GOVERNMENT NOTICE

DEPARTMENT OF LABOUR

No. R. 986

28 November 2011

BASIC CONDITIONS OF EMPLOYMENT ACT NO. 75 OF 1977

AMENDMENT OF SECTORAL DETERMINATION 7: DOMESTIC WORKER SECTOR, SOUTH AFRICA

I, Mildred Nelisiwe Oliphant, Minister of Labour, in terms of Section 56(1) of the Basic Conditions of Employment Act, No. 75 of 1997, hereby amend Sectoral Determination 7: Domestic Worker Sector, South Africa published under Government Notice R.1225 of 14 November 2008 in accordance with the schedule hereto and fix 01December 2011 as the date on which this amendment shall become binding.

MINISTER OF LABOUR

22/11/2011

SCHEDULE:

1. Substitute table 1 and 2 in clause 3 as reflected in Government Notice R. 1225 of 14 November 2008 with the tables below:

Wage Tables for the Domestic Worker Sector								
Table 1 Minimum wages for domestic workers who work more than 27 ordinary								
hours per week								
Area A								
Bergrivier Local Municipality, Breederivier Local Municipality, Buffalo City Local Municipality, Cape Agulhas								
Local Municipality, Cederberg Local Municipality, City of Cape Town, City of Johannesburg Metropolitan								
Municipality, City of Tshwane Metropolitan Municipality, Drakenstein Local Municipality, Ekurhulen								
Metropolitan Municipality, Emalahleni Local Municipality, Emfuleni Local Municipality, Ethekwini								
						Hibiscus Coast Local		
						y, Khara Hais Local		
						lunicipality, Langeberg		
						ng Local Municipality,		
						icipality, Midvaal Local		
Municipality, Mngeni Local Municipality, Mogale Local Municipality, Mosselbaai Local Municipality, Msunduzi								
Local Municipality, Mtubatu Local Municipality, Nama Khoi Local Municipality, Nelson Mandela, Nokeng tsa								
Taemane Local Municipality, Oudtshoorn Local Municipality, Overstrand Local Municipality, Plettenbergbaai								
Local Municipality, Potchefstroom Local Municipality, Randfontein Local Municipality, Richtersveld Local								
Municipality, Saldanha Bay Local Municipality, Sol Plaatjie Local Municipality, Stellenbosch Local								
Municipality, Swartland Local Municipality, Swellendam Local Municipality, Theewaterskloof Local Municipality, Umdoni Local Municipality, uMhlathuze Local Municipality and Witzenberg Local Municipality.								
Minimum rates		Minimum ra				rates for the period		
1 December		1 Dece		•	1 December 2013 to 30 November			
30 November 2012		30 Nov			2014			
Hourly Rate	8.34	Hourly Rate (Hourly Rate			
(R)		(-		(R)			
Weekly Rate	375,19*	Weekly Rate (Previous years		Previous years wage		
(R)		,		minimum wage = + CPI*** + 1%	(R)	+ CPI*** + 1%		
Monthly Rate	1625.70**	Monthly Rate	(R)	+ CP1 + 1%	Monthly Rate			
(R)	1	•	`		(R)			
			Are	аВ	-			
		Areas not	ment	ioned in Area A				
Minimum rates for the period 1					Minimum rates for the period 1			
December 2011 to 30		December 2		30 November	December 2013 to 30 November			
November 2012			2013		2014			
Hourly Rate	7.06	Hourly Rate	(R)		Hourly Rate			
(R)				Previous years	(R)			
Weekly Rate	317.62*	Weekly Rate	(R)	minimum wage	•	Previous years wage		
(R)			·	+ CPI*** +	(R)	+ CPI*** + 2%		
Monthly Rate	1376.25**	Monthly Rate	(R)	2%	Monthly Rate			
(R)					(R)			
* Indicative weekly rate for employees working a maximum of 45 ordinary hours per week								
** Indicative monthly rate for employees working a maximum of 45 ordinary hours per week.								
*** The CPI to be utilised is the available CPI for the lowest quintile as released by Statistics South Africa								

6 weeks prior to the increment date.

Table 2 Minimum wages for domestic workers who work 27 ordinary hours per week or less

Area A

Bergrivier Local Municipality, Breederivier Local Municipality, Buffalo City Local Municipality, Cape Agulhas Local Municipality, Cederberg Local Municipality, City of Cape Town, City of Johannesburg Metropolitan Municipality, City of Tshwane Metropolitan Municipality, Drakenstein Local Municipality, Ekurhulen Metropolitan Municipality, Emalahleni Local Municipality, Emfuleni Local Municipality, Ethekwini Metropolitan Unicity, Gamagara Local Municipality, George Local Municipality, Hibiscus Coast Local Municipality, Karoo Hoogland Local Municipality, Kgatelopele Local Municipality, Khara Hais Local Municipality, Knysna Local Municipality, Kungwini Local Municipality, Kouga Local Municipality, Langeberg Local Municipality, Lesedi Local Municipality, Makana Local Municipality, Mangaung Local Municipality, Matzikama Local Municipality, Metsimaholo Local Municipality, Middelburg Local Municipality, Midvaal Local Municipality, Mngeni Local Municipality, Mogale Local Municipality, Mosselbaai Local Municipality, Msunduzi Local Municipality, Mtubatu Local Municipality, Nama Khoi Local Municipality, Nelson Mandela, Nokeng tsa Taemane Local Municipality, Oudtshoorn Local Municipality, Overstrand Local Municipality, Plettenbergbaai Local Municipality, Potchefstroom Local Municipality, Randfontein Local Municipality, Richtersveld Local Municipality, Saldanha Bay Local Municipality, Sol Plaatjie Local Municipality, Stellenbosch Local Municipality, Swartland Local Municipality, Swellendam Local Municipality, Theewaterskloof Local Municipality, Umdoni Local Municipality,

uMhlathuze Local Municipality and Witzenberg Local Municipality.

Minimum rates for the		Minimum rates for the period 1 December			Minimum rates for the period 1	
period 1 December 2011 to		2012 to 30 November 2013			December 2013 to 30 November	
30 November 2012					2014	
9.85	Hourly Rate (R)		Hourly Rate		
			Drovious venrs	(R)	Drovious voors	
265.94*	Weekly Rate (Weekly Rate	Previous years wage + CPI*** +	
				1 101	1%	
1152.32**	Monthly Rate	(R)	CF1 F 170	Monthly Rate	170	
				(R ['])		
Ì	ber 2011 to er 2012 9.85 265.94*	ber 2011 to 2012 to er 2012 9.85 Hourly Rate (265.94* Weekly Rate	ber 2011 to 2012 to 30 ler 2012 9.85 Hourly Rate (R) 265.94* Weekly Rate (R)	2012 to 30 November 2013 er 2012 9.85 Hourly Rate (R) 265.94* Weekly Rate (R) Previous years minimum wage + CDT*** + 196	ber 2011 to er 2012 to 30 November 2013 9.85 Hourly Rate (R) 265.94* Weekly Rate (R) 1152.32** Monthly Rate (R) December 201 Hourly Rate (R) Weekly Rate (R) CPI*** + 1% December 201 Hourly Rate (R) Weekly Rate (R) Monthly Rate	

Area B

					-					
Areas not mentioned in Area A										
Minimum rates for the		Minimum rates for the period 1 December			Minimum rates for the period 1					
period 1 December 2011 to		2012 to 30 November 2013			December 2013 to 30 November					
30 November 2012					2014					
8.33	Hourly Rate	(R)		Hourly Rate						
	-		Drovious voors	(R)	Drovious voors					
224.90*	Weekly Rate	(R)		Weekly Rate	Previous years wage + CPI*** +					
				(R)	2%					
974.49**	Monthly Rate	(R)	CF1 1270	Monthly Rate	2 70					
				(R)						
	mber 2011 to ber 2012 8.33 224.90*	tes for the mber 2011 to ber 2012 8.33 Hourly Rate 224.90* Weekly Rate	Minimum rates for 2011 to 2012 to 30 aber 2012 8.33 Hourly Rate (R) 224.90* Weekly Rate (R)	Minimum rates for the period 1 December 2011 to 2012 to 30 November 2013 8.33 Hourly Rate (R) Previous years minimum wage + CPI*** + 2%	Minimum rates for the period 1 December 2011 to 2012 to 30 November 2013 8.33 Hourly Rate (R) Previous years minimum wage + CPI*** + 2% Minimum rates for the period 1 December 2013 Minimum rates for the period 1 December 2013 Previous years minimum wage + CPI*** + 2% Monthly Rate (R) Monthly Rate					

- * Indicative weekly rate for employees working a maximum of 27 ordinary hours per week
- ** Indicative monthly rate for employees working a maximum of 27 ordinary hours per week.
- *** The CPI to be utilised is the available CPI for the lowest quintile as released by Statistics South Africa 6 weeks prior to the increment date.