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**GOVERNMENT NOTICE**

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**DEPARTMENT OF LABOUR**

No. R. 182

24 February 2006

**BASIC CONDITIONS OF EMPLOYMENT ACT, NO 75 OF 1997****AMENDMENT OF SECTORAL DETERMINATION 9: WHOLESALE AND  
RETAIL  
SECTOR, SOUTH AFRICA**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, in terms of section 56 (3) of the Basic Conditions of Employment Act, No 75 of 1997, hereby correct and clarify the provisions as contained in Sectoral Determination 9: Wholesale and Retail Sector, South Africa, published under Government Notice R.68 appearing in the Government Gazette No. 28424 of 25 January 2006 in accordance with the schedule hereto.



**M M S MDLADLANA, MP  
MINISTER OF LABOUR**

**Schedule:**

1. In clause 3: table 1, table 2 and table 3 on pages 4, 5 and 6 respectively, substitute the words "27 Hours R.p.w" with "\* 27 Hours R.p.h" in all the applicable columns.
2. This is to clarify that in clause 3, **table 1** contains the minimum wage rates for **Area A**, **table 2** contains the minimum wage rates for **Area B** and **table 3** contains the minimum wage rates for **Area C**.

## SCHEDULE

## Clause 3

1. Substitute the wage tables 1 to 3 in clause 3 as reflected in Government Notice No. 28424 of 25 January 2006 with the wage tables 1 to 3 below:

Table 1

Area A

CATEGORY	01/02/2006 to 31/01/2007			01/02/2007 to 31/01/2008			01/02/2008 to 31/01/2009			01/02/2009 to 31/01/2010		
	R.p.h	R.p.w	R.p.m	*27 Hours R.p.h	R.p.h	R.p.w	R.p.m	*27 Hours R.p.h	R.p.h	R.p.w	R.p.m	*27 Hours R.p.h
Assistant Manager	16.99	764.55	3313.05	17.63	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	19.34	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	20.44	Previous Minimum Wage + CPIX + 1%
Cashier	9.91	445.95	1932.45	10.29	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	11.29	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	11.93	Previous Minimum Wage + CPIX + 1%
Clerk	11.74	528.30	2289.30	12.19	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	13.37	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	14.13	Previous Minimum Wage + CPIX + 1%
Displayer	12.19	548.55	2377.05	12.65	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	13.88	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	14.67	Previous Minimum Wage + CPIX + 1%
<b>D</b> Gross Vehicle mass < 3 500 kg	8.95	402.75	1745.25	9.29	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	10.19	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	10.77	Previous Minimum Wage + CPIX + 1%
<b>r</b> Gross Vehicle mass 3 501 - <9 000kg	10.82	487.07	2110.62	11.23	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	12.32	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	13.03	Previous Minimum Wage + CPIX + 1%
<b>i</b> Gross Vehicle mass 9 0001 - <16 000kg	11.81	531.45	2302.95	12.25	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	13.44	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	14.21	Previous Minimum Wage + CPIX + 1%
<b>v</b> Gross Vehicle mass 16 001kg	12.98	584.10	2531.10	13.47	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	14.78	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	15.62	Previous Minimum Wage + CPIX + 1%
<b>e</b> Forklift operator	8.43	379.35	1643.85	8.75	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	9.60	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	10.15	Previous Minimum Wage + CPIX + 1%
<b>r</b> General Assistant	7.72	347.4	1505.4	8.01	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	8.78	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	9.29	Previous Minimum Wage + CPIX + 1%
Manager	18.61	837.45	3628.95	19.32	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	21.19	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	22.4	Previous Minimum Wage + CPIX + 1%
Merchandiser	9.29	418.05	1811.55	9.64	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	10.58	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	11.18	Previous Minimum Wage + CPIX + 1%
Security Guard	7.92	356.4	1544.4	8.22	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	9.01	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	9.63	Previous Minimum Wage + CPIX + 1%
Sales Assistant	11.74	528.3	2289.3	12.19	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	13.37	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	14.13	Previous Minimum Wage + CPIX + 1%
Sales Person	11.74	528.3	2289.3	12.19	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	13.37	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	14.13	Previous Minimum Wage + CPIX + 1%
Shop Assistant	9.29	418.05	1811.55	9.64	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	10.58	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	11.18	Previous Minimum Wage + CPIX + 1%
Supervisor	14.44	649.8	2815.8	14.99	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	16.44	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	17.38	Previous Minimum Wage + CPIX + 1%
Trainee Manager	15.59	701.55	3040.05	16.18	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	17.75	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	18.76	Previous Minimum Wage + CPIX + 1%

\*Hourly rate of employees working 27 ordinary hours per week or less.

Area B

Table 2

CATEGORY	01/02/2006 to 31/01/2007			01/02/2007 to 31/01/2008			01/02/2008 to 31/01/2009			01/02/2009 to 31/01/2010		
	R.p.h	R.p.w	R.p.m	*27 Hours R.p.h	R.p.h	R.p.w	R.p.m	*27 Hours R.p.h	R.p.h	R.p.w	R.p.m	*27 Hours R.p.h
Assistant Manager	13.72	617.4	2675.40	14.24	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	15.62	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	16.51	Previous Minimum Wage + CPIX + 1%
Cashier	7.98	359.1	1556.10	8.28	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	9.09	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	9.60	Previous Minimum Wage + CPIX + 1%
Clerk	9.54	429.3	1860.30	9.91	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	10.87	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	11.49	Previous Minimum Wage + CPIX + 1%
Displayer	9.2	414	1794.00	9.54	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	10.47	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	11.07	Previous Minimum Wage + CPIX + 1%
<b>D</b> Gross Vehicle mass < 3 500 kg	7.1	319.5	1384.50	7.37	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	8.09	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	8.55	Previous Minimum Wage + CPIX + 1%
<b>r</b> Gross Vehicle mass 3 501 - <9 000kg	8.59	386.55	1675.05	8.92	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	9.78	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	10.34	Previous Minimum Wage + CPIX + 1%
<b>i</b> Gross Vehicle mass 9 0001 - <16 000kg	10.39	467.55	2026.05	10.78	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	11.83	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	12.50	Previous Minimum Wage + CPIX + 1%
<b>v</b> Gross Vehicle mass 16 001kg	11.44	514.8	2230.80	11.87	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	13.02	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	13.76	Previous Minimum Wage + CPIX + 1%
<b>e</b> Forklift operator	6.68	300.6	1302.60	6.93	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	7.61	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	8.04	Previous Minimum Wage + CPIX + 1%
<b>r</b> General Assistant	6.64	298.8	1294.80	6.89	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	7.56	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	7.99	Previous Minimum Wage + CPIX + 1%
Manager	14.88	669.6	2901.60	15.45	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	16.94	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	17.91	Previous Minimum Wage + CPIX + 1%
Merchandiser	7.49	337.05	1460.55	7.78	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	8.53	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	9.02	Previous Minimum Wage + CPIX + 1%
Security Guard	7.54	339.3	1470.30	7.82	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	8.58	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	9.07	Previous Minimum Wage + CPIX + 1%
Sales Assistant	9.54	429.3	1860.30	9.91	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	10.87	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	11.49	Previous Minimum Wage + CPIX + 1%
Sales Person	9.54	429.3	1860.30	9.91	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	10.87	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	11.49	Previous Minimum Wage + CPIX + 1%
Shop Assistant	7.49	337.05	1460.55	7.78	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	8.53	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	9.02	Previous Minimum Wage + CPIX + 1%
Supervisor	11.64	523.8	2269.80	12.08	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	13.25	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	14.00	Previous Minimum Wage + CPIX + 1%
Trainee Manager	12.45	560.25	2427.75	12.92	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	14.18	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	Previous Minimum Wage + CPIX + 1%	14.98	Previous Minimum Wage + CPIX + 1%

\*Hourly rate of employees working 27 ordinary hours per week or less.

Table 3  
Area C

CATEGORY	01/02/2006 to 31/01/2007			01/02/2007 to 31/01/2008			01/02/2008 to 31/01/2009			01/02/2009 to 31/01/2010		
	R.p.h	R.p.w	R.p.m	R.p.h	R.p.w	R.p.m	R.p.h	R.p.w	R.p.m	R.p.h	R.p.w	R.p.m
Assistant Manager	12.69	571.05	2474.55	13.17	95% of Area B wage	14.84	97.5% of Area B wage	16.10	100% of Area B wage	17.45	100% of Area B wage	18.80
Cashier	7.38	332.10	1439.10	7.66	95% of Area B wage	8.63	97.5% of Area B wage	9.36	100% of Area B wage	10.15	100% of Area B wage	10.93
Clerk	8.82	396.90	1719.90	9.16	95% of Area B wage	10.32	97.5% of Area B wage	11.20	100% of Area B wage	12.14	100% of Area B wage	13.08
Displayer	8.51	382.95	1659.45	8.83	95% of Area B wage	9.95	97.5% of Area B wage	10.79	100% of Area B wage	11.70	100% of Area B wage	12.64
<b>D</b> Gross Vehicle mass												
< 3 500 kg	6.57	295.65	1281.15	6.82	95% of Area B wage	7.68	97.5% of Area B wage	8.33	100% of Area B wage	9.04	100% of Area B wage	9.79
Gross Vehicle mass												
3 501 - <9 000kg	7.95	357.75	1550.25	8.25	95% of Area B wage	9.29	97.5% of Area B wage	10.08	100% of Area B wage	10.93	100% of Area B wage	11.78
Gross Vehicle mass												
9 001 - <16 000kg	9.61	432.45	1873.95	9.97	95% of Area B wage	11.24	97.5% of Area B wage	12.19	100% of Area B wage	13.22	100% of Area B wage	14.17
Gross Vehicle mass												
16 001kg	10.58	476.10	2063.10	10.98	95% of Area B wage	12.37	97.5% of Area B wage	13.42	100% of Area B wage	14.55	100% of Area B wage	15.70
Forklift operator	6.18	278.10	1205.10	6.41	95% of Area B wage	7.23	97.5% of Area B wage	7.84	100% of Area B wage	8.50	100% of Area B wage	9.16
General Assistant	6.14	276.30	1197.30	6.37	95% of Area B wage	7.18	97.5% of Area B wage	7.79	100% of Area B wage	8.44	100% of Area B wage	9.10
Manager	13.76	619.20	2683.20	14.29	95% of Area B wage	16.10	97.5% of Area B wage	17.46	100% of Area B wage	18.93	100% of Area B wage	20.40
Merchandiser	6.93	311.85	1351.35	7.19	95% of Area B wage	8.11	97.5% of Area B wage	8.79	100% of Area B wage	9.53	100% of Area B wage	10.27
Security Guard	6.97	313.65	1359.15	7.23	95% of Area B wage	8.15	97.5% of Area B wage	8.84	100% of Area B wage	9.59	100% of Area B wage	10.34
Sales Assistant	8.82	396.90	1719.90	9.16	95% of Area B wage	10.32	97.5% of Area B wage	11.20	100% of Area B wage	12.14	100% of Area B wage	13.08
Sales Person	8.82	396.90	1719.90	9.16	95% of Area B wage	10.32	97.5% of Area B wage	11.20	100% of Area B wage	12.14	100% of Area B wage	13.08
Shop Assistant	6.93	311.85	1351.35	7.19	95% of Area B wage	8.11	97.5% of Area B wage	8.79	100% of Area B wage	9.53	100% of Area B wage	10.27
Supervisor	10.77	484.65	2100.15	11.17	95% of Area B wage	12.59	97.5% of Area B wage	13.65	100% of Area B wage	14.80	100% of Area B wage	16.05
Trainee Manager	11.52	518.40	2246.40	11.95	95% of Area B wage	13.47	97.5% of Area B wage	14.61	100% of Area B wage	15.84	100% of Area B wage	17.09

\*Hourly rate of employees working 27 ordinary hours per week or less.

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