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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 | 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% |                                   |       |                 | 19.34                    | 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% |                                   |       |                 | 11.29                    | 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% |                                   |       |                 | 13.37                    | 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% |                                   |       |                 | 13.88                    | Previous Minimum Wage + CPIX + 1% |                                   |                 |                          | 14.67 | Previous Minimum Wage + CPIX + 1% |                                   |  |  |  |
| <b>D</b><br><b>r</b><br><b>i</b><br><b>v</b><br><b>e</b><br><b>r</b> | 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% |  |  |  |
|  | 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% |  |  |  |
|  | 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% |  |  |  |
|  | 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% |  |  |  |
| 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% |                                   |  |  |  |
| 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% |                                   |  |  |  |
| 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% |                                   |  |  |  |
| 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% |                                   |  |  |  |
| 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% |                                   |  |  |  |
| 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% |                                   |  |  |  |
| 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% |                                   |  |  |  |
| 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% |                                   |  |  |  |
| 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% |                                   |  |  |  |
| 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% |                                   |  |  |  |

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

Table 2

## Area B

| 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                   | 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% |                                   |       | 15.62                             | Previous Minimum Wage + CPIX + 1% |       |       | 16.51                             | Previous Minimum Wage + CPIX + 1% |       |       | 17.45           |
| 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           |
| 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           |
| 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           |
| <b>D</b><br><b>r</b><br><b>i</b><br><b>v</b><br><b>e</b><br><b>r</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            |
|  | 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           |
|  | 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           |
|  | 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           |
| 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  |                 |
| 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  |                 |
| 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 |                 |
| 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  |                 |
| 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  |                 |
| 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 |                 |
| 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 |                 |
| 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  |                 |
| 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 |                 |
| 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 |                 |

\*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   | *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     | R.p.h                    | R.p.w | R.p.m | *27 Hours R.p.h |
| 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           |
| 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           |
| 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           |
| 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           |
| <b>D<br/>r<br/>i<br/>v<br/>e<br/>r</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            |
|  | 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           |
|  |                                     |        |         |                 |                          |                    |       |                      |                          |       |       |                     |                          |       |       |                 |
|  | 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 |                 |
|  |                                     |        |         |                 |                          |                    |       |                      |                          |       |       |                     |                          |       |       |                 |
|  | 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 |                 |
| 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  |                 |
| 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  |                 |
| 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 |                 |
| Merchandise                            | 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  |                 |
| 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  |                 |
| 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 |                 |
| 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 |                 |
| 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  |                 |
| 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 |                 |
| 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 |                 |

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