

Employment Law

3 February 2026

South Africa

- Annual increase to the national minimum wage, effective 1 March 2026



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Annual increase to the national minimum wage, effective 1 March 2026

The National Minimum Wage Act 9 of 2018 (Act) was enacted to advance economic development and social justice by, inter alia, improving the wages of the lowest paid workers, and protecting workers from unreasonably low wages by establishing the national minimum wage (NMW).

In accordance with the requirements of section 6(5) of the Act, the Minister of Employment and Labour published the adjusted NMW rates in the Government Gazette on 3 February 2026, increasing the rates as follows:

NMW increases

R28.79 >> R30.23

for each ordinary hour worked

This includes farm workers and domestic workers

The hourly wage equates to a minimum weekly wage of

R1,360.35

for a 45-hour workweek and a minimum monthly wage of

R5,894.85

based on 195 hours.

Expanded public works programme worker:

R16.62 per hour

Cliffe Dekker Hofmeyr

Legal500
2025

TIER 1
Employment

Workers who have learnership agreements (section 17 of the Skills Development Act 97 of 1998):

NQF level	Credits already earned by learner	Minimum allowance per week
Level 1 to 2	0 - 120	455,00
	121 - 240	909,94
Level 3	0 - 120	455,00
	121 - 240	856,94
	241 - 360	1402,87
Level 4	0 - 120	455,00
	121 - 240	910,04
	241 - 360	1402,87
	361 - 480	2047,41
Level 5 to 8	0 - 120	455,00
	121 - 240	985,76
	241 - 360	1474,97
	361 - 480	2077,79
	481 - 600	2654,04

Contract cleaning sector

Area A

City of Cape Town, Greater
East Rand Metro, City of
Johannesburg, Tshwane and
Nelson Mandela Bay



R33.27

per hour

R1,497.15

per week

(based on a 45 hour week)

R6,487.15

per month

(based on 4.3 weeks)

Area B

KwaZulu-Natal



Determined by

the Bargaining Council
for the Contract Cleaning
Service Industry

Area C

All other jurisdictions



R30.33

per hour

R1,364.85

per week

(based on a 45 hour week)

R5,913.90

per month

(based on 4.3 weeks)

Wholesale and retail sector

Bergrivier, Breede Valley, Buffalo City, Cape Agulhas, Cederberg, City of Cape Town, City of Johannesburg Metropolitan Municipality, City of Tshwane, Drakenstein, Ekurhuleni, Emalahleni, Emfuleni, Ethekwini Metropolitan Unicity, Gamagara, George, Hibiscus Coast, Karoo Hoogland, Kgatelopele, Khara Hais, Knysna, Kungwini, Kouga, Hessequa local authority, Lesedi, Makana, Mangaung, Matzikama, Metsimaholo, Middelburg, Midvaal, Mngeni, Mogale, Mosselbaai, Msunduzi, Mtubatuba, Nama Khoi, Nelson Mandela, Nokeng tsa Taemane, Oudtshoorn, Overstrand, Plettenbergbaai, Potchefstroom, Randfontein, Richtersveld, Saldanha Bay, Sol Plaatjie, Stellenbosch, Swartland, Swellendam, Theewaterskloof, Umdoni, uMhlathuze and Witzenberg.

Job category	< 27 hours per week – no agreement – rate per hour	< 27 hours per week – agreement – rate per hour	> 27 hours a per week – rate per hour	> 27 hours a per week – rate per week	> 27 hours a per week – rate per month
General Assistant/Trolley Collector	30.23	35.53	30.23	1,360.35	5,894.40
Security Guard	30.23	36.11	30.23	1,360.35	5,894.40
Forklift Operator	30.23	38.58	30.23	1,360.35	5,894.40
Driver <3,500kg	30.23	39.35	30.23	1,360.35	5,894.40
Merchandise/ Shop Assistant/ Checker / Deli Assistant	32.64	40.83	30.23	1,360.35	5,894.40
Cashier	34.62	43.29	33.44	1,504.80	6,520.30
Driver 3,501 <9,000kg	37.66	47.07	36.35	1,635.75	7,087.70
Clerk/ Sales Assistant/ Salesperson/ Blockman/ Baker	40.76	50.94	39.36	1,771.20	7,674.61

Wholesale and retail sector...continued

Job category	< 27 hours per week – no agreement – rate per hour	< 27 hours per week – agreement – rate per hour	> 27 hours a per week – rate per hour	> 27 hours a per week – rate per week	> 27 hours a per week – rate per month
Driver 9,001 <16,000kg	41.02	51.25	39.56	1,780.20	7,713.61
Displayer	42.34	52.90	40.87	1,839.15	7,969.04
Driver 16,001kg>	45.03	56.31	43.48	1,956.60	8,477.95
Supervisor	50.14	62.70	48.42	2,178.90	9,441.17
Trainee Manager	54.15	67.70	52.30	2,353.50	10,197.71
Assistant Manager	58.99	73.75	56.92	2,561.40	11,098.55
Manager	64.66	80.82	62.43	2,809.34	12,172.91

Metropolitan and local municipalities not mentioned in the table above:

Job category	< 27 hours per week – no agreement – rate per hour	< 27 hours per week – agreement – rate per hour	> 27 hours a per week – rate per hour	> 27 hours a per week – rate per week	> 27 hours a per week – rate per month
General Assistant / Trolley Collector	30.23	33.17	30.23	1,360.35	5,894.40
Security Guard	30.23	36.11	30.23	1,360.35	5,894.40
Forklift Operator	30.23	33.41	30.23	1,360.35	5,894.40
Driver <3500kg	30.23	34.28	30.23	1,360.35	5,894.40
Merchandise/ Shop Assistant/ Checker / Deli Assistant	30.23	36.10	30.23	1,360.35	5,894.40
Cashier	30.23	38.25	30.23	1,360.35	5,894.40
Driver 3,501 <9,000kg	32.78	40.99	30.23	1,360.35	5,894.40
Clerk/ Sales Assistant/ Salesperson/ Blockman/ Baker	40.76	50.94	34.68	1,560.60	6,762.08
Driver 9,001 <16,000kg	39.22	49.04	37.62	1,692.90	7,335.34
Displayer	34.92	43.66	33.55	1,509.75	6,541.75
Driver 16,001kg>	43.10	53.89	41.37	1,861.65	8,066.53
Supervisor	43.83	54.81	42.09	1,894.05	8,206.92
Trainee Manager	46.91	58.63	45.00	2,025.00	8,774.33
Assistant Manager	51.72	64.66	49.56	2,230.20	9,663.46
Manager	56.09	70.10	53.75	2,418.75	10,480.44

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BBBEE STATUS: LEVEL ONE CONTRIBUTOR

Our BBBEE verification is one of several components of our transformation strategy and we continue to seek ways of improving it in a meaningful manner.

PLEASE NOTE

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