

# JOB LAW

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01 July 2015

Circular 5 of 2015

Dear Client

## **RE: HOSPITALITY SECTOR – MINIMUM WAGE INCREASE**

In terms of the new adjustments as determined by utilizing the CPI (excluding owners' equivalent rent) reported by Stats SA in April 2015. The current level of CPI is 4.6%. The minimum wage increases is therefore determined by adding 4.6% plus 1.5% as stated in the current Sectoral Determination. The total increase therefore is 6.1%.

The Hospitality Sector Minimum Wages as from **1 July 2015** are as follows:

### **Minimum wages for employers with 10 or less employees, 1 July 2015 to 30 June 2016:**

1. R2 760.59 per month;
2. A weekly minimum wage of R637.10;
3. An hourly rate of R14.15

### **Minimum wages for employers with more than 10 employees, 1 July 2015 to 30 June 2016:**

1. R3 076.98 per month;
2. A weekly minimum wage of R710.12;
3. An hourly rate of R15.77

See below for a detailed lay out of the Minimum Wages for Hospitality Sector for the periods of 2014 – 2015 as well as 2015 – 2016 rates:

**TABLE 1:**

<b>Table 1: Minimum wages for employers with 10 or less employees</b>					
<b>Minimum rate for the period</b>			<b>Minimum rate for the period</b>		
1 July 2014 to 30 June 2015			1 July 2015 to 30 June 2016		
Monthly	Weekly	Hourly	Monthly	Weekly	Hourly
<b>R2 601.88</b>	<b>R600.48</b>	<b>R13.34</b>	<b>R 2 760.59</b>	<b>R 637.10</b>	<b>R 14.15</b>

**TABLE 2:**

<b>Table 1: Minimum wages for employers with more than 10 employees</b>					
<b>Minimum rate for the period</b>			<b>Minimum rate for the period</b>		
1 July 2014 to 30 June 2015			1 July 2015 to 30 June 2016		
Monthly	Weekly	Hourly	Monthly	Weekly	Hourly
<b>R2 900.08</b>	<b>R 669.30</b>	<b>R14.87</b>	<b>R 3 076.98</b>	<b>R 710.12</b>	<b>R 15.77</b>

The new Sectoral Determination Level is applicable until **30 June 2016**.

Please do not hesitate to contact us should you have any questions.

Joblaw Regards,



**CARLO SWANEPOEL**

**We are there for You!**