

Bosses cannot cut the wages of workers earning more than R25.42 per hour

If you already earn more, your boss cannot decrease or drop your wage to R25.42 per hour

Workers can bargain and go on strike even if they are getting the national minimum

The R25.42 in the NMWA is only a minimum. Nothing stops workers from organising and demanding higher wages, even if their boss is paying the minimum. Workers can even go on protected strikes for higher wages even if they are getting the national minimum.

Who must get the R25.42 per hour?

If you are a casual, you must get at least R25.42 per hour. It doesn't matter if you don't have a contract or you are only working a few days a week. You must still get R25.42 an hour.

Workers must be paid for 4 hours of work for the day, even if they work fewer than 4 hours. This means workers must get a minimum of R101.68 per day (4 hours x R25.42). If your boss pays you only for each piece of work you do, you must still get a minimum of R25.42.19 per hour, no matter how many pieces of work you did in that hour.

Bosses cannot change wages or hours of work

It is an unfair labour practice for bosses to avoid paying the R25.42 by changing workers' wages, hours of work or conditions of employment. Workers can declare an unfair labour practice dispute at the CCMA if bosses lower their wages or worsen their work conditions.

There is no monthly national minimum wage

The National Minimum Wage Act (NMWA) sets only an hourly rate. The Act does not guarantee workers a monthly minimum wage. Many labour broker and contract workers work only 40 hours per month. These workers earn a monthly minimum wage of R1016.80 (40 hours x R25.42). There is no monthly minimum wage. There is only an hourly minimum - R25.42.

Bosses can ask for exemption from national minimum wage

Bosses can apply for exemption from the R25.42 but only after they have consulted with the workers. They must get a certificate to prove they have an exemption.

Exemptions last for 12 months only. Bosses who have exemption must still pay 90 percent of the national minimum wage. They cannot just pay any small amount of their choosing. This means the workers at an exempted boss must earn a minimum of R22.88.

If you work for a labour broker, you must get at least R25.42 per hour. It does not matter what your contract says or the kind of work you do. But labour broker workers covered by bargaining council agreements or sectoral determinations must get the applicable rate in those in the agreements or determinations.

Bargaining council agreements and sectoral determinations must also have a minimum wage of at least R25.42 per hour – it can be more, but not less.

Farm workers and domestic workers must also get R25.42 per hour. EPWP workers must get R13.97 per hour.

Report bosses who don't pay R25.42 per hour!

If the boss is not paying you the new national minimum wage, report them to the Department of Labour or CCMA. Or you can contact the Casual Workers Advice Office for help. Phone us on 082 812 1934.



2023 national minimum wage = R25.42 per hour!

Demand new minimum if you earn below R25.42 p/hour!



The national minimum wage has been increased to R25.42 per hour from 1 March, 2023.

EPWP workers must be paid a minimum of R13.97 per hour.

How the R25.42 must be calculated

The National Minimum Wage Act (NIMWA) says the R25.42 cannot include payments bosses make to workers for transport, tools, equipment or food and accommodation allowances.

The R25.42 also cannot include payment in kind, like bosses giving workers accommodation or meals. It cannot include bonuses and tips. In other words, all these payments must be on top of the R25.42.