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**AIDS HELPLINE: 0800-0123-22 Prevention is the cure**

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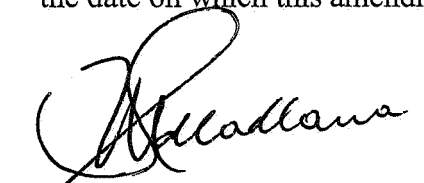
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**GOVERNMENT NOTICE**

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**DEPARTMENT OF LABOUR****No. R. 68****25 January 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 (1) of the Basic Conditions of Employment Act, No 75 of 1997, hereby amend Sectoral Determination 9: Wholesale and Retail Sector, South Africa, published under Government Notice R.1600 appearing in the Government Gazette No. 24207 of 19 December 2002 in accordance with the schedule hereto and fix 01 February 2006 as the date on which this amendment shall become binding.



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

## SCHEDULE

## Clause 3

1. Substitute the wage tables 1 to 6 in clause 3 as reflected in Government Notice R. 1600 of 19 December 2002 with the wage tables 1 to 3 below:

Table 1

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	27 Hours R.p.m	R.p.h	R.p.w	27 Hours R.p.m	R.p.h	R.p.w	27 Hours R.p.m	R.p.h	R.p.w	27 Hours R.p.m
Assistant Manager	16.99	764.55	3313.05	17.63	Previous Minimum Wage + CPIX + 1%	19.34	Previous Minimum Wage + CPIX + 1%	20.44	Previous Minimum Wage + CPIX + 1%	20.44	Previous Minimum Wage + CPIX + 1%	20.44
Cashier	9.91	445.95	1932.45	10.29	Previous Minimum Wage + CPIX + 1%	11.29	Previous Minimum Wage + CPIX + 1%	11.93	Previous Minimum Wage + CPIX + 1%	11.93	Previous Minimum Wage + CPIX + 1%	11.93
Clerk	11.74	528.30	2289.30	12.19	Previous Minimum Wage + CPIX + 1%	13.37	Previous Minimum Wage + CPIX + 1%	14.13	Previous Minimum Wage + CPIX + 1%	14.13	Previous Minimum Wage + CPIX + 1%	14.13
Displayer	12.19	548.55	2377.05	12.65	Previous Minimum Wage + CPIX + 1%	13.88	Previous Minimum Wage + CPIX + 1%	14.67	Previous Minimum Wage + CPIX + 1%	14.67	Previous Minimum Wage + CPIX + 1%	14.67
D i v i s i o n												
Gross Vehicle mass < 3 500 kg	8.95	402.75	1745.25	9.29	Previous Minimum Wage + CPIX + 1%	10.19	Previous Minimum Wage + CPIX + 1%	10.77	Previous Minimum Wage + CPIX + 1%	10.77	Previous Minimum Wage + CPIX + 1%	10.77
Gross Vehicle mass 3 501 - <9 000kg	10.82	487.07	2110.62	11.23	Previous Minimum Wage + CPIX + 1%	12.32	Previous Minimum Wage + CPIX + 1%	13.03	Previous Minimum Wage + CPIX + 1%	13.03	Previous Minimum Wage + CPIX + 1%	13.03
Gross Vehicle mass 9 0001 - <16 000kg	11.81	531.45	2302.95	12.25	Previous Minimum Wage + CPIX + 1%	13.44	Previous Minimum Wage + CPIX + 1%	14.21	Previous Minimum Wage + CPIX + 1%	14.21	Previous Minimum Wage + CPIX + 1%	14.21
Gross Vehicle mass 16 001kg	12.98	584.10	2531.10	13.47	Previous Minimum Wage + CPIX + 1%	14.78	Previous Minimum Wage + CPIX + 1%	15.62	Previous Minimum Wage + CPIX + 1%	15.62	Previous Minimum Wage + CPIX + 1%	15.62
Forklift operator	8.43	379.35	1643.85	8.75	Previous Minimum Wage + CPIX + 1%	9.60	Previous Minimum Wage + CPIX + 1%	10.15	Previous Minimum Wage + CPIX + 1%	10.15	Previous Minimum Wage + CPIX + 1%	10.15
General Assistant	7.72	347.4	1505.4	8.01	Previous Minimum Wage + CPIX + 1%	8.78	Previous Minimum Wage + CPIX + 1%	9.29	Previous Minimum Wage + CPIX + 1%	9.29	Previous Minimum Wage + CPIX + 1%	9.29
Manager	18.61	837.45	3628.95	19.32	Previous Minimum Wage + CPIX + 1%	21.19	Previous Minimum Wage + CPIX + 1%	22.40	Previous Minimum Wage + CPIX + 1%	22.40	Previous Minimum Wage + CPIX + 1%	22.40
Merchandiser	9.29	418.05	1811.55	9.64	Previous Minimum Wage + CPIX + 1%	10.58	Previous Minimum Wage + CPIX + 1%	11.18	Previous Minimum Wage + CPIX + 1%	11.18	Previous Minimum Wage + CPIX + 1%	11.18
Security Guard	7.92	356.4	1544.4	8.22	Previous Minimum Wage + CPIX + 1%	9.01	Previous Minimum Wage + CPIX + 1%	9.63	Previous Minimum Wage + CPIX + 1%	9.63	Previous Minimum Wage + CPIX + 1%	9.63
Sales Assistant	11.74	528.3	2289.3	12.19	Previous Minimum Wage + CPIX + 1%	13.37	Previous Minimum Wage + CPIX + 1%	14.13	Previous Minimum Wage + CPIX + 1%	14.13	Previous Minimum Wage + CPIX + 1%	14.13
Sales Person	11.74	528.3	2289.3	12.19	Previous Minimum Wage + CPIX + 1%	13.37	Previous Minimum Wage + CPIX + 1%	14.13	Previous Minimum Wage + CPIX + 1%	14.13	Previous Minimum Wage + CPIX + 1%	14.13
Shop Assistant	9.29	418.05	1811.55	9.64	Previous Minimum Wage + CPIX + 1%	10.58	Previous Minimum Wage + CPIX + 1%	11.18	Previous Minimum Wage + CPIX + 1%	11.18	Previous Minimum Wage + CPIX + 1%	11.18
Supervisor	14.44	649.8	2815.8	14.99	Previous Minimum Wage + CPIX + 1%	16.44	Previous Minimum Wage + CPIX + 1%	17.38	Previous Minimum Wage + CPIX + 1%	17.38	Previous Minimum Wage + CPIX + 1%	17.38
Trainee Manager	15.59	701.55	3040.05	16.18	Previous Minimum Wage + CPIX + 1%	17.75	Previous Minimum Wage + CPIX + 1%	18.76	Previous Minimum Wage + CPIX + 1%	18.76	Previous Minimum Wage + CPIX + 1%	18.76

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

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.w	R.p.h	R.p.w	R.p.m	27 Hours R.p.w	R.p.h	R.p.w	R.p.m	27 Hours R.p.w
Assistant Manager	13.72	617.4	2675.40	14.24	Previous Minimum Wage + CPIX + 1%	15.62	Previous Minimum Wage + CPIX + 1%	16.51	Previous Minimum Wage + CPIX + 1%	17.45	Previous Minimum Wage + CPIX + 1%	
Cashier	7.98	359.1	1556.10	8.28	Previous Minimum Wage + CPIX + 1%	9.09	Previous Minimum Wage + CPIX + 1%	9.60	Previous Minimum Wage + CPIX + 1%	10.15	Previous Minimum Wage + CPIX + 1%	
Clerk	9.54	429.3	1860.30	9.91	Previous Minimum Wage + CPIX + 1%	10.87	Previous Minimum Wage + CPIX + 1%	11.49	Previous Minimum Wage + CPIX + 1%	12.14	Previous Minimum Wage + CPIX + 1%	
Displayer	9.2	414	1794.00	9.54	Previous Minimum Wage + CPIX + 1%	10.47	Previous Minimum Wage + CPIX + 1%	11.07	Previous Minimum Wage + CPIX + 1%	11.70	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%	8.09	Previous Minimum Wage + CPIX + 1%	8.55	Previous Minimum Wage + CPIX + 1%	9.04	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%	9.78	Previous Minimum Wage + CPIX + 1%	10.34	Previous Minimum Wage + CPIX + 1%	10.93	Previous Minimum Wage + CPIX + 1%	
<b>V</b> Gross Vehicle mass 9 0001 - <16 000kg	10.39	467.55	2026.05	10.78	Previous Minimum Wage + CPIX + 1%	11.83	Previous Minimum Wage + CPIX + 1%	12.50	Previous Minimum Wage + CPIX + 1%	13.22	Previous Minimum Wage + CPIX + 1%	
<b>e</b> Gross Vehicle mass 16 001kg	11.44	514.8	2230.80	11.87	Previous Minimum Wage + CPIX + 1%	13.02	Previous Minimum Wage + CPIX + 1%	13.76	Previous Minimum Wage + CPIX + 1%	14.55	Previous Minimum Wage + CPIX + 1%	
<b>r</b> Forklift operator	6.68	300.6	1302.60	6.93	Previous Minimum Wage + CPIX + 1%	7.61	Previous Minimum Wage + CPIX + 1%	8.04	Previous Minimum Wage + CPIX + 1%	8.50	Previous Minimum Wage + CPIX + 1%	
<b>G</b> General Assistant	6.64	298.8	1294.80	6.89	Previous Minimum Wage + CPIX + 1%	7.56	Previous Minimum Wage + CPIX + 1%	7.99	Previous Minimum Wage + CPIX + 1%	8.44	Previous Minimum Wage + CPIX + 1%	
<b>M</b> Manager	14.88	669.6	2901.60	15.45	Previous Minimum Wage + CPIX + 1%	16.94	Previous Minimum Wage + CPIX + 1%	17.91	Previous Minimum Wage + CPIX + 1%	18.93	Previous Minimum Wage + CPIX + 1%	
<b>M</b> Merchandiser	7.49	337.05	1460.55	7.78	Previous Minimum Wage + CPIX + 1%	8.53	Previous Minimum Wage + CPIX + 1%	9.02	Previous Minimum Wage + CPIX + 1%	9.53	Previous Minimum Wage + CPIX + 1%	
<b>S</b> Security Guard	7.54	339.3	1470.30	7.82	Previous Minimum Wage + CPIX + 1%	8.58	Previous Minimum Wage + CPIX + 1%	9.07	Previous Minimum Wage + CPIX + 1%	9.59	Previous Minimum Wage + CPIX + 1%	
<b>S</b> Sales Assistant	9.54	429.3	1860.30	9.91	Previous Minimum Wage + CPIX + 1%	10.87	Previous Minimum Wage + CPIX + 1%	11.49	Previous Minimum Wage + CPIX + 1%	12.14	Previous Minimum Wage + CPIX + 1%	
<b>S</b> Sales Person	9.54	429.3	1860.30	9.91	Previous Minimum Wage + CPIX + 1%	10.87	Previous Minimum Wage + CPIX + 1%	11.49	Previous Minimum Wage + CPIX + 1%	12.14	Previous Minimum Wage + CPIX + 1%	
<b>S</b> Shop Assistant	7.49	337.05	1460.55	7.78	Previous Minimum Wage + CPIX + 1%	8.53	Previous Minimum Wage + CPIX + 1%	9.02	Previous Minimum Wage + CPIX + 1%	9.53	Previous Minimum Wage + CPIX + 1%	
<b>S</b> Supervisor	11.64	523.8	2269.80	12.08	Previous Minimum Wage + CPIX + 1%	13.25	Previous Minimum Wage + CPIX + 1%	14.00	Previous Minimum Wage + CPIX + 1%	14.80	Previous Minimum Wage + CPIX + 1%	
<b>T</b> Trainee Manager	12.45	560.25	2427.75	12.92	Previous Minimum Wage + CPIX + 1%	14.18	Previous Minimum Wage + CPIX + 1%	14.98	Previous Minimum Wage + CPIX + 1%	15.84	Previous Minimum Wage + CPIX + 1%	

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

Table 3

CATEGORY	31/01/2006 to 01/02/2007			31/01/2007 to 01/02/2008			31/01/2008 to 01/02/2009			31/01/2009 to 01/02/2010		
	R.p.h	R.p.w	R.p.m	27 Hours R.p.w	R.p.h	R.p.w	R.p.m	27 Hours R.p.w	R.p.h	R.p.w	R.p.m	27 Hours R.p.w
Assistant Manager	12.69	571.05	2474.55	13.17	Previous Minimum Wage + CPIX + 1%	14.84	Previous Minimum Wage + CPIX + 1%	16.10	Previous Minimum Wage + CPIX + 1%	17.45	Previous Minimum Wage + CPIX + 1%	17.45
Cashier	7.38	332.10	1439.10	7.66	Previous Minimum Wage + CPIX + 1%	8.63	Previous Minimum Wage + CPIX + 1%	9.36	Previous Minimum Wage + CPIX + 1%	10.15	Previous Minimum Wage + CPIX + 1%	10.15
Clerk	8.82	396.90	1719.90	9.16	Previous Minimum Wage + CPIX + 1%	10.32	Previous Minimum Wage + CPIX + 1%	11.20	Previous Minimum Wage + CPIX + 1%	12.14	Previous Minimum Wage + CPIX + 1%	12.14
Displayer	8.51	382.95	1659.45	8.83	Previous Minimum Wage + CPIX + 1%	9.95	Previous Minimum Wage + CPIX + 1%	10.79	Previous Minimum Wage + CPIX + 1%	11.70	Previous Minimum Wage + CPIX + 1%	11.70
Driver Gross Vehicle mass < 3 500 kg	6.57	295.65	1281.15	6.82	Previous Minimum Wage + CPIX + 1%	7.68	Previous Minimum Wage + CPIX + 1%	8.33	Previous Minimum Wage + CPIX + 1%	9.04	Previous Minimum Wage + CPIX + 1%	9.04
Driver Gross Vehicle mass 3 501 - <9 000kg	7.95	357.75	1550.25	8.25	Previous Minimum Wage + CPIX + 1%	9.29	Previous Minimum Wage + CPIX + 1%	10.08	Previous Minimum Wage + CPIX + 1%	10.93	Previous Minimum Wage + CPIX + 1%	10.93
Driver Gross Vehicle mass 9 001 - <16 000kg	9.61	432.45	1873.95	9.97	Previous Minimum Wage + CPIX + 1%	11.24	Previous Minimum Wage + CPIX + 1%	12.19	Previous Minimum Wage + CPIX + 1%	13.22	Previous Minimum Wage + CPIX + 1%	13.22
Driver Gross Vehicle mass 16 001kg	10.58	476.10	2063.10	10.98	Previous Minimum Wage + CPIX + 1%	12.37	Previous Minimum Wage + CPIX + 1%	13.42	Previous Minimum Wage + CPIX + 1%	14.55	Previous Minimum Wage + CPIX + 1%	14.55
Forklift operator	6.18	278.10	1205.10	6.41	Previous Minimum Wage + CPIX + 1%	7.23	Previous Minimum Wage + CPIX + 1%	7.84	Previous Minimum Wage + CPIX + 1%	8.50	Previous Minimum Wage + CPIX + 1%	8.50
General Assistant	6.14	276.30	1197.30	6.37	Previous Minimum Wage + CPIX + 1%	7.18	Previous Minimum Wage + CPIX + 1%	7.79	Previous Minimum Wage + CPIX + 1%	8.44	Previous Minimum Wage + CPIX + 1%	8.44
Manager	13.76	619.20	2683.20	14.29	Previous Minimum Wage + CPIX + 1%	16.10	Previous Minimum Wage + CPIX + 1%	17.46	Previous Minimum Wage + CPIX + 1%	18.93	Previous Minimum Wage + CPIX + 1%	18.93
Merchandiser	6.93	311.85	1351.35	7.19	Previous Minimum Wage + CPIX + 1%	8.11	Previous Minimum Wage + CPIX + 1%	8.79	Previous Minimum Wage + CPIX + 1%	9.53	Previous Minimum Wage + CPIX + 1%	9.53
Security Guard	6.97	313.65	1359.15	7.23	Previous Minimum Wage + CPIX + 1%	8.15	Previous Minimum Wage + CPIX + 1%	8.84	Previous Minimum Wage + CPIX + 1%	9.59	Previous Minimum Wage + CPIX + 1%	9.59
Sales Assistant	8.82	396.90	1719.90	9.16	Previous Minimum Wage + CPIX + 1%	10.32	Previous Minimum Wage + CPIX + 1%	11.20	Previous Minimum Wage + CPIX + 1%	12.14	Previous Minimum Wage + CPIX + 1%	12.14
Sales Person	8.82	396.90	1719.90	9.16	Previous Minimum Wage + CPIX + 1%	10.32	Previous Minimum Wage + CPIX + 1%	11.20	Previous Minimum Wage + CPIX + 1%	12.14	Previous Minimum Wage + CPIX + 1%	12.14
Shop Assistant	6.93	311.85	1351.35	7.19	Previous Minimum Wage + CPIX + 1%	8.11	Previous Minimum Wage + CPIX + 1%	8.79	Previous Minimum Wage + CPIX + 1%	9.53	Previous Minimum Wage + CPIX + 1%	9.53
Supervisor	10.77	484.65	2100.15	11.17	Previous Minimum Wage + CPIX + 1%	12.59	Previous Minimum Wage + CPIX + 1%	13.65	Previous Minimum Wage + CPIX + 1%	14.80	Previous Minimum Wage + CPIX + 1%	14.80
Trainee Manager	11.52	518.40	2246.40	11.95	Previous Minimum Wage + CPIX + 1%	13.47	Previous Minimum Wage + CPIX + 1%	14.61	Previous Minimum Wage + CPIX + 1%	15.84	Previous Minimum Wage + CPIX + 1%	15.84

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

## 2. Wage increases.

- (a) set in terms of clause 3 will increase by the CPIX + 1% for the period of 12 months;
- (b) set in terms of paragraph (a) will increase by the CPIX + 1% for the period commencing two years after this determination comes into effect.
- (c) For the purposes of this clause, the CPIX is the Consumer Price Index<sup>1</sup> as reported by Statistics South Africa six weeks before the increase becomes effective.
- (d) If the CPIX is 10% or higher at a date contemplated in sub-clause (a), the minimum wage will be increased by the CPIX and the increase determined in sub-clause (a) or (b) will not apply.

## 3. In clause 37 as reflected in Government Notice R. 1600 of 19 December 2002 , delete the definition of “**general assistant**” and replace with:

“**general assistant**” means an employee who is engaged in any one or more of the following duties-

- a) accompanying or assisting a driver or other employee who drives a vehicle, but not driving the vehicle;
- b) accompanying any employee who uses tools, but not using tools independently;
- c) affixing postage stamps or labels;
- d) assembling boxes by hand;
- e) breaking up scrap metal;
- f) carrying or moving goods, by means other than a power-driven device;
- g) changing wheels or repairing punctures;
- h) cleaning machinery, premises, vehicles, furniture, implements, tools, utensils or goods on the employer's premises;
- i) cleaning or plucking poultry;
- j) cleaning, cutting, filleting, scaling or slicing raw fish;

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<sup>1</sup> Defined by Statistics South Africa as the Consumer Price Index excluding interest rates on mortgage bonds for the historical metropolitan and other urban areas.

- k) cutting by hand, paper, samples, linoleum, mats, curtain rods, netting wire, wire or other articles or commodities;
- l) cutting up scrap metal;
- m) delivering or conveying letters, parcels, messages or goods by means other than by a motor vehicle with an engine capacity exceeding 100 cm<sup>2</sup>;
- n) driving an animal-drawn vehicle;
- o) feeding into or drawing off from vats, tanks or other containers;
- p) feeding or taking off from automatic or semi-automatic machines, moving belts or platforms;
- q) filling bins or dump baskets with goods;
- r) filling, capping, corking or labeling bottles or other containers;
- s) folding or enveloping mail;
- t) grading eggs according to size;
- u) ironing;
- v) loading or unloading vehicles;
- w) making or maintaining fires or removing refuse or ash;
- x) making tea or similar beverages for, or serving tea or similar beverages to employees, the employer or guests;
- y) marking, branding or stenciling goods by hand;
- z) melting scrap lead
- aa) mending bags or sacks by hand or machine;
- bb) mending or altering second-hand clothing for sale;
- cc) mixing by hand the ingredients of animal or poultry foods the mass of which has been measured beforehand or otherwise predetermined;
- dd) nailing or repairing boxes or crates;
- ee) oiling or greasing machinery of vehicles, other than motor vehicles;
- ff) opening or closing doors, windows, bales boxes or other packages;
- gg) operating an addressograph, photostat, or a duplicating machine;
- hh) operating any power-driven machine not specifically mentioned elsewhere in this clause;
- ii) operating a portable pump;
- jj) packing, placing or stacking goods in cabinets or on counters, gondolas, racks or shelves;
- kk) repetitive marking of prices on goods by means of a rubber stamp or other marking device, under supervision;
- ll) repetitive mass-measuring or repetitive measuring; or mass measuring for stock;
- mm) setting up or dismantling corrugated or fibre board boxes or similar containers;

- mn) strapping or wiring boxes;
- oo) tending, cleaning or feeding animals;
- pp) using rubber or other stamps, involving no discretion;
- qq) washing uniforms, overalls or protective clothing;
- rr) wrapping parcels;

**4. Substitute paragraph (a) of clause 1(4) with the following:**

- (a) must be paid at least the hourly rate set out in Tables 1 to 3 of this determination.

**5. Substitute clause 2 with the following:**

2. Wages

- (1) With effect from 1 February 2006, an employer must pay an employee at least the minimum wage prescribed in this part of the sectoral determination.
- (2) An employer must pay an employee who works for the employer for more than 27 hours per week –
- (a) at least the weekly or monthly wage set out in Tables 1 to 3;  
or
  - (b) by agreement between the employer and the employee, at least the hourly rate set out in Tables 1 to 3 for every hour or part of an hour that the employee works.
- (3) An employer must pay an employee who works 27 hours or less per week –
- (a) if an agreement has been concluded in terms of clause 11, at least the hourly rate as set out in Tables 1 to 3 for every hour or part of an hour that the employee works, plus 25%; or
  - (b) if no agreement has been concluded in terms of clause 11, at least the hourly rate as set out in Tables 1 to 3 for every hour or part of an hour that the employee works.

- (4) An employer must pay an employee employed in a job category not listed in Tables 1 to 3 at least the minimum wage prescribed for a job category requiring an equivalent level of training, skill or experience.
- (5) Tables 1 to 3 apply to employers in the wholesale and retail sector in Area A, B and C respectively.
- (6) An employee who works for less than four hours on any day must be paid for four hours work on that day.
- (7) An employer who requires or permits an employee to perform work for longer than one hour on any day and that work is normally performed by a higher paid category of employee, must –
- (a) pay the employee in respect of that day not less than the daily wage calculated at the higher rate; and
  - (b) paragraph (a) applies whether the work is performed in addition to, or in substitution for the employer's normal work.
- (8) Unless otherwise agreed in writing, nothing in this determination precludes an employer from requiring an employee to perform work of another category of employee for which the same or a lower wage is prescribed.

**6. Substitute the words "Tables 1 to 6" in clause 4(5) with the words "Tables 1 to 3"**

**7. Substitute the words "Tables 1 to 6" in clause 11(1)(a) with the words "Tables 1 to 3"**

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