



FURNITURE BARGAINING COUNCIL

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CIRCULAR 03/25

TO ALL EMPLOYERS AND EMPLOYEES *(Employers and Employees in the Free State Province only)*

NATIONAL MINIMUM WAGE RATE vs SEMI-SKILLED WAGE RATE – FREE STATE

The Minister of Employment and Labour has, in terms of section 6(5) of the National Minimum Wage Act, 2018 (Act 9 of 2018), announced an increase in the national minimum wage.

The new national minimum wage shall be R28-79 for each ordinary hour worked and shall become effective on **1 March 2025**.

Please note: The National Minimum Wage Act, 2018 (Act 9 of 2018) overrides our Collective Agreements and consequently affects all the hourly wage rates of pay below this national minimum wage rate. The Government made it law that **NO** employee may be remunerated less than the National Minimum Wage.

Prescribed minimum hourly rate of pay effective from 1 March 2025.

Occupation Skills Level	Occupation Skills Level Code	Prescribed minimum hourly rate of pay effective from 1 March 2025
General worker	05	R28-79 per hour
Semi-skilled employee	04	*R28-79 per hour * an additional increase will be reflected in the circular announcing all other category wage rate increases from the 1 st full pay week in May 2025.

Kindly ensure that all provisions of this Circular are complied with. Please contact the Council's Inspectorate Department should you require any additional information or clarity regarding this Circular.

Please do not contact any junior staff members of the Council for any additional information or clarity regarding this Circular.

A COPY OF THIS CIRCULAR MUST BE DISPLAYED ON YOUR ESTABLISHMENT'S NOTICE BOARD