

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID**

No. 356

14 March 2003

BASIC CONDITIONS OF EMPLOYMENT ACT 75 OF 1997**DETERMINATION: EARNINGS THRESHOLD**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, in terms of Section 6(3) of the Basic Conditions of Employment Act No 75 of 1997 (the Act), determine that all employees earning in excess of R115 572,00 per annum be excluded from sections 9, 10, 11, 12, 13, 14, 15, 16, 17 and 18(3) of the Act and fix the second Monday after the date of publication of this notice as the date from which the said determination shall be binding.

For the purposes of this notice:

“Earnings” means gross pay before deduction i.e. income tax, pension, medical and similar payments but excluding similar payments (contributions) made by the employer in respect of the employee.



**M.M.S. MDLADLANA, MP
MINISTER OF LABOUR**