

EMPLOYMENT

## New Earnings Threshold

6 March 2024 2 min read

and Danelle Plaatjies – Candidate Attorney

On 5 March 2024 the Minister of Employment and Labour, Thembelani Waltermade Nxesi, published a Government Gazette providing for the increase of the earnings threshold, as provided for in the Basic Conditions of Employment Act 75 of 1997 ("**BCEA**"). The increase will be from R241,110.59 to R254,371.67 per annum with effect of 1 April 2024.

The meaning of "Earnings" is set out in the Government Gazette notice as –

*"the regular annual remuneration before deductions i.e income tax, pension, medical and similar payments but excluding similar payments (contributions) made by the employer in respect of the employee: Provided that subsistence and transport allowances received, achievement awards and payments for overtime worked shall not be regarded as remuneration for the purpose of this notice."*

Employees who earn in excess of the threshold are excluded from certain provisions of the BCEA including:

- ordinary hours of work (section 9);
- overtime (section 10);
- compressed working weeks (section 11);
- averaging hours of work (section 12);
- meal intervals (section 14);
- daily and weekly rest periods (section 15);
- pay for work on Sundays (section 16);
- pay for night work (section 17(2)); and
- pay for public holidays where the employee works on a day they would not ordinarily work (section 18(3)).



Jacques van Wyk

Director

[View Profile](#)



Danelle Plaatjies