

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

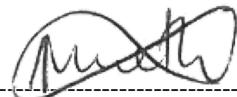
DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 7083

3 February 2026

NATIONAL MINIMUM WAGE ACT NO. 9 OF 2018

I, Nomakhosazana Meth, Minister of Employment and Labour, hereby in terms of section 6(5) of the National Minimum Wage Act, No. 9 of 2018, amend the national minimum wages contained in Schedule 1 and Schedule 2 of the National Minimum Wage Act, published under Government Notice No. 52053 of 4 February 2025, in accordance with the schedules hereto and fix the 1 March 2026 as the date on which this amendment shall become binding.



MS. N METH, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 02/02/2026

SCHEDULE 1
NATIONAL MINIMUM WAGE
(SECTION 6(5))

1. Substitute clause 1 under schedule 1 as reflected in Government Gazette No. 52053 of 4 February 2025 with the following:
 1. Subject to item 2, the national minimum wage is **R30,23** for each ordinary hour worked.
 2. Despite item 1—
 - (a) farm workers are entitled to a minimum wage of **R30,23** per hour;
 - (b) domestic workers are entitled to a minimum wage of **R30,23** per hour;
 - (c) workers employed on an expanded public works programme are entitled to a minimum wage of **R16,62** per hour; and
 - (d) workers who have concluded learnership agreements contemplated in section 17 of the Skills Development Act, 1998 (Act No. 97 of 1998), are entitled to the allowances contained in Schedule 2.

SCHEDULE 2
LEARNSHIP ALLOWANCES
(Section 6(5))

2. Substitute schedule 2: Learnership allowance as reflected in Government Gazette No. 52053 of 4 February 2025 with the following:

NQF level	Credits already earned by learner	Minimum allowance per week
Level 1 to 2	0 – 120	455,00
	121 – 240	909,94
Level 3	0 – 120	455,00
	121 – 240	856,94
	241 – 360	1402,87
Level 4	0 – 120	455,00
	121 – 240	910,04
	241 – 360	1402,87
	361 – 480	2047,41
Level 5 to 8	0 – 120	455,00
	121 – 240	985,76
	241 – 360	1474,90
	361 – 480	2077,79
	481 – 600	2654,04

SECTORAL DETERMINATION 1: CONTRACT CLEANING SECTOR

3. Substitute Contract Cleaning Sector minimum wages as reflected in Government Gazette No. 52053, published on 4 February 2025 with the following:

Minimum hourly rates for Contract Cleaning employees						
Area A		Area B		Area C		
Metropolitan Councils:		All Areas in KwaZulu-Natal			In the rest of the RSA	
City of Cape Town, Greater East Rand Metro, City of Johannesburg, Tshwane and Nelson Mandela. Local Council: Emfuleni, Merafong, Mogale City, Metsimaholo, Randfontein, Stellenbosch, Westonaria.		<i>NB: Conditions of employment and minimum wage rates for KwaZulu-Natal areas shall be subjected to the collective agreement concluded in the Bargaining Council for the Contract Cleaning Service Industry (BCCCI).</i>				
Rate per hour	*Rate per week	*Rate per month	Rate per hour	Rate per hour	*Rate per week	*Rate per month
R33,27	R1497,15	R6487,15	BCCCI rates apply	R30,33	R1364,85	R5913,90

*Weekly rate is based on a 45-hour working week.

*Monthly rate is based on 4.333 weeks.

*Any provider that contracts with a contract cleaning company at levels that makes it impossible for the contract cleaning company to meet its obligations in terms of the National Minimum Wage or the Basic Conditions of Employment Acts can be held liable in terms of section 200B of the Labour Relations Act 66 of 1995.

SECTORAL DETERMINATION 9: WHOLESALE AND RETAIL SECTOR

4. Substitute Wholesale and Retail Sector minimum wages as reflected in Government Gazette No. 52053 of 4 February 2025 with the following:

Table 1: Area A					
Metropolitan and Local Municipality					
Bergvrijier, Breede Valley, Buffalo City, Cape Agulhas, Cederberg, City of Cape Town, City of Johannesburg Metropolitan Municipality, City of Tshwane, Drakenstein, Ekurhuleni, Emalahleni, Emfuleni, Ethekwini Metropolitan Unicity, Gamagara, George, Hibiscus Coast, Karoo Hoogland, Kgalagadi District, //Khara Hais, Knysna, Kungwini, Kouga, Hessequa local authority, Lesedi, Makana, Mangaung, Matzikama, Metsimaholo, Middelburg (Mpumalanga), Midvaal, Mngeni, Mogale, Mosselbaai, Msunduzi, Mtubatuba, Nama Khoi, Nelson Mandela, Nokeng tsa Taemane, Oudtshoorn, Overstrand, Plettenbergbaai, Potchefstroom, Randfontein, Richtersveld, Saldanha Bay, Sol Plaatjie, Stellenbosch, Swartland, Swellendam, Theewaterskloof, Umdoni, uMhlathuze and Witzenberg.					
	27 Hrs or less		Cl 2 (2)		
	Cl 2 (3)(b)	Cl 2(3)(a)			
Job category	R.p.h	R.p.h	R.p.h.	R.p.w	R.p.m
General Assistant/Trolley Collector	30,23	35,53	30,23	1360,35	5894,40
Security Guard	30,23	36,11	30,23	1360,35	5894,40
Forklift Operator	30,23	38,58	30,23	1360,35	5894,40
Driver < 3500kg	30,23	39,35	30,23	1360,35	5894,40
Merchandiser/Shop Assistant/Checker/Deli Assistant	32,64	40,83	30,23	1360,35	5894,40
Cashier	34,62	43,29	33,44	1504,80	6520,30
Driver 3501 <9000kg	37,66	47,07	36,35	1635,75	7087,70
Clerk/Sales Assistant/Sales person/Block man/Baker	40,76	50,94	39,36	1771,20	7674,61
Driver 9001 <16000kg	41,02	51,25	39,56	1780,20	7713,61
Displayer	42,34	52,90	40,87	1839,15	7969,04
Driver 16001kg >	45,03	56,31	43,48	1956,60	8477,95
Supervisor	50,14	62,70	48,42	2178,90	9441,17
Trainee Manager	54,15	67,70	52,30	2353,50	10197,72
Assistant Manager	58,99	73,75	56,92	2561,40	11098,55
Manager	64,66	80,82	62,43	2809,35	12172,91

Table 2: Area B					
Metropolitan and Local Municipality					
NOT MENTIONED IN AREA A					
	27 Hrs or less		Cl 2 (2)		
	Cl 2 (3)(b)	Cl 2(3)(a)			
Job category	R.p.h	R.p.h	R.p.h.	R.p.w	R.p.m
General Assistant/Trolley Collector	30,23	33,17	30,23	1360,35	5894,40
Security Guard	30,23	36,11	30,23	1360,35	5894,40
Forklift Operator	30,23	33,41	30,23	1360,35	5894,40
Driver < 3500kg	30,23	34,28	30,23	1360,35	5894,40
Merchandiser/Shop Assistant/Checker/Deli Assistant	30,23	36,10	30,23	1360,35	5894,40
Cashier	30,23	38,25	30,23	1360,35	5894,40
Driver 3501 <9000kg	32,78	40,99	30,23	1360,35	5894,40
Clerk/Sales Assistant/Sales person/Block man/Baker	40,76	50,94	34,68	1560,60	6762,08
Driver 9001 <16000kg	39,22	49,04	37,62	1692,90	7335,34
Displayer	34,92	43,66	33,55	1509,75	6541,75
Driver 16001kg>	43,10	53,89	41,37	1861,65	8066,53
Supervisor	43,83	54,81	42,09	1894,05	8206,92
Trainee Manager	46,91	58,63	45,00	2025,00	8774,33
Assistant Manager	51,72	64,66	49,56	2230,20	9663,46
Manager	56,09	70,10	53,75	2418,75	10480,44