

## NATIONAL MINIMUM WAGE INCREASE EFFECTIVE 1 MARCH 2025

### A. INTRODUCTION AND DEFINITIONS

1. On 4 February 2025, the Minister of Employment and Labour, Nomakhosazana Meth, officially announced the new National Minimum Wage (NMW), which will take effect on 1 March 2025.

### B. ADJUSTMENT

2. The NMW Commission has recommended an adjustment to the minimum wage based on the Consumer Price Index (CPI) plus an additional 1.5%. With the CPI at 2.9% as of November 2024, this will result in a corresponding increase in the minimum wage.

### C. INDUSTRIES AFFECTED

3. The increase applies nationwide and will impact various sectors, including, but not limited to:
  - 3.1. Domestic workers;
  - 3.2. Farmworkers;
  - 3.3. Wholesale and retail sector;
  - 3.4. Contract cleaning; and
  - 3.5. Learnership allowances.

### D. UPCOMING MINIMUM WAGE

4. From 1 March 2025, employers are required to adhere to the following minimum rates:

Workers	Hourly rate	Monthly minimum*
General, Farm, and Domestic Workers	R28.79	R4 836.72
Expanded Public Works Programme (EPWP):	R15.16	R2 546.88

\* = Estimate based on 8 hour work day and 21 work days per month.

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### E. CONCLUSION

5. We can help you with your compliance, please feel free to contact us!

By: RM Ramatswi & PJ Dennison

NEED MORE INFORMATION, PLEASE CONTACT



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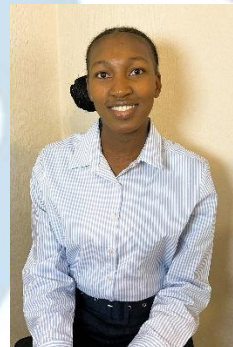
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