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No.**GOVERNMENT NOTICE****Labour, Department of***Government Notice*

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**GOVERNMENT NOTICE****DEPARTMENT OF LABOUR****No. 456****1 July 2013****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 R193 805.00 (one hundred and ninety three thousand, eight hundred and five 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 2013.

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.


**M N OLIPHANT, MP****MINISTER OF LABOUR****24/06/2013**

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