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**GOVERNMENT NOTICE**

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**DEPARTMENT OF LABOUR**

No. R. 919

24 November 2014

**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, hereby in terms of Section 56(1) of the Basic Conditions of Employment Act, No. 75 of 1997, amend Sectoral Determination 7: Domestic Worker Sector, South Africa published under Government Gazette 34797 of 28 November 2011 in accordance with the schedule hereto and fix 01 December 2014 as the date on which this amendment shall become binding.

  
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M. N. OLIPHANT, MP

**MINISTER OF LABOUR**

DATE: *24/11/2014*  
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**SCHEDULE:**

1. Substitute Table 1 and 2 in clause 3 as reflected in Government Gazette No. 34797 of 28 November 2011 with Tables 1 and 2 below:

| <b>Wage Tables for the Domestic Worker Sector</b>   |          |   |  |  |   |
|---|----------|---|--|--|---|
| <b>Table 1</b>  |          | <b>Minimum wages for domestic workers who work more than 27 ordinary hours per week</b> |  |  |   |
| <b>Area A</b>   |          |   |  |  |   |
| 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, 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 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<br>1 December 2014 to<br>30 November 2015  |          | Minimum rates for the period<br>1 December 2015 to<br>30 November 2016                  |  | Minimum rates for the period<br>1 December 2016 to<br>30 November 2017 |   |
| Hourly Rate<br>(R)  | 10.95    | Hourly Rate<br>(R)  | Previous year's minimum<br>wage + CPI + 2.5% | Hourly Rate<br>(R)   | Previous year's<br>minimum wage + CPI<br>+ 2.5% |
| Weekly<br>Rate (R)  | 476.68*  | Weekly Rate<br>(R)  |  | Weekly<br>Rate (R)   |   |
| Monthly<br>Rate (R)   | 2065.47* | Monthly Rate<br>(R)   |  | Monthly<br>Rate (R)  |   |
| <b>Area B</b>   |          |   |  |  |   |
| <b>Areas not mentioned in Area A</b>  |          |   |  |  |   |
| Minimum rates for the period<br>1 December 2014 to<br>30 November 2015  |          | Minimum rates for the period<br>1 December 2015 to<br>30 November 2016                  |  | Minimum rates for the period<br>1 December 2016 to<br>30 November 2017 |   |
| Hourly Rate<br>(R)  | 9.30     | Hourly Rate<br>(R)  | Previous year's minimum<br>wage + CPI + 4.5% | Hourly Rate<br>(R)   | Previous year's<br>minimum wage + CPI<br>+ 3.5% |
| Weekly<br>Rate (R)  | 418.32*  | Weekly Rate<br>(R)  |  | Weekly<br>Rate (R)   |   |
| Monthly<br>Rate (R)   | 1812.57* | Monthly<br>Rate(R)  |  | Monthly<br>Rate (R)  |   |

\*Weekly and monthly rate for employees working a maximum of 45 ordinary hours per week

| <b>Table 2</b>  |          | <b>Minimum wages for domestic workers who work 27 ordinary hours per week or less</b> |  |  |   |
|---|----------|---|--|--|---|
| <b>Area A</b>   |          |   |  |  |   |
| Bergvriër 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, 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 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<br>1 December 2014 to<br>30 November 2015  |          | Minimum rates for the period<br>1 December 2015 to<br>30 November 2016                |  | Minimum rates for the period<br>1 December 2016 to<br>30 November 2017 |   |
| Hourly Rate<br>(R)  | 12.40    | Hourly Rate<br>(R)  | Previous year's minimum<br>wage + CPI + 2.5% | Hourly Rate<br>(R)   | Previous year's<br>minimum wage +<br>CPI + 2.5% |
| Weekly Rate<br>(R)  | 334.74*  | Weekly Rate<br>(R)  |  | Weekly Rate<br>(R)   |   |
| Monthly Rate<br>(R)   | 1450.33* | Monthly Rate<br>(R)   |  | Monthly<br>Rate (R)  |   |
| <b>Area B</b>   |          |   |  |  |   |
| <b>Areas not mentioned in Area A</b>  |          |   |  |  |   |
| Minimum rates for the period<br>1 December 2014 to<br>30 November 2015  |          | Minimum rates for the period<br>1 December 2015 to<br>30 November 2016                |  | Minimum rates for the period<br>1 December 2016 to<br>30 November 2017 |   |
| Hourly Rate<br>(R)  | 10.98    | Hourly Rate<br>(R)  | Previous year's minimum<br>wage + CPI + 4.5% | Hourly Rate<br>(R)   | Previous year's<br>minimum wage +<br>CPI + 3.5% |
| Weekly Rate<br>(R)  | 296.35*  | Weekly Rate<br>(R)  |  | Weekly Rate<br>(R)   |   |
| Monthly Rate<br>(R)   | 1284.09* | Monthly Rate<br>(R)   |  | Monthly<br>Rate (R)  |   |

\*Weekly and monthly rate for employees working a maximum of 27 ordinary hours per week