



labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA



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Basic Guide to Working on Sundays

Workers must be paid a higher wage or receive paid time off in exchange for working on a Sunday.

Application

The Basic Conditions of Employment Act applies to all **employers** and **workers**, but not - members of the -

- National Defence Force,
- National Intelligence Agency, or
- South African Secret Service; or
- unpaid volunteers working for charity.

The section of the Act that regulate **working hours** does not apply to:

- workers in senior management
- sales staff who travel and regulate their own working hours
- workers who work less than 24 hours in a month
 - workers who earn in excess of an amount stated in terms of section 6 (3) of the Act
 - workers engaged in emergency work are excluded from certain provisions.

See

- Basic Conditions of Employment Act

Applies to all employers and workers and regulates leave, working hours, employment contracts, deductions, pay slips, and termination

Pay for Work on Sundays

Workers who do not usually work on a Sunday, must get double the normal hourly wage.

Workers who usually work on a Sunday must get 1.5 times the normal hourly wage.

Workers who usually work on a Sunday, but work less than their ordinary shift, must get their normal daily wage.

Based on Legislation in Section 16, of the Basic Conditions of Employment Act

Paid Time Off

Instead of getting a higher rate, workers may agree to get paid time off in exchange for working on a Sunday.

Based on Legislation in Section 16, of the Basic Conditions of Employment Act

Related Links

- Basic Guide to Working Hours
 - The Basic Conditions of Employment Act regulates working hours and rest periods for workers.
- Regulations and Notices
 - Regulations and Notices promulgated by the Department of Labour