

Department of Labour to name and shame employers who fail to pay the national minimum

■ Correspondent

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Department of Labour have indicated that tough times lie ahead for employers failing to abide by the national minimum wage. According to a press release issued by the Department of Labour on January 30, names of employers who fail to comply with the national minimum wage will be published on the website of the Department of Labour, a meeting was told in the Eastern Cape on Wednesday. Mncanca said the sanction for not complying with the NMW requires the employer to pay an amount equal to twice the value of the underpayment or twice the month wages, whichever is greater. The Department is required in terms of section 76 (4) of the Basic Conditions of Employment Act (BCEA) on a quarterly basis, to publish in its official website, all employers that were issued with compliance orders. Mncanca reiterated that the purpose of the NMW is to advance economic development and social justice by improving the wages of the lowest paid workers, protecting workers from unreasonable low wages, preserving the value of the NMW, promoting collective bargaining and supporting economic policy. She said the NMW was the floor level below which no employee should be paid from 01 January 2019. The level is R20.00 per hour to implemented and enforced. NMW for farm and forestry worker is R18.00 per hour – domestic workers R15.00 per hour and for Extended Public Works Programme (EPWP) is R11.00 per hour. Mncanca said the NMW would be reviewed annually by the Commission comprising Labour, business and community appointed by the Minister of Labour.