



SAEFA

SA ENGINEERS AND
FOUNDERS ASSOCIATION

10 February 2025

National Minimum Wage Increase 2025

Dear SAEFA Members,

The Minister of Employment and Labour has announced adjustments to the national minimum wage, which will take effect on 1 March 2025. As your trusted industry association, we aim to provide you with a comprehensive overview of these changes and their potential impact on your operations.

New Minimum Wage Rates

Effective 1 March 2025, the national minimum wage will increase from **R27.58** to **R28.79** per ordinary hour worked. This reflects an increase of approximately 4.38%.

Rationale Behind the Increase

The increase is slightly below the recommendation made by the National Minimum Wage Commission, which proposed aligning increases with the Consumer Price Index plus 1.5%. This adjustment aims to balance the needs of workers with the current economic climate and the sustainability of businesses.

Recommended steps

1. Conduct an internal audit of your current wage structures
2. Identify any employees who may be affected by the new minimum wage
3. Plan for the implementation of the new rates by 1 March 2025

Remember, the determination adjusts the national minimum wage for workers earning at this level. It does not prescribe an increase for workers, nor affect those already earning above the new minimum wage.

Should you have any questions or concerns, please don't hesitate to reach out to us.