



**BCCEI**

Bargaining Council for the  
Civil Engineering Industry

23 July 2021

**To: All Civil Engineering Firms**

**Basic Conditions of Employment Act No. 75, 1997 – Earnings Threshold**

Please take note of the attached Government Notice No. 44137, which is attached for ease of reference, effective 1 March 2021.

Kind Regards

**M O Denson**

**Acting General Secretary**

**JHB** Block F, Eastgate Office Park, 24 South Boulevard Road, Bruma, 2198 • **Tel.** (011) 450 4963/6 | **Fax.** 086 550 4995  
**DBN** Suite 102, Gateview Office Park, 3 Sugarclose, Umhlanga Ridge, Durban, 4320 • **Tel.** 010 001 0097 | **Fax.** 086 550 4995  
**CT** White Oak Terraces, Old Oak Office Park, Edmar Street, Durbanville, 7750 • **Tel.** 010 001 0096 | **Fax.** 086 550 4995  
**PE** 51 6th Avenue, Newton Park, Port Elizabeth, 6055 • **Tel.** 010 001 0098 | **Fax.** 086 550 4995  
**EL** Shop 11C, Beacon Bay Crossing Centre, Cnr N2 & Bonza Bay Road, Beacon Bay, East London, 5241 • **Tel.** 010 001 0099 | **Fax.** 086 550 4995

---

**GOVERNMENT NOTICES • GOEWERMENSKENNISGEWINGS**

---

**DEPARTMENT OF EMPLOYMENT AND LABOUR**

NO. 77


08 February 2021

**BASIC CONDITIONS OF EMPLOYMENT ACT NO, 1997****DETERMINATION: EARNINGS THRESHOLD**

I, Thembelani Waltermade Nxesi, Minister of Employment and Labour, hereby 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 R211 596.30 (two hundred and eleven thousand, five hundred and ninety six rand, thirty cents) per annum be excluded from sections 9, 10, 11, 12, 14, 15, 16, 17(2) and 18(3) of this Act with effect from 1 March 2021.

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.



---

MR TW NXESI, MP  
MINISTER OF EMPLOYMENT AND LABOUR  
DATE: 25/01/2021