

Basic Conditions of Employment Act, No 75 of 1977
Sectoral Determination 7: Domestic Worker

Domestic Worker Wages Amendment with effect from 3 December 2018 to promulgation of the minimum wage provision contained in the National Minimum Wage Act

The employment of domestic workers which includes housekeepers, gardeners, nannies, domestic drivers, etc., is governed by this determination. The determination sets:

- minimum wages
- working hours
- number of leave days
- termination rules

With effect from **3 December 2018** domestic wages for the period 3 December 2018 to 30 November 2019 has increased as follows compared to 1 December 2018 to 30 November 2018:

Minimum wages for domestic workers who work more than 27 ordinary hours per week in Area A

Hourly rate increased to R13.69 from R13.05, weekly rate is R616.03 from R587.40 and monthly rate is R2 669.24 from R2 545.22.

Minimum wages for domestic workers who work 27 ordinary hours per week or less in Area A

Hourly rate increased to R16.03 from R15.28, weekly rate is R432.78 from R412.60 and monthly rate is R1 875.22 from R1 787.80.

Minimum wages for domestic workers who work more than 27 ordinary hours per week in Area B

Hourly rate increased to R12.47 from R11.89, weekly rate is R561.27 from R534.91 and monthly rate is R2 431.97 from R2 317.75.

Minimum wages for domestic workers who work 27 ordinary hours per week or less in Area B

Hourly rate increased to R14.72 from R14.03, weekly rate is R397.37 from R378.83 and monthly rate is R1 721.81 from R1 641.48.

Wages are prescribed for two areas, namely Area A and Area B. Municipal boundaries have been used to distinguish between the two areas. Please refer to the Wage Tables for clarification on the various areas.

According to National minimum wage bill section 4 (4) The payment of a national minimum wage cannot be waived and the national minimum wage takes precedence over any contrary provision in any contract, collective agreement or law, except a law amending this Act.