

(1 April 2024 – to date)

BASIC CONDITIONS OF EMPLOYMENT ACT 75 OF 1997

(Gazette No. 18491, Notice No. 1631. Commencement date: 1 December 1998)

DEPARTMENT OF EMPLOYMENT AND LABOUR

DETERMINATION: EARNINGS THRESHOLD

*Government Notice 4468 in Government Gazette 50254 dated 5 March 2024. Commencement date:
1 April 2024.*

I, Thembelani Waltermade Nxesi, Minister of Employment and Labour, hereby in terms of Section 6(3) of the Basic Conditions of Employment Act, No. 75 of 1997, (the Act), determine that all employees earning in excess of R254 371,67 (two hundred and fifty-four thousand, and three hundred and seventy-one rand, sixty-seven cents) per annum be excluded from sections 9, 10, 11, 12, 14, 15, 16, 17(2) and 18(3) of this Act with effect from 1 April 2024.

For the purposes of this notice:

“**Earnings**” means the regular annual remuneration before deductions i.e income tax, pension, medical and similar payments but excluding similar payments(contributions) made by the employer in respect of the employee: Provided that subsistence and transport allowances received, achievement awards and payments for overtime worked shall not be regarded as remuneration for the purpose of this notice.

(Signed)

MR TW NXESI, MP

MINISTER OF EMPLOYMENT AND LABOUR

DATE: 27/02/2024

Prepared by: