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GOVERNMENT NOTICE

DEPARTMENT OF LABOUR**No. R. 1225****14 November 2008****BASIC CONDITIONS OF EMPLOYMENT ACT NO. 75 OF 1977****AMENDMENT OF SECTORAL DETERMINATION 7: DOMESTIC
WORKER SECTOR, SOUTH AFRICA**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby 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.1499 of 2 December 2002 as amended by Government Notice R.1104 of 11 November 2005 in accordance with the schedule hereto and fix 01 December 2008 as the date on which this amendment shall become binding.


**M.M.S MDLADLANA MP
MINISTER OF LABOUR**

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, Ethekewini 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 2008 to 30 November 2009		Minimum rates for the period 1 December 2009 to 30 November 2010		Minimum rates for the period 1 December 2010 to 30 November 2011	
Hourly Rate (R)	8.12	Hourly Rate (R)	Previous years wage + CPIX + 1%	Hourly Rate (R)	Previous years wage + CPIX + 1%
Weekly Rate (R)	219.24	Weekly Rate (R)		Weekly Rate (R)	
Monthly Rate (R)	949.97	Monthly Rate (R)		Monthly Rate (R)	
Area B					
Areas not mentioned in Area A					
Minimum rates for the period 1 December 2008 to 30 November 2009		Minimum rates for the period 1 December 2009 to 30 November 2010		Minimum rates for the period 1 December 2010 to 30 November 2011	
Hourly Rate (R)	6.65	Hourly Rate (R)	Previous years wage + CPIX + 2%	Hourly Rate (R)	Previous years wage + CPIX + 2%
Weekly Rate (R)	179.55	Weekly Rate (R)		Weekly Rate (R)	
Monthly Rate (R)	778.00	Monthly Rate (R)		Monthly Rate (R)	

2. Replace clause 14(2) which reads “An employer may only require or permit a domestic worker to be on standby if is agreed in writing and if the domestic worker is compensated by the payment of an allowance of at least R20, 00 per shift” with:
“An employer may only require or permit a domestic worker to be on standby if is agreed in writing and if the domestic worker is compensated by the payment of an allowance of at least R 30, 00 per shift”.
3. Delete the words “in excess of three hours” in clause 14(5) for the clause to read:
“an employer must pay a domestic worker for any time worked during any period of standby at-
 - (a) **the domestic worker’s overtime rate calculated in terms of 12(1);or**
 - (b) **grant the domestic worker paid time-off in terms of clauses 12(2) and (3)**

SCHEDULE:

1. Substitute table 1 and 2 in clause 3 as reflected in Government Notice R. 1104 of 11 November 2005 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 2008 to 30 November 2009		Minimum rates for the period 1 December 2009 to 30 November 2010		Minimum rates for the period 1 December 2010 to 30 November 2011	
Hourly Rate (R)	6.88	Hourly Rate (R)	Previous years wage + CPIX + 1%	Hourly Rate (R)	Previous years wage + CPIX + 1%
Weekly Rate (R)	309.60	Weekly Rate (R)		Weekly Rate (R)	
Monthly Rate (R)	1340.95	Monthly Rate (R)		Monthly Rate (R)	
Area B					
Areas not mentioned in Area A					
Minimum rates for the period 1 December 2008 to 30 November 2009		Minimum rates for the period 1 December 2009 to 30 November 2010		Minimum rates for the period 1 December 2010 to 30 November 2011	
Hourly Rate (R)	5.63	Hourly Rate (R)	Previous years wage + CPIX + 2%	Hourly Rate (R)	Previous years wage + CPIX + 2%
Weekly Rate (R)	253.35	Weekly Rate (R)		Weekly Rate (R)	
Monthly Rate (R)	1097.40	Monthly Rate (R)		Monthly Rate (R)	