

NATIONAL MINIMUM WAGE:

**R27.58 PER HOUR KEEPS
THE BOSSES RICH**



ORGANISE FOR A LIVING WAGE

The new national minimum wage is R27.58 per hour!

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

The national minimum wage has been increased to R27.58 per hour from 1 March, 2024 for all workers, except EPWP workers who get less. The EPWP workers must be paid a minimum of R15.16 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 R27.58 per hour?

- All workers must get at least the minimum of R27.58 per hour.
- If you are a casual, you must get at least R27.58 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 R27.58 an hour.
- If you work for a labour broker, you must get at least R27.58 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 agreements or determinations.
- Farm workers and domestic workers must also get R27.58 per hour.



- Bargaining council agreements and sectoral determinations must also have a minimum wage of at least R27.58 per hour. It can be more than R27.58 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 R110.32 per day (4 hours x R27.58).
- If your boss pays you only for each piece of work you do, you must still get a minimum of R27.58 per hour, no matter how many pieces of work you do in that hour.
- EPWP workers get a different minimum wage - only R15.16 per hour.

How the R27.58 must be calculated

The National Minimum Wage Act (NMWA) says the R27.58 cannot include payments bosses make for transport, tools, equipment, or food and accommodation allowances. The R27.58 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 R27.58 per hour.

Bosses cannot worsen wages or hours of work

It is an unfair labour practice for bosses to avoid paying the R27.58 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 R27.58 per hour if the workers already earn a higher rate.

Bosses can apply for exemption from paying the national minimum wage

They can do this if they follow an exemption process. Bosses who don't want to pay can apply for exemption from the R27.58 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 R24.82, which is 90% of the current minimum of R27.58.

There is no monthly national minimum wage

The NMWA sets only an hourly rate. The Act does not give workers a monthly minimum wage. Many labour broker workers and contract workers are working only 40 hours per month. Workers working only 40 hours for the month will earn R1103.20 for the month. In other words, there is no monthly minimum in the NMWA. There is only an hourly minimum of R27.58.

Act against bosses who don't pay R27.58 p/hour

If the boss is not paying you the new national minimum wage you can report them to the Department of Labour or to the CCMA. You can also ask your trade union or your local advice office to assist you with getting the national minimum wage.

Minimum wage workers can strike for higher pay!

The R27.58 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.

*Or you can contact the
Casual Workers' Advice
Office for help.*

**Phone or WhatsApp us on:
082 8121934**

**Visit us at 2 High Road,
Germiston,
Gauteng.**

