

SCRIBANTE LABOUR CONSULTANTS NEWSLETTER

Our Solutions: TES and project contractees, Payroll Administration, Training and Skills Development, HR & IR Consulting, Recruitment



New minimum wage increases to take effect as of March 2021

The Minister of Employment and Labour has amended the national minimum wages contained in Schedule 1 and Schedule 2 of the National Minimum Wage Act as published in Government Notice No. R.175 of 17 February 2020.

- The national minimum wage for each ordinary hour worked is increased to R21.69;
- farmworkers are entitled to R21.69 per hour;
- domestic workers are entitled to R19.09 per hour;
- workers employed on an expanded public works programmes are entitled to R11.93 per hour;
- workers who have concluded learnership agreements are entitled to the allowances set out in schedule 2.

Employers are reminded that the way that they structure a remuneration package is restricted. The NMW excludes allowances that are paid to enable employees to work (such as transport and equipment), or payment in kind (such as board or accommodation), as well as bonuses, tips or food. So, for example, one cannot argue that you pay an employee less than the minimum wage because you contribute to their uniform or provide them with meals.

If you need our assistance, please contact Yvonne King on 031 764 0782 or yvonne@scribantelabour.co.za



The benefits of enterprise development

The Amended Broad-Based Black Economic Empowerment (BBBEE) Act 46 of 2013, which came into effect on 24 October 2015, and its associated Amended Codes of Good Practice, aims to address inequality, giving small black-owned businesses and marginalised members of the population – black women, unemployed black youth, black people with disabilities and those from rural areas – an opportunity to participate in the formal economy, to access opportunities, gain skills, grow businesses and create employment.

Samkelisiwe Khubisa took a leap of faith and approached Scribante Labour Consultants with her dream of starting her own catering and events company. Chef Samkey came armed with 10 years of experience and a Chefs Qualification from a local Durban based chef school.

Chef Samkey has presented a sound business plan that detailed her current clientele as well as plans to expand her business. Samkey boasts a wide assortment of catered meals and platters, whilst observing strict COVID-19 protocols.

We look forward to working with Chef Samkey and assisting her in growing her business. Should you require a top-notch caterer, please contact Chef Samkey on 078 551 8953.

If your business is looking for assistance with your enterprise or supplier development programmes, please contact Mala on 031 764 0782.



Now Open

Applications Close:
30 April 2021

The time to initiate the annual Workplace Skills Plan/Annual Training Report submissions is upon us.

Don't delay and start your preparations now to ensure a successful submission for your company. The deadline for the 2021 WSP/ATR submissions is 30 April 2021, although it is advisable to submit on or before 15 April 2021.

The WSP/ATR submissions are of extreme importance as they will enable you to claim back your Mandatory Grant and apply for Discretionary Grants from the relevant SETA, as well as assist you in gaining valuable BEE rating points.



Financial assistance offered by the Unemployment Insurance Fund's Temporary Employer/Employee Relief Scheme (TERS) will be extended to businesses and workers in certain sectors which have suffered prolonged distress due to lockdown restrictions. The application process originally ended on 15 October 2020 but was recently extended until 15 March 2021.

The reinstatement of TERS benefit is only for those sectors that were not allowed to operate because of the Level 3 Directives and those who have been affected most because of the restrictions to operate.

There have been 3 sectors identified by the UIF: the tourism sector, the Hospitality sector and the Liquor industry. More sectors will be announced as soon as NEDLAC has finalised their assessment.

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