



**09 February 2021**

**Circular : 01 / 2021**

**TO ALL EMPLOYERS THAT FALL WITHIN  
THE SCOPE OF THE BARGAINING COUNCIL  
COLLECTIVE AGREEMENTS**

Dear Employers,

**NATIONAL MINIMUM WAGE, ACT NO 9 OF 2018 – AMENDMENT TO THE NATIONAL  
MINIMUM WAGES AS CONTAINED WITHIN SCHEDULE 1 OF THE ABOVEMENTIONED  
ACT.**

Please be advised that the National Minimum Wage has been increased with effect from the 01<sup>st</sup> March 2021.

For your convenience, we enclose a copy of the Promulgation dated 08 February 2021, as well as a copy of Schedule 1 as it appears in Government Gazette No. 44136 of even date.


Employers that pay their employee's less than R21.69 per hour, must in terms of the aforesaid, increase their employee's wages as per Schedule 1 as from 01 March 2021.

Those Employers that have been granted an Exemption from paying the National Minimum Wage in terms of section 15 of the Act are alluded to the conditions under which their Exemption was granted, as per their Exemption Certificate in this regard.

In the event that you do have any queries in this regard, please contact the Council's Inspectorate.

**Yours faithfully**

**BARGAINING COUNCIL FOR THE FURNITURE  
MANUFACTURING INDUSTRY, KWAZULU-NATAL**

  
**G.J.P. BLIGNAUT**  
Secretary of the Council

**ALL CORRESPONDENCE MUST BE ADDRESSED TO THE SECRETARY OF THE COUNCIL**

THE BCFMI-KZN HAS IN TERMS OF SECTION 29(15) (a) OF THE LRA 1995 BEEN REGISTERED AS A BARGAINING COUNCIL

REFERENCE LR 2/6/6/33

SCHEDULE 1  
NATIONAL MINIMUM WAGE  
(SECTION 6(5))

1. Substitute clause 1 under schedule 1 as reflected in Government Gazette No. 43026 of 17 February 2020 with the following:
  1. Subject to item 2, the national minimum wage is R21.69 for each ordinary hour worked.
  2. Despite item 1—
    - (a) farm workers are entitled to a minimum wage of R21.69 per hour;
    - (b) domestic workers are entitled to a minimum wage of R19.09 per hour;
    - (c) workers employed on an expanded public works programme are entitled to a minimum wage of R11.93 per hour; and
    - (d) workers who have concluded learnership agreements contemplated in section 17 of the Skills Development Act, 1998 (Act No. 97 of 1998), are entitled to the allowances contained in Schedule 2.