

DEPARTMENT OF EMPLOYMENT AND LABOUR

No. R.

Date:

NATIONAL MINIMUM WAGE ACT NO. 9 OF 2018 INVESTIGATION INTO THE NATIONAL MINIMUM WAGE

INVITATION FOR WRITTEN REPRESENTATIONS

The National Minimum Wage Commission will publish its annual report and recommendations concerning possible adjustment to the national minimum wage to the Minister of Employment and Labour later in 2026, in accordance with section 6(2) of the National Minimum Wage Act, No. 9 of 2018.

I, Mr. Gavin Hartford, Acting Chairperson of the National Minimum Wage Commission, hereby invite all interested parties to submit written representations concerning possible adjustments to the national minimum wage, to the National Minimum Wage Commission. Such representations should reach the directorate: Employment Standards, Department of Employment and Labour, Private Bag X117, Pretoria, 0001 or be sent to nmwreview@labour.gov.za by 04 September 2026.

Over and above the written submissions, you are requested to complete the survey questionnaire on the link below. A user **link to the survey is attached below**, please click to participate in the survey.

Users Link [NMW Survey Questionnaire – Fill out form](#)

The link can also be accessed on the Departmental of Employment and Labour website (<https://www.labour.gov.za>) and Facebook page. This survey will assist the Department to analyse the inputs and aid more detailed report writing. These recommendations will be considered by the Commission before it publishes its annual report and recommendations on the annual review of the national minimum wage later in the year.

Please note that after the publication of the annual report, a further opportunity will be given to interested parties to submit written representations regarding

recommendations included in the report. These written representations will be forwarded to the Minister of Employment and Labour together with the Commission's report.



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MR. GAVIN HARTFORD

CHAIRPERSON: NATIONAL MINIMUM WAGE COMMISSION

03 August 2026