



[Home](#)

[About Us](#) | [Contacts](#) | [Services](#) | [Media Desk](#) | [Tenders](#) | [Vacancies](#)



[Site Map](#)

## Basic Guide to Deductions (Farm Workers)

Employers may only deduct money from a worker's pay if the worker agrees or if they are required to do so.

### Application

Sectoral Determination 13: Farm Worker Sector applies to all workers on a farm including -

- o domestic workers, and
- o security guards.

The sectoral determination does not apply to workers covered by -

- o another sectoral determination; or
- o a bargaining council agreement.

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

### See

- o [Sectoral Determination 13: Farm Worker Sector](#)

The Farm Sectoral Determination regulates wages, working hours and other basic conditions of employment for Farm workers.

### Conditions for Deductions

Employers may not deduct for -

- o training;
- o tools and equipment;
- o work clothing; or
- o fines.

Employers may deduct money from a worker's pay only if

- o the worker agrees in writing to the deduction of a debt;
- o the deduction is made in terms of a collective agreement, law (e.g. UIF contributions), court order or arbitration award; or
- o the employer overpaid the worker by mistake.

Employers may deduct no more than 10% of a worker's wage for each of the following:

- o accommodation (subject to certain conditions);
- o food;
- o loans and advances;
- o amounts paid to a third party:
  - o holiday;
  - o medical aid;
  - o insurance;
  - o savings;
  - o pension fund;
  - o any registered trade union in respect of subscriptions;
  - o repayments of loans granted for a dwelling and accommodation to -
    - o any bank;
    - o building society;
    - o insurance business;
    - o registered financing institution;
    - o local authority.

### Conditions for Deductions for Accommodation

Employers may only make deductions for accommodation if -

- o the worker is at least 18 years old;
- o water, electricity and other services are not also deducted;
- o the amount deducted is not more than the cost to the employer;
  - o the house has
    - o a roof that is durable and waterproof;
    - o glass windows that can be opened;
    - o electricity available inside the house (if the infrastructure exists on the farm);
    - o water available inside the house (or within 100m from the house);
    - o a flush toilet or pit latrine available in, or in close to, it; and
    - o a size of not less than 30m<sup>2</sup>.

Where 2 or more workers share accommodation, employers may only deduct a total of 25% of the relevant minimum wage from all workers combined. Equal amounts must be deducted from each worker.

### 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 (Farm Workers)**  
Sectoral Determination 13: stipulates that employers must give farm 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.