
GOVERNMENT NOTICE

DEPARTMENT OF LABOUR

No. R. 182

24 February 2006

BASIC CONDITIONS OF EMPLOYMENT ACT, NO 75 OF 1997

AMENDMENT OF SECTORAL DETERMINATION 9: WHOLESALE AND RETAIL SECTOR, SOUTH AFRICA

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, in terms of section 56 (3) of the Basic Conditions of Employment Act, No 75 of 1997, hereby correct and clarify the provisions as contained in Sectoral Determination 9: Wholesale and Retail Sector, South Africa, published under Government Notice R68 appearing in the Government Gazette No. 28424 of 25 January 2006 in accordance with the schedule hereto.



M M S MDLADLANA, MP
MINISTER OF LABOUR

Schedule:

1. In clause 3: table 1, table 2 and table 3 on pages 4, 5 and 6 respectively, substitute the words "27 Hours R.p.w" with "* 27 Hours R.p.h" in all the applicable columns.
2. This is to clarify that in clause 3, table 1 contains the minimum wage rates for Area A, table 2 contains the minimum wage rates for Area B and table 3 contains the minimum wage rates for Area C.

SCHEDULE

Clause 3

1. Substitute the wage tables 1 to 3 in clause 3 as reflected in Government Notice No. 28424 of 25 January 2006 with the wage tables 1 to 3 below:

Table 1

Area A

CATEGORY	01/02/2006 to 31/01/2007			01/02/2007 to 31/01/2008			01/02/2008 to 31/01/2009			01/02/2009 to 31/01/2010		
	R.p.h	R.p.w	R.p.m	*27 Hours R.p.h	R.p.h	R.p.w	R.p.m	R.p.h	R.p.w	R.p.m	*27 Hours R.p.h	*27 Hours R.p.h
Assistant Manager	16.99	764.55	3313.05	17.63	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	20.44	20.44
Cashier	9.91	445.95	1932.45	10.29	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	11.93	11.93
Clerk	11.74	528.30	2289.30	12.19	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	14.13	14.13
Displayer	12.19	548.55	2377.05	12.65	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	14.67	14.67
D r i v e r	8.95	402.75	1745.25	9.29	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	10.77	10.77
Gross Vehicle mass < 3 500 kg	10.82	487.07	2110.62	11.23	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	13.03	13.03
Gross Vehicle mass 3 501 - <9 000kg	11.81	531.45	2302.95	12.25	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	14.21	14.21
Gross Vehicle mass 9 0001 - <16 000kg	12.98	584.10	2531.10	13.47	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	15.62	15.62
Forklift operator	8.43	379.35	1643.85	8.75	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	10.15	10.15
General Assistant	7.72	347.4	1505.4	8.01	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	9.29	9.29
Manager	18.61	837.45	3628.95	19.32	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	22.4	22.4
Merchandiser	9.29	418.05	1811.55	9.64	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	11.18	11.18
Security Guard	7.92	356.4	1544.4	8.22	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	9.63	9.63
Sales Assistant	11.74	528.3	2289.3	12.19	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	14.13	14.13
Sales Person	11.74	528.3	2289.3	12.19	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	14.13	14.13
Shop Assistant	9.29	418.05	1811.55	9.64	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	11.18	11.18
Supervisor	14.44	649.8	2815.8	14.99	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	17.38	17.38
Trainee Manager	15.59	701.55	3040.05	16.18	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	18.76	18.76

* Hourly rate of employees working 27 ordinary hours per week or less.

Table 2

Area B

CATEGORY	01/02/2006 to 31/01/2007				01/02/2007 to 31/01/2008				01/02/2008 to 31/01/2009				01/02/2009 to 31/01/2010			
	R.p.h	R.p.w	R.p.m	*27 Hours R.p.h	R.p.h	R.p.w	R.p.m	*27 Hours R.p.h	R.p.h	R.p.w	R.p.m	*27 Hours R.p.h	R.p.h	R.p.w	R.p.m	*27 Hours R.p.h
Assistant Manager	13.72	617.4	2675.40	14.24	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	15.62	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	16.51	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	17.45
Cashier	7.98	359.1	1556.10	8.28	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	9.09	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	9.60	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	10.15
Clerk	9.54	429.3	1860.30	9.91	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	10.87	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	11.49	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	12.14
Displayer	9.2	414	1794.00	9.54	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	10.47	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	11.07	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	11.70
D Gross Vehicle mass < 3 500 kg	7.1	319.5	1384.50	7.37	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	8.09	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	8.55	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	9.04
r Gross Vehicle mass 3 501 - <9 000kg	8.59	386.55	1675.05	8.92	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	9.78	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	10.34	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	10.93
i Gross Vehicle mass 9 0001 - <16 000kg	10.39	467.55	2026.05	10.78	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	11.83	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	12.50	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	13.22
v Gross Vehicle mass 16 001kg	11.44	514.8	2230.80	11.87	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	13.02	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	13.76	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	14.55
Forklift operator	6.68	300.6	1302.60	6.93	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	7.61	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	8.04	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	8.50
General Assistant	6.64	298.8	1294.80	6.89	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	7.56	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	7.99	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	8.44
Manager	14.88	669.6	2901.60	15.45	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	16.94	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	17.91	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	18.93
Merchandiser	7.49	337.05	1460.55	7.78	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	8.53	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	9.02	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	9.53
Security Guard	7.54	339.3	1470.30	7.82	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	8.58	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	9.07	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	9.59
Sales Assistant	9.54	429.3	1860.30	9.91	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	10.87	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	11.49	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	12.14
Sales Person	9.54	429.3	1860.30	9.91	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	10.87	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	11.49	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	12.14
Shop Assistant	7.49	337.05	1460.55	7.78	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	8.53	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	9.02	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	9.53
Supervisor	11.64	523.8	2269.80	12.08	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	13.25	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	14.00	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	14.80
Trainee Manager	12.45	560.25	2427.75	12.92	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	14.18	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	14.98	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	15.84

* Hourly rate of employees working 27 ordinary hours per week or less.

Area C

Table 3

CATEGORY	01/02/2006 to 31/01/2007				01/02/2007 to 31/01/2008				01/02/2008 to 31/01/2009				01/02/2009 to 31/01/2010			
	R.p.h	R.p.w	R.p.m	*27 Hours R.p.h	R.p.h	R.p.w	R.p.m	*27 Hours R.p.h	R.p.h	R.p.w	R.p.m	*27 Hours R.p.h	R.p.h	R.p.w	R.p.m	*27 Hours R.p.h
Assistant Manager	12.69	571.05	2474.55	13.17	95% of Area B wage			14.84	97.5% of Area B wage			16.10	100% of Area B wage			17.45
Cashier	7.38	332.10	1439.10	7.66	95% of Area B wage			8.63	97.5% of Area B wage			9.36	100% of Area B wage			10.15
Clerk	8.82	396.90	1719.90	9.16	95% of Area B wage			10.32	97.5% of Area B wage			11.20	100% of Area B wage			12.14
Displayer	8.51	382.95	1659.45	8.83	95% of Area B wage			9.95	97.5% of Area B wage			10.79	100% of Area B wage			11.70
D																
Gross Vehicle mass < 3 500 kg	6.57	295.65	1281.15	6.82	95% of Area B wage			7.68	97.5% of Area B wage			8.33	100% of Area B wage			9.04
Gross Vehicle mass 3 501 - <9 000kg	7.95	357.75	1550.25	8.25	95% of Area B wage			9.29	97.5% of Area B wage			10.08	100% of Area B wage			10.93
Gross Vehicle mass 9 001 - <16 000kg	9.61	432.45	1873.95	9.97	95% of Area B wage			11.24	97.5% of Area B wage			12.19	100% of Area B wage			13.22
r																
Gross Vehicle mass 16 001kg	10.58	476.10	2063.10	10.98	95% of Area B wage			12.37	97.5% of Area B wage			13.42	100% of Area B wage			14.55
Forklift operator	6.18	278.10	1205.10	6.41	95% of Area B wage			7.23	97.5% of Area B wage			7.84	100% of Area B wage			8.50
General Assistant	6.14	276.30	1197.30	6.37	95% of Area B wage			7.18	97.5% of Area B wage			7.79	100% of Area B wage			8.44
Manager	13.76	619.20	2683.20	14.29	95% of Area B wage			16.10	97.5% of Area B wage			17.46	100% of Area B wage			18.93
Merchandiser	6.93	311.85	1351.35	7.19	95% of Area B wage			8.11	97.5% of Area B wage			8.79	100% of Area B wage			9.53
Security Guard	6.97	313.65	1359.15	7.23	95% of Area B wage			8.15	97.5% of Area B wage			8.84	100% of Area B wage			9.59
Sales Assistant	8.82	396.90	1719.90	9.16	95% of Area B wage			10.32	97.5% of Area B wage			11.20	100% of Area B wage			12.14
Sales Person	8.82	396.90	1719.90	9.16	95% of Area B wage			10.32	97.5% of Area B wage			11.20	100% of Area B wage			12.14
Shop Assistant	6.93	311.85	1351.35	7.19	95% of Area B wage			8.11	97.5% of Area B wage			8.79	100% of Area B wage			9.53
Supervisor	10.77	484.65	2100.15	11.17	95% of Area B wage			12.59	97.5% of Area B wage			13.65	100% of Area B wage			14.80
Trainee Manager	11.52	518.40	2246.40	11.95	95% of Area B wage			13.47	97.5% of Area B wage			14.61	100% of Area B wage			15.84

*Hourly rate of employees working 27 ordinary hours per week or less.