

HR & Payroll

Employers of domestic workers have the legal obligations to comply with relevant and applicable legislation as stipulated in Sectoral Determination 7 promulgated by the Minister of labour in terms of the Basic Conditions of Employment Act.

The Application of Sectoral Determination 7 is as follows;

Application

1. (1) The determination applies to the employment of all domestic workers in the Republic of South Africa including domestic workers -
 - employed or supplied by employment services;
 - employed as independent contractors.
- (2) This determination does not apply to domestic workers -
 - employed on farm on which employees performing agricultural work are employed;
 - covered by another sectoral determination in terms of the Basic Conditions of Employment Act; or
 - covered by an agreement of a bargaining council in terms of the Labour Relations Act, 1995.
- (3) Only clauses 2 and 3 setting minimum wages apply to domestic workers who work less than 24 hours per month for an employer
- (4) The provisions of the Basic Conditions of Employment Act apply to all domestic workers covered by this determination and their employers in respect of any matter regulated by this sectoral determination.

Since Sectoral Determination 7 also contains specific conditions of employment in relation to;

- Wages – Section 2
- Working hours -
- Overtime
- Leave
- Written particulars of employment – Section
- Calculation of wages - Section 4
- Payment of wages – Section 5
- Information concerning pay – Section 6

These are just a few examples but it clearly confirms that you as employer should be able to submit proof that you comply with these requirements and Edomestix system and platform ensure that these conditions are met and we keep proof of everything.

Our payroll is linked to an electronic timesheet and leave management system amongst others which creates the basis of the monthly payslip.

Our Document Management System contains copies of all relevant documents required in the relationship as well as disciplinary warnings ect.

In our Mobile App the employer can access the personal file of the domestic worker and make notes in the file for future reference. Payslips are generated monthly and stored as well as leave balances for all types of leave.