



labour

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Basic Guide to Deductions (Domestic Workers)

Only certain deductions can be made from a domestic worker's pay.

Application

Sectoral Determination 7 applies to **all domestic workers** (including independent contractors and those employed by agencies), **except** domestic workers who -

- work on **farms**; or
- are covered by -
 - **another sectoral determination**, or
 - a bargaining council **agreement**.

The Basic Conditions of Employment Act applies in respect of any matter not covered by this sectoral determination.

The provisions for deductions do not apply to domestic workers working **less than 24 hours a month** for an employer.

See

- **Sectoral Determination 7: Domestic Workers**
Special rules governing the employment of domestic workers

Conditions for Deductions

Employers may not-

- charge workers for-
 - training
 - equipment or tools
 - work clothing
 - food
 - fines

Employers may deduct-

- the rand value of any unpaid leave
- up to 10% of total wages for-
 - accommodation
 - repayment of loans or advances
- amounts paid to third parties (e.g. banks, unions, etc.) on behalf of the worker (with worker's written consent)

Deductions for Damage or Loss

Deductions for damage or loss caused by the worker may only be made if

- the employer has followed a fair procedure and given the worker a chance to show why the deduction should not be made,
- the worker agrees in writing, and
- the total deduction is not more than 25% of the worker's net pay.

Based on Legislation in Section 34, of the Basic Conditions of Employment Act

Deductions for Benefit Funds

Employers must pay deductions and employer contributions to benefit funds (pension, provident, retirement, medical aid, etc.) to the fund **within 7 days**.

Based on Legislation in Section 34, of the Basic Conditions of Employment Act

Related Links

- **Basic Guide to Pay Slips (Domestic Workers)**
Sectoral Determination 7 stipulates that employers must give domestic workers certain details each time they are paid.
- **Basic Guide to UIF Contributions**
Employers must pay UIF contributions of 2% of the value of each worker's pay per month. The employer and the worker contribute 1% each.
- **Form BCEA4 - Pay Slip**
Employers must give their workers pay slips so they can keep record of their pay details.

