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GOVERNMENT NOTICE

DEPARTMENT OF LABOUR**No. R. 986****28 November 2011****BASIC CONDITIONS OF EMPLOYMENT ACT NO. 75 OF 1977****AMENDMENT OF SECTORAL DETERMINATION 7: DOMESTIC WORKER
SECTOR, SOUTH AFRICA**

I, Mildred Nelisiwe Oliphant, Minister of Labour, in terms of Section 56(1) of the Basic Conditions of Employment Act, No. 75 of 1997, hereby amend Sectoral Determination 7: Domestic Worker Sector, South Africa published under Government Notice R.1225 of 14 November 2008 in accordance with the schedule hereto and fix 01 December 2011 as the date on which this amendment shall become binding.


M. N. OLIPHANT, MP
MINISTER OF LABOUR
22/11/2011

ISAZISO SIKAHULUMENI**UMNYANGO WEZABASEBENZI****No. R. 986****28 November 2011****UMTHETHO WEZIMISELO EZIYISISEKELO EMSEBENZINI,
OKUNGUNOMBOLO 75 KA 1997****UKUCHIBIYELWA KOSHINTSHO KWESINQUMO ZOMKHAKHA
KUNOMBOLO 7: UMKHAKHA WEZABASEBENZI BASEMAKHAYA
ENINGIZIMU NE AFRIKA**

Mina, Mildred Neliswe Oliphant, uNgqongqoshe Wezabasebenzi, ngokwesigaba 56 (1) soMthetho Wezimiselo Eziyisisekelo Emsebenzini, kaNombolo 75 ka, 1997, ngazisa ngokushicilelwa koshintsho Emkhakheni ka Nombolo 7: emkhakheni wezabasebenzi baseMakhaya eNingizimu Ne Afrika, Eshicilelwe ngaphansi kwesaziso sikhulumeni R 1225 ngomhlaka 14 kuLwezi 2008 ngokomgomo wezokulingiswa okhishwe ngomhlaka 01 kuZibandlela 2011 njengosuku elabekelwa ukuqala koshintsho.



M.N. OLIPHANT, MP
UNGQONGQOSHE WEZABASEBENZI
22/11/2011

SCHEDULE:

1. Substitute table 1 and 2 in clause 3 as reflected in Government Notice R. 1225 of 14

November 2008 with the tables below:

Wage Tables for the Domestic Worker Sector					
Table 1		Minimum wages for domestic workers who work more than 27 ordinary hours per week			
Area A					
Bergrivier Local Municipality, Breederivier Local Municipality, Buffalo City Local Municipality, Cape Agulhas Local Municipality, Cederberg Local Municipality, City of Cape Town, City of Johannesburg Metropolitan Municipality, City of Tshwane Metropolitan Municipality, Drakenstein Local Municipality, Ekurhuleni Metropolitan Municipality, Emalahleni Local Municipality, Emfuleni Local Municipality, Ethekwini Metropolitan Municipality, Gamagara Local Municipality, George Local Municipality, Hibiscus Coast Local Municipality, Karoo Hoogland Local Municipality, Kgatelopele Local Municipality, Khara Hais Local Municipality, Knysna Local Municipality, Kungwini Local Municipality, Kouga Local Municipality, Langeberg Local Municipality, Lesedi Local Municipality, Makana Local Municipality, Mangaung Local Municipality, Matzikama Local Municipality, Metsimaholo Local Municipality, Middelburg Local Municipality, Midvaal Local Municipality, Mngeni Local Municipality, Mogale Local Municipality, Mosselbaai Local Municipality, Msunduzi Local Municipality, Mtubatu Local Municipality, Nama Khoi Local Municipality, Nelson Mandela, Nokeng tsa Taemane Local Municipality, Oudtshoorn Local Municipality, Overstrand Local Municipality, Plettenbergbaai Local Municipality, Potchefstroom Local Municipality, Randfontein Local Municipality, Richtersveld Local Municipality, Saldanha Bay Local Municipality, Sol Plaatjie Local Municipality, Stellenbosch Local Municipality, Swartland Local Municipality, Swellendam Local Municipality, Theewaterskloof Local Municipality, Umdoni Local Municipality, uMhlathuze Local Municipality and Witzenberg Local Municipality.					
Minimum rates for the period 1 December 2011 to 30 November 2012		Minimum rates for the period 1 December 2012 to 30 November 2013		Minimum rates for the period 1 December 2013 to 30 November 2014	
Hourly Rate (R)	8.34	Hourly Rate (R)	Previous years minimum wage + CPI*** + 1%	Hourly Rate (R)	Previous years wage + CPI*** + 1%
Weekly Rate (R)	375.19*	Weekly Rate (R)		Weekly Rate (R)	
Monthly Rate (R)	1625.70**	Monthly Rate (R)		Monthly Rate (R)	
Area B					
Areas not mentioned in Area A					
Minimum rates for the period 1 December 2011 to 30 November 2012		Minimum rates for the period 1 December 2012 to 30 November 2013		Minimum rates for the period 1 December 2013 to 30 November 2014	
Hourly Rate (R)	7.06	Hourly Rate (R)	Previous years minimum wage + CPI*** + 2%	Hourly Rate (R)	Previous years wage + CPI*** + 2%
Weekly Rate (R)	317.62*	Weekly Rate (R)		Weekly Rate (R)	
Monthly Rate (R)	1376.25**	Monthly Rate (R)		Monthly Rate (R)	
* Indicative weekly rate for employees working a maximum of 45 ordinary hours per week					
** Indicative monthly rate for employees working a maximum of 45 ordinary hours per week.					
*** The CPI to be utilised is the available CPI for the lowest quintile as released by Statistics South Africa 6 weeks prior to the increment date.					

Table 2 Minimum wages for domestic workers who work 27 ordinary hours per week or less					
Area A					
Bergrivier Local Municipality, Breederivier Local Municipality, Buffalo City Local Municipality, Cape Agulhas Local Municipality, Cederberg Local Municipality, City of Cape Town, City of Johannesburg Metropolitan Municipality, City of Tshwane Metropolitan Municipality, Drakenstein Local Municipality, Ekurhuleni Metropolitan Municipality, Emalahleni Local Municipality, Emfuleni Local Municipality, Ethekeeni Metropolitan Municipality, Gamagara Local Municipality, George Local Municipality, Hibiscus Coast Local Municipality, Karoo Hoogland Local Municipality, Kgatelopele Local Municipality, Khara Hais Local Municipality, Knysna Local Municipality, Kungwini Local Municipality, Kouga Local Municipality, Langeberg Local Municipality, Lesedi Local Municipality, Makana Local Municipality, Mangaung Local Municipality, Matzikama Local Municipality, Metsimaholo Local Municipality, Middelburg Local Municipality, Midvaal Local Municipality, Mngeni Local Municipality, Mogale Local Municipality, Mosselbaai Local Municipality, Msunduzi Local Municipality, Mtubatuba Local Municipality, Nama Khoi Local Municipality, Nelson Mandela, Nokeng tsa Taemane Local Municipality, Oudtshoorn Local Municipality, Overstrand Local Municipality, Plettenbergbaai Local Municipality, Potchefstroom Local Municipality, Randfontein Local Municipality, Richtersveld Local Municipality, Saldanha Bay Local Municipality, Sol Plaatje Local Municipality, Stellenbosch Local Municipality, Swartland Local Municipality, Swellendam Local Municipality, Theewaterskloof Local Municipality, Umdoni Local Municipality, uMhlathuze Local Municipality and Witzenberg Local Municipality.					
Minimum rates for the period 1 December 2011 to 30 November 2012		Minimum rates for the period 1 December 2012 to 30 November 2013		Minimum rates for the period 1 December 2013 to 30 November 2014	
Hourly Rate (R)	9.85	Hourly Rate (R)	Previous years minimum wage + CPI*** + 1%	Hourly Rate (R)	Previous years wage + CPI*** + 1%
Weekly Rate (R)	265.94*	Weekly Rate (R)		Weekly Rate (R)	
Monthly Rate (R)	1152.32**	Monthly Rate (R)		Monthly Rate (R)	
Area B					
Areas not mentioned in Area A					
Minimum rates for the period 1 December 2011 to 30 November 2012		Minimum rates for the period 1 December 2012 to 30 November 2013		Minimum rates for the period 1 December 2013 to 30 November 2014	
Hourly Rate (R)	8.33	Hourly Rate (R)	Previous years minimum wage + CPI*** + 2%	Hourly Rate (R)	Previous years wage + CPI*** + 2%
Weekly Rate (R)	224.90*	Weekly Rate (R)		Weekly Rate (R)	
Monthly Rate (R)	974.49**	Monthly Rate (R)		Monthly Rate (R)	
* Indicative weekly rate for employees working a maximum of 27 ordinary hours per week					
** Indicative monthly rate for employees working a maximum of 27 ordinary hours per week.					
*** The CPI to be utilised is the available CPI for the lowest quintile as released by Statistics South Africa 6 weeks prior to the increment date.					