

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 5970

7 March 2025

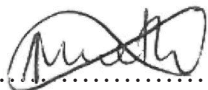
BASIC CONDITIONS OF EMPLOYMENT ACT NO, 1997

DETERMINATION: EARNINGS THRESHOLD

I, Nomakhosazana Meth, 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 R261 748,45 (Two hundred and sixty-one thousand, and seven hundred and forty-eight rand, forty-five 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 2025.

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.



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MRS. N. METH, MP

MINISTER OF EMPLOYMENT AND LABOUR

DATE: 6 March 2025