

The National Minimum Wage

The introduction of a national minimum wage to improve the lives of the lowest paid workers and which begins to address the challenge of wage inequality.

- The national minimum wage will be the floor below which no worker may be paid, including workers covered by sectoral determinations and collective bargaining agreements.
- The NMW will initially be set at a level of R20 per hour and implemented not later than 1 May 2018.
- Every workers will be guaranteed a minimum payment of R20 an hour for at least 4 hours a day.
- The minimum wage for domestic and farm workers will initially be set at 75% and 90% of the NMW respectively, with the intention that these be adjusted to reach the NMW within 2 years of implementation.

The National Minimum Wage cont.

- The national minimum wage will not extend to unpaid volunteers, state security agents and the Expanded Public Works Programme (EPWP) participants.
- Business that can demonstrate they are unable to afford the national minimum wage may apply for a one-year exemption while they adjust to the prescribed national minimum wage.
- A National Minimum Wage Commission will be established to review the national minimum wage on an annual basis.
- The social partners will undertake further engagements under the auspices of NEDLAC to develop further measures to bring down the unacceptably high level of wage inequality in SA.