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GOVERNMENT NOTICE

DEPARTMENT OF LABOUR

No. R. 429

1 June 2012

BASIC CONDITIONS OF EMPLOYMENT ACT, 1997 DETERMINATION: EARNINGS THRESHOLD

I, Nelisiwe Mildred Oliphant, Minister of Labour, in terms of Section 6(3) of the Basic Conditions of Employment Act, No. 75 of 1997, (the Act), determine that all employees earning in excess of R183 008.00 (one hundred and eighty three thousand and eight rand) per annum be excluded from sections 9, 10, 11, 12, 14, 15, 16, 17(2), 18(3) of the Act with effect from 1 July 2012.

For the purposes of this notice:

"Earnings" means the regular annual remuneration before deductions, i.e. income tax, pension, medical and similar payments but excluding similar payments (contributions) made by the employer in respect of the employee: Provided that subsistence and transport allowances received, achievement awards and payments for overtime worked shall not be regarded as remuneration for the purpose of this notice.

**N M OLIPHANT, MP
MINISTER OF LABOUR**

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