

19 April 2023

To: All Civil Engineering Firms

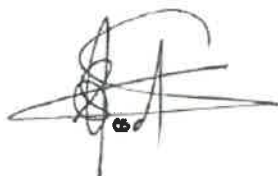
Basic Conditions of Employment Act No. 75, 1997 – Earnings Threshold

Please take note of the attached Government Notice No. 48092, which is attached for ease of reference, effective 1 March 2023.

For employees that do not fall within the Bargaining Unit (Non-Scheduled Employees), the BCCEI dispute levy contributions taking in account the above changes on the Earnings Threshold, must be adjusted to the capped amount of **R 25-12** per employee per month with an equal contribution by the employer.

Please refer to Part II (1.3) of the Registration and Administration Expenses Agreement.

Kind Regards



Y G Moodley
Acting General Secretary

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. 3067

20 February 2023

BASIC CONDITIONS OF EMPLOYMENT ACT NO. 75 OF 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 R241 110, 59 (Two hundred and forty-one thousand, one hundred and ten rands, fifty-nine 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 2023.

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: 13/02/2023