

NATIONAL MINIMUM WAGE ACT NO 9 OF 2018 (THE ACT)



The purpose of the Act is to advance economic development and social justice by-

- Improving the wages of the lowest paid workers;
- Protecting the workers from unreasonably low wages;
- preserving the value on the national minimum wage;
- promote the collective bargaining; and
- supporting economic policy.

APPLICATION OF THE ACT

The Act applies to all workers and their employers except members of the South African National Defence Force, the National Intelligence Agency and the South African Secret Service.

The act does not apply to a volunteer, who is a person who performs work for another person and who does not receive or is not entitled to receive, any remuneration for his or her service.



What is National Minimum Wage?

How does it affect me as a worker in South Africa?



Purpose of the National Minimum Wage

Improve wages
Protecting workers from unreasonable low wage
Promoting collective bargaining
Preserving the value of the National Minimum Wage
Supporting economic policy



Who does it apply to?

Any person who works for another person and who receives payment for that work.

Does not apply to?

South African Defense Force, National intelligence agency, and South African Secret Service



Unfair labour practice

It is an unfair labour practice for an employer to alter hours of work or other conditions of work in implementing the National Minimum Wage.



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INSPECTIONS AND ENFORCEMENT SERVICES

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National Minimum Wage frequently asked questions



My employer is underpaying me what can I do?



The national minimum wage is R23.19 per hour, you may visit an inspector at any labour centre in your area to lodge a complaint, an inspector will visit your employer to conduct an inspection. Please take along your latest payslip (if you have) and identity documents.

The national minimum wage act applies to all workers and their employers except members of national public servants.



Who is eligible to receive the minimum wage?



For more info visit our website.

website: www.labour.gov.za



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