EMPLOYMENT

# NEW CORRECTED MINIMUM WAGE RATES FOR WHOLESALE AND RETAIL SECTOR

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*By Jacques van Wyk, Director; Andre van Heerden, Senior Associate; and Chelsea Roux, Candidate Attorney*

On 14 October 2019 the Minister of Labour and Employment published the corrected minimum wage rates applicable to Sectoral Determination 9: Wholesale and Retail Sector. These rates are applicable as of 2 August 2019 and are available below:

**Table 1: Area A**

**Metropolitan and Local Municipality**

Bergrivier, Breede Valley, Buffalo City, Cape Agulhas, Cederberg, City of Cape Town, City of Johannesburg Metropolitan Municipality, City of Tshwane, Drakenstein, Ekurhuleni, Emalahleni, Emfuleni, Ethekwini 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.

| | Minimum wages for the periods: 2 August 2019 – NMWA REVIEW | | | | |
|---|---|---|---|---|---|
| | 27 Hrs or less | | Cl 2 (2) | | |
| | Cl 2 (3)(b) | Cl 2(3)(a) | | | |
| Job category | R.p.h | R.p.h | R.p.h. | R.p.w | R.p.m |
| General Assistant/Trolley Collector | 20.00 | 23.50* | 20.00 | 900.00 | 3899.70 |
| Security Guard | 20.00 | 23.88* | 20.00 | 900.00 | 3899.70 |
| Forklift Operator | 20.00 | 25.52* | 20.00 | 900.00 | 3899.70 |
| Driver < 3500kg | 20.00 | 26.03* | 20.00 | 900.00 | 3899.70 |
| Merchandiser/Shop Assistant/Checker/Deli Assistant | 21.60* | 27.01* | 20.00 | 900.00 | 3899.70 |
| Cashier | 22.91* | 28.64* | 22.13* | 995.67 | 4314.24 |
| Driver 3501 <9000kg | 24.92* | 31.15* | 24.05* | 1082.19 | 4689.11 |
| Clerk/Sales Assistant/Sales person/Block man/Baker | 26.97* | 33.71* | 26.04* | 1171.67 | 5076.84 |
| Driver 9001 <16000kg | 27.14* | 33.91* | 26.18* | 1178.09 | 5104.68 |
| Displayer | 28.00* | 35.00* | 27.04* | 1216.66 | 5271.77 |
| Driver 16001kg > | 29.79* | 37.25* | 28.77* | 1294.77 | 5610.23 |
| Supervisor | 33.18* | 41.47* | 32.02* | 1441.10 | 6244.30 |
| Trainee Manager | 35.83* | 44.79* | 34.60* | 1556.79 | 6745.55 |
| Assistant Manager | 39.03* | 48.80* | 37.66* | 1694.72 | 7343.21 |
| Manager | 42.77* | 53.47* | 41.30* | 1858.35 | 8052.25 |

*Minimum wages increased by 4.53%

| Table 2: Area B | | | | | |
|---|---|---|---|---|---|
| Metropolitan and Local Municipality | | | | | |
| AREAS NOT MENTIONED IN AREA A | | | | | |
| | Minimum wages for the periods: | | | | |
| | 2 August 2019- NMWA REVIEW | | | | |
| | 27 Hrs or less | | Cl 2 (2) | | |
| | Cl 2 (3)(b) | Cl 2(3)(a) | | | |
| Job category | R.p.h | R.p.h | R.p.h. | R.p.w | R.p.m |
| General Assistant/Trolley Collector | 20.00 | 21.95** | 20.00 | 900.00 | 3899.70 |
| Security Guard | 20.00 | 23.88** | 20.00 | 900.00 | 3899.70 |
| Forklift Operator | 20.00 | 22.11** | 20.00 | 900.00 | 3899.70 |
| Driver < 3500kg | 20.00 | 22.68* | 20.00 | 900.00 | 3899.70 |
| Merchandiser/Shop Assistant/Checker/Deli Assistant | 20.00 | 23.87** | 20.00 | 900.00 | 3899.70 |
| Cashier | 20.00 | 25.31** | 20.00 | 900.00 | 3899.70 |
| Driver 3501 <9000kg | 21.70** | 27.11** | 20.00 | 900.00 | 3899.70 |
| Clerk/Sales Assistant/Sales person/Block man/Baker | 26.97** | 33.71** | 22.95** | 1032.95 | 4475.76 |
| Driver 9001 <16000kg | 25.95** | 32.44** | 24.89** | 1120.20 | 4853.81 |
| Displayer | 23.10** | 28.88** | 22.19** | 998.35 | 4325.84 |
| Driver 16001kg > | 28.53** | 35.65** | 27.36** | 1231.01 | 5333.97 |
| Supervisor | 29.00** | 36.26** | 27.85** | 1253.07 | 5429.57 |
| Trainee Manager | 31.04** | 38.80** | 29.77** | 1339.82 | 5805.45 |
| Assistant Manager | 34.21** | 42.77** | 32.79** | 1475.71 | 6394.25 |
| Manager | 37.11** | 46.38** | 35.56** | 1600.06 | 6933.08 |

**Minimum wages increased by 4.53%



**Andre van Heerden**

Director

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**Jacques van Wyk**

Director

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