Learnership Allowances .....	14
Employees in the Forestry Sector.....	14
Employees in the Taxi Sector.....	15
Employees in the Hospitality Sector.....	16
Employees in the Private Security Sector.....	17
Domestic Workers.....	27
Employees in the Farming Sector .....	31
Employees in the Wholesale and Retail Sector .....	32

## Employees in the Civil Engineering Sector

<i>Task Grade</i>	<i>Occupational group</i>	<i>Job Title</i>
Task Grade 1/Patterson A1	General Worker	General worker
Task Grade 2/Patterson A2	Artisan Aid	Artisan Aid
	Construction Hand Grade IV	Structures Construction Hand; Premix Paving Checker; Steel Bending Machine Operator; Civil Construction Bricklayer Grade II
	Operator Grade V	Boom Scraper Operator Pedestrian Roller Operator
	Checker	Checker
	Chainman	Chainman
Task Grade 3/Patterson A3	Construction Hand Grade III	Shutter hand Grade III Concrete Hand Grade II
	Operator Grade IV	Track Rig Operator (general); Bore Pile Operator; Drilling Supervisor
	Site Support	Junior Clerk
	Construction Hand Grade II	Shutter hand Grade II; Reinforcing Hand Grade II; Concrete Hand Grade I; Fence Erector; Guard Rail Erector
Task Grade 4/Patterson B1	Operator Grade III	Concrete Mixer Operator; Continuous Flight Auger Operator; Batch Plant Operator; Concrete Dumper Operator; Concrete Pump Operator; Tower Crane Operator; General Premix Roller Operator; Milling Machine Operator; Paver Operator; Excavator Operator; Front End Loader Operator; TLB Operator; Dozer Operator;

		Grader Operator (general); Gunite Nozzle person
	Driver Grade II	Motorcycle Driver; Tractor Driver; Light Motor Vehicle Driver; Driver Operator; Heavy Duty Driver (rigid); Extra Heavy Duty Driver (rigid)
	Site Support	Material Tester
Task Grade 5/Patterson B2	Construction Hand Grade I	Shutter hand Grade I; Piling Auger Machine Operator; Reinforcing Hand Grade I; Pipe layer Grade I; Kerb layer Grade I; Civil Construction Bricklayer Grade I
	Operator Grade II	Mobile Crane Operator; Screed Operator; Scraper Operator
	Driver Grade I	Heavy Duty Driver (articulated); Extra Heavy Duty Driver (articulated)
	Site Support	Assistant surveyor
Task Grade 6/Patterson B3	Operator Grade I	Grader Operator (final level)
Task Grade 7/Patterson B4		Supervisor Grade II; Plant Serviceman
Task Grade 8/Patterson B5		Supervisor Grade I
Task Grade 9/Patterson C1	Artisan	Diesel Mechanic, Fitter & Turner, Auto Electrician, Boilermaker, Welder.

<i>Task Grade</i>	<i>Current Rates</i>	<i>01/09/2010 – 31/08/2011</i>	<i>01/09/2011 – 31/08/2012</i>	<i>01/09/2012 – 31/08/2013</i>
Task 1	15.68	17.43	18.97	20.50
Task 2	16.13	17.66	Previous year rate + CPI (eoe) + 3% or 8% (whichever is greater)	Wage increases to be negotiated
Task 3	16.58	18.15		
Task 4	17.14	18.77		
Task 5	20.50	22.45		
Task 6	23.30	25.50		
Task 7	26.66	29.20		
Task 8	29.90	32.74		
Task 9	33.77	37.00		

## Employees in the Clothing and Knitting Sector

### CATEGORY A

IN THE MAGISTERIAL DISTRICT OF HAMMARSDALE, CAMPERDOWN, UMZINTO, PAARL, STELLENBOSCH AND UITENHAGE				IN ALL OTHER AREAS			
	First 12 months	Second 12 months	Third 12 months & thereafter		First 12 months	Second 12 months	Third 12 months & thereafter
	Per week	Per week	Per week		Per week	Per week	Per week
0-6 months	207.81	222.31	241.65	0-6 months	144.99	159.48	178.82
7-12 months	275.15	294.35	319.95	7-12 months	191.97	211.16	236.76

**“Category A”** means an employee engaged in any one or more of the following capacities or duties in the clothing division:

**Capacities:** Assistant Storeperson / Automatic Hydraulic Hat Presser / Belt Person/ Boiler Attendant / Cardboard Box Maker / Cleaner / Coat Turner / Cutter Of Traveller’s Swatches / Despatch Packer / General Worker / Hat Sprayers / Ironer / Layer by Hand / Layer by Machine / Marker / Operator / Packer / Patent Turner / Pinner / Plain Sewer / Sorter / Stamper / Winder.

**Duties:** covering buckles by hand or machine and/or trimming and cleaning belts after lining and belts have been machined together / eyelet punching and letting / guiding material with paper through automatic pleating machine / putting fasteners on caps / putting material between two paper looms (formers) and preparing for steam box in hand or loom pleating process / putting prepared formers in steam box and taking them out again in hand or loom pleating / riveting buckles, bending belt buckles / punching holes for buckles and prongs / pressing prongs into buckles / stapling buckles onto belt / rubberising, i.e. waterproofing processes on the work of smearing rubber solution upon seams or edges and rolling them over with a small wooden hand roller / cleaning off any rubber solution, painting seams or oilskins and waterproof hats / spreading of PVC (plastic solution) in waterproofing process and/or on raincoats and protective wear / raking material out of looms in hand or loom pleating process.

**CATEGORY B**

IN THE MAGISTERIAL DISTRICT OF HAMMARSDALE, CAMPERDOWN, UMZINTO, PAARL, STELLENBOSCH AND UITENHAGE				IN ALL OTHER AREAS			
	First 12 months	Second 12 months	Third 12 months & thereafter		First 12 months	Second 12 months	Third 12 months & thereafter
	Per week	Per week	Per week		Per week	Per week	Per week
0-6 months	210.52	225.21	244.80	0-6 months	146.88	161.56	181.15
7-12 months	230.65	246.74	268.20	7-12 months	160.92	177.01	198.46
13-18 months	250.00	267.44	290.70	13-18 months	174.42	191.86	215.11
19-24 months	275.15	294.35	319.95	19-24 months	191.97	211.16	236.76

**“Category B”** means an employee engaged in any one or more of the following capacities or duties in the clothing division:

Baster / Clicker / Conveyor Feeder / Cutter / Examiner / Finisher by Hand / Fitter-Up / Folder / Lay Copier / Machinist / Maker of Bows for Dresses / Operator of Automatic Lace, Embroidery or Monogramming Machine / Presser / Seam Welder / Setter of Automatic Pleating Machines / Shaper / Sloper / Any Other Employee Not Elsewhere Specified / Factory Clerk.

**CATEGORY C**

IN THE MAGISTERIAL DISTRICT OF HAMMARSDALE, CAMPERDOWN, UMZINTO, PAARL, STELLENBOSCH AND UITENHAGE				IN ALL OTHER AREAS			
	First 12 months	Second 12 months	Third 12 months & thereafter		First 12 months	Second 12 months	Third 12 months & thereafter
	Per week	Per week	Per week		Per week	Per week	Per week
0-6 months	236.45	252.95	274.95	0-6 months	164.97	181.46	203.46
7-12 months	268.57	287.31	312.30	7-12 months	187.38	206.11	231.10
13-18 months	300.69	321.67	349.65	13-18 months	209.79	230.76	258.74
19-24 months	332.43	355.62	386.55	19-24 months	231.93	255.12	286.04
25+ months	364.55	389.98	423.90	25+ months	254.34	279.77	313.68

“Category C” means an employee engaged in any one or more of the following capacities or duties in the knitting division:

Colouring Mass-Measurer / Cutter / Dyer’s Assistant / Handyperson / Knitting Machine Operator / Linker / Loader of magazine or comb Mender / Overlocker / Plain Sewer / Sewing Machinist including button, buttonhole and hemming machinist / Shaper of fully fashioned garments / Warper / Wrap Knitter.

**CATEGORY D**

IN THE MAGISTERIAL DISTRICT OF HAMMARSDALE, CAMPERDOWN, UMZINTO, PAARL, STELLENBOSCH AND UITENHAGE				IN ALL OTHER AREAS			
	First 12 months	Second 12 months	Third 12 months & thereafter		First 12 months	Second 12 months	Third 12 months & thereafter
	Per week	Per week	Per week		Per week	Per week	Per week
0-6 months	236.45	252.95	274.95	0-6 months	161.97	181.46	203.46
7-12 months	260.06	278.20	302.40	7-12 months	181.44	199.58	223.77
13-18 months	284.05	303.87	339.30	13-18 months	198.18	217.99	244.42
19-24 months	307.66	329.13	357.75	19-24 months	214.65	236.11	264.73
25+ months	357.20	382.12	415.35	25+ months	249.21	274.13	307.35

**“Category D”** means an employee engaged in any one or more of the following capacities or duties in the knitting division:

**Capacities:** Backwinder / Boiler Attendant / Cleaner / Despatch Packer / Draw Threader / Examiner / Floorwalker / General Worker / Grader / Mender of socks / Operator / Parcel Maker / Pre-Cutter / Presser / Pre- or post boarder or former / Sampler / Seamer / Sorter / Turner / Winder / Yarn changer (pig tailer).

**Duties:** Employees engaged in transferring, labeling, trimming off surplus threads / folding / carding and/or packing.



**CATEGORY E**

IN THE MAGISTERIAL DISTRICT OF HAMMARSDALE, CAMPERDOWN, UMZINTO, PAARL, STELLENBOSCH AND UITENHAGE				IN ALL OTHER AREAS			
	First 12 months	Second 12 months	Third 12 months & thereafter		First 12 months	Second 12 months	Third 12 months & thereafter
	Per week	Per week	Per week		Per week	Per week	Per week
0-6 months	252.71	270.34	293.85	0-6 months	176.31	193.94	217.44
7-12 months	297.00	310.50	337.50	7-12 months	202.50	222.75	249.75
13-18 months	340.56	356.04	387.00	13-18 months	232.20	255.42	286.38
19-24 months	384.51	401.99	436.95	19-24 months	262.17	288.38	323.34
25+ months	431.24	450.84	490.05	25+ months	294.03	323.43	362.63

“Category E” means an employee engaged in any one or more of the following capacities or duties in the clothing and knitting division:

Assist Foreperson / Dyer / Mechanic / Patternmaker / Supervisor.

**BAND KNIFE CUTTER**

IN THE MAGISTERIAL DISTRICT OF HAMMARSDALE, CAMPERDOWN, UMZINTO, PAARL, STELLENBOSCH AND UITENHAGE				IN ALL OTHER AREAS			
	First 12 months	Second 12 months	Third 12 months & thereafter		First 12 months	Second 12 months	Third 12 months & thereafter
	Per week	Per week	Per week		Per week	Per week	Per week
0-6 months	224.07	239.70	260.55	0-6 months	156.33	171.96	192.80
7-12 months	248.06	265.37	288.45	7-12 months	173.07	190.37	213.45
13-18 months	270.90	289.80	315.00	13-18 months	189.00	207.90	233.10
19-24 months	296.44	317.12	344.70	19-24 months	206.82	227.50	255.07
25+ months	333.14	358.52	389.70	25+ months	233.82	257.20	288.37

“Band Knife Cutter” means an employee who cuts out all articles of wearing apparel, linings, trimmings or interlinings with a bandknife.

**CLERICAL**

IN THE MAGISTERIAL DISTRICT OF HAMMARSDALE, CAMPERDOWN, UMZINTO, PAARL, STELLENBOSCH AND U'ITENHAGE				IN ALL OTHER AREAS			
	First 12 months	Second 12 months	Third 12 months & thereafter		First 12 months	Second 12 months	Third 12 months & thereafter
	Per week	Per week	Per week		Per week	Per week	Per week
0-6 months	231.81	247.98	269.55	0-6 months	161.73	177.90	199.46
7-12 months	261.99	280.27	304.65	7-12 months	182.79	201.06	225.44
13-18 months	286.38	306.36	333.00	13-18 months	199.80	219.78	246.42
19-24 months	341.33	365.14	396.90	19-24 months	238.14	261.95	293.70

**“Clerical Employee”** means an employee who is engaged in the following capacities and duties in the clothing and knitting division:

**Capacities:** Cashier / Despatch Clerk / Storeperson / Shipping Clerk / Invoice Clerk / Work Study Clerk / Telephone Switchboard Operator.

**Duties:** writing, typing and filing / operating a calculating machine / computer Terminal / punch card machine or accounting machine / any other clerical work but does not include any other class of employee elsewhere defined, notwithstanding the fact that clerical work may form part of such employee’s work

IN THE MAGISTERIAL DISTRICT OF HAMMARSDALE, CAMPERDOWN, UMZINTO, PAARL, STELLENBOSCH AND UITENHAGE				IN ALL OTHER AREAS			
	First 12 months	Second 12 months	Third 12 months & thereafter		First 12 months	Second 12 months	Third 12 months & thereafter
	Per week	Per week	Per week		Per week	Per week	Per week
ASSIST HEAD CUTTER	406.73	435.11	472.95	ASSIST HEAD CUTTER	283.77	312.14	349.98
HEAD CUTTER	508.51	543.99	591.30	HEAD CUTTER	354.78	390.25	437.56
FORE-PERSON	390.09	417.31	453.60	FORE-PERSON	272.16	299.37	335.66
WATCH-PERSON	284.44	304.29	330.75	WATCH-PERSON	198.45	218.29	244.75
DRIVER 1 454kg	267.41	286.07	310.95	DRIVER 1 454kg	186.57	205.22	230.10
DRIVER 2 454-2722 kg	292.57	312.98	340.20	DRIVER 2 454-2722 kg	204.12	224.53	251.74
DRIVER 3 2722-4540 kg	340.94	364.73	396.45	DRIVER 3 2722-4540 kg	237.86	261.65	293.37
DRIVER 4 4540 kg	412.15	440.91	479.25	DRIVER 4 4540 kg	287.55	316.30	354.64

**WAGES FOR EMPLOYERS IN THE CLOTHING AND KNITTING DIVISION ANY OTHER EMPLOYEES NOT ELSEWHERE SPECIFIED**

IN THE MAGISTERIAL DISTRICT OF HAMMARSDALE, CAMPERDOWN, UMZINTO, PAARL, STELLENBOSCH AND UITENHAGE				IN ALL OTHER AREAS			
	First 12 months	Second 12 months	Third 12 months & thereafter		First 12 months	Second 12 months	Third 12 months & thereafter
	Per week	Per week	Per week		Per week	Per week	Per week
0-6 months	210.52	225.21	244.80	0-6 months	146.88	161.56	181.15
7-12 months	230.65	246.74	268.20	7-12 months	160.92	177.01	198.46
13-18 months	250.00	267.44	290.70	13-18 months	174.42	191.86	215.11
19-24 months	275.15	294.35	319.95	19-24 months	191.97	211.16	236.76

## Learnership Allowances

COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4
Exit level of learnership	Credits already earned by learner	Percentage of qualified wage to be paid as allowance	Minimum allowance per week
NQF 1 or 2	0 – 120	35%	R120.00
	121 – 240	69%	R240.00
NQF 3	0 – 120	17%	R120.00
	121 – 240	40%	R226.00
	241 – 360	53%	R370.00
NQF 4	0 – 120	13%	R120.00
	121 – 240	25%	R240.00
	241 – 360	53%	R370.00
	361 – 480	56%	R540.00
NQF 5 to 8	0 – 120	8%	R120.00
	120 – 240	18%	R260.00
	240 – 360	27%	R389.00
	361 – 480	38%	R548.00
	481 – 600	49%	R700.00

## Employees in the Forestry Sector

<b>Table 1: Minimum wages for employees in the Forestry Sector</b>				
<b>Minimum rate for the period</b>			<b>Minimum rate for the period</b>	<b>Minimum rate for the period</b>
<b>1 April 2009 to 31 March 2010</b>			<b>1 April 2010 to 31 March 2011</b>	<b>1 April 2011 to 31 March 2012</b>
<b>Monthly</b>	<b>Weekly</b>	<b>Hourly</b>		
R1138.71	R262.80	R5.84	Previous year's wage + *CPI + 1%	Previous year's wage + *CPI + 1%

## Employees in the Taxi Sector

<i>Table 1: Minimum wages for employees in the Taxi Sector</i>					
<i>Minimum rate for the period 1 July 2008 to 30 June 2009</i>				<i>Minimum rate for the period 1 July 2009 to 30 June 2010</i>	<i>Minimum rate for the period 1 July 2010 to 30 June 2011</i>
	<b>Monthly</b>	<b>Weekly</b>	<b>Hourly</b>		
<b>Drivers</b>	R 1740.53	R 401.69	R 8.36	Previous year's wage + Consumer Price Index (CPI excluding Owners equivalent rent)* + 2%	Previous year's wage + Consumer Price Index (CPI excluding Owners equivalent rent)* + 2%
<b>Admin workers</b>	R 1740.53	R 401.69	R 8.36	Previous year's wage + Consumer Price Index (CPI excluding Owners equivalent rent)* + 2%	Previous year's wage + Consumer Price Index (CPI excluding Owners equivalent rent)* + 2%
<b>Rank marshals</b>	R 1392.42	R 321.35	R 6.69	Previous year's wage + Consumer Price Index (CPI excluding Owners equivalent rent)* + 2%	Previous year's wage + Consumer Price Index (CPI excluding Owners equivalent rent)* + 2%
<b>Workers not elsewhere specified</b>	R 1218.38	R 281.18	R 5.85	Previous year's wage + Consumer Price Index (CPI excluding Owners equivalent rent)* + 2%	Previous year's wage + Consumer Price Index (CPI excluding Owners equivalent rent)* + 2%

\* Consumer Price Index (CPI excluding Owners equivalent rent) is the Consumer Price Index, excluding interest rates on mortgage bonds for metropolitan and other urban areas as reported by Statistics SA six weeks before the increases become effective.

## Employees in the Hospitality Sector

*Table 1:*  
*Minimum wages for employers with 10 or less employees*

<i>Minimum rate for the period</i>			<i>Minimum rate for the period</i>			<i>Minimum rate for the period</i>		
1 July 2010 to 30 June 2011			1 July 2011 to 30 June 2012			1 July 2012 to 30 June 2013		
<b>R.p.m</b>	<b>R.p.w</b>	<b>R.p.h</b>	<b>R.p.m</b>	<b>R.p.w</b>	<b>R.p.h</b>	<b>R.p.m</b>	<b>R.p.w</b>	<b>R.p.h</b>
R1981-48	R457-30	R10-17	Previous Minimum wage + CPI + 1%			Previous Minimum wage + CPI + 1%		

*Table 2:*  
*Minimum wages for employers with more than 10 employees*

<i>Minimum rate for the period</i>			<i>Minimum rate for the period</i>			<i>Minimum rate for the period</i>		
1 July 2010 to 30 June 2011			1 July 2011 to 30 June 2012			1 July 2012 to 30 June 2013		
<b>R.p.m</b>	<b>R.p.w</b>	<b>R.p.h</b>	<b>R.p.m</b>	<b>R.p.w</b>	<b>R.p.h</b>	<b>R.p.m</b>	<b>R.p.w</b>	<b>R.p.h</b>
R2209-00	R509-83	R11-33	Previous Minimum wage + CPI + 1%			Previous Minimum wage + CPI + 1%		



## Employees in the Private Security Sector

MONTHLY SALARY RATES FOR THE FIRST YEAR OF OPERATION OF THIS DETERMINATION											
	Area 1		Area 2		Area 3		Area 4		Area 5		Maximum permissible working hours per week for each respective category of employee, subject to clause 5(2), with regard to averaging of working hours.
	In the Magisterial Districts of Alberton, Bellville, Benoni, Boksburg, Brakpan, Camperdown, Chatsworth, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuils River, Mitchell's Plain, Nigel, Oberholzer, Paarl, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simon's Town, Springs, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg.	In the Magisterial Districts of Bloemfontein, East London, Kimberley, Klerksdorp, Pietermaritzburg, Somerset West, Stellenbosch and Strand.	In the Magisterial Districts of Odendaalsrus, Potchefstroom, Virginia, Welkom and Witbank.	In the Magisterial Districts of Bethlehem, George, Hennenman, Highveld Ridge, King William's Town, Klip River, Knysna, Lower Tugela, Lower Umfolozi, Middelburg (Mpumalanga), Mossel Bay, Nelspruit, Newcastle, Oudtshoorn, Pietersburg, Port Shepstone, Potgietersrus, Rustenburg, Queenstown and Umzinto.	All other areas.						
	Monthly	Hourly equivale	Monthly	Hourly equivale	Monthly	Hourly equivale	Monthly	Hourly equivale	Monthly	Hourly equivale	

	Salary	nt	Salary	nt	Salary	nt	Salary	nt	Salary	nt	
<b>Artisan</b>	R2,486	R12,75	R2,268	R11,63	R2,172	R11,14	R1,913	R9,81	R1,714	R8,79	45
<b>Clerical Assistant –</b>											
During the first year of experience	R1,238	R6,35	R1,139	R5,84	R1,026	R5,26	R969	R4,97	R869	R4,44	45
During the second year of experience	R1,287	R6,60	R1,176	R6,03	R1,063	R5,45	R1,000	R5,13	R895	R4,59	
Thereafter	R1,332	R6,83	R1,229	R6,30	R1,115	R 5,72	R1,037	R5,32	R926	R4,75	
<b>Clerk –</b>											
During the first year of experience	R1,353	R6,94	R1,246	R 6,39	R1,141	R5,85	R1,053	R5,40	R942	R4,83	45
During the second year of experience	R1,539	R7,89	R1,464	R7,51	R1,305	R6,69	R1,195	R6,13	R1,071	R5,49	
During the third year of experience	R1,724	R8,84	R1,580	R8,10	R1,482	R7,60	R1,332	R6,83	R1,193	R6,12	
Thereafter	R1,915	R9,82	R1,751	R8,98	R1,642	R8,42	R1,468	R7,53	R1,316	R6,75	

**MONTHLY SALARY RATES FOR THE SECOND YEAR OF OPERATION OF THIS DETERMINATION**

	Area 1		Area 2		Area 3		Area 4		Area 5		Maximum permissible working hours per week for each respective category of employee, subject to clause 5(2), with regard to averaging of working hours.
	In the Magisterial Districts of Alberton, Bellville, Benoni, Boksburg, Brakpan, Camperdown, Chatsworth, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuils River, Mitchell's Plain, Nigel, Oberholzer, Paarl, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simon's Town, Springs, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg.		In the Magisterial Districts of Bloemfontein, East London, Kimberley, Klerksdorp, Pietermaritzburg, Somerset West, Stellenbosch and Strand.		In the Magisterial Districts of Odendaalsrus, Potchefstroom, Virginia, Welkom and Witbank.		In the Magisterial Districts of Bethlehem, George, Hennenman, Highveld Ridge, King William's Town, Klip River, Knysna, Lower Tugela, Lower Umfolozi, Middelburg (Mpumalanga), Mossel Bay, Nelspruit, Newcastle, Oudtshoorn, Pietersburg, Port Shepstone, Potgietersrus, Rustenburg, Queenstown and Umzinto.		All other areas.		
	Monthly Salary	Hourly equivalent	Monthly Salary	Hourly equivalent	Monthly Salary	Hourly equivalent	Monthly Salary	Hourly equivalent	Monthly	Hourly equivalent	

									Sala ry		
<b>Artisan</b>	R2,677	R13,73	R2,441	R12,52	R2,340	R12,00	R2,057	R10,55	R1, 843	R9,45	45
<b>Clerical Assistant –</b>											
During the first year of experience	R1,334	R6,84	R1,267	R6,29	R1,106	R5,67	R1,041	R5,34	R93 0	R4,77	45
During the second year of experience	R1,383	R7,09	R1,264	R6,48	R1,143	R5,86	R1,073	R5,50	R95 9	R4,92	
Thereafter	R1,427	R7,32	R1,316	R6,75	R1,195	R 6,13	R1,110	R5,69	R99 1	R5,08	
<b>Clerk –</b>											
During the first year of experience	R1,457	R7,47	R1,342	R 6,88	R1,229	R6,30	R1,133	R5,81	R1, 012	R5,19	45
During the second year of experience	R1,652	R8,42	R1,560	R8,00	R1,392	R7,14	R1,275	R6,54	R1, 141	R5,85	
During the third year of experience	R1,827	R9,37	R1,675	R8,59	R1,570	R8,05	R1,412	R7,24	R1,	R6,48	

Thereafter	R2,018	R10,35	R1,847	R9,47	R1,730	R8,87	R1,548	R7,94	264	R7,11	
									R1,386		
<b>Control or Communication Centre Operator</b>	As for relevant Security Officer grading										48
<b>Controller</b>	As for Clerical Assistant										45
<b>Driver of a –</b>											
Light motor vehicle	R1,404	R7,20	R1,305	R6,69	R1,182	R6,06	R1,090	R5,59	R977	R5,01	45
Medium motor vehicle	R1,622	R8,32	R1,500	R7,69	R1,379	R7,07	R1,258	R6,45	R1,127	R5,78	
Heavy motor vehicle	R1,757	R9,01	R1,626	R8,34	R1,505	R7,72	R1,353	R6,94	R1,215	R6,23	
<b>General worker –</b>											
During the first six months service with the same employer	R1,092	R5,60	R1,004	R5,15	R901	R4,62	R854	R4,38	R763	R3,91	45
Thereafter	R1,170	R6,00	R1,086	R5,57	R977	R5,01	R926	R4,75	R827	R4,24	
<b>Handyman</b>	R1,554	R7,97	R1,443	R7,40	R1,326	R6,80	R1,209	R6,20	R1,082	R5,55	45
<b>Security Officer –</b>											

Grade A	R2,633	R12,66	R2,407	R11,57	R2,186	R10,51	R2,028	R9,75	R1,820	R8,75	48
Grade B	R2,186	R10,51	R1,993	R9,58	R1,797	R8,64	R1,664	R8,00	R1,493	R7,18	
Grade C	R1,656	R7,96	R1,529	R7,35	R1,379	R6,63	R1,292	R6,21	R1,150	R5,53	
Grade D	R1,487	R7,15	R1,360	R6,54	R1,238	R5,59	R1,152	R5,54	R1,038	R4,99	
Grade E	R1,400	R6,73	R1,288	R6,19	R1,163	R5,59	R1,092	R5,25	R980	R4,71	
Employees not elsewhere specified	R1,349	R6,92	R1,242	R6,37	R1,121	R5,75	R1,053	R5,40	R948	R4,86	45
Refer also to subclauses (5) and (6)											



**MONTHLY SALARY RATES FOR THE THIRD YEAR OF OPERATION OF THIS DETERMINATION**

	Area 1	Area 2	Area 3	Area 4	Area 5	
	In the Magisterial Districts of Alberton, Bellville, Benoni, Boksburg, Brakpan, Camperdown, Chatsworth, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuils River, Mitchell's Plain, Nigel, Oberholzer, Paarl, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simon's Town, Springs, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg.	In the Magisterial Districts of Bloemfontein, East London, Kimberley, Klerksdorp, Pietermaritzburg, Somerset West, Stellenbosch and Strand.	In the Magisterial Districts of Odendaalsrus, Potchefstroom, Virginia, Welkom and Witbank.	In the Magisterial Districts of Bethlehem, George, Hennenman, Highveld Ridge, King William's Town, Klip River, Knysna, Lower Tugela, Lower Umfolozi, Middelburg (Mpumalanga), Mossel Bay, Nelspruit, Newcastle, Oudtshoorn, Pietersburg, Port Shepstone, Potgietersrus, Rustenburg, Queenstown and Umzinto.	All other areas.	Maximum permissible working hours per week for each respective category of employee, subject to clause 5(2), with regard to averaging of working hours.

	Monthly Salary	Hourly equivalent	Monthly Salary	Hourly equivalent	Monthly Salary	Hourly equivalent	Monthly Salary	Hourly equivalent	Monthly Salary	Hourly equivalent	
<b>Artisan</b>	R2,773	R14,22	R2,609	R13,38	R2,504	R12,84	R2,205	R11,31	R1,975	R10,13	45
<b>Clerical Assistant –</b>											
During the first year of experience	R1,429	R7,33	R1,310	R6,72	R1,184	R5,07	R1,115	R5,72	R996	R5,11	45
During the second year of experience	R1,478	R7,58	R1,347	R6,91	R1,221	R6,26	R1,147	R5,88	R1,026	R5,26	
Thereafter	R1,523	R7,81	R1,400	R7,18	R1,273	R6,53	R1,184	R6,07	R1,057	R5,42	
<b>Clerk –</b>											
During the first year of experience	R1,560	R8,00	R1,433	R7,35	R1,314	R6,74	R1,215	R6,23	R1,084	R5,56	45
During the second year of experience	R1,745	R8,95	R1,652	R8,47	R1,478	R7,58	R1,357	R6,96	R1,213	R6,22	
During the third year of experience	R1,931	R9,90	R1,767	R9,06	R1,656	R8,49	R1,494	R7,66	R1,336	R6,85	
Thereafter	R2,122	R10,88	R1,938	R9,94	R1,815	R9,31	R1,630	R8,36	R1,458	R7,48	



<b>Control or Communication Centre Operator</b>	As for relevant Security Officer grading										48
<b>Controller</b>	As for Clerical Assistant										45
<b>Driver of a –</b>											
Light motor vehicle	R1,503	R7,71	R1,394	R7,15	R1,264	R6,48	R1,168	R5,99	R1,047	R5,37	45
Medium motor vehicle	R1,722	R8,83	R1,589	R8,15	R1,461	R7,49	R1,336	R6,85	R1,197	R6,14	
Heavy motor vehicle	R1,856	R9,52	R1,716	R8,80	R1,587	R8,14	R1,431	R7,34	R1,283	R6,59	
<b>General worker –</b>											
During the first six months service with the same employer	R1,170	R6,00	R1,074	R5,51	R963	R4,94	R917	R4,70	R817	R4,19	45
Thereafter	R1,248	R6,40	R1,156	R5,93	R1,039	R5,33	R989	R5,07	R881	R4,52	
<b>Handyman</b>	R1,665	R8,54	R1,542	R7,91	R1,420	R7,28	R1,297	R6,65	R1,164	R5,97	45
<b>Security Officer –</b>											
Grade A	R2,733	R13,14	R2,515	R12,00	R2,267	R110,90	R2,107	R10,13	R1,891	R9,09	48
Grade B	R2,286	R10,99	R2,082	R10,01	R1,878	R9,03	R1,743	R8,38	R1,564	R7,52	
Grade C	R1,756	R8,44	R1,618	R7,78	R1,460	R7,02	R1,371	R6,59	R1,221	R5,87	
Grade D	R1,587	R7,63	R1,450	R6,97	R1,319	R6,34	R1,231	R5,92	R1,100	R5,33	

Grade E	R1,500	R7,21	R1,377	R6,62	R1,244	R5,98	R1,171	R5,63	R1,050	R5,05	
Employees not elsewhere specified	R1,445	R7,41	R1,328	R6,81	R1,199	R6,15	R1,129	R5,79	R1,016	R5,21	45
Refer also to subclauses (5) and (6)											



## Domestic Workers

Table 1: Minimum wage for workers working more than 27 ordinary hours per week

<b>AREA A</b>					
Bergvriër Local Municipality, Breederivier Local Municipality, Buffalo City Local Municipality, Cape Agulhas Local Municipality, Cederberg Local Municipality, City of Cape Town, City of Johannesburg Metropolitan Municipality, City of Tshwane Metropolitan Municipality, Drakenstein Local Municipality, Ekurhuleni Metropolitan Municipality, Emalahleni Local Municipality, Emfuleni Local Municipality, Ethekwini Metropolitan Municipality, Gamagara Local Municipality, George Local Municipality, Hibiscus Coast Local Municipality, Karoo Hoogland Local Municipality, Kgatelopele Local Municipality, Khara Hais Local Municipality, Knysna Local Municipality, Kungwini Local Municipality, Kouga Local Municipality, Langeberg Local Municipality, Lesedi Local Municipality, Makana Local Municipality, Mangaung Local Municipality, Matzikama Local Municipality, Metsimaholo Local Municipality, Middelburg Local Municipality, Midvaal Local Municipality, Mngeni Local Municipality, Mogale Local Municipality, Mosselbaai Local Municipality, Msunduzi Local Municipality, Mtubatuba Local Municipality, Nama Khoi Local Municipality, Nelson Mandela, Nokeng tsa Taemane Local Municipality, Oudtshoorn Local Municipality, Overstrand Local Municipality, Plettenbergbaai Local Municipality, Potchefstroom Local Municipality, Randfontein Local Municipality, Richtersveld Local Municipality, Saldanha Bay Local Municipality, Sol Plaatjie Local Municipality, Stellenbosch Local Municipality, Swartland Local Municipality, Swellendam Local Municipality, Theewaterskloof Local Municipality, Umdoni Local Municipality, uMhlathuze Local Municipality and Witzenberg Local Municipality.					
<b>Minimum rates for the period</b>		<b>Minimum rates for the period</b>		<b>Minimum rates for the period</b>	
<b>1 November 2002 to 31 October 2003</b>		<b>1 November 2003 to 31 October 2004</b>		<b>1 November 2004 to 31 October 2005</b>	
Hourly rate (R)	4,10	Hourly rate (R)	4,42	Hourly rate (R)	4,77
Weekly rate (R)	184,62	Weekly rate (R)	198,90	Weekly rate (R)	214,65
Monthly rate (R)	800,00	Monthly rate (R)	861,90	Monthly rate (R)	930,15

**AREA B**

**AREAS NOT MENTIONED IN AREA A**

<b>Minimum rates for the period 1 November 2002 to 31 October 2003</b>		<b>Minimum rates for the period 1 November 2003 to 31 October 2004</b>		<b>Minimum rates for the period 1 November 2004 to 31 October 2005</b>	
Hourly rate (R)	3,33	Hourly rate (R)	3,59	Hourly rate (R)	3,87
Weekly rate (R)	150,00	Weekly rate (R)	161,55	Weekly rate (R)	174,15
Monthly rate (R)	650,00	Monthly rate (R)	700,05	Monthly rate (R)	754,65

PEOPLE AGAINST SUFFERING OPPRESSION AND POVERTY

Table 2: Minimum Wage for Domestic Workers Working 27 ordinary hours or less per week

<b>AREA A</b>					
Bergrivier Local Municipality, Breederivier Local Municipality, Buffalo City Local Municipality, Cape Agulhas Local Municipality, Cederberg Local Municipality, City of Cape Town, City of Johannesburg Metropolitan Municipality, City of Tshwane Metropolitan Municipality, Drakenstein Local Municipality, Ekurhuleni Metropolitan Municipality, Emalahleni Local Municipality, Emfuleni Local Municipality, Ethekewini Metropolitan Municipality, Gamagara Local Municipality, George Local Municipality, Hibiscus Coast Local Municipality, Karoo Hoogland Local Municipality, Kgatelopele Local Municipality, Khara Hais Local Municipality, Knysna Local Municipality, Kungwini Local Municipality, Kouga Local Municipality, Langeberg Local Municipality, Lesedi Local Municipality, Makana Local Municipality, Mangaung Local Municipality, Matzikama Local Municipality, Metsimaholo Local Municipality, Middelburg Local Municipality, Midvaal Local Municipality, Mngeni Local Municipality, Mogale Local Municipality, Mosselbaai Local Municipality, Msunduzi Local Municipality, Mtubatu Local Municipality, Nama Khoi Local Municipality, Nelson Mandela, Nokeng tsa Taemane Local Municipality, Oudtshoorn Local Municipality, Overstrand Local Municipality, Plettenbergbaai Local Municipality, Potchefstroom Local Municipality, Randfontein Local Municipality, Richtersveld Local Municipality, Saldanha Bay Local Municipality, Sol Plaatjie Local Municipality, Stellenbosch Local Municipality, Swartland Local Municipality, Swellendam Local Municipality, Theewaterskloof Local Municipality, Umdoni Local Municipality, uMhlathuze Local Municipality and Witzenberg Local Municipality.					
<b>Minimum rates for the period</b>		<b>Minimum rates for the period</b>		<b>Minimum rates for the period</b>	
<b>1 November 2002 to 31 October 2003</b>		<b>1 November 2003 to 31 October 2004</b>		<b>1 November 2004 to 31 October 2005</b>	
Hourly rate (R)	4,51	Hourly rate (R)	4,87	Hourly rate (R)	5,25
Weekly rate (R)	212,77	Weekly rate (R)	131,49	Weekly rate (R)	141,75
Monthly rate (R)	527,67	Monthly rate (R)	569,79	Monthly rate (R)	614,25

**AREA B****AREAS NOT MENTIONED IN AREA A**

<b>Minimum rates for the period 1 November 2002 to 31 October 2003</b>		<b>Minimum rates for the period 1 November 2003 to 31 October 2004</b>		<b>Minimum rates for the period 1 November 2004 to 31 October 2005</b>	
Hourly rate (R)	3,66	Hourly rate (R)	3,95	Hourly rate (R)	4,26
Weekly rate (R)	98,82	Weekly rate (R)	106,65	Weekly rate (R)	115,02
Monthly rate (R)	428,22	Monthly rate (R)	462,15	Monthly rate (R)	498,42

PEOPLE AGAINST SUFFERING OPPRESSION AND POVERTY

## Employees in the Farming Sector

<b>AREA A</b>					
Bergrivier Local Municipality, Breede Valley Local Municipality, Buffalo City Local Municipality, Cape Agulhas Local Municipality, Cederberg Local Municipality, City of Cape Town, City of Johannesburg Metropolitan Municipality, City of Tshwane Metropolitan Municipality, Drakenstein Local Municipality, Ekurhuleni Metropolitan Municipality, Emalahleni Local Municipality, Emfuleni Local Municipality, Ethekewini Metropolitan Municipality, Gamagara Local Municipality, George Local Municipality, Hibiscus Coast Local Municipality, Karoo Hoogland Local Municipality, Kgatelopele Local Municipality, Khara Hais Local Municipality, Knysna Local Municipality, Kungwini Local Municipality, Kouga Local Municipality, Langeberg Local Municipality, Lesedi Local Municipality, Makana Local Municipality, Mangaung Local Municipality, Matzikama Local Municipality, Metsimaholo Local Municipality, Middelburg Local Municipality, Midvaal Local Municipality, Mngeni Local Municipality, Mogale Local Municipality, Mosselbaai Local Municipality, Msunduzi Local Municipality, Mtubatuba Local Municipality, Nama Khoi Local Municipality, Nelson Mandela, Nokeng tsa Taemane Local Municipality, Oudtshoorn Local Municipality, Overstrand Local Municipality, Plettenbergbaai Local Municipality, Potchefstroom Local Municipality, Randfontein Local Municipality, Richtersveld Local Municipality, Saldanha Bay Local Municipality, Sol Plaatjie Local Municipality, Stellenbosch Local Municipality, Swartland Local Municipality, Swellendam Local Municipality, Theewaterskloof Local Municipality, Umdoni Local Municipality, uMhlathuze Local Municipality and Witzenberg Local Municipality.					
Minimum rate for the period 1 March 2003 to 29 February 2004		Minimum rate for the period 1 March 2004 to 28 February 2005		Minimum rate for the period 1 March 2005 to 28 February 2006	
Hourly rate	R4.10	Hourly rate	4.47	Hourly rate	4.87
Monthly rate	R800	Monthly rate	871.58	Monthly rate	949.58
<b>Area B (Areas Not Mentioned in Section A)</b>					
Minimum rate for the period 1 March 2003 to 29 February 2004		Minimum rate for the period 1 March 2004 to 28 February 2005		Minimum rate for the period 1 March 2005 to 28 February 2006	
Hourly rate	R3.33	Hourly rate	3.66	Hourly rate	4.03
Monthly rate	R650	Monthly rate	713.65	Monthly rate	785.79

## Employees in the Wholesale and Retail Sector

TABLE 1: AREA A

Metropolitan and Local Municipality of:

Bergrivier , Breederivier, 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, Langeberg, Lesedi, Makana, Mangaung, Matzikama, Metsimaholo, Middelburg, 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.

CATEGORY	01/02/2010 to 31/01/2011				01/02/2011 to 31/01/2012				01/02//2012 to 31/01/2013				
	R.p.h	R.p.w	R.p.m	27 Hours R.p.h	R.p.h.	R.p.w	R.p.m	27 Hours R.p.h	R.p.h	R.p.w	R.p.m	27 Hours R.p.h	
Assistant Manager	23.30	1,048.46	4,542.96	24.28	24.14	1,086.30	4,706.94	25.01	25.68	1,155.60	5,007.21	26.61	
Cashier	13.58	611.10	2,647.90	14.17	14.07	633.10	2,743.22	14.58	14.97	673.65	2,918.93	15.51	
Clerk	16.10	724.50	3,139.26	16.79	16.68	750.58	3,252.27	17.28	17.75	798.75	3,460.98	18.39	
Displayer	16.72	752.40	3,260.15	17.44	17.32	779.49	3,377.51	17.94	18.43	829.35	3,593.57	19.09	
Driver	Gross Vehicle mass: < 3 500 kg	12.27	552.15	2,392.47	12.79	12.71	572.03	2,478.59	13.17	13.52	608.40	2,636.20	14.01
	Gross Vehicle mass: 3 501 <9 000kg	14.84	667.80	2,893.58	15.49	15.37	691.84	2,997.75	15.92	16.35	735.75	3,188.00	16.94
	Gross Vehicle mass: 9 0001 <16 000kg	16.20	729.00	3,158.76	16.89	16.78	755.24	3,272.47	17.38	17.85	803.25	3,480.48	18.49
	Gross Vehicle mass: 16 001kg >	17.80	801.00	3,470.73	18.56	18.44	829.84	3,595.68	19.10	19.62	882.90	3,825.61	20.32
Forklift operator	11.68	525.60	2,277.42	12.18	12.10	544.52	2,359.41	12.54	12.87	579.15	2,509.46	13.34	



General Assistant	10.69	481.05	2,084.39	11.14	11.08	498.37	2,159.43	11.48	11.79	530.55	2,298.87	12.21
Manager	25.54	1,149.30	4,979.92	26.62	26.46	1,190.67	5,159.19	27.41	28.15	1,266.75	5,488.83	29.16
Merchandiser	12.75	573.75	2,486.06	13.28	13.21	594.41	2,575.56	13.69	14.06	632.70	2,741.49	14.57
Security Guard	10.88	489.60	2,121.44	11.45	11.27	507.23	2,197.81	11.68	11.99	539.55	2,337.87	12.43
Sales Assistant	16.10	724.50	3,139.26	16.79	16.68	750.58	3,252.27	17.28	17.75	798.75	3,460.98	18.39
Sales Person	16.10	724.50	3,139.26	16.79	16.68	750.58	3,252.27	17.28	17.75	798.75	3,460.98	18.39
Shop Assistant	12.75	573.75	2,486.06	13.28	13.21	594.41	2,575.56	13.69	14.06	632.70	2,741.49	14.57
Supervisor	19.81	891.45	3,862.65	20.65	20.52	923.54	4,001.71	21.26	21.83	982.35	4,256.52	22.62
Trainee Manager	21.39	962.55	4,170.73	22.29	22.16	997.20	4,320.88	22.96	23.58	1,061.10	4,597.75	24.43

