



Tel: +268 2404 6122/4
Fax: +268 2404 6123

Directorate of Industrial and Vocational
Training, P.O.BOX 1218 Mbabane

E-mail: simelaneearnest@gmail.com

24th August 2022

TO ALL EMPLOYERS OF REGISTERED APPRENTICES AND TRAINEES

REVISED APPRENTICESHIP RATES OF PAY.

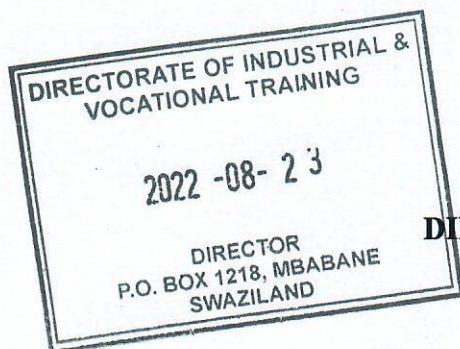
The **Industrial and Vocational Training Board** in its meeting on the 19th of August 2022 resolved to award an increment of **5 % (five percent)** right across the board for all **Apprentices / Trainees**. The rate of inflation of **4.6 % (four point six percent)** and projected economic growth of **2.4 % (two point four)** was considered when determining the increase.

I wish to advise all employers to pay all Apprentices and Trainees not less than the rate indicated below in accordance with their year of Apprenticeship / Traineeship with effect from **1st July 2022 until 30th June 2023**.

YEAR	OLD RATES 2021-2022	NEW RATES 2022 - 2023
1 st	10.93 / hr	11.48 / hr
2 nd	13.34 / hr	14.01 / hr
3 rd	16.04 / hr	16.84 / hr
4 th	19.29 / hr	20.25 / hr
5 th	22.64 / hr	23.77 / hr

REMUNERATION OF APPRENTICES WHO HAVE BEEN GRANTED REMISSION

- 1) Apprentices who have been granted one-year remission should be remunerated at a second-year rate.
- 2) Apprentices who have been granted two years' remission should be remunerated at a third-year rate.



E.M. SIMELANE

DIRECTOR (BOARD SECRETARY)