


WIETA				
	Code Principle	Working Hours	Date	May 2016
	Subject	Minimum Wages	Benchmark Ref	08.01(a)
	Legal reference	Basic Conditions of Employment Act, No. 75 of 1997: Sectoral Determination 13: Farm Worker Sector, South Africa		

CLAUSE 2 & 4 – SECTORAL DETERMINATION 13: FARM WORKER SECTOR

2. MINIMUM WAGE LEVELS

- (1) With effect from 1 March 2006 an employer must pay a farm worker at least the minimum wage prescribed in clause 3.
- (2) An employer must pay a farm worker –
 - (a) who works less than 45 ordinary hours of work per week at least the hourly rate as set out in Table 1;

4. CALCULATION OF WAGES OR REMUNERATION

- (1) The wage or remuneration of a farm worker is calculated by reference to the farm worker's ordinary hours of work.
- (2) For the purposes of any calculation in terms of this determination –
 - (a) the hourly wage or remuneration of a farm worker is obtained by –
 - (i) dividing the weekly wage or remuneration by the ordinary number of hours worked in a week;
 - (b) the daily wage or remuneration of a farm worker is obtained by–
 - (i) multiplying the hourly wage or remuneration by the number of ordinary hours worked in a day; or
 - (ii) dividing the weekly wage or remuneration by the number of days worked in a week.
 - (c) the weekly wage or remuneration of a farm worker is obtained by –
 - (i) multiplying the hourly wage or remuneration by the number of ordinary hours worked in a day multiplied by the number of days worked in a week; or
 - (ii) multiplying the daily wage or remuneration by the number of days worked in a week; or
 - (iii) dividing the monthly wage or remuneration by four and one-third (13/3)
 - (d) the monthly wage or remuneration of a farm worker is obtained by multiplying the weekly wage or remuneration by four and a third (13/3)