



FURNITURE BARGAINING COUNCIL

Suite 1 & 2 ♦ Reitz Park ♦ 80 President Reitz Avenue ♦ Westdene ♦ Bloemfontein ♦ 9301
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CIRCULAR 13/18

TO ALL EMPLOYERS AND EMPLOYEES (In the Free State Province only)

NATIONAL MINIMUM WAGE RATES

The National Minimum Wage Bill was signed into law, and the implementation of the National Minimum Wage Act, 2018, Act No 9 of 2018 comes into effect from **1 January 2019**. In terms of the National Minimum Wage Act, the national minimum hourly rate of pay is R20-00 for each ordinary hour worked.

At the Industry's Annual Wage Negotiations in 2017, it was unanimously agreed by all the Parties to the Council, that in the event that the Government implements the **national minimum wage** or any amendment thereto after 1 May 2018, and the hourly rates of pay of the employees are below the national minimum hourly rate of pay of their respective occupational skills levels, such hourly rates of pay shall be adjusted to the national minimum hourly rate of pay in accordance with the implementation date of the National Minimum Wage Act.

Prescribed minimum hourly rates of pay effective from the establishment's first full pay week in January 2019:

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed minimum hourly rates of pay effective for parties from the first full pay week in JANUARY 2019 (for the Free State Province only)
Furniture, Bedding Upholstery	General worker	05	R20-00 per hour
	Semi-skilled employee	04	R20-30 per hour
	Skilled employee	03	R21-43 per hour
	Chargehand	02	R22-99 per hour
	Foreman/Supervisor	01	R22-99 per hour

Kindly ensure that all provisions of this Circular are complied with. Please contact the Council's Inspectorate Department should you require any additional information or clarity regarding this Circular.

Please do not contact any junior staff members of the Council for any additional information or clarity regarding this Circular.

A COPY OF THIS CIRCULAR MUST BE DISPLAYED ON YOUR ESTABLISHMENT'S NOTICE BOARD