

# **CONTRACT CLEANING HOURLY MINIMUM WAGE 2025**



**CWAO**  
CASUAL WORKERS  
ADVICE OFFICE

**ORGANISE AND DEMAND  
A LIVING WAGE!**

## Sectoral Determination - Contract Cleaning Sector

The Sectoral Determination for workers in the Contract Cleaning Sector contains conditions of employment for workers in this Sector, such as hours of work, leave, particulars of employment and termination of employment.

It also says what hourly minimum wage the contract cleaning bosses must pay. If your work involves cleaning or washing by hand, or using a machine, then you are a worker in the Contract Cleaning sector. This is what you must be paid from 1 March 2025:

| Minimum hourly rates for Contract Cleaning employees  |                |                 |   |  |                        |                |
|---|----------------|-----------------|---|--|------------------------|----------------|
| Area A  |                |                 | Area B  |  | Area C                 |                |
| <b>Metropolitan Councils:</b><br>City of Cape Town, Greater East Rand Metro, City of Johannesburg, Tshwane and Nelson Mandela.<br><br><b>Local Council:</b><br>Emfuleni, Merafong, Mogale City, Metsimaholo, Randfontein, Stellenbosch, Westonaria. |                |                 | All Areas in KwaZulu-Natal<br><br><i>NB: Conditions of employment and minimum wage rates for KwaZulu-Natal areas shall be subjected to the collective agreement concluded in the Bargaining Council for the Contract Cleaning Service Industry (BCCCI).</i> |  | In the rest of the RSA |                |
| Rate per hour   | *Rate per week | *Rate per month | Rate per hour   |  | Rate per hour          | *Rate per week |
| R31,69  | R1426,05       | R6179,07        | BCCCI rates apply   |  | R28,89                 | R1300,05       |

*\*Weekly rate is based on a 45-hour working week.*

*\*Monthly rate is based on 4.333 weeks.*

*\*Any provider that contracts with a contract cleaning company at levels that makes it impossible for the contract cleaning company to meet its obligations in terms of the National Minimum Wage or the Basic Conditions of Employment Acts can be held liable in terms of section 200B of the Labour Relations Act 66 of 1995.*

### Different rates for contract cleaners in KwaZulu-Natal:

If you work in KwaZulu-Natal, you are covered by the Contract Cleaning Bargaining Council Collective Agreement.

In that case, your minimum wage from 1 March 2025 is R30.86 per hour. (Read the full collective agreement here: <https://bccci.co.za/wp-content/uploads/2023/04/48356-BCCCI-MAIN-AGREEMENT-2023-03-31.pdf>)

## Act against bosses who refuse to pay the minimum wage!

**Contact the Casual Workers' Advice Office if you have any issues on Phone or WhatsApp us on: 082 8121934. You are welcome to visit us at 2 High Road, Germiston, Gauteng.**