

NATIONAL MINIMUM WAGE 2025: **R28.79 per hour is a poverty wage!**



CWAO
CASUAL WORKERS
ADVICE OFFICE

ORGANISE AND DEMAND A LIVING WAGE!

The new national minimum wage is R28.79 per hour!

Demand the new national minimum wage if you are earning less!

The national minimum wage has been increased to R28.79 per hour from 1 March 2025 for all workers, except EPWP workers who get less. The EPWP workers must be paid a minimum of R15.83 per hour.

These are pathetically low wages. Yet, many workers are not earning even these low wages. Bosses are ignoring the National Minimum Wage Act. Trade unions are ignoring the workers who are affected by the Act. But many families and whole communities depend on the low wages that many workers earn. Low wages also mean more profit for the bosses.

For these reasons, it is important that workers fight to get at least the minimum wages in the law.

Who must get the R28.79 per hour?

- All workers must get at least R28.79 per hour. This is the minimum, not the maximum. You can be paid more.
- If you are a casual, you must get at least R28.79 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 R28.79 per hour.
- If you work for a labour broker, you must get at least R28.79 per hour. Even if your contract says you will be paid less, it does not matter. You cannot be paid less than R28.79 per hour.
- Farm workers and domestic workers must also get R28.79 per hour.
- Labour broker workers covered by Bargaining Council agreements or Sectoral Determinations must get the rate set out in those agreements or determinations. That rate cannot be lower than R28.79 per hour.



- Bargaining council agreements and sectoral determinations must also have a minimum wage of at least R28.79 per hour. It can be more than R28.79 but not less. Most bargaining council agreements will probably have higher minimums than the national minimum wage.
- 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 R115.16 per day (4 hours x R28.79) even if they are only told to work for 3 hours.
- If your boss pays you only for each piece of work you do, you must still get a minimum of R28.79 per hour, no matter how many pieces of work you do in that hour. So if you pack boxes and you get R10 per box and you only pack 2 in an hour, the boss cannot pay you R20 (2xR10). They must pay you R28.79 for that hour.
- EPWP workers get a different minimum wage - only R15.83 per hour.

How the R28.79 must be calculated

The National Minimum Wage Act (NMWA) says the R28.79 cannot include payments bosses make for transport, tools, equipment, or food and accommodation allowances. The R28.79 also cannot include payment in kind, like bosses giving workers accommodation, nor can it include bonuses and tips. These payments must be on top of the R28.79 per hour.

Bosses cannot reduce your wages or hours of work because the minimum wage has increased

It is an unfair labour practice for bosses to avoid paying the R28.79 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 working conditions. Bosses are also not allowed to drop workers' wages to R28.79 per hour if the workers already earn a higher rate.

Bosses can apply for exemption from paying the national minimum wage

Bosses who don't want to pay can apply for exemption from the R28.79 per hour but only after they have consulted with the workers. They must then have a certificate to prove they have an exemption.

Exemptions last for 12 months only and bosses must pay 90 percent of the national minimum wage even if they do have an exemption. This means the workers of an exempted boss must earn a minimum of R25.91, which is 90% of the current minimum of R28.79.

There is no monthly national minimum wage

The law sets only an hourly rate. The law does not give workers a monthly minimum wage. Many labour broker workers and contract workers are working only about 10 hours per week. They are not given 40 hours work every week.

In other words, there is no monthly minimum wage. There is only an hourly minimum of R28.79. What use is a low hourly wage if you don't even get a full week or full month at work?

Act against bosses who don't pay R28.79 p/hour

If the boss refuses to pay you the new national minimum wage, report them to the Department of Labour or CCMA. Ask your trade union or your local advice office to help you get the national minimum wage.

Minimum wage workers can strike for higher pay!

The R28.79 in the National Minimum Wage Act is only a minimum. **It is a poverty wage!** Nothing stops workers from organising and demanding higher wages. Even if your boss does pay you the hourly minimum wage, you can still go on a protected strike for higher wages.

Defend your right to the national minimum wage. Fight for a living wage!

Contact the Casual Workers' Advice Office if you have any minimum wage issues!

Phone or WhatsApp us on: 082 8121934

**You are welcome to visit us at
2 High Road, Germiston, Gauteng.**

