

From the Team

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South Africa – Increase in the BCEA Earnings Threshold Effective 1 April 2024

The Minister of Employment and Labour published Government Gazette 50524 increasing the BCEA earnings threshold from R241 110.59 per annum to R254 371.67 per annum effective 1 April 2024.

Therefore, effective 1 April 2024, employees earning more than R254 371.67 per annum are excluded from following sections of the BCEA (Basic Conditions of Employment Act):

- 9 (ordinary hours of work),
- 10 (overtime),
- 11 (compressed working week),
- 12 (averaging of hours of work),
- 14 (meal intervals),
- 15 (daily and weekly rest period),
- 16 (pay for work on Sundays),
- 17(2) (night work) and
- 18(3) (public holidays not ordinarily worked).

For the purpose of this, “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.

“Remuneration” is defined in the BCEA as any payment in money or in kind, or both in money and in kind, made or owing to any person in return for that person working.