



# Government Gazette Staatskoerant

REPUBLIC OF SOUTH AFRICA  
REPUBLIEK VAN SUID AFRIKA

*Regulation Gazette*

**No. 10969**

*Regulasiekoerant*

Vol. 650

2 August  
Augustus 2019

No. 42615

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 1682-5843



9 771682 584003

42615



**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>Labour, Department of/ Arbeid, Departement van</b> |  |                        |                     |
| R. 1036   | Basic Conditions of Employment Act (75/1977): Amendment of Sectoral Determination 9: Wholesale and Retail Sector, South Africa ..... | 42615                  | 4                   |

**GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS****DEPARTMENT OF LABOUR**

NO. R. 1036

02 AUGUST 2019

**BASIC CONDITIONS OF EMPLOYMENT ACT NO. 75 OF 1977****AMENDMENT OF SECTORAL DETERMINATION 9: WHOLESALE AND RETAIL SECTOR, SOUTH AFRICA**

I, Thembelani Thulas Nxesi, Minister of Labour, hereby in terms of Section 56(1) of the Basic Conditions of Employment Act, No. 75 of 1997, amend Sectoral Determination 9: Wholesale and Retail Sector, South Africa published under Government Notice 39926 R.443 of 14 April 2016, in accordance with the schedule hereto and fix the date of publication of this notice as the date on which this amendment shall become binding.



T. T. NXESI  
MINISTER OF LABOUR, MP

DATE: 31/7/2019

**SCHEDULE:**

1. Substitute Tables 1 and 2 as reflected in Government Gazette 39926 R.443 of 14 April 2016 with tables 1 and 2 below.

| <b>Table 1: Area A</b>   |  |                   |                 |              |              |
|--|--|-------------------|-----------------|--------------|--------------|
| <b>Metropolitan and Local Municipality</b>   |  |                   |                 |              |              |
| Bergrivier, Breede Valley, Buffalo City, Cape Agulhas, Cederberg, City of Cape Town, City of Johannesburg Metropolitan Municipality, City of Tshwane, Drakenstein, Ekurhuleni, Emalaheni, 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>Minimum wages for the periods:</b>                              |                   |                 |              |              |
|  | <b>01 January 2019 – NMWA REVIEW</b>                               |                   |                 |              |              |
|  | <b>27 Hrs or less</b>  |                   |                 |              |              |
|  | <b>CI 2 (3)(b)</b>   | <b>CI 2(3)(a)</b> | <b>CI 2 (2)</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> |
| General Assistant/Trolley Collector  | 20.81  | 25.00             | 20.00           | 900.00       | 3899.70      |
| Security Guard   | 20.73  | 25.00             | 20.00           | 900.00       | 3899.70      |
| Forklift Operator  | 20.72  | 25.00             | 20.00           | 900.00       | 3899.70      |
| Driver < 3500kg  | 20.72  | 25.00             | 20.00           | 900.00       | 3899.70      |
| Merchandiser/Shop Assistant/Checker/Deli Assistant   | 20.71  | 25.00             | 20.00           | 900.00       | 3899.70      |
|  | <b>Date of publication of the notice<sup>1</sup> – NMWA REVIEW</b> |                   |                 |              |              |
| Cashier  | 22.68  | 27.66             | 22.13*          | 995.81       | 4314.82      |
| Driver 3501 <9000kg  | 24.70  | 30.07             | 24.05*          | 1082.36      | 4689.85      |
| Clerk/Sales Assistant/Sales person/Block man/Baker   | 26.72  | 32.55             | 26.04*          | 1171.73      | 5077.10      |
| Driver 9001 <16000kg   | 26.90  | 32.73             | 26.18*          | 1178.31      | 5105.64      |
| Displayer  | 27.74  | 33.80             | 27.04*          | 1216.89      | 5272.77      |
| Driver 16001kg >   | 29.50  | 35.97             | 28.78*          | 1294.97      | 5611.10      |
| Supervisor   | 32.88  | 40.03             | 32.03*          | 1441.26      | 6244.98      |
| Trainee Manager  | 35.48  | 43.25             | 34.60*          | 1556.97      | 6746.37      |
| Assistant Manager  | 38.70  | 47.08             | 37.66*          | 1694.80      | 7343.56      |
| Manager  | 42.38  | 51.62             | 41.30*          | 1858.49      | 8052.84      |

<sup>1</sup> \*4.53% Adjustment to CI 2(2) minimum wage rate for 2018 from date of publication of the notice, for employees earning above the NMWA rate of R20 per hour.

| <b>Table 2: Area B</b>   |                                       |                       |                 |              |              |
|--|---------------------------------------|-----------------------|-----------------|--------------|--------------|
| <b>Metropolitan and Local Municipality</b>                         |                                       |                       |                 |              |              |
| <b>AREAS NOT MENTIONED IN AREA A</b>                               |                                       |                       |                 |              |              |
|  | <b>Minimum wages for the periods:</b> |                       |                 |              |              |
|  | <b>01 January 2019- NMWA REVIEW</b>   |                       |                 |              |              |
|  | <b>27 Hrs or less</b>                 |                       |                 |              |              |
|  | <b>CI 2<br/>(3)(b)</b>                | <b>CI<br/>2(3)(a)</b> | <b>CI 2 (2)</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> |
| General Assistant/Trolley Collector                                | 20.82                                 | 25.00                 | 20.00           | 900.00       | 3899.70      |
| Security Guard   | 20.73                                 | 25.00                 | 20.00           | 900.00       | 3899.70      |
| Forklift Operator  | 20.89                                 | 25.00                 | 20.00           | 900.00       | 3899.70      |
| Driver < 3500kg  | 20.83                                 | 25.00                 | 20.00           | 900.00       | 3899.70      |
| Merchandiser/Shop Assistant/Checker/Deli Assistant                 | 20.82                                 | 25.00                 | 20.00           | 900.00       | 3899.70      |
| Cashier  | 20.86                                 | 25.00                 | 20.00           | 900.00       | 3899.70      |
| Driver 3501 <9000kg  | 20.85                                 | 25.00                 | 20.00           | 900.00       | 3899.70      |
| <b>Date of publication of the notice<sup>2</sup> – NMWA REVIEW</b> |                                       |                       |                 |              |              |
| Clerk/Sales Assistant/Sales person/Block man/Baker                 | 23.92                                 | 28.69                 | 22.95**         | 1032.97      | 4475.84      |
| Driver 9001 <16000kg   | 25.89                                 | 31.11                 | 24.89**         | 1119.99      | 4852.90      |
| Displayer  | 23.02                                 | 27.73                 | 22.18**         | 998.16       | 4325.01      |
| Driver 16001kg >   | 28.46                                 | 34.19                 | 27.36**         | 1231.00      | 5333.91      |
| Supervisor   | 28.91                                 | 34.81                 | 27.85**         | 1253.11      | 5429.71      |
| Trainee Manager  | 30.97                                 | 37.21                 | 29.77**         | 1339.66      | 5804.73      |
| Assistant Manager  | 34.15                                 | 40.99                 | 32.79**         | 1475.60      | 6393.77      |
| Manager  | 37.04                                 | 44.45                 | 35.56**         | 1600.25      | 6933.88      |

<sup>2</sup> \*\* 4.53% Adjustment to CI 2(2) minimum wage rate for 2018 from date of publication of the notice, for employees earning above the NMWA rate of R20 per hour.

# **WARNING!!!**

## **To all suppliers and potential suppliers of goods to the Government Printing Works**

The Government Printing Works would like to warn members of the public against an organised syndicate(s) scamming unsuspecting members of the public and claiming to act on behalf of the Government Printing Works.

One of the ways in which the syndicate operates is by requesting quotations for various goods and services on a quotation form with the logo of the Government Printing Works. Once the official order is placed the syndicate requesting upfront payment before delivery will take place. Once the upfront payment is done the syndicate do not deliver the goods and service provider then expect payment from Government Printing Works.

Government Printing Works condemns such illegal activities and encourages service providers to confirm the legitimacy of purchase orders with GPW SCM, prior to processing and delivery of goods.

To confirm the legitimacy of purchase orders, please contact:

Anna-Marie du Toit (012) 748-6292 ([Anna-Marie.DuToit@gpw.gov.za](mailto:Anna-Marie.DuToit@gpw.gov.za)) and

Siraj Rizvi (012) 748-6380 ([Siraj.Rizvi@gpw.gov.za](mailto:Siraj.Rizvi@gpw.gov.za))

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