



Government Gazette Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

Vol. 705

5

March
Maart

2024

No. 50254



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DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. 4468

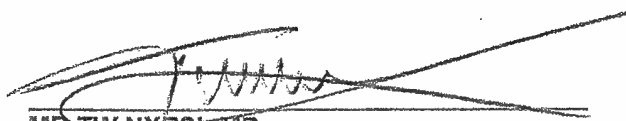
5 March 2024

BASIC CONDITIONS OF EMPLOYMENT ACT NO. 75 OF 1997**DETERMINATION: EARNINGS THRESHOLD**

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.



MR TW NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 27/03/2024

Printed by and obtainable from the Government Printer, Bosman Street, Private Bag X85, Pretoria, 0001
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Publications: Tel: (012) 748 6053, 748 6061, 748 6065