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# New minimum wage for domestics

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DOMESTIC and farm workers are set for a rise in their hourly wage rate, to take effect at the start of next month.

This is after Employment and Labour Minister Thulas Nxesi announced the new R27.58 National Minimum Wage (NMW) hourly rate, a R2.16 increase.

Departmental spokesperson Teboho Thejane said the determination was put into effect to protect vulnerable sectors, including farm and domestic workers, and has since 2022 been aligned with the NMW rates.

“However, the workers employed on the Expanded Public Works Programme are entitled to a minimum hourly wage of R15.16, up from R13.97. “Workers who have concluded learnership agreements contemplated in Section 17 of the Skills Development Act 1998 are entitled to the allowances as determined in the latest government schedule,” explained Thejane.

He further stated that the Act applies to all workers and their employers, except members of the SANDF, the National Intelligence Agency, and the South African Secret Service.

Also exempted is volunteers who opt to work without remuneration.

“The NMW is the minimum amount of pay that an employer is legally required to remunerate employees for work done,” said Thejane.

However, the amount does not include payment of allowances such as transport, tools, food, or accommodation payments in kind, board or lodging, tips, bonuses and gifts, among others.

The NMW first came into effect in 2019



## Domestic and farm workers can expect an increase to their hourly rates from March

at R20 per hour. The NMW is enforced by law and violations are subject to fines.

### Sector reaction

Speaking about the increase, a domestic worker who asked not to be named welcomed the decision, saying the rise in the cost of living over the last few years has been exponential.

Reacting from the farm workers' perspective, the South African Farmers Development Association (Safda) executive chairperson Dr Siyabonga Madlala said they respect the decision to raise the NMW,

“We understand the importance of this adjustment in addressing the needs of

workers and their families, particularly in the context of rising living costs and economic challenges.

“We believe ensuring decent wages not only contributes to the well-being of workers, but also fosters productivity and sustainability within the sector.”

He said, while the organisation understands adjustments may pose challenges for some employers, they remain committed to supporting initiatives that promote social justice and economic empowerment. The schedule of leadership, sectoral determinations of contract cleaning, wholesale and retail sector employees will be published on the department's website: [www.labour.gov.za](http://www.labour.gov.za)