



labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA



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Basic Guide to Overtime (Domestic Workers)

The amount of overtime a worker may work is limited. Workers must get 1.5 times their normal pay or paid time off in exchange for overtime.

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.

See

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

Overtime Hours

Workers may **not** work

- overtime, unless by agreement
- **more than 10 hours** overtime a week (collective agreement may increase this to 15 hours per week for up to 2 months a year)
- **more than 12 hours** on any day.

Pay for Overtime

Employers must pay workers overtime at **1.5 times the normal wage**.

Alternatively, a worker may agree to receive **paid time off**.

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 Public Holidays (Domestic Workers)
 - Sectoral Determination 7 stipulates the conditions for working on Public Holidays for domestic workers.
- Basic Guide to Working Hours (Domestic Workers)
 - Sectoral Determination 7 regulates working hours and rest periods for domestic workers.
- Basic Guide to Working on Sundays (Domestic Workers)
 - Sectoral Determination 7: Domestic workers prescribes the wages for working on a Sunday.