



Providing businesses with cutting edge insights and developments to stay abreast of the game.

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The amended (new) Employment Equity Act (EEA) became effective on 1 January 2025.

FROM THE DIRECTOR'S DESK

We are fortunate to celebrate the start of yet another year with new opportunities. It remains SERR Synergy's mission to add value to businesses, and we hope that 2025 will be a year of renewed business success for all our current and prospective clients.

The economic outlook for 2025 seems generally more positive than the previous year, with reduced levels of loadshedding and the establishment of the Government of National Unity (GNU). The country's expected economic growth rate of over 1% is an improvement on the -1% recorded for 2024. It is predicted that this upward trajectory in economic growth will continue in the ensuing years.

As enterprises grow, the demand for sound professional advice increases. SERR Synergy's vision is to be a professional partner in the business endeavours of all our clients. Our team of professional advisors will ensure that clients receive the most recent and cost-effective solutions tailored to the unique needs of each client's business. We are geared towards ensuring legal compliance at all levels of our clients' businesses.

This newsletter highlights the latest statutory amendments and ancillary developments relevant to the SERR Synergy legal compliance products and services.

Gideon Gerber | Director

EMPLOYMENT EQUITY

The amended (new) Employment Equity Act (EEA) (Act No. 4 of 2022) became effective on 1 January 2025.

Some of the most notable amendments to the EEA are the following:

- The threshold for designated employers has been changed and now only applies to those employers employing 50 and more employees;
- The introduction of sectoral numerical targets for 18 industries which are presently still in draft format; and
- The issuing of certificates by the Minister of Employment and Labour to certify compliance with the Act and sectoral targets set by the Minister as prerequisite for doing business with the state.

However, although the definition and criteria for designated employers have been amended to exclude smaller enterprises which employ fewer than 50 employees, the EEA still imposes substantial obligations on all employers (non-designated and designated) in respect of, among others, anti-discrimination assessments and alignment of Human Resource (HR) policies with the Act.

Non-designated employers should not be drawn into a false sense of security in the belief that they no longer have any obligation in terms of the EEA. The EEA provides for hefty fines for non-compliance by non-designated and designated employers alike.

SERR Synergy will keep businesses informed about these and other compliance requirements. We have published a number of articles in this regard, for ease of reference you can access these with the following links: [Amended Employment Equity Act: Compliance requirements for designated and non-designated employers](#) and [Employer duties imposed by the EEA and sanctions for non-compliance](#).

We encourage you to visit our [Blog page](#) for more articles.

OCCUPATIONAL HEALTH AND SAFETY COMPLIANCE

The Department of Employment and Labour published a *Notice* for employers on 7 February 2025 setting out the timeframe and procedures for the annual submission of the Return of Earnings (ROE) as follows:

- The 2024 assessment period will be open from 1 April 2025 to 30 June 2025;
- ROEs are to be submitted via the Department of Employment and Labour's ROE Online System Platform;
- A penalty of 10% will be charged for ROEs submitted after the prescribed deadline;
- Interest will be charged on accounts not paid within 30 days of the invoice date and on overdue accounts;
- Lastly, the Compensation Fund must be notified within 7 days of any change in particulars pertaining to the date of cessation of a business and the nature, physical address and/or contact information of a business.

The Department of Employment and Labour published a *Notice* for employers setting out the timeframe and procedures for the annual submission of the Return of Earnings (ROE).

The new National Minimum Wage shall take effect from 1 March 2025.

LABOUR RELATIONS

National Minimum Wage for 2025

The new National Minimum Wage (NMW) of R28,79 for each ordinary hour worked shall take effect from 1 March 2025.

The amended wage includes domestic workers and farm workers. Workers employed on expanded public works programmes are entitled to a minimum wage of R15,83 per hour. Learnership allowances and sectoral determinations for the Contract Cleaning Sector and Wholesale and Retail Sector have also been amended and published in *Government Gazette* No. 52053 dated 4 February 2025.



LABOUR RELATIONS *(continues)*

Draft Code of Good Practice on Dismissal

The Minister of Employment and Labour has published a *Draft Code of Good Practice on Dismissal* for public comment by 22 March 2025. The purpose of the code is to provide employers, employees, trade unions and individuals with guidance on the legal obligations under the Act (Labour Relations Act, 1995 (Act No. 66 of 1995) regarding dismissals for misconduct, incapacity and operational requirements.

Exemption Permit Holders

The Minister of Home Affairs extended the validity of Zimbabwean Exemption Permits (ZEP) and Lesotho Exemption Permits (LEP) until 28 November 2025.

Registration and deregistration of Trade Unions

The Department of Employment and Labour announced the registration of several trade unions and cancelled the registration of multiple other trade unions. The cancellation means that these organisations are removed from the Register of Trade Unions.

Trade Union	Registration date of Trade Union	Cancellation date of Trade Union's registration
Justice for All Workers of South Africa	6 December 2024	
v-Federal Sectors Workers and Allied Independent Trade Union	31 October 2024	
Meat and Allied Workers Union		23 October 2024
Metal Building and General Workers Union of South Africa		23 October 2024
South African Democratic Nurses Union		11 October 2024

Amalungelo Workers Union		9 October 2024
Progressive Socialist Workers Union of South Africa		7 October 2024
The United Democratic Food and Combined Workers Union		7 October 2024
United Workers Front		7 October 2024

Bargaining Council *Collective Agreement* developments

Listed below are the Bargaining Council *Collective Agreements* that have been extended to Non-Parties:

Bargaining Council <i>Collective Agreements</i>	Extended date of the <i>Collective Agreements</i> to Non-Parties
The <i>Main Amending Collective Agreement</i> of the National Bargaining Council for the Clothing Manufacturing Industry	31 August 2026
The <i>Footwear Sector Amending Collective Agreement</i> of the National Bargaining Council of the Leather Industry of South Africa	30 June 2026
The <i>General Goods and Handbag Sector Amending Collective Agreement</i> of the National Bargaining Council of the Leather Industry of South Africa	30 June 2026
The <i>Agency Shop Amending Collective Agreement for Employees</i> of the National Bargaining Council of the Leather Industry of South Africa	30 June 2027
The <i>Tanning Section Collective Amending Agreement</i> of the National Bargaining Council of the Leather Industry of South Africa	30 June 2026
The <i>Main Collective Agreement</i> of the Furniture Bargaining Council	30 April 2028
The <i>Amending Main Collective Agreement</i> and the <i>Amending Administrative Collective Agreement</i> of the Motor Industry Bargaining Council	31 August 2025

The <i>Main Collective Amending Agreement</i> of the Bargaining Council for the Furniture Manufacturing Industry KwaZulu-Natal	30 June 2027
The <i>Glass Sector Collective Agreement</i> of the National Bargaining Council for the Chemical Industry	30 June 2025
The <i>Amending Collective Agreement</i> of the Bargaining Council for the Fishing Industry	31 December 2026
The <i>Main Amending Collective Agreement</i> of the National Bargaining Council for the Hairdressing Cosmetology Beauty and Skincare Industry	31 December 2025

The extension to Non-Parties of the various Bargaining Councils' *Collective Agreements* means that other employers and employees working in the same or a similar industry are also bound by the provisions of the applicable *Collective Agreement* until the date specified in the *Government Gazette*.

RECENTLY PUBLISHED ARTICLES

For ease of reference, please find below a summary with links to our recently published blogs.

- [EMPLOYER DUTIES IMPOSED BY THE EEA AND SANCTIONS FOR NON-COMPLIANCE](#)
- [AMENDED EMPLOYMENT EQUITY ACT: COMPLIANCE REQUIREMENTS FOR DESIGNATED AND NON-DESIGNATED EMPLOYERS \(BY GIDEON GERBER\)](#)
- [PREGNANCY IN THE WORKPLACE: NAVIGATING CHALLENGES IN HEALTH AND SAFETY ROLES](#)
- [BREAKING NEWS FOR THE LEGAL SECTOR: KEY UPDATES ON THE LEGAL SECTOR B-BBEE CODE IMPLEMENTATION](#)
- [FOOD SAFETY – THIRD-PARTY FOOD VENDOR REQUIREMENTS](#)

We are committed to providing our clients with the best service at all times and to investigate all possible avenues to improve our service offering to clients to accommodate their individual needs. Please e-mail any suggestions to communications@serr.co.za.

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