Agri SA

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Privaatsak / Private Bag X180 Centurion 0046, Tel +27 (0)12 643 3400, Faks/ Fax +27 (0)12 663 3178

Die nasionale minimum loon aangekondig
National minimum wage announced

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Die nasionale minimum loon aangekondig

Die Adjunk President, Cyril Ramaphosa het 'n aankondiging gemaak oor die lang verwagte nasionale minimum loon. Dit volg na twee jaar van onderhandelinge wat op verskeie vlakke plaasgevind het, het Ramaphosa gesê. "Dit bring sekerheid vir die landbou oor die vergoedingsvlakke wat in die volgende jaar betaalbaar sal wees," het Neil Hamman, voorsitter van Agri SA se Beleidskomitee oor Arbeid, gesê.

Die aankondiging oor 'n nasionale minimum loon wat op 1 Mei 2018 in werking sal tree, is gebaseer op 'n uurlikse tarief van R20. Die landbousektor sal vir eers 90% van genoemde loon moet betaal. Dit kom daarop neer dat landbou R18 per uur sal betaal. Die 2018 implementeringsdatum is nou 'n jaar vroeër as wat aanvanklik aangekondig is.

Die landbou sal reeds vanaf Maart vanjaar R15.39 per uur betaal. Dit is na aanleiding van 'n verhoging wat deur die Minister van Arbeid aan die minimum loon vir landbou aangebring is, wat die minimum loonvlakke vir landbou reeds met 8% verhoog het. Dit bring landbou alreeds nader aan die loon wat vandag aangekondig is, sê Hamman.

"Agri SA ag die arbeidsmag in die landbousektor van onskatbare waarde. Die sektor word tans nog in baie dele van die land geaffekteer deur die droogte en verskeie boere moet nog herstel van die impak hiervan. Die sektor herstel ook nog van die groot verhoging in vergoedingsvlakke wat in 2013 ingestel is" sê Hamman.

"Boere wat steeds nie in 'n posisie gaan wees om die verhoging te bekostig nie, kan nog aansoek doen vir artikel 50 variasie" sê hy. Daar sal geleentheid wees om voor die inwerkingtreding van die nasionale minimumloon in 2018 aansoek te doen vir die variasie. Variasie kan slegs toegestaan word vir n jaar tydperk. Dit kan help met tydelike verligting.
Sien hiernaas verdere toeligting insake die loonstrukture van toepassing op landbou vanaf 2016 tot 2020.

Minimumloon periode	Maandeliks	Weekliks	Daagliks	Uurliks
1 Maart 2016 tot 28 Februarie 2017	R2778.83	R641.32	R128.26 (van toepassing op 'n werker wat 9uur per dag werk)	R14.25
1 Maart 2017 tot 28 Februarie 2018	R3001,13	R692,62	R138,52 (van toepassing op 'n werker wat 9uur per dag werk)	R15.39
1 Mei 2018 tot 30 April 2019	-	-	-	R18.00
1 Mei 2019 tot 30 April 2020	-	-	-	R20.00

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Navrae
Me Elize van der Westhuizen, Senior Bestuurder: Arbeidsverhoudinge, Agri SA, 012-643 3400 of 082 388 0003
Mnr Neil Hamman, Voorsitter van Agri SA se Beleidskomitee oor Arbeid, 082 808 3100
Mnr Christo van der Rheede, Adjunk Uitvoerende Direkteur, Agri SA, 012-643 3400 of 083 380 3492

National minimum wage announced

The Deputy President, Cyril Ramaphosa, announced the long-anticipated national minimum wage. This comes after two years of negotiations at various levels, said Ramaphosa. According to Neil Hamman, who chairs Agri SA's Labour Committee, "this brings certainty for agriculture regarding the remuneration levels that will be payable in the next year". The new national minimum wage, which will take effect on 1 May 2018, is based on an hourly rate of R20. The agricultural sector will initially have to pay 90% of the said wage, i.e. R18 per hour. The 2018 implementation date is now a year earlier than initially announced.

Agriculture will, as from March this year, start paying R15,39 per hour. This is in light of an 8% increase in minimum wage levels for agriculture announced by the Minister of Labour, which has already brought the sector closer to the wage announced today, said Hamman.

"Agri SA places a high value on the labour force in the agricultural sector. This sector is still afflicted by drought in many parts of the country and various farmers have not yet recovered from the impact thereof. According to Hamman, the sector is also still recovering from the big increase in wage levels introduced in 2013.

"Farmers who are still be unable to afford the increase, can apply for a section 50 variation," he said. There will be an opportunity to apply for the variation before the national minimum wage comes into effect in 2018. A variation can only be granted for a period of one year, which can serve as temporary relief.

The table below provides further elucidation on the wage structures applicable to agriculture from 2016 to 2020:

Minimum wage period	Monthly	Weekly	Daily	Hourly
1 March 2016 to 28 February 2017	R2 778,83	R641,32	R128,26 (applicable to an employee who works 9 hours a day)	R14,25
1 March 2017 to 8 February 2018	R3 001,13	R692,62	R138,52 (applicable to an employee who works 9 hours a day)	R15,39
1 May 2018 to 30 April 2019	-	-	-	R18.00
1 May 2019 to 30 April 2020	-	-	-	R20.00

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Enquiries
Mrs Elize van der Westhuizen, Senior Manager: Labour Relations, Agri SA, 012-643 3400 or 082 388 0003
Mr Neil Hamman, Chairperson of Agri SA's Labour Policy Committee, 082 808 3100
Mr Christo van der Rheede Deputy Executive Director, Agri SA, 012-643 3400 or 083 380 3492