

WHOLESALE & RETAIL HOURLY MINIMUM WAGE 2025

**R28.79 per hour is a
poverty wage!**



CWA
CASUAL WORKERS
ADVICE OFFICE

**ORGANISE AND DEMAND
A LIVING WAGE!**

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

Sectoral Determination for workers in the Wholesale and Retail Sector

The Sectoral Determination for workers in the Wholesale and Retail 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 employers in the sector MUST pay as the minimum hourly wage. (Wholesale and Retail bosses must not pay less).

There are different groups of workers in the Wholesale and Retail Sector who all get paid different minimum hourly wages.

The minimum hourly wage for Wholesale and Retail workers also differs from place to place in South Africa. Area A workers have one set of minimum wages, and Area B workers have another.

The national minimum wage for this sector starts at R28.79 per hour from 1 March 2025. This is pathetically low. All workers deserve more.

Question: I work in a Retail store for less than 27 hours per month. Do I still get the hourly minimum wage as set out in the Wholesale and Retail Sectoral Determination?

Answer: Workers who work 27 hours or less per week can make an agreement with the employer to get an additional 25% on top of the minimum wage in the determination.

If you work 24 hours or less per month in the sector, you are excluded from the Sectoral Determination's conditions of employment. But you still get the minimum wage for the sector.



Your minimum will differ depending on your job and where you live:

TABLE 1 - AREA A - Metro and local municipalities					
WESTERN CAPE: Bergrivier, Breede Valley, Cape Agulhas, Cederberg, City of Cape Town, Drakenstein, George, Hessequa, Knysna, Matzikama, Mossel Bay, Oudtshoorn, Overstrand, Plettenberg Bay, Saldanha Bay, Stellenbosch, Swartland, Swellendam, Theewaterskloof, Witzenberg					
EASTERN CAPE: Buffalo City, Kouga, Makana, Nelson Mandela Bay					
NORTHERN CAPE: Gamagara, Karoo Hoogland, Kgatelopele, //Khara Hais, Nama Khoi, Richtersveld, Sol Plaatje					
MPUMALANGA: Emalahleni					
NORTH WEST: Potchefstroom					
FREE STATE: Mangaung, Metsimaholo					
GAUTENG: City of Johannesburg, City of Tshwane, Ekurhuleni, Emfuleni, Kungwini, Lesedi, Midvaal, Mogale, Nokeng tsa Taemane, Randfontein					
KWAZULU-NATAL: EThekweni Metro, Hibiscus Coast, Mngeni, Msunduzi, Mtubatuba, Umdoni, uMhlatuze					

Job category	27 hrs or less		Cl 2 (2)		
	Cl 2 (3) (b)	Cl 2 (3) (a)	Rands per hour	Rands per hour	Rands per hour
General assistant/Trolley collector	28,79	33,84	28,79	1295,55	5613,62
Security guard	28,79	34,39	28,79	1295,55	5613,62
Forklift operator	28,79	36,74	28,79	1295,55	5613,62
Driver (under 3500 kg)	28,79	37,48	28,79	1295,55	5613,62
Merchandiser/Shop Assistant/Checker/Deli Assistant	31,09	38,89	28,79	1295,55	5613,62
Cashier	32,97	41,23	31,85	1433,25	6210,27
Driver (3501 – 9000kg)	35,87	44,83	34,62	1557,90	6750,38
Clerk/Sales Assistant/Salesperson/ Blockman/Baker	38,82	48,51	37,49	1687,05	7309,99
Driver (9001 - 16 000kg)	39,07	48,81	37,68	1695,60	7347,03
Displayer	40,32	50,38	38,92	1751,40	7588,82
Driver (more than 16 001kg)	42,89	53,63	41,41	1863,45	8074,33
Supervisor	47,75	59,71	46,11	2074,95	8990,76
Trainee Manager	51,57	64,48	49,81	2241,45	9712,20
Assistant Manager	56,18	70,24	54,21	2439,45	10 570,14
Manager	61,58	76,97	59,46	2675,40	11 593,81



TABLE 1 - AREA B - Metro and local municipalities not mentioned in Area A

Job category	27 hours or less		Cl 2 (2)		
	Cl 2 (3)(b)	Cl 2 (3)(a)	Rands per hour	Rands per hour	Rands per hour
General assistant/Trolley collector	28,79	31,59	28,79	1295,55	5613,62
Security guard	28,79	34,39	28,79	1295,55	5613,62
Forklift operator	28,79	31,82	28,79	1295,55	5613,62
Driver (under 3500 kg)	28,79	32,65	28,79	1295,55	5613,62
Merchandiser/Shop Assistant/Checker/Deli Assistant	28,79	34,38	28,79	1295,55	5613,62
Cashier	28,79	36,43	28,79	1295,55	5613,62
Driver (3501 – 9000kg)	31,32	39,04	28,79	1295,55	5613,62
Clerk/Sales Assistant/Salesperson/ Blockman/Baker	38,82	48,51	33,03	1486,35	6440,35
Driver (9001 - 16 000kg)	37,35	46,70	35,83	1612,35	6986,31
Displayer	33,26	41,58	31,95	1437,75	6229,77
Driver (more than 16 001kg)	41,05	51,32	39,40	1773,00	7682,41
Supervisor	41,74	52,20	40,09	1804,05	7816,95
Trainee Manager	44,68	55,84	42,86	1928,70	8357,06
Assistant Manager	49,26	61,58	47,20	2124,00	9203,29
Manager	53,42	66,76	51,19	2303,55	9981,28

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 minimum 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.

Contact the Casual Workers' Advice Office to discuss any issues!

Phone or WhatsApp us on: 082 8121934

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

