



## FURNITURE BARGAINING COUNCIL

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### CIRCULAR 13/18

#### **TO ALL EMPLOYERS AND EMPLOYEES** *(Excluding Employer and Employees in the Free State Province)*

#### **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:**

<b>Sector</b>	<b>Occupation Skills Level</b>	<b>Occupation Skills Level Code</b>	<b>Prescribed minimum hourly rates of pay effective for parties from the first full pay week in JANUARY 2019 <i>(for all areas excluding the Free State Province)</i></b>
<b>Furniture, Bedding Upholstery</b>	General worker	05	<b>R20-00 per hour</b>
	Semi-skilled employee	04	<b>R21-00 per hour</b>
	Skilled employee	03	<b>R22-45 per hour</b>
	Chargehand	02	<b>R24-22 per hour</b>
	Foreman/Supervisor	01	<b>R24-22 per hour</b>

**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**