

**S.I. 3 of 2026**  
**EMPLOYMENT ACT**  
*(Cap.69)*

**Employment Act (Exemption) Order, 2026**

In exercise of the powers conferred by section 4(2) of the Employment Act, the Minister responsible for Employment and Human Resource Planning makes the following Order —

**Citation**

1. This Order may be cited as the Employment Act (Exemption) Order, 2026.

**Exemption**

2. A worker specified in Column 1 of the Schedule is exempt from the application of the Regulation specified in the corresponding entry in Column 2 for the maximum additional hours specified in Column 3 thereof of overtime per month.

**Exemption of Employer**

3. Where a worker is exempted from a provision of the Regulation specified in Column 2 of the Schedule, the employer of that worker is exempt from the application of the same provision subject to the limits specified in Column 3 of the Schedule.

**Conditions of exemption**

4. The exemption under this Order shall be subject to the following conditions —
  - (a) Overtime of not more than 90 hours shall be permitted to drivers of Mason's Travels (Pty) Ltd;
  - (b) The exemption specified in this Order shall be valid for a period of one (1) year from the date of this Order; and
  - (c) The employer shall ensure that notwithstanding the provisions of this Order, workers who have been exempted under this Order shall not be obliged to perform overtime.

**SCHEDULE**

<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>
<b>Worker</b>	<b>Exemption</b>	<b>Maximum Additional Hours</b>
Drivers of the Mason's Travels (Pty) Ltd.	Regulation 6 of S.I. 34 of 1991	90 hours

**MADE this 12<sup>th</sup> day of January, 2026.**

**Idith Sharon Alexander**  
**Minister of Employment and Human Resource Planning**