



KINGDOM OF ESWATINI

**Directorate of Industrial and
Vocational Training**

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MINISTRY OF LABOUR & SOCIAL SECURITY

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DATE: 27 February

**TO: ALL EMPLOYERS OF REGISTERED APPRENTICES AND
TRAINEES**

REVISED APPRENTICESHIP RATES OF PAY.

In its meeting on the 26th February 2026, the Industrial and Vocational Training Board resolved to award an increment of **7 % (seven per cent)** right across the board for all Apprentices / Trainees. The average rate of inflation of **3.2 % (three point two per cent)** and projected economic growth of 3 % (three per cent) were considered when determining the increase.

I wish to advise all employers to pay all Apprentices and Trainees not less than the rate indicated below by their year of Apprenticeship / Traineeship with effect from 1st July 2025 until 30th June 2026.

YEAR	OLD RATES 2024-2025	NEW RATES 2025 - 2026
1st	12.65 /hr	13.54 / hr
2nd	15.45 /hr	16.53 / hr
3rd	18.56 / hr	19.86 / hr
4th	22.32 /hr	23.88 / hr
5th	26.21 / hr	28.04 / hr

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REMUNERATION OF APPRENTICES WHO HAVE BEEN GRANTED REMISSION

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



E.M. SIMELANE

DIRECTOR (BOARD SECRETARY)

