



# Government Gazette Staatskoerant

REPUBLIC OF SOUTH AFRICA  
REPUBLIEK VAN SUID-AFRIKA

Vol. 577

Pretoria, 1 July  
Julie 2013

No. 36624

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**GOVERNMENT NOTICE****DEPARTMENT OF LABOUR****No. 458****1 July 2013****BASIC CONDITIONS OF EMPLOYMENT ACT, NO 75 OF 1997****AMENDMENT OF SECTORAL DETERMINATION 14: HOSPITALITY SECTOR, SOUTH AFRICA.**

I, Mildred Nelisiwe Oliphant, Minister of Labour, in terms of section 56(1) of the Basic Conditions of Employment Act, No 75 of 1997, hereby amend Sectoral Determination 14: Hospitality Sector, South Africa, published under Government Gazette No. 35460 of 22<sup>nd</sup> June 2012, in accordance with the schedule hereto and fix the 1<sup>st</sup> July 2013 as the date on which this amendment shall become binding.


**M N OLIPHANT, MP****MINISTER OF LABOUR**

Date: 24/6/2013.....

**UMNYANGO WEZABASEBENZI****No. 458****01-07-2013****UMTHETHO WEZIMISELO EZIYISISEKELO EMSEBENZINI.****OKUNGUNOMBOLO 75 KA 1997****UKUCHIBIYELWA KWESINQUMBO ZOMKHAKHA 14: UMKHAKHA  
WEZAMAHHOTELA NEZINDAWO ZOLUNGCEBELEKA ENINGIZIMU****AFRIKA**

Mina, Mildred Neliswe Oliphant, uNgqongqoshe Wezabasebenzi, ngokwesigaba 56 (1) so Mthetho Wezimisele Eziyisisekelo Emsebenzini, 75 ka 1997, ngazisa ngokushicilelwa koshintsho Emkhakheni ka Nombolo 14: wesamaHhotela kanye nezindawo Zokungcebeleka, eNingizumu Afrika, eshichilelwa ngaphansi kwe Government Gazette No. 35460 ngomhlaka 22 kuNhlanguvana 2012 ngokomgomo wezokulingiswa okhishwe ngomhlaka 1 kuNtulikazi 2013 njengosuku elabekelwa ukuqala koshintsho.

**M N OLIPHANT, MP****UNGQONGQOSHE WEZABASEBENZI****USUKU: 24/6/2013**

**Schedule:**

1. Substitute table 1 and 2 as reflected in Government Gazette No 35460 of 22 June 2012 with the tables below:

<b>Table 1: Minimum wage for employers with 10 or less employees</b>								
<b>1 July 2013 to 30 June 2014</b>			<b>1 July 2014 to 30 June 2015</b>			<b>1 July 2015 to 30 June 2016</b>		
<b>Monthly</b>	<b>Weekly</b>	<b>Hourly</b>	<b>Monthly</b>	<b>Weekly</b>	<b>Hourly</b>	<b>Monthly</b>	<b>Weekly</b>	<b>Hourly</b>
R2415.86	R557.55	R12.39	Previous Minimum Wage + CPI* +1.5%			Previous Minimum Wage + CPI** +1.5%		
			*The CPI to be utilised is the CPI(excluding Owner's Equivalent Rent) as made available by Statistics South Africa six weeks prior to 30 June 2015.			**The CPI to be utilised is the CPI(excluding Owner's Equivalent Rent) as made available by Statistics South Africa six weeks prior to 30 June 2016.		

<b>Table 2: Minimum wage for employers with more than 10 employees</b>								
<b>1 July 2013 to 30 June 2014</b>			<b>1 July 2014 to 30 June 2015</b>			<b>1 July 2015 to 30 June 2016</b>		
<b>Monthly</b>	<b>Weekly</b>	<b>Hourly</b>	<b>Monthly</b>	<b>Weekly</b>	<b>Hourly</b>	<b>Monthly</b>	<b>Weekly</b>	<b>Hourly</b>
R2692.74	R621.45	R13.81	Previous Minimum Wage + CPI* +1.5%			Previous Minimum Wage + CPI** +1.5%		
			*The CPI to be utilised is the CPI(excluding Owner's Equivalent Rent) as made available by Statistics South Africa six weeks prior to 30 June 2015.			**The CPI to be utilised is the CPI(excluding Owner's Equivalent Rent) as made available by Statistics South Africa six weeks prior to 30 June 2016.		

2. Insert clause 7B which shall read as follows:

**7B Uniform**

- (1) Should an employer provide an employee with a uniform, such employer shall not-
- a. require the employee to pay for the uniform;
  - b. require the employee to pay any form of deposit for the uniform;
  - c. deduct from the remuneration of the employee to pay for such uniform;
  - d. deduct from the remuneration of the employee any uniform deposit.