

No. R. 656

12 June 2009

LABOUR RELATIONS ACT, 1995**HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING
COUNCIL (SEMI-NATIONAL):
EXTENSION TO NON-PARTIES OF MAIN COLLECTIVE RE-ENACTING
AND AMENDING AGREEMENT**

I, MEMBATHISI MPHUMZI SHEPHERD MDLADLANA, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the collective agreement which appears in the Schedule hereto, which was concluded in the Hairdressing and Cosmetology Services Bargaining Council, (Semi- National) and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the agreement, shall be binding on the other employers and employees in that Industry with effect from 22 June 2009 for the period ending 31 December 2010.

M. M. S. MDLADLANA
MINISTER OF LABOUR

HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL

(semi national)

AMENDING AGREEMENT

in accordance with the Labour Relations Act No. 66 of 1995, as amended

certified a true copy,



Julian Wood
General Secretary
26th March 2009

P.O. Box 1963, Roodepoort, 1725
Telephone : (011) 760-1685

**HAIRDRESSING AND COSMETOLOGY SERVICES
BARGAINING COUNCIL
(Semi National)**

MAIN COLLECTIVE AGREEMENT

in accordance with the provision of the Labour Relations Act, No 66 of 1995,
made and entered into by and between the:

Employers' Organisation for Hairdressing, Cosmetology and Beauty (EOHCB)
and

Afro Hairdressing and Beauty Employers' Association of Southern Africa
(AHBEASA)

(hereinafter referred to as the "employers" or the "the employers' organisations" of the
one part)

and

UASA – The Union

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Hairdressing and Cosmetology Services Bargaining
Council (Semi National)

(hereinafter referred to as "the council" or the "HCSBC")

to amend the Agreement published under Government Notice No. R. 1282 of 29
October 2004 as amended and extended under Government Notices Nos. R. 241
of 24 March 2005, R. 817 of 11 August 2006, R.1220 of 8 December 2006, R.
1127 of 30 November 2007 and R. 1721 of 7 December 2007.

1. CLAUSE 1. SCOPE OF APPLICATION OF AGREEMENT

1.1 The terms of this Agreement shall be observed in the Industry as defined in this Agreement -

1.1.1 by all employers who are members of the employers' organisations and by all employees who are members of the trade union;

1.1.2 in the following areas:

1.1.2.1 "area 1" which means the Provincial Districts of Gauteng (excluding Pretoria, Wonderboom & Cullinan);

1.1.2.2 "area 2" which means the Magisterial Districts of Klerksdorp and Potchefstroom;

1.1.2.3 "area 3" which means the Magisterial District of East London and Port Alfred;

1.1.2.4 "area 4" which means the Magisterial Districts of Port Elizabeth and Uitenhage and Humansdorp; and

1.1.2.5 "area 5" which means the Provincial Districts of the Province of the Free State and Kimberley.

1.2 The terms of this Agreement shall apply to all employers and employees in the Industry other than those referred to in clause 1.1.1 and to all legal owners of establishments in the Industry in the Magisterial Districts referred to in clause 1.1.2 from the date fixed by the Minister of Labour in terms of section 32(2) of the Labour Relations Act, No. 66 of 1995.

1.3 Clauses 1.1.1 and 2 of this Agreement shall not apply to non-parties.

2. CLAUSE 2: PERIOD OF OPERATION OF AGREEMENT

This Agreement shall be binding on all parties in terms of section 31(a) of the Labour Relations Act, No. 66 of 1995, and shall come into operation for the parties on the date fixed by the Minister of Labour in terms of section 32(2) of the said Act for the non-parties, and shall remain in force until 31 December 2010.

3. CLAUSE 3: DEFINITIONS

- 3.1 In subclause 3.2, substitute the expression "afro stylist" with the expression "afro hairdresser".

- 3.2 Insert the following new subclause 3.14.6:

"3.14.6 massage services in manicures, pedicures, facial treatments, back and neck, whole body or holistic treatment or any other form of massaging."

- 3.3 Insert the following new definition of "full time employee" after the definition of "establishment" and renumber the subsequent clauses:

"3.18 'full time employee' means someone who is employed for more than 28 hours and not more than 45 hours per week."

- 3.4 Insert the following new definition of "first year operator" after the new definition of "full time employee" and re-number the subsequent clauses:

"3.19 'first year operator' means an employee that has never worked in the Industry as an operator;"

- 3.5 Delete the expression "cleaning clients' shoes" where it appears in subclause 3.18.2 and re-number the subsequent subclauses 3.18.3 to 3.18.7 to read 3.18.2 to 3.18.6 respectively.

3.6 Substitute the expression “hairdressing” for the expression “hairdressing and/or cosmetology” where it appears in subclause 3.21.

3.6.1 Insert the following new subclause 3.21.1.7:

“3.21.1.7 dreadlocks, weaving and braiding;”

3.7 In subclause 3.22, delete the whole definition of “junior operator”.

3.8 In subclause 3.23, substitute the definition of “learner” or “learner hairdresser” with the following:

“3.23 ‘learner’ or ‘learner hairdresser’ means any employee who is in training under a written learnership contract registered with the SSETA, or who is in the process of applying for a learnership contract in terms of the Skills Development Act, No. 97 of 1998, and includes a minor;”

3.9 Substitute subclause 3.25.3 with the following:

“3.25.3 training and development of staff or overseeing the training and development of staff;”

3.9.1 Insert the following new subclause 3.25.12:

“3.25.12 co-ordination.”

3.10 Delete the word “multi-skilled” where it appears in subclause 3.27.

3.10.1 Insert the definition of “qualified hairdresser” after the definition of “premium”.

3.11 Substitute subclause 3.31.1 with the following:

“3.31.1 draping, brushing, shampooing and/or towel drying client’s hair;”

3.11.1 Substitute subclause 3.31.8 with the following:

“3.31.8 assisting with foils, pulling out highlights and applying bleach over a highlight cap;”

3.11.2 Delete the whole subclause 3.31.12.

3.12 Insert the following new subclause 3.35.9:

“3.35.9 co-ordination.”

3.13 Substitute clause 3.37 with the following:

“3.37 ‘representative’ means a person nominated by any party to represent a party to the council;”

3.14 Substitute clause 3.42 with the following:

“3.42 ‘Multi-skilled operator’ means an employee who is employed in an establishment and who performs the same duties as those set out in 3.31 above, and includes blow-waving, setting and winding perms;

3.14.1 Insert the definition of “multi-skilled operator” after the definition of “multi-skilled qualified hairdresser”.

3.15 In subclause 3.44, change the expression “unskilled” to read “specialist afro hairdresser without recognised qualification” and substitute clause 3.44 with the following:

“3.44 ‘specialist afro hairdresser without recognised qualification’ means a person who does not hold any qualification in hairdressing, and who, wholly or mainly, performs one of the following tasks:

3.44.1 Braiding, weaving or plaiting;

3.44.2 cutting only;

3.44.3 adding hair extensions only;

3.44.4 dreadlocks.

3.15.1 Insert the definition of “specialist afro hairdresser without recognised qualification” after the definition of “secretary”.

3.16 Renumber the subclauses in the definitions clause, taking into account new definitions and amendments.

4. CLAUSE 5: PROHIBITION OF CERTAIN ACTS

4.1 Substitute clause 5.2.2 with the following:

“5.2.2 in the case of a hairdressing and/or cosmetology establishment where the legal owner is a non-working owner, at least one qualified certificate holder is employed;”

4.2 In clause 5.4, substitute the expression "general assistant" with the expression "multi-skilled operator".

4.3 In clause 5.5, substitute the expression "the age of 16 years" with the expression "the age of 15 years".

5. CLAUSE 8: TRAINING CONTRACTS

5.1 Substitute subclause 8.2.1 with the following:

"8.2.1 in writing and signed personally by the learner or his/her legal guardian, and by the employer;"

6. CLAUSE 9: SECURITY OF EMPLOYMENT

6.1 Substitute clause 9.2 with the following:

"9.2. An employer may not employ any person under the age of 15 years. A person over the age of 15, but under the age of 18 years may only be employed under the following circumstances:"

6.2 Substitute clause 9.2.1 with the following:

"9.2.1 in terms of the probation period as contained in his/her contract of employment:"

6.3 Delete the whole clause 9.6 and renumber the subsequent clauses 9.6 to 9.10.4 to read 9.5 to 9.9.4 respectively.

6.4 Substitute clause 9.7 with the following:

“9.7 No employer may employ any person as a hairdresser and/or cosmetologist unless that person is the holder of a valid and recognised qualification in hairdressing and/or cosmetology.”

7. CLAUSE 10: PART-TIME EMPLOYEES

7.1 In subclause 10.5, substitute the expression “basic salary” with the expression “remuneration”.

7.2 In subclauses 10.6.1 to 10.6.4, substitute the expression “days’ leave per year” with the expression “working days’ leave per year.”

7.3 Insert the following new clause 10.8:

“10.8 An part-time employee who has completed five continuous years’ service with an employer, in the same establishment, shall be entitled to the following leave:

10.8.1 A part-time employee employed for one day per week shall be entitled to four working days per year;

10.8.2 A part-time employee employed for two days per week shall be entitled to eight working days per year;

10.8.3 A part-time employee employed for three days per week shall be entitled to twelve working days per year.”

8. CLAUSE 12: PAYMENT OF REMUNERATION OR BASIC SALARY OR WAGES AND AUTHORISED DEDUCTIONS

8.1 Clause 12 of the former agreement: Payment of Remuneration or Wages and authorised deductions. Insertion of Remuneration/Wage Schedules for areas 1 up to and including area 5 (attached Revised

Remuneration/Basic Salary/Wage Schedules (Effective 1st January 2009
till 31st December 2009)

8.2 Substitute clause 12.16.1.3 with the following:

“12.16.1.3 in cash, by cheque, electronic transfer or by direct deposit into
an account designated by the employee.”

8.3 Insert the following new clause 12.22

“12.22 An employee employed as a part-time learner shall be
remunerated at the daily rate of the prescribed remuneration rate
for a first entry level.”

9. CLAUSE 14: HOURS OF WORK

9.1 Substitute clause 14.4.1 with the following:

“14.4.1 each employee shall be entitled to at least a 30-minute meal
interval between 10:00 and 14:00.”

10. CLAUSE 16: LEAVE

10.1 Substitute subclause 16.15 with the following:

“16.15 An employer shall grant an employee, during each annual leave
cycle, at the request of the employee, a maximum of six days’
paid leave, which the employee shall be entitled to take on the
death of one of the employee's primary relatives.”

11. CLAUSE 18: CONTRACT OF EMPLOYMENT

11.1 Substitute subclause 18.1.1 with the following:

“18.1.1 the employee’s full names, identity number, telephone number and address;”

11.2 Insert the following new subclause 18.1.9:

“18.1.9 and the relevant probation period, if applicable.”

12. CLAUSE 19: TERMINATION OF SERVICE

12.1 Substitute subclause 19.4.3 with the following:

“19.4.3 the operation of any forfeitures or penalties which by law may be applicable in respect of an employee who is absent from work without permission for more than six consecutive working days of employment, which shall then be deemed to be desertion;”

13. CLAUSE 22: EXPENSES OF THE COUNCIL AND SUBSCRIPTIONS TO THE EMPLOYERS’ ORGANISATIONS AND THE TRADE UNION

13.1 Insertion of Contribution Schedules appearing after Clause 22 (Expenses of the Council and) with the following new/revised Contribution Schedules for all areas (Areas 1 up to and including Area 5)

13.2 Substitute subclause 22.8 with the following:

“22.8 All money required by this Agreement to be sent to the council, shall be delivered by hand to 15 Edward Street, Roodepoort 1724,

or sent by prepaid and registered post to P.O. Box 1963, Roodepoort, 1725 or by direct payment into HCSBC bank account, or by any acceptable and legal means. In the case of a remittance by post, the Post Office shall be deemed to be the agent of the sender. The council may change its address from time to time by giving notice to that effect to each employer.

14. CLAUSE 23: PROHIBITION OF PRIVATE WORK

14.1 Substitute clause 23 with the following:

"23 An employee may not, unless with the prior written consent of the employer, perform any work as a hairdresser or cosmetologist for remuneration other than in the course and within the scope of the employee's employment and may be dismissed after a hearing for a contravention of this rule. Furthermore, an employee who contravenes this rule shall be required to pay to the employer any amount received by him as a result of the contravention."

15. CLAUSE 26: ADMINISTRATION OF THIS AGREEMENT

15.1 In subclause 26.3.2, delete the expression "and/or the hci Provident Fund".

16. CLAUSE 27: DESIGNATED AGENTS

16.1 In subclause 27.1, substitute the expression "within thirty days" with the expression "within twenty-one days".

17. CLAUSE 30. EXEMPTIONS**17.1** Substitute subclause 30.7 with the following:

"30.7 The secretary shall issue to every person granted/not granted an exemption by the council or the independent exemptions committee, as the case may be, a letter of exemption signed by him setting out –"

17.2 Substitute subclause 30.7.2 with the following:

"30.7.2 the provisions of the Agreement from which exemption are granted/not granted;"

17.3 Substitute subclause 30.7.3 with the following:

"30.7.3 the conditions subject to which the exemption is granted/not granted;"

18. CLAUSE 32: AGENCY SHOP – EMPLOYERS' ORGANISATIONS**18.1** Insert the following new clause 32.2.2:

"32.2.2 Legal owners who do not employ any staff will be exempted from paying the Agency Fee."

18.2 in clauses 32.5.1, 32.6, 32.7 and 32.8, substitute the expression "employers' organisation" with the expression "employers' organisations".**18.3** Insert the following new Clause under 32.3.

"32.3 (i) Afro salons in all arears - R75.00

19. CLAUSE 33: AGENCY SHOP – EMPLOYEES' ORGANISATION

19.1 Insert the following new subclause 33.1.1:

"33.1.1 "Part-time employees will be exempted for paying the Agency Fee subject to clause 10.2"

20. ANNEXURE F

20.1 Substitute subclause 20.10 with the following new subclause:

"20.10 The Arbitrator may not include an order for costs in the arbitration award unless a party, or person who represented that party in arbitration proceedings, acted in a frivolous or vexatious manner –

- by proceeding with or defending the dispute in the Arbitration proceedings;
- in its conduct during the arbitration proceedings;
- by failing to attend then arbitration proceedings without good cause and/or prior notification to the General Secretary.

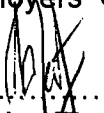
If in terms of Section 194(1) of the Act, the Arbitrator finds that the dismissal is procedurally unfair, the Arbitrator may charge the Employer an arbitration fee."

Signed at ROODEPOORT, for and on behalf of the parties, this ...5th.....day
of ...February..... 2009.

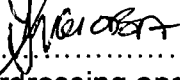

.....
Secretary of the Council



.....
Employers' Organisation for Hairdressing, Cosmetology and Beauty (EOHCB)



.....
UASA – The Union



.....
Afro Hairdressing and Beauty Employers' Association of Southern Africa -
AHBEASA

**HAIRDRESSING & COSMETOLOGY SERVICES BARGAINING COUNCIL
(seminational)**

| Remuneration / Basic Salary / Wage Schedule (Clause 12.1) | | | |
|--|--|--------------------------------------|--|
| Remuneration /Basic Salary / Wages Payable in Area 1 which means the Magisterial Districts of Gauteng (Excluding Alberton) | | | |
| EMPLOYEE CATEGORY | Basic Salary per month from 01/01/2009 to 31/12/2009 | After 5 COMPLETED Years Service + 5% | After 10 COMPLETED Years Service + 10% |
| MANAGER | | | |
| Manager/ess Only | R 3,903 | R 4,098 | R 4,293 |
| Manger/ess & Hairdresser (Per month + Personal Services Commission) | R 1,268 | R 1,331 | R 1,395 |
| HAIRDRESSER - QUALIFIED | | | |
| 1st Year after qualifying | R 3,641 | N/A | N/A |
| Thereafter | R 5,196 | R 5,456 | R 5,716 |
| AFRO HAIRDRESSER / STYLIST | | | |
| With COTT or SETA qualification | R 2,969 | R 3,117 | R 3,266 |
| With informal qualification | R 2,062 | R 2,165 | R 2,268 |
| UNSKILLED AFRO HAIRDRESSER | | | |
| (An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions) | R 1,513 | R 1,589 | R 1,664 |
| LEARNER MODULES | | | |
| Module 0 | R 1,613 | N/A | N/A |
| Module 1 | R 1,667 | | |
| Module 2 | R 1,758 | | |
| Module 3 | R 1,843 | | |
| Module 4 | R 1,935 | | |
| Module 5 | R 2,026 | | |
| Module 6 | R 2,116 | | |
| LEARNER UNIT STANDARDS | | | |
| Entry Level | R 1,452 | N/A | N/A |
| Core Unit Standards Level 2 | R 1,678 | | |
| Core Unit Standards Level 3 | R 1,893 | | |
| Core Unit Standards Level 4 | R 2,071 | | |
| | | P T O | |

GAUTENG

| EMPLOYEE CATEGORY | Basic Salary per month from 01/01/2009 to 31/12/2009 | After 5 COMPLETED Years Service + 5% | After 10 COMPLETED Years Service + 10% |
|---|--|--------------------------------------|--|
| MANICURITS & / OR BEAUTY CULTURIST | | | |
| First three months of experience | R 1,458 | N/A | |
| Second three months of experience | R 1,684 | | |
| Third three months of experience | R 2,133 | | |
| Thereafter | R 3,759 | R 3,947 | R 4,135 |
| RECEPTIONIST | R 3,625 | R 3,806 | R 3,988 |
| OPERATOR | | | |
| First Year Operator | R 2,180 | N/A | |
| Operator | R 3,309 | R 3,474 | R 3,640 |
| Multi-Skilled Operator | R 3,662 | R 3,845 | R 4,028 |
| GENERAL ASSISTANT | | | |
| (An EXEMPTION to employ someone in this category MUST be applied for) | R 2,050 | R 2,153 | R 2,255 |
| CASUAL EMPLOYEE | | | |
| (An employee who substitutes for any permanent employee who is sick or on leave) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment | | | |
| PART TIME EMPLOYEE | | | |
| (An employee who works 1 or 2 or 3 days per week) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment | | | |
| NOTE : PERSONAL SERVICES COMMISSION (PSC) | | | |
| ALL Qualified Hairdressers / Stylists are to be paid a MINIMUM of 40% Personal Services Commission with NO stock deductions | | | |

**HAIRDRESSING & COSMETOLOGY SERVICES BARGAINING COUNCIL
(seminational)**

| Remuneration / Basic Salary / Wage Schedule (Clause 12.1) | | | |
|--|---|--|--|
| Remuneration /Basic Salary / Wages Payable in Area 1 which means Alberton | | | |
| EMPLOYEE CATEGORY | Basic Salary per month from 01/01/2009 to 31/12/2009 | After 5 COMPLETED Years Service + 5% | After 10 COMPLETED Years Service 10% |
| MANAGER | | | |
| Manager/ess Only | R 3,254 | R 3,580 | R 3,937 |
| Manger/ess & Hairdresser (Per month + Personal Services Commission) | R 766 | R 804 | R 843 |
| | | | |
| HAIRDRESSER - QUALIFIED | | | |
| 1st Year after qualifying | R 2,316 | N/A | N/A |
| Thereafter | R 3,090 | R 3,245 | R 3,399 |
| | | | |
| AFRO HAIRDRESSER / STYLIST | | | |
| With COTT or SETA qualification | R 2,186 | R 2,295 | R 2,405 |
| With informal qualification | R 1,385 | R 1,454 | R 1,524 |
| | | | |
| UNSKILLED AFRO HAIRDRESSER | | | |
| (An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions) | R 899 | R 944 | R 989 |
| | | | |
| LEARNER MODULES | | | |
| Module 0 | R 1,440 | N/A | |
| Module 1 | R 1,489 | | |
| Module 2 | R 1,569 | | |
| Module 3 | R 1,647 | | |
| Module 4 | R 1,729 | | |
| Module 5 | R 1,809 | | |
| Module 6 | R 1,889 | | |
| | | | |
| LEARNER UNIT STANDARDS | | | |
| Entry Level | R 1,270 | N/A | |
| Core Unit Standards Level 2 | R 1,500 | | |
| Core Unit Standards Level 3 | R 1,686 | | |
| Core Unit Standards Level 4 | R 1,849 | | |
| | | | |
| <div>PTO</div> | | | |

ALBERTON

| EMPLOYEE CATEGORY | Basic Salary per month from 01/01/2009 to 31/12/2009 | After 5 COMPLETED Years Service + 5% | After 10 COMPLETED Years Service + 10% |
|---|---|---|---|
| MANICURITS & / OR BEAUTY CULTURIST | | | |
| First three months of experience | R 857 | N/A | |
| Second three months of experience | R 997 | | |
| Third three months of experience | R 1,245 | | |
| Thereafter | R 2,208 | R 2,318 | R 2,429 |
| RECEPTIONIST | R 2,211 | R 2,322 | R 2,432 |
| OPERATOR | | | |
| First Year Operator | R 1,090 | N/A | |
| Operator | R 2,155 | R 2,263 | R 2,371 |
| Multi-Skilled Operator | R 2,449 | R 2,571 | R 2,694 |
| GENERAL ASSISTANT | | | |
| (An EXEMPTION to employ someone in this category MUST be applied for) | R 1,148 | R 1,205 | R 1,263 |
| CASUAL EMPLOYEE | | | |
| (An employee who substitutes for any permanent employee who is sick or on leave) | | | |
| Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment | | | |
| PART TIME EMPLOYEE | | | |
| (An employee who works 1 or 2 or 3 days per week) | | | |
| Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment | | | |
| NOTE : PERSONAL SERVICES COMMISSION (PSC) | | | |
| ALL Qualified Hairdressers / Stylists are to be paid a MINIMUM of 40% Personal Services Commission with NO stock deductions | | | |

**HAIRDRESSING & COSMETOLOGY SERVICES BARGAINING COUNCIL
(seminational)**

| Remuneration / Basic Salary / Wage Schedule Clause 12.1 | | | |
|---|---|--|--|
| Remuneration /Basic Salary / Wages Payable in Area 2 which means the Magesterial Districts of Klerksdorp, Potchefstroom, Vereeniging & Vanderbijlpark | | | |
| EMPLOYEE CATEGORY | Basic Salary per month from 01/01/2009 to 31/12/2009 | After 5 COMPLETED Years Service + 5% | After 10 COMPLETED Years Service + 10% |
| MANAGER | | | |
| Manager/ess Only | R 3,160 | R 3,318 | R 3,476 |
| Manger/ess & Hairdresser (Per month + Personal Services Commission) | R 646 | R 678 | R 711 |
| HAIRDRESSER - QUALIFIED | | | |
| 1st Year after qualifying | R 2,709 | N/A | N/A |
| Thereafter | R 3,611 | R 3,792 | R 3,972 |
| AFRO HAIRDRESSER / STYLIST | | | |
| With COTT or SETA qualification | R 2,421 | R 2,542 | R 2,663 |
| With informal qualification | R 1,251 | R 1,314 | R 1,376 |
| UNSKILLED AFRO HAIRDRESSER | | | |
| (An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions) | R 856 | R 899 | R 942 |
| LEARNER MODULES | | | |
| Module 0 | R 1,358 | N/A | |
| Module 1 | R 1,423 | | |
| Module 2 | R 1,516 | | |
| Module 3 | R 1,613 | | |
| Module 4 | R 1,707 | | |
| Module 5 | R 1,802 | | |
| Module 6 | R 1,897 | | |
| LEARNER UNIT STANDARDS | | | |
| Entry Level | R 1,149 | N/A | |
| Core Unit Standards Level 2 | R 1,327 | | |
| Core Unit Standards Level 3 | R 1,537 | | |
| Core Unit Standards Level 4 | R 1,719 | | |
| PTO | | | |

KLERKSDORP, POTCHEFSTROOM, VEREENIGING & VANDERBIJLPARK

| EMPLOYEE CATEGORY | Basic Salary per month from 01/01/2009 to 31/12/2009 | After 5 COMPLETED Years Service + 5% | After 10 COMPLETED Years Service + 10% |
|--|---|---|---|
| MANICURITS & / OR BEAUTY CULTURIST | | | |
| First three months of experience | R 1,001 | N/A | |
| Second three months of experience | R 1,166 | | |
| Third three months of experience | R 1,455 | | |
| Thereafter | R 2,580 | R 2,709 | R 2,838 |
| RECEPTIONIST | R 2,557 | R 2,685 | R 2,813 |
| OPERATOR | | | |
| First Year Operator | R 1,744 | N/A | |
| Operator | R 2,417 | | |
| Multi-Skilled Operator | R 2,861 | R 3,004 | R 3,147 |
| GENERAL ASSISTANT | | | |
| (An EXEMPTION to employ someone in this category MUST be applied for) | R 1,313 | R 1,379 | R 1,444 |
| CASUAL EMPLOYEE | | | |
| (An employee who substitutes for any permanent employee who is sick or on leave) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment | | | |
| PART TIME EMPLOYEE | | | |
| (An employee who works 1 or 2 or 3 days per week) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment | | | |
| NOTE : PERSONAL SERVICES COMMISSION (PSC) | | | |
| ALL Qualified Hairdressers / Stylists are to be paid a MINIMUM of 40% Personal Services Commission with NO stock deductions | | | |

**HAIRDRESSING & COSMETOLOGY SERVICES BARGAINING COUNCIL
(seminational)**

| Remuneration / Basic Salary / Wage Schedule (Clause 12.1) | | | |
|--|---|--|--|
| Remuneration /Basic Salary / Wages Payable in Area 3 which means the Magisterial District of East London & Port Alfred | | | |
| EMPLOYEE CATEGORY | Basic Salary per month from 01/01/2009 to 31/12/2009 | After 5 COMPLETED Years Service + 5% | After 10 COMPLETED Years Service + 10% |
| MANAGER | | | |
| Manager/ess Only | R 2,583 | R 2,712 | R 2,841 |
| Manger/ess & Hairdresser (Per month + Personal Services Commission) | R 3,850 | R 4,043 | R 4,235 |
| HAIRDRESSER - QUALIFIED | | | |
| 1st Year after qualifying | R 3,157 | N/A | N/A |
| Thereafter | R 3,792 | R 3,982 | R 4,171 |
| AFRO HAIRDRESSER / STYLIST | | | |
| With COTT or SETA qualification | R 2,374 | R 2,493 | R 2,611 |
| With informal qualification | R 1,484 | R 1,558 | R 1,632 |
| UNSKILLED AFRO HAIRDRESSER | | | |
| (An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions) | R 968 | R 1,016 | R 1,065 |
| LEARNER MODULES | | | |
| Module 0 | R 1,575 | N/A | |
| Module 1 | R 1,646 | | |
| Module 2 | R 1,755 | | |
| Module 3 | R 1,864 | | |
| Module 4 | R 1,962 | | |
| Module 5 | R 2,086 | | |
| Module 6 | R 2,197 | | |
| LEARNER UNIT STANDARDS | | | |
| Entry Level | R 1,452 | N/A | |
| Core Unit Standards Level 2 | R 1,659 | | |
| Core Unit Standards Level 3 | R 1,863 | | |
| Core Unit Standards Level 4 | R 2,024 | | |
| PTO | | | |

EAST LONDON & PORT ALFRED

| EMPLOYEE CATEGORY | Basic Salary per month from 01/01/2009 to 31/12/2009 | After 5 COMPLETED Years Service + 5% | After 10 COMPLETED Years Service + 10% |
|--|---|---|---|
| MANICURITS & / OR BEAUTY CULTURIST | | | |
| First year of experience | R 2,245 | N/A | |
| Thereafter | R 2,772 | R 2,911 | R 3,049 |
| RECEPTIONIST | | | |
| First year of experience | R 2,854 | N/A | |
| Thereafter | R 3,405 | R 3,575 | R 3,746 |
| OPERATOR | | | |
| First Year Operator | R 1,526 | N/A | |
| Operator | R 1,873 | R 1,967 | R 2,060 |
| Multi-Skilled Operator | R 2,289 | R 2,403 | R 2,518 |
| GENERAL ASSISTANT | | | |
| (An EXEMPTION to employ someone in this category MUST be applied for) | R 1,676 | R 1,760 | R 1,844 |
| CASUAL EMPLOYEE | | | |
| (An employee who substitutes for any permanent employee who is sick or on leave) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment | | | |
| PART TIME EMPLOYEE | | | |
| (An employee who works 1 or 2 or 3 days per week) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment | | | |
| NOTE : PERSONAL SERVICES COMMISSION (PSC) | | | |
| ALL Qualified Hairdressers / Stylists are to be paid a MINIMUM of 40% Personal Services Commission with NO stock deductions | | | |

**HAIRDRESSING & COSMETOLOGY SERVICES BARGAINING COUNCIL
(seminational)**

| Remuneration / Basic Salary / Wage Schedule | | | |
|--|---|--|--|
| (Clause 12.1) | | | |
| Remuneration /Basic Salary / Wages Payable in Area 4 which means the Magesterial Districts of Port Elizabeth, Uitenhage & Humansdorp | | | |
| EMPLOYEE CATEGORY | Basic Salary per month from 01/01/2009 to 31/12/2009 | After 5 COMPLETED Years Service + 5% | After 10 COMPLETED Years Service + 10% |
| MANAGER | | | |
| Manager/ess Only | R 3,251 | N/A | |
| Manger/ess & Hairdresser (Per month + Personal Services Commission) | R 3,946 | R 4,143 | R 4,341 |
| HAIRDRESSER - QUALIFIED | | | |
| 1st Year after qualifying | R 3,065 | N/A | N/A |
| Thereafter | R 3,480 | R 3,654 | R 3,828 |
| AFRO HAIRDRESSER / STYLIST | | | |
| With COTT or SETA qualification | R 2,421 | R 2,542 | R 2,663 |
| With informal qualification | R 1,514 | R 1,590 | R 1,665 |
| UNSKILLED AFRO HAIRDRESSER | | | |
| (An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions) | R 987 | R 1,036 | R 1,086 |
| LEARNER MODULES | | | |
| Module 0 | R 1,593 | N/A | |
| Module 1 | R 1,675 | | |
| Module 2 | R 1,755 | | |
| Module 3 | R 1,838 | | |
| Module 4 | R 1,920 | | |
| Module 5 | R 2,002 | | |
| Module 6 | R 2,085 | | |
| LEARNER UNIT STANDARDS | | | |
| Entry Level | R 1,452 | N/A | |
| Core Unit Standards Level 2 | R 1,675 | | |
| Core Unit Standards Level 3 | R 1,880 | | |
| Core Unit Standards Level 4 | R 2,043 | | |
| P T O | | | |

PORT ELIZABETH, UITENHAGE & HUMANSDORP

| EMPLOYEE CATEGORY | Basic Salary per month from 01/01/2009 to 31/12/2009 | After 5 COMPLETED Years Service + 5% | After 10 COMPLETED Years Service + 10% |
|--|---|---|---|
| MANICURITS & / OR BEAUTY CULTURIST | | | |
| First year of experience | R 2,294 | N/A | |
| Thereafter | R 2,981 | R 3,130 | R 3,279 |
| RECEPTIONIST | | | |
| First year of experience | R 2,601 | N/A | |
| Thereafter | R 3,149 | R 3,306 | R 3,464 |
| OPERATOR | | | |
| First Year Operator | R 1,635 | N/A | |
| Operator | R 2,079 | R 2,183 | R 2,287 |
| Multi-Skilled Operator | R 2,403 | R 2,523 | R 2,643 |
| GENERAL ASSISTANT | | | |
| (An EXEMPTION to employ someone in this category MUST be applied for) | R 1,782 | R 1,871 | R 1,960 |
| CASUAL EMPLOYEE | | | |
| (An employee who substitutes for any permanent employee who is sick or on leave) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment | | | |
| PART TIME EMPLOYEE | | | |
| (An employee who works 1 or 2 or 3 days per week) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment | | | |
| NOTE : PERSONAL SERVICES COMMISSION (PSC) | | | |
| ALL Qualified Hairdressers / Stylists are to be paid a MINIMUM of 40% Personal Services Commission with NO stock deductions | | | |

HAIRDRESSING & COSMETOLOGY SERVICES BARGAINING COUNCIL
(seminational)

| Remuneration / Basic Salary / Wage Schedule (Clause 12.1) | | | |
|--|---|--|--|
| Remuneration /Basic Salary / Wages Payable in Area 5 which means FREE STATE | | | |
| EMPLOYEE CATEGORY | Basic Salary per month from 01/01/2009 to 31/12/2009 | After 5 COMPLETED Years Service + 5% | After 10 COMPLETED Years Service + 10% |
| MANAGER | | | |
| Manager/ess Only | R 2,603 | R 2,733 | R 2,863 |
| Manger/ess & Hairdresser (Per month + Personal Services Commission) | R 761 | R 799 | R 837 |
| HAIRDRESSER - QUALIFIED | | | |
| 1st Year after qualifying | R 1,784 | N/A | N/A |
| Thereafter | R 2,109 | R 2,214 | R 2,320 |
| AFRO HAIRDRESSER / STYLIST | | | |
| With COTT or SETA qualification | R 1,856 | R 1,949 | R 2,042 |
| With informal qualification | R 1,238 | R 1,300 | R 1,362 |
| UNSKILLED AFRO HAIRDRESSER | | | |
| (An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions) | R 757 | R 795 | R 833 |
| LEARNER MODULES | | | |
| Module 0 | R 1,074 | N/A | |
| Module 1 | R 1,117 | | |
| Module 2 | R 1,193 | | |
| Module 3 | R 1,267 | | |
| Module 4 | R 1,343 | | |
| Module 5 | R 1,415 | | |
| Module 6 | R 1,493 | | |
| LEARNER UNIT STANDARDS | | | |
| Entry Level | R 1,028 | N/A | |
| Core Unit Standards Level 2 | R 1,127 | | |
| Core Unit Standards Level 3 | R 1,322 | | |
| core Unit Standards Level 4 | R 1,465 | | |
| PTO | | | |

| |
|-------------------|
| FREE STATE |
|-------------------|

| EMPLOYEE CATEGORY | Basic Salary per month from 01/01/2009 to 31/12/2009 | After 5 COMPLETED Years Service + 5% | After 10 COMPLETED Years Service + 10% |
|--|---|--|--|
| MANICURITS & / OR BEAUTY CULTURIST | | | |
| First three months of experience | R 857 | N/A | |
| Second three months of experience | R 997 | | |
| Third three months of experience | R 1,245 | | |
| Thereafter | R 1,853 | R 1,946 | R 2,038 |
| RECEPTIONIST | R 1,867 | R 1,960 | R 2,054 |
| OPERATOR | | | |
| First Year Operator | R 1,090 | N/A | |
| Operator | R 1,505 | R 1,580 | R 1,656 |
| Multi-Skilled Operator | R 1,861 | R 1,954 | R 2,047 |
| GENERAL ASSISTANT | | | |
| (An EXEMPTION to employ someone in this category MUST be applied for) | R 892 | R 937 | R 981 |
| CASUAL EMPLOYEE | | | |
| (An employee who substitutes for any permanent employee who is sick or on leave) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment | | | |
| PART TIME EMPLOYEE | | | |
| (An employee who works 1 or 2 or 3 days per week) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment | | | |
| NOTE : PERSONAL SERVICES COMMISSION (PSC) | | | |
| ALL Qualified Hairdressers / Stylists are to be paid a MINIMUM of 40% Personal Services Commission with NO stock deductions | | | |

**HAIRDRESSING & COSMETOLOGY SERVICES BARGAINING COUNCIL
(seminational)**

| Remuneration / Basic Salary / Wage Schedule (Clause 12.1) | | | |
|--|---|--|--|
| Remuneration /Basic Salary / Wages Payable in Area 5 which means Kimberley | | | |
| EMPLOYEE CATEGORY | Basic Salary per month from 01/01/2009 to 31/12/2009 | After 5 COMPLETED Years Service + 5% | After 10 COMPLETED Years Service + 10% |
| MANAGER | | | |
| Manager/ess Only | R 2,603 | N/A | |
| Manger/ess & Hairdresser (Per month + Personal Services Commission) | R 761 | R 799 | R 837 |
| HAIRDRESSER - QUALIFIED | | | |
| 1st Year after qualifying | R 1,784 | N/A | N/A |
| Thereafter | R 2,109 | R 2,214 | R 2,320 |
| AFRO HAIRDRESSER / STYLIST | | | |
| With COTT or SETA qualification | R 1,856 | R 1,949 | R 2,042 |
| With informal qualification | R 1,238 | R 1,300 | R 1,362 |
| UNSKILLED AFRO HAIRDRESSER | | | |
| (An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions) | R 757 | R 795 | R 833 |
| LEARNER MODULES | | | |
| Module 0 | R 1,074 | N/A | |
| Module 1 | R 1,117 | | |
| Module 2 | R 1,193 | | |
| Module 3 | R 1,267 | | |
| Module 4 | R 1,343 | | |
| Module 5 | R 1,415 | | |
| Module 6 | R 1,493 | | |
| LEARNER UNIT STANDARDS | | | |
| Entry Level | R 1,028 | N/A | |
| Core Unit Standards Level 2 | R 1,129 | | |
| Core Unit Standards Level 3 | R 1,322 | | |
| Core Unit Standards Level 4 | R 1,465 | | |
| PTO | | | |

| |
|------------------|
| KIMBERLEY |
|------------------|

| EMPLOYEE CATEGORY | Basic Salary per month from 01/01/2009 to 31/12/2009 | After 5 COMPLETED Years Service + 5% | After 10 COMPLETED Years Service + 10% |
|--|---|--|--|
| MANICURITS & / OR BEAUTY CULTURIST | | | |
| First three months of experience | R 857 | N/A | |
| Second three months of experience | R 997 | | |
| Third three months of experience | R 1,245 | | |
| Thereafter | R 1,853 | R 1,946 | R 2,038 |
| RECEPTIONIST | R 1,867 | R 1,960 | R 2,054 |
| OPERATOR | | | |
| First Year Operator | R 1,090 | N/A | |
| Operator | R 1,468 | R 1,541 | R 1,615 |
| Multi-Skilled Operator | R 1,817 | R 1,908 | R 1,999 |
| GENERAL ASSISTANT | | | |
| (An EXEMPTION to employ someone in this category MUST be applied for) | R 865 | R 908 | R 952 |
| CASUAL EMPLOYEE | | | |
| (An employee who substitutes for any permanent employee who is sick or on leave) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment | | | |
| PART TIME EMPLOYEE | | | |
| (An employee who works 1 or 2 or 3 days per week) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment | | | |
| NOTE : PERSONAL SERVICES COMMISSION (PSC) | | | |
| ALL Qualified Hairdressers / Stylists are to be paid a MINIMUM of 40% Personal Services Commission with NO stock deductions | | | |

| HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL | | | | | | | | |
|--|---|---|--------------------|----------|---------------|----------|--|------|
| (semi national) | | | | | | | | |
| CONTRIBUTION SCHEDULE | | | | | | | | |
| (Clause 22) | | | | | | | | |
| SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND HCI PROVIDENT FUND CONTRIBUTIONS FOR ALBERTON (Area 1) | | | | | | | | |
| (Effective from 1 st JANUARY 2009) | | | | | | | | |
| | | SUBS | BARGAINING COUNCIL | | SICK PAY FUND | | Prov. Fund | |
| Work Code | CATEGORY | | Employer | Employee | Employer | Employee | (equal contributions by employer and employee) | |
| | EOHCB Subscriptions (Southern Gauteng) | | R295.00 Agency Fee | | | | | |
| | Basic establishment charge | | R 61.00 | | | | | |
| | Total minimum charge | | R 120.00 | | | | | |
| 05 WE | Working Employer | N/A | Nil | Nil | R 46.00 | N/A | R 154.00 | |
| | (Provident Fund is optional) | | | | | | (Optional) | |
| | MANAGER | | UNION / AGENCY FEE | | | | | |
| 05 MO1 | Manager Only | R 57.00 | R 16.00 | R 50.00 | R 16.00 | R 33.00 | R81.00 | each |
| 05 MO5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 18.00 | R 36.00 | R90.00 | each |
| 05 MO10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 20.00 | R 40.00 | R98.00 | each |
| 05 MH1 | Manageress / Hairdresser | R 57.00 | R 16.00 | R 50.00 | R 19.00 | R 39.00 | R96.00 | each |
| 05 MH5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 20.00 | R 40.00 | R101.00 | each |
| 05 MH10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 21.00 | R 42.00 | R106.00 | each |
| | HAIRDRESSER – QUALIFIED | | | | | | | |
| 05 HQ1 | First year after qualifying | R 57.00 | R 16.00 | R 50.00 | R 12.00 | R 23.00 | R58.00 | each |
| 05 HQ2 | Thereafter | R 57.00 | R 16.00 | R 50.00 | R 15.00 | R 31.00 | R77.00 | each |
| 05 HQ5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 16.00 | R 32.00 | R81.00 | each |
| 05 HQ10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 17.00 | R 34.00 | R85.00 | each |
| | AFRO HAIRDRESSER / STYLIST | | | | | | | |
| 05 AHQ1 | With COTT or SETA Qualification | R 57.00 | R 16.00 | R 50.00 | R 11.00 | R 22.00 | R55.00 | each |
| 05 AHQ5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 11.00 | R 23.00 | R57.00 | each |
| 05 AHQ10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 12.00 | R 24.00 | R60.00 | each |
| 05 AH11 | With Informal Qualification | R 57.00 | R 16.00 | R 50.00 | R 7.00 | R 14.00 | R35.00 | each |
| 05 AH15 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 7.00 | R 15.00 | R36.00 | each |
| 05 AH110 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 8.00 | R 15.00 | R38.00 | each |
| 05 AHB1 | An employee who does one or more of the following: Braiding, Plaiting, Haircutting or Extensions | R 57.00 | R 16.00 | R 50.00 | R 5.00 | R 9.00 | R22.00 | each |
| 05 AHB 5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 5.00 | R 9.00 | R24.00 | each |
| 05 AHB10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 5.00 | R 10.00 | R25.00 | each |
| | LEARNER – MODULES | | | | | | | |
| 05 LM0 | Before completing module 1 | R 57.00 | R 8.50 | R 19.50 | R 7.00 | R 14.00 | R36.00 | each |
| 05 LM1 | Module 1 | R 57.00 | R 8.50 | R 19.50 | R 7.00 | R 15.00 | R37.00 | each |
| 05 LM2 | Module 2 | R 57.00 | R 8.50 | R 19.50 | R 8.00 | R 16.00 | R39.00 | each |
| 05 LM3 | Module 3 | R 57.00 | R 8.50 | R 19.50 | R 8.00 | R 16.00 | R41.00 | each |
| 05 LM4 | Module 4 | R 57.00 | R 11.00 | R 28.00 | R 9.00 | R 17.00 | R43.00 | each |
| 05 LM5 | Module 5 | R 57.00 | R 11.00 | R 28.00 | R 9.00 | R 18.00 | R45.00 | each |
| 05 LM6 | Module 6 | R 57.00 | R 11.00 | R 28.00 | R 9.00 | R 19.00 | R47.00 | each |
| | LEARNER – UNIT STANDARDS | | | | | | | |
| 05 LS0 | Entry Level | R 57.00 | R 8.50 | R 19.50 | R 6.00 | R 12.00 | R32.00 | each |
| 05 LS1 | Core Unit Standards Level 2 | R 57.00 | R 8.50 | R 19.50 | R 8.00 | R 15.00 | R37.00 | each |
| 05 LS6 | Core Unit Standards Level 3 | R 57.00 | R 11.00 | R 28.00 | R 8.00 | R 17.00 | R42.00 | each |
| 05 LS11 | Core Unit Standards Level 4 | R 57.00 | R 11.00 | R 28.00 | R 9.00 | R 18.00 | R46.00 | each |
| | MANICURIST & BEAUTY CULTURIST | | | | | | | |
| 05 MB13 | 1 st 3 Months | R 57.00 | R 8.50 | R 19.50 | R 4.00 | R 9.00 | R21.00 | each |
| 05 MB23 | 2 nd 3 Months | R 57.00 | R 8.50 | R 19.50 | R 5.00 | R 10.00 | R25.00 | each |
| 05 MB33 | 3 rd 3 Months | R 57.00 | R 11.00 | R 28.00 | R 6.00 | R 12.00 | R31.00 | each |
| 05 MB1 | Thereafter | R 57.00 | R 16.00 | R 42.00 | R 11.00 | R 22.00 | R55.00 | each |
| 05 MB5 | After 5 years | R 57.00 | R 16.00 | R 42.00 | R 12.00 | R 23.00 | R58.00 | each |
| 05 MB10 | After 10 years | R 57.00 | R 16.00 | R 42.00 | R 12.00 | R 24.00 | R61.00 | each |
| 05 RE1 | RECEPTIONIST/TELEPHONIST | R 57.00 | R 16.00 | R 42.00 | R 11.00 | R 22.00 | R55.00 | each |
| 05 RE5 | After 5 years | R 57.00 | R 16.00 | R 42.00 | R 12.00 | R 23.00 | R58.00 | each |
| 05 RE10 | After 10 years | R 57.00 | R 16.00 | R 42.00 | R 12.00 | R 24.00 | R61.00 | each |
| | OPERATOR | | | | | | | |
| 05 OP | First year | R 57.00 | R 8.50 | R 19.50 | R 5.00 | R 11.00 | R27.00 | each |
| 05 OP1 | Thereafter | R 57.00 | R 8.50 | R 19.50 | R 11.00 | R 22.00 | R54.00 | each |
| 05 OP5 | After 5 years | R 57.00 | R 8.50 | R 19.50 | R 11.00 | R 23.00 | R57.00 | each |
| 05 OP10 | After 10 years | R 57.00 | R 8.50 | R 19.50 | R 12.00 | R 24.00 | R59.00 | each |
| 05 OPM1 | Operator Multi-skilled | R 57.00 | R 8.50 | R 19.50 | R 12.00 | R 24.00 | R62.00 | each |
| 05 OPM5 | After 5 years | R 57.00 | R 8.50 | R 19.50 | R 13.00 | R 26.00 | R64.00 | each |
| 05 OPM10 | After 10 years | R 57.00 | R 8.50 | R 19.50 | R 13.00 | R 27.00 | R67.00 | each |
| 05 GA1 | GENERAL ASSISTANT | R 57.00 | R 8.50 | R 19.50 | R 6.00 | R 11.00 | R29.00 | each |
| 05 GA5 | After 5 years | R 57.00 | R 8.50 | R 19.50 | R 6.00 | R 12.00 | R30.00 | each |
| 05 GA10 | After 10 years | R 57.00 | R 8.50 | R 19.50 | R 6.00 | R 13.00 | R32.00 | each |
| | CASUAL EMPLOYEE | Contributions for casual / part time employees shall be as specified for that category of employee above. | | | | | | |
| | PART TIME EMPLOYEE | | | | | | | |

| HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL | | | | | | | |
|---|--|---|--------------------|----------|---------------|----------|--|
| (semi national) | | | | | | | |
| CONTRIBUTION SCHEDULES | | | | | | | |
| (Clause 22) | | | | | | | |
| SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND HCI PROVIDENT FUND CONTRIBUTIONS FOR AREA 1, WHICH MEANS THE PROVINCIAL DISTRICTS OF GAUTENG (Excluding Alberton, van der Bijl Park, Vereeniging & Randfontein) | | | | | | | |
| (Effective from 1 st JANUARY 2009) | | | | | | | |
| | CATEGORY | SUBS | BARGAINING COUNCIL | | SICK PAY FUND | | Prov. Fund |
| | | | Employer | Employee | Employer | Employee | (equal contributions by employer and employee) |
| | EOHCB Subscriptions (S. Gauteng) | R 295.00 | / Agency Fee | | | | |
| | AHBEASA Subscriptions (S. Gauteng) | R 75.00 | / Agency Fee | | | | |
| | Basic establishment charge | | R 61.00 | | | | |
| | Total minimum charge | | R 120.00 | | | | |
| 01 WE | Working Employer (Provident Fund is optional) | N/A | Nil | Nil | R 78.00 | N/A | R 260.00 (Optional) |
| | MANAGER | | | | | | |
| 01 MO1 | Manager Only | R 57.00 | R 16.00 | R 50.00 | R 20.00 | R 39.00 | R98.00 each |
| 01 MO5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 20.00 | R 41.00 | R102.00 each |
| 01 MO10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 21.00 | R 43.00 | R107.00 each |
| 01 MH1 | Manageress / Hairdresser | R 57.00 | R 16.00 | R 50.00 | R 32.00 | R 65.00 | R162.00 each |
| 01 MH5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 34.00 | R 68.00 | R170.00 each |
| 01 MH10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 36.00 | R 71.00 | R178.00 each |
| | HAIRDRESSER – QUALIFIED | | | | | | |
| 01 HQ1 | First year after qualifying | R 57.00 | R 16.00 | R 50.00 | R 18.00 | R 36.00 | R91.00 each |
| 01 HQ2 | Thereafter | R 57.00 | R 16.00 | R 50.00 | R 26.00 | R 52.00 | R130.00 each |
| 01 HQ5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 27.00 | R 55.00 | R136.00 each |
| 01 HQ10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 29.00 | R 57.00 | R143.00 each |
| | AFRO HAIRDRESSER / STYLIST | | | | | | |
| 01 AHQ1 | With COTT or SETA Qualification | R 57.00 | R 16.00 | R 50.00 | R 15.00 | R 30.00 | R74.00 each |
| 01 AHQ5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 16.00 | R 31.00 | R78.00 each |
| 01 AHQ10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 16.00 | R 33.00 | R82.00 each |
| 01 AH11 | With informal qualifications | R 57.00 | R 16.00 | R 50.00 | R 10.00 | R 21.00 | R52.00 each |
| 01 AH15 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 11.00 | R 22.00 | R54.00 each |
| 01 AH110 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 11.00 | R 23.00 | R57.00 each |
| 01 AHB1 | An employee who does one or more of the following: Braiding, Plaiting, Haircutting or Extensions Unskilled Hairdresser | R 57.00 | R 16.00 | R 50.00 | R 8.00 | R 15.00 | R38.00 each |
| 01 AHB 5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 8.00 | R 16.00 | R40.00 each |
| 01 AHB10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 8.00 | R 17.00 | R42.00 each |
| | LEARNER – MODULES | | | | | | |
| 01 LM0 | Before completing module 1 | R 57.00 | R 8.50 | R 19.50 | R 8.00 | R 16.00 | R40.00 each |
| 01 LM1 | Module 1 | R 57.00 | R 8.50 | R 19.50 | R 8.00 | R 17.00 | R42.00 each |
| 01 LM2 | Module 2 | R 57.00 | R 8.50 | R 19.50 | R 9.00 | R 18.00 | R44.00 each |
| 01 LM3 | Module 3 | R 57.00 | R 8.50 | R 19.50 | R 9.00 | R 18.00 | R46.00 each |
| 01 LM4 | Module 4 | R 57.00 | R 11.00 | R 28.00 | R 10.00 | R 19.00 | R48.00 each |
| 01 LM5 | Module 5 | R 57.00 | R 11.00 | R 28.00 | R 10.00 | R 20.00 | R51.00 each |
| 01 LM6 | Module 6 | R 57.00 | R 11.00 | R 28.00 | R 11.00 | R 21.00 | R53.00 each |
| | LEARNER – UNIT STANDARDS | | | | | | |
| 01 LS0 | Entry Level | R 57.00 | R 8.50 | R 19.50 | R 7.00 | R 15.00 | R36.00 each |
| 01 LS1 | Core Unit Standards Level 2 | R 57.00 | R 8.50 | R 19.50 | R 8.00 | R 17.00 | R42.00 each |
| 01 LS6 | Core Unit Standards Level 3 | R 57.00 | R 11.00 | R 28.00 | R 9.00 | R 19.00 | R47.00 each |
| 01 LS11 | Core Unit Standards Level 4 | R 57.00 | R 11.00 | R 28.00 | R 10.00 | R 21.00 | R52.00 each |
| | MANICURIST & BEAUTY CULTURIST | R 57.00 | | | | | |
| 01 MB13 | 1 st 3 Months | R 57.00 | R 8.50 | R 19.50 | R 7.00 | R 15.00 | R36.00 each |
| 01 MB23 | 2 nd 3 Months | R 57.00 | R 11.00 | R 19.50 | R 8.00 | R 17.00 | R42.00 each |
| 01 MB33 | 3 rd 3 Months | R 57.00 | R 11.00 | R 28.00 | R 11.00 | R 21.00 | R53.00 each |
| 01 MB1 | Thereafter | R 57.00 | R 16.00 | R 42.00 | R 19.00 | R 38.00 | R94.00 each |
| 01 MB5 | After 5 years | R 57.00 | R 16.00 | R 42.00 | R 20.00 | R 39.00 | R99.00 each |
| 01 MB10 | After 10 years | R 57.00 | R 16.00 | R 42.00 | R 21.00 | R 41.00 | R103.00 each |
| 01 RE1 | RECEPTIONIST/TELEPHONIST | R 57.00 | R 16.00 | R 42.00 | R 18.00 | R 36.00 | R91.00 each |
| 01 RE5 | After 5 years | R 57.00 | R 16.00 | R 42.00 | R 19.00 | R 38.00 | R95.00 each |
| 01 RE10 | After 10 years | R 57.00 | R 16.00 | R 42.00 | R 20.00 | R 40.00 | R100.00 each |
| | OPERATOR | | | | | | |
| 01 OP | Operator - First Year | R 57.00 | R 8.50 | R 19.50 | R 11.00 | R 22.00 | R55.00 each |
| 01 OP1 | Operator - thereafter | R 57.00 | R 8.50 | R 19.50 | R 17.00 | R 33.00 | R83.00 each |
| 01 OP5 | Operator - after 5 years | R 57.00 | R 8.50 | R 19.50 | R 17.00 | R 35.00 | R87.00 each |
| 01 OP10 | Operator - after 10 years | R 57.00 | R 8.50 | R 19.50 | R 18.00 | R 36.00 | R91.00 each |
| 01 OPM1 | Operator Multi-Skilled | R 57.00 | R 8.50 | R 19.50 | R 18.00 | R 37.00 | R92.00 each |
| 01 OPM5 | Operator Multi-Skilled After 5 years | R 57.00 | R 8.50 | R 19.50 | R 19.00 | R 38.00 | R96.00 each |
| 01 OPM10 | Operator Multi-Skilled After 10 Years | R 57.00 | R 8.50 | R 19.50 | R 20.00 | R 40.00 | R101.00 each |
| 01 GA1 | GENERAL ASSISTANT | R 57.00 | R 8.50 | R 19.50 | R 10.00 | R 21.00 | R51.00 each |
| 01 GA5 | After 5 years | R 57.00 | R 8.50 | R 19.50 | R 11.00 | R 22.00 | R54.00 each |
| 01 GA10 | After 10 years | R 57.00 | R 8.50 | R 19.50 | R 11.00 | R 23.00 | R56.00 each |
| | CASUAL EMPLOYEE | Contributions for casual / part time employees shall be as specified for that category of employee above. | | | | | |
| | PART TIME EMPLOYEE | | | | | | |

| HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL | | | | | | | |
|---|--|---|--------------------|----------|---------------|----------|--|
| (semi national) | | | | | | | |
| CONTRIBUTION SCHEDULES | | | | | | | |
| (Clause 22) | | | | | | | |
| SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND HCI PROVIDENT FUND CONTRIBUTIONS FOR RANDFONTEIN (Area 1) | | | | | | | |
| (Effective from 1 st JANUARY 2009) | | | | | | | |
| | CATEGORY | SUBS | BARGAINING COUNCIL | | SICK PAY FUND | | Prov. Fund |
| | | | Employer | Employee | Employer | Employee | (equal contributions by employer and employee) |
| | EOHCB Subscriptions (S. Gauteng) | R 195.00 | Agency Fee | | | | |
| | Basic establishment charge | | R 61.00 | | | | |
| | Total minimum charge | | R 120.00 | | | | |
| 11 WE | Working Employer (Provident Fund is optional) | N/A | Nil | Nil | R 78.00 | N/A | R 260.00 (Optional) |
| | MANAGER | | | | | | |
| 11 MO1 | Manager Only | R 57.00 | R 16.00 | R 50.00 | R 20.00 | R 39.00 | R98.00 each |
| 11 MO5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 20.00 | R 41.00 | R102.00 each |
| 11 MO10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 21.00 | R 43.00 | R107.00 each |
| 11 MH1 | Manageress / Hairdresser | R 57.00 | R 16.00 | R 50.00 | R 32.00 | R 65.00 | R162.00 each |
| 11 MH5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 34.00 | R 68.00 | R170.00 each |
| 11 MH10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 36.00 | R 71.00 | R178.00 each |
| | HAIRDRESSER – QUALIFIED | | | | | | |
| 11 HQ1 | First year after qualifying | R 57.00 | R 16.00 | R 50.00 | R 18.00 | R 36.00 | R91.00 each |
| 11 HQ2 | Thereafter | R 57.00 | R 16.00 | R 50.00 | R 26.00 | R 52.00 | R130.00 each |
| 11 HQ5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 27.00 | R 55.00 | R136.00 each |
| 11 HQ10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 29.00 | R 57.00 | R143.00 each |
| | AFRO HAIRDRESSER / STYLIST | | | | | | |
| 11 AHQ1 | With COTT or SETA Qualification | R 57.00 | R 16.00 | R 50.00 | R 15.00 | R 30.00 | R74.00 each |
| 11 AHQ5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 16.00 | R 31.00 | R78.00 each |
| 11 AHQ10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 16.00 | R 33.00 | R82.00 each |
| 11 AH1 | With informal qualifications | R 57.00 | R 16.00 | R 50.00 | R 10.00 | R 21.00 | R52.00 each |
| 11 AH15 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 11.00 | R 22.00 | R54.00 each |
| 11 AH10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 11.00 | R 23.00 | R57.00 each |
| 11 AHB1 | An employee who does one or more of the following: Braiding, Plaiting, Haircutting or Extensions Unskilled Hairdresser | R 57.00 | R 16.00 | R 50.00 | R 8.00 | R 15.00 | R38.00 each |
| 11 AHB 5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 8.00 | R 16.00 | R40.00 each |
| 11 AHB10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 8.00 | R 17.00 | R42.00 each |
| | LEARNER – MODULES | | | | | | |
| 11 LM0 | Before completing module 1 | R 57.00 | R 8.50 | R 19.50 | R 8.00 | R 16.00 | R40.00 each |
| 11 LM1 | Module 1 | R 57.00 | R 8.50 | R 19.50 | R 8.00 | R 17.00 | R42.00 each |
| 11 LM2 | Module 2 | R 57.00 | R 8.50 | R 19.50 | R 9.00 | R 18.00 | R44.00 each |
| 11 LM3 | Module 3 | R 57.00 | R 8.50 | R 19.50 | R 9.00 | R 18.00 | R46.00 each |
| 11 LM4 | Module 4 | R 57.00 | R 11.00 | R 28.00 | R 10.00 | R 19.00 | R48.00 each |
| 11 LM5 | Module 5 | R 57.00 | R 11.00 | R 28.00 | R 10.00 | R 20.00 | R51.00 each |
| 11 LM6 | Module 6 | R 57.00 | R 11.00 | R 28.00 | R 11.00 | R 21.00 | R53.00 each |
| | LEARNER – UNIT STANDARDS | | | | | | |
| 11 LS0 | Entry Level | R 57.00 | R 8.50 | R 19.50 | R 7.00 | R 15.00 | R36.00 each |
| 11 LS1 | Core Unit Standards Level 2 | R 57.00 | R 8.50 | R 19.50 | R 8.00 | R 17.00 | R42.00 each |
| 11 LS6 | Core Unit Standards Level 3 | R 57.00 | R 11.00 | R 28.00 | R 9.00 | R 19.00 | R47.00 each |
| 11 LS11 | Core Unit Standards Level 4 | R 57.00 | R 11.00 | R 28.00 | R 10.00 | R 21.00 | R52.00 each |
| | MANICURIST & BEAUTY CULTURIST | R 57.00 | | | | | |
| 11 MB13 | 1 st 3 Months | R 57.00 | R 8.50 | R 19.50 | R 7.00 | R 15.00 | R36.00 each |
| 11 MB23 | 2 nd 3 Months | R 57.00 | R 11.00 | R 19.50 | R 8.00 | R 17.00 | R42.00 each |
| 11 MB33 | 3 rd 3 Months | R 57.00 | R 11.00 | R 28.00 | R 11.00 | R 21.00 | R53.00 each |
| 11 MB1 | Thereafter | R 57.00 | R 16.00 | R 42.00 | R 19.00 | R 38.00 | R94.00 each |
| 11 MB5 | After 5 years | R 57.00 | R 16.00 | R 42.00 | R 20.00 | R 39.00 | R99.00 each |
| 11 MB10 | After 10 years | R 57.00 | R 16.00 | R 42.00 | R 21.00 | R 41.00 | R103.00 each |
| 11 RE1 | RECEPTIONIST/TELEPHONIST | R 57.00 | R 16.00 | R 42.00 | R 18.00 | R 36.00 | R91.00 each |
| 11 RE5 | After 5 years | R 57.00 | R 16.00 | R 42.00 | R 19.00 | R 38.00 | R95.00 each |
| 11 RE10 | After 10 years | R 57.00 | R 16.00 | R 42.00 | R 20.00 | R 40.00 | R100.00 each |
| | OPERATOR | | | | | | |
| 11 OP | Operator - First Year | R 57.00 | R 8.50 | R 19.50 | R 11.00 | R 22.00 | R55.00 each |
| 11 OP1 | Operator - thereafter | R 57.00 | R 8.50 | R 19.50 | R 17.00 | R 33.00 | R83.00 each |
| 11 OP5 | Operator - after 5 years | R 57.00 | R 8.50 | R 19.50 | R 17.00 | R 35.00 | R87.00 each |
| 11 OP10 | Operator - after 10 years | R 57.00 | R 8.50 | R 19.50 | R 18.00 | R 36.00 | R91.00 each |
| 11 OPM1 | Operator Multi-Skilled | R 57.00 | R 8.50 | R 19.50 | R 18.00 | R 37.00 | R92.00 each |
| 11 OPM5 | Operator Multi-Skilled After 5 years | R 57.00 | R 8.50 | R 19.50 | R 19.00 | R 38.00 | R96.00 each |
| 11 OPM10 | Operator Multi-Skilled After 10 Years | R 57.00 | R 8.50 | R 19.50 | R 20.00 | R 40.00 | R101.00 each |
| 11 GA1 | GENERAL ASSISTANT | R 57.00 | R 8.50 | R 19.50 | R 10.00 | R 21.00 | R51.00 each |
| 11 GA5 | After 5 years | R 57.00 | R 8.50 | R 19.50 | R 11.00 | R 22.00 | R54.00 each |
| 11 GA10 | After 10 years | R 57.00 | R 8.50 | R 19.50 | R 11.00 | R 23.00 | R56.00 each |
| | CASUAL EMPLOYEE | Contributions for casual / part time employees shall be as specified for that category of employee above. | | | | | |
| | PART TIME EMPLOYEE | | | | | | |

| HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL (semi national) | | | | | | | |
|--|---|---|--------------------|----------|---------------|----------|--|
| CONTRIBUTION SCHEDULE (Clause 22) | | | | | | | |
| SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND HCI PROVIDENT FUND CONTRIBUTIONS FOR VEREENIGING AND VANDERBIJLPARK (Area 1) | | | | | | | |
| (Effective from 1 st JANUARY 2009) | | | | | | | |
| Work Code | CATEGORY | SUBS | BARGAINING COUNCIL | | SICK PAY FUND | | Prov. Fund |
| | | | Employer | Employee | Employer | Employee | (equal contributions by employer and employee) |
| | EOHCB Subscriptions | R 295.00 / Agency Fee | | | | | |
| | Basic establishment charge | | R 61.00 | | | | |
| | Total minimum charge | | R 120.00 | | | | |
| 10 WE | Working Employer (Provident Fund is optional) | N/A | Nil | Nil | R 54.00 | N/A | R 180.00 Optional |
| | MANAGER | UNION / AGENCY FEE | | | | | |
| 10 MO1 | Managers Only | R 57.00 | R 16.00 | R 50.00 | R 16.00 | R 32.00 | R79.00 each |
| 10 MO5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 17.00 | R 33.00 | R83.00 each |
| 10 MO10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 17.00 | R 35.00 | R87.00 each |
| 10 MH10 | Manageress / Hairdresser | R 57.00 | R 16.00 | R 50.00 | R 21.00 | R 43.00 | R106.00 each |
| 10 MH5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 22.00 | R 45.00 | R112.00 each |
| 10 MH10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 23.00 | R 47.00 | R117.00 each |
| | HAIRDRESSER – QUALIFIED | | | | | | |
| 10 HQ1 | First year after qualifying | R 57.00 | R 16.00 | R 50.00 | R 14.00 | R 27.00 | R68.00 each |
| 10 HQ2 | Thereafter | R 57.00 | R 16.00 | R 50.00 | R 18.00 | R 36.00 | R90.00 each |
| 10 HQ5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 19.00 | R 38.00 | R95.00 each |
| 10 HQ10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 20.00 | R 40.00 | R99.00 each |
| | AFRO HAIRDRESSER / STYLIST | | | | | | |
| 10 AHQ1 | With COTT or SETA Qualification | R 57.00 | R 16.00 | R 50.00 | R 12.00 | R 24.00 | R61.00 each |
| 10 AHQ5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 13.00 | R 25.00 | R64.00 each |
| 10 AHQ10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 13.00 | R 27.00 | R67.00 each |
| 10 AH11 | With Informal Qualification | R 57.00 | R 16.00 | R 50.00 | R 6.00 | R 13.00 | R31.00 each |
| 10 AH15 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 7.00 | R 13.00 | R33.00 each |
| 10 AH110 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 7.00 | R 14.00 | R34.00 each |
| 10 AHB1 | With Braiding, Plaiting, Cutting or Hair Extensions | R 57.00 | R 16.00 | R 50.00 | R 4.00 | R 9.00 | R21.00 each |
| 10 AHB 5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 5.00 | R 9.00 | R22.00 each |
| 10 AHB10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 5.00 | R 9.00 | R24.00 each |
| | LEARNER – MODULES | | | | | | |
| 10 LM0 | Before completing module 1 | R 57.00 | R 8.50 | R 19.50 | R 7.00 | R 14.00 | R34.00 each |
| 10 LM1 | Module 1 | R 57.00 | R 8.50 | R 19.50 | R 7.00 | R 14.00 | R36.00 each |
| 10 LM2 | Module 2 | R 57.00 | R 8.50 | R 19.50 | R 8.00 | R 15.00 | R38.00 each |
| 10 LM3 | Module 3 | R 57.00 | R 8.50 | R 19.50 | R 8.00 | R 16.00 | R40.00 each |
| 10 LM4 | Module 4 | R 57.00 | R 11.00 | R 28.00 | R 9.00 | R 17.00 | R43.00 each |
| 10 LM5 | Module 5 | R 57.00 | R 11.00 | R 28.00 | R 9.00 | R 18.00 | R45.00 each |
| 10 LM6 | Module 6 | R 57.00 | R 11.00 | R 28.00 | R 9.00 | R 19.00 | R47.00 each |
| | LEARNER – UNIT STANDARDS | | | | | | |
| 10 LS0 | Entry level | R 57.00 | R 8.50 | R 19.50 | R 6.00 | R 11.00 | R29.00 each |
| 10 LS1 | Core Unit Standards Level 2 | R 57.00 | R 8.50 | R 19.50 | R 7.00 | R 13.00 | R33.00 each |
| 10 LS6 | Core Unit Standards Level 3 | R 57.00 | R 11.00 | R 28.00 | R 8.00 | R 15.00 | R38.00 each |
| 10 LS11 | Core Unit Standards Level 4 | R 57.00 | R 11.00 | R 28.00 | R 9.00 | R 17.00 | R43.00 each |
| | MANICURIST & BEAUTY CULTURIST | | | | | | |
| 10 MB13 | 1 st 3 Months | R 57.00 | R 8.50 | R 19.50 | R 5.00 | R 10.00 | R25.00 each |
| 10 MB23 | 2 nd 3 Months | R 57.00 | R 11.00 | R 19.50 | R 6.00 | R 12.00 | R29.00 each |
| 10 MB33 | 3 rd 3 Months | R 57.00 | R 11.00 | R 28.00 | R 7.00 | R 15.00 | R36.00 each |
| 10 MB1 | Thereafter | R 57.00 | R 16.00 | R 42.00 | R 13.00 | R 26.00 | R65.00 each |
| 10 MB5 | After 5 years | R 57.00 | R 16.00 | R 42.00 | R 14.00 | R 27.00 | R68.00 each |
| 10 MB10 | After 10 years | R 57.00 | R 16.00 | R 42.00 | R 14.00 | R 28.00 | R71.00 each |
| 10 RE1 | RECEPTIONIST/TELEPHONIST | R 57.00 | R 16.00 | R 42.00 | R 13.00 | R 26.00 | R64.00 each |
| 10 RE5 | After 5 years | R 57.00 | R 16.00 | R 42.00 | R 13.00 | R 27.00 | R67.00 each |
| 10 RE10 | After 10 years | R 57.00 | R 16.00 | R 42.00 | R 14.00 | R 28.00 | R70.00 each |
| | OPERATOR | | | | | | |
| 10 OP | Firs year | R 57.00 | R 8.50 | R 19.50 | R 9.00 | R 17.00 | R44.00 each |
| 10 OP10 | Thereafter | R 57.00 | R 8.50 | R 19.50 | R 12.00 | R 24.00 | R60.00 each |
| 10 OP5 | After 5 years | R 57.00 | R 8.50 | R 19.50 | R 13.00 | R 25.00 | R63.00 each |
| 10 OP10 | After 10 years | R 57.00 | R 8.50 | R 19.50 | R 13.00 | R 27.00 | R66.00 each |
| 10 OPM1 | Operator Multi-Skilled | R 57.00 | R 8.50 | R 19.50 | R 14.00 | R 29.00 | R72.00 each |
| 10 OPM5 | After 5 years | R 57.00 | R 8.50 | R 19.50 | R 15.00 | R 30.00 | R75.00 each |
| 10 OPM10 | After 10 years | R 57.00 | R 8.50 | R 19.50 | R 16.00 | R 31.00 | R79.00 each |
| 10 GA1 | GENERAL ASSISTANT | R 57.00 | R 8.50 | R 19.50 | R 7.00 | R 13.00 | R33.00 each |
| 10 GA5 | After 5 years | R 57.00 | R 8.50 | R 19.50 | R 7.00 | R 14.00 | R34.00 each |
| 10 GA10 | After 10 years | R 57.00 | R 8.50 | R 19.50 | R 7.00 | R 14.00 | R36.00 each |
| | CASUAL EMPLOYEE | Contributions for casual / part time employees shall be as specified for that category of employee above. | | | | | |
| | PART TIME EMPLOYEE | | | | | | |

| HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL | | | | | | | | |
|---|--|---------------------------|--------------------|----------|---------------|----------|--|------|
| (semi national) | | | | | | | | |
| CONTRIBUTION SCHEDULE | | | | | | | | |
| (Clause 22) | | | | | | | | |
| SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND HCI PROVIDENT FUND CONTRIBUTIONS FOR KLERKSDORP AND POTCHEFSTROOM. (Area 2) | | | | | | | | |
| (Effective from 1 st JANUARY 2009) | | | | | | | | |
| Work Code | CATEGORY | SUBS | BARGAINING COUNCIL | | SICK PAY FUND | | Prov. Fund | |
| | | | Employer | Employee | Employer | Employee | (equal contributions by employer and employee) | |
| | EOHCB Subscriptions | R 120.00 / Agency Fee | | | | | | |
| | Basic establishment charge | | R 61.00 | | | | | |
| | Total minimum charge | | R 120.00 | | | | | |
| 08 WE | Working Employer (Provident Fund is optional) | N/A | Nil | Nil | R 54.00 | N/A | R 180.00 Optional | |
| | MANAGER | UNION / AGENCY FEE | | | | | | |
| 08 MO1 | Managers Only | R 57.00 | R 16.00 | R 50.00 | R 16.00 | R 32.00 | R79.00 | each |
| 08 MO5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 17.00 | R 33.00 | R83.00 | each |
| 08 MO10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 17.00 | R 35.00 | R87.00 | each |
| 08 MH1 | Manageress / Hairdresser | R 57.00 | R 16.00 | R 50.00 | R 21.00 | R 43.00 | R106.00 | each |
| 08 MH5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 22.00 | R 45.00 | R112.00 | each |
| 08 MH10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 23.00 | R 47.00 | R117.00 | each |
| | HAIRDRESSER – QUALIFIED | | | | | | | |
| 08 HQ1 | First year after qualifying | R 57.00 | R 16.00 | R 50.00 | R 14.00 | R 27.00 | R68.00 | each |
| 08 HQ2 | Thereafter | R 57.00 | R 16.00 | R 50.00 | R 18.00 | R 36.00 | R90.00 | each |
| 08 HQ5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 19.00 | R 38.00 | R95.00 | each |
| 08 HQ10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 20.00 | R 40.00 | R99.00 | each |
| | AFRO HAIRDRESSER / STYLIST | | | | | | | |
| 08 AHQ1 | With COTT or SETA Qualification | R 57.00 | R 16.00 | R 50.00 | R 12.00 | R 24.00 | R61.00 | each |
| 08 AHQ5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 13.00 | R 25.00 | R64.00 | each |
| 08 AHQ10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 13.00 | R 27.00 | R67.00 | each |
| 08 AH1 | With Informal Qualification | R 57.00 | R 16.00 | R 50.00 | R 6.00 | R 13.00 | R31.00 | each |
| 08 AH15 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 7.00 | R 13.00 | R33.00 | each |
| 08 AH10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 7.00 | R 14.00 | R34.00 | each |
| 08 AHB1 | With Braiding, Plating, Cutting or Hair Extensions | R 57.00 | R 16.00 | R 50.00 | R 4.00 | R 9.00 | R21.00 | each |
| 08 AHB 5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 5.00 | R 9.00 | R22.00 | each |
| 08 AHB10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 5.00 | R 9.00 | R24.00 | each |
| | LEARNER – MODULES | | | | | | | |
| 08 LM0 | Before completing module 1 | R 57.00 | R 8.50 | R 19.50 | R 7.00 | R 14.00 | R34.00 | each |
| 08 LM1 | Module 1 | R 57.00 | R 8.50 | R 19.50 | R 7.00 | R 14.00 | R36.00 | each |
| 08 LM2 | Module 2 | R 57.00 | R 8.50 | R 19.50 | R 8.00 | R 15.00 | R38.00 | each |
| 08 LM3 | Module 3 | R 57.00 | R 8.50 | R 19.50 | R 8.00 | R 16.00 | R40.00 | each |
| 08 LM4 | Module 4 | R 57.00 | R 11.00 | R 28.00 | R 9.00 | R 17.00 | R43.00 | each |
| 08 LM5 | Module 5 | R 57.00 | R 11.00 | R 28.00 | R 9.00 | R 18.00 | R45.00 | each |
| 08 LM6 | Module 6 | R 57.00 | R 11.00 | R 28.00 | R 9.00 | R 19.00 | R47.00 | each |
| | LEARNER – UNIT STANDARDS | | | | | | | |
| 08 LS0 | Entry level | R 57.00 | R 8.50 | R 19.50 | R 6.00 | R 11.00 | R29.00 | each |
| 08 LS1 | Core Unit Standards Level 2 | R 57.00 | R 8.50 | R 19.50 | R 7.00 | R 13.00 | R33.00 | each |
| 08 LS6 | Core Unit Standards Level 3 | R 57.00 | R 11.00 | R 28.00 | R 8.00 | R 15.00 | R38.00 | each |
| 08 LS11 | Core Unit Standards Level 4 | R 57.00 | R 11.00 | R 28.00 | R 9.00 | R 17.00 | R43.00 | each |

| HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL (semi national) | | | | | | | | |
|---|--|---|--------------------|----------|---------------|----------|--|------|
| CONTRIBUTION SCHEDULE (Clause 22) | | | | | | | | |
| SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND HCI PROVIDENT FUND CONTRIBUTIONS FOR AREA 3, WHICH MEANS THE MAGISTERIAL DISTRICT OF EAST LONDON & PORT ALFRED | | | | | | | | |
| (Effective from 1st JANUARY 2009) | | | | | | | | |
| Work Code | CATEGORY | SUBS | BARGAINING COUNCIL | | SICK PAY FUND | | Prov. Fund | |
| | | | Employer | Employee | Employer | Employee | (equal contributions by employer and employee) | |
| | EOHCB Subscriptions | R120.00 EOHCB / Agency Fee | | | | | | |
| | Basic establishment charge | | R 61.00 | | | | | |
| | Total minimum charge | | R 120.00 | | | | | |
| 02 WE | Working Employer (Provident Fund is optional) | N/A | Nil | Nil | R 57.00 | N/A | R 190.00 Optional | |
| | MANAGER | UASA / AGENCY FEE | | | | | | |
| 02 MO1 | Manager Only | R 57.00 | R 16.00 | R 50.00 | R 13.00 | R 26.00 | R65.00 | each |
| 02 MO5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 14.00 | R 27.00 | R68.00 | each |
| 02 MO10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 14.00 | R 28.00 | R71.00 | each |
| 02 MH10 | Manager & Hairdresser | R 57.00 | R 16.00 | R 50.00 | R 19.00 | R 39.00 | R96.00 | each |
| 02 MH5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 20.00 | R 40.00 | R101.00 | each |
| 02 MH10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 21.00 | R 42.00 | R106.00 | each |
| | HAIRDRESSER – QUALIFIED | | | | | | | |
| 02 HQ1 | First year after qualifying | R 57.00 | R 16.00 | R 50.00 | R 16.00 | R 32.00 | R79.00 | each |
| 02 HQ2 | Thereafter | R 57.00 | R 16.00 | R 50.00 | R 19.00 | R 38.00 | R95.00 | each |
| 02 HQ5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 20.00 | R 40.00 | R100.00 | each |
| 02 HQ10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 21.00 | R 42.00 | R104.00 | each |
| | AFRO HAIRDRESSER / STYLIST | | | | | | | |
| 02 AHQ1 | With COTT or SETA qualification | R 57.00 | R 16.00 | R 50.00 | R 12.00 | R 24.00 | R59.00 | each |
| 02 AHQ5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 12.00 | R 25.00 | R62.00 | each |
| 02 AHQ10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 13.00 | R 26.00 | R65.00 | each |
| 02 AH11 | With informal qualification | R 57.00 | R 16.00 | R 50.00 | R 7.00 | R 15.00 | R37.00 | each |
| 02 AH15 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 8.00 | R 16.00 | R39.00 | each |
| 02 AH10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 8.00 | R 16.00 | R41.00 | each |
| 02 AHB1 | An employee who does one or more of the following: Braiding, Plaiting, Cutting or Extensions | R 57.00 | R 16.00 | R 50.00 | R 5.00 | R 10.00 | R24.00 | each |
| 02 AHB 5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 5.00 | R 10.00 | R25.00 | each |
| 02 AHB10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 5.00 | R 11.00 | R27.00 | each |
| | LEARNER – MODULES | R 57.00 | | | | | | |
| 02 LM0 | Module 0 | R 57.00 | R 8.50 | R 19.50 | R 8.00 | R 16.00 | R39.00 | each |
| 02 LM1 | Module 1 | R 57.00 | R 8.50 | R 19.50 | R 8.00 | R 16.00 | R41.00 | each |
| 02 LM2 | Module 2 | R 57.00 | R 8.50 | R 19.50 | R 9.00 | R 18.00 | R44.00 | each |
| 02 LM3 | Module 3 | R 57.00 | R 8.50 | R 19.50 | R 9.00 | R 19.00 | R47.00 | each |
| 02 LM4 | Module 4 | R 57.00 | R 11.00 | R 28.00 | R 10.00 | R 20.00 | R49.00 | each |
| 02 LM5 | Module 5 | R 57.00 | R 11.00 | R 28.00 | R 10.00 | R 21.00 | R52.00 | each |
| 02 LM6 | Module 6 | R 57.00 | R 11.00 | R 28.00 | R 11.00 | R 22.00 | R55.00 | each |
| | LEARNER – UNIT STANDARDS | | | | | | | |
| 02 LS0 | Entry Level | R 57.00 | R 8.50 | R 19.50 | R 7.00 | R 15.00 | R36.00 | each |
| 02 LS1 | Core Unit Standards Level 2 | R 57.00 | R 8.50 | R 19.50 | R 8.00 | R 17.00 | R41.00 | each |
| 02 LS6 | Core Unit Standards Level 3 | R 57.00 | R 11.00 | R 28.00 | R 9.00 | R 19.00 | R47.00 | each |
| 02 LS11 | Core Unit Standards Level 4 | R 57.00 | R 11.00 | R 28.00 | R 10.00 | R 20.00 | R51.00 | each |
| | MANICURIST & BEAUTY CULTURIST | | | | | | | |
| 02 MB1 | 1st year of experience | R 57.00 | R 8.50 | R 19.50 | R 11.00 | R 22.00 | R56.00 | each |
| 02 MB2 | Thereafter | R 57.00 | R 11.00 | R 28.00 | R 14.00 | R 28.00 | R69.00 | each |
| 02 MB5 | After 5 years | R 57.00 | R 11.00 | R 28.00 | R 15.00 | R 29.00 | R73.00 | each |
| 02 MB10 | After 10 years | R 57.00 | R 11.00 | R 28.00 | R 15.00 | R 30.00 | R76.00 | each |
| 02 RE1 | RECEPTIONIST - 1st year | R 57.00 | R 16.00 | R 42.00 | R 14.00 | R 29.00 | R71.00 | each |
| 02 RE2 | Thereafter | R 57.00 | R 16.00 | R 42.00 | R 17.00 | R 34.00 | R85.00 | each |
| 02 RE5 | After 5 years | R 57.00 | R 16.00 | R 42.00 | R 18.00 | R 36.00 | R89.00 | each |
| 02 RE10 | After 10 years | R 57.00 | R 16.00 | R 42.00 | R 19.00 | R 37.00 | R94.00 | each |
| | OPERATOR | | | | | | | |
| 02 OP | Operator - first year | R 57.00 | R 8.50 | R 19.50 | R 8.00 | R 15.00 | R38.00 | each |
| 02 OP1 | Operator - thereafter | R 57.00 | R 8.50 | R 19.50 | R 9.00 | R 19.00 | R47.00 | each |
| 02 OP5 | After 5 years | R 57.00 | R 8.50 | R 19.50 | R 10.00 | R 20.00 | R49.00 | each |
| 02 OP10 | After 10 years | R 57.00 | R 8.50 | R 19.50 | R 10.00 | R 21.00 | R52.00 | each |
| 02 OPM1 | Operator Multi-Skilled | R 57.00 | R 8.50 | R 19.50 | R 11.00 | R 23.00 | R57.00 | each |
| 02 OPM5 | Operator Multi-Skilled After 5 years | R 57.00 | R 8.50 | R 19.50 | R 12.00 | R 24.00 | R60.00 | each |
| 02 OPM10 | Operator Multi-Skilled After 10 years | R 57.00 | R 8.50 | R 19.50 | R 13.00 | R 25.00 | R63.00 | each |
| 02 GA1 | GENERAL ASSISTANT | R 57.00 | R 8.50 | R 19.50 | R 8.00 | R 17.00 | R42.00 | each |
| 02 GA5 | After 5 years | R 57.00 | R 8.50 | R 19.50 | R 9.00 | R 18.00 | R44.00 | each |
| 02 GA10 | After 10 years | R 57.00 | R 8.50 | R 19.50 | R 9.00 | R 18.00 | R46.00 | each |
| | CASUAL EMPLOYEE | Contributions for casual / part time employees shall be as specified for that category of employee above. | | | | | | |
| | PART TIME EMPLOYEE | | | | | | | |

| HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL (semi national) | | | | | | | |
|---|---|---|--------------------|----------|---------------|----------|--|
| CONTRIBUTION SCHEDULE (Clause 22) | | | | | | | |
| SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND HCI PROVIDENT FUND CONTRIBUTIONS FOR AREA 4, WHICH MEANS THE MAGISTERIAL DISTRICTS OF PORT ELIZABETH, UITENHAGE AND HUMANSDORP. | | | | | | | |
| (Effective from 1 st JANUARY 2009) | | | | | | | |
| Work Code | CATEGORY | SUBS | BARGAINING COUNCIL | | SICK PAY FUND | | Prov. Fund (equal by employer and employee) |
| | | | Employer | Employee | Employer | Employee | |
| | ESTABLISHMENT | | | | | | |
| | EOHCB Subscriptions | R 155.00 | /Agency Fee | | | | |
| | Basic establishment charge | | R 61.00 | | | | |
| | Total minimum charge | | R 120.00 | | | | |
| 04 WE | Working Employer | N/A | Nil | Nil | R 52.00 | N/A | R 174.00 |
| | (Provident Fund is optional) | | | | | | (Optional) |
| | MANAGER | UNION / AGENCY FEE | | | | | |
| 04 MO1 | Manager Only | R 57.00 | R 16.00 | R 50.00 | R 16.00 | R 33.00 | R81.00 each |
| 04 MH1 | Manager and Hairdresser | R 57.00 | R 16.00 | R 50.00 | R 20.00 | R 39.00 | R99.00 each |
| 04 MH5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 21.00 | R 41.00 | R104.00 each |
| 04 MH10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 22.00 | R 43.00 | R109.00 each |
| | HAIRDRESSER - QUALIFIED | | | | | | |
| 04 HQ1 | First year after qualifying | R 57.00 | R 16.00 | R 50.00 | R 15.00 | R 31.00 | R77.00 each |
| 04 HQ2 | Thereafter | R 57.00 | R 16.00 | R 50.00 | R 17.00 | R 35.00 | R87.00 each |
| 04 HQ5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 18.00 | R 37.00 | R91.00 each |
| 04 HQ10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 19.00 | R 38.00 | R96.00 each |
| | AFRO HAIRDRESSER / STYLIST | | | | | | |
| 04 AHQ1 | With COTT or SETA qualification | R 57.00 | R 16.00 | R 50.00 | R 12.00 | R 24.00 | R61.00 each |
| 04 AHQ5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 13.00 | R 25.00 | R64.00 each |
| 04 AHQ10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 13.00 | R 27.00 | R67.00 each |
| 04 AH11 | With informal qualification | R 57.00 | R 16.00 | R 50.00 | R 8.00 | R 15.00 | R38.00 each |
| 04 AH15 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 8.00 | R 16.00 | R40.00 each |
| 04 AH110 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 8.00 | R 17.00 | R42.00 each |
| 04 AHB1 | An employee who does one or more of the following: Braiding, Plaiting, Cutting or extensions | R 57.00 | R 16.00 | R 50.00 | R 5.00 | R 10.00 | R25.00 each |
| 04 AHB 5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 5.00 | R 10.00 | R26.00 each |
| 04 AHB10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 5.00 | R 11.00 | R27.00 each |
| | LEARNER - MODULES | | | | | | |
| 04 LM0 | Before completing module 1 | R 57.00 | R 8.50 | R 19.50 | R 8.00 | R 16.00 | R40.00 each |
| 04 LM1 | Module 1 | R 57.00 | R 8.50 | R 19.50 | R 8.00 | R 17.00 | R42.00 each |
| 04 LM2 | Module 2 | R 57.00 | R 8.50 | R 19.50 | R 9.00 | R 18.00 | R44.00 each |
| 04 LM3 | Module 3 | R 57.00 | R 8.50 | R 19.50 | R 9.00 | R 18.00 | R46.00 each |
| 04 LM4 | Module 4 | R 57.00 | R 11.00 | R 28.00 | R 10.00 | R 19.00 | R48.00 each |
| 04 LM5 | Module 5 | R 57.00 | R 11.00 | R 28.00 | R 10.00 | R 20.00 | R50.00 each |
| 04 LM6 | Module 6 | R 57.00 | R 11.00 | R 28.00 | R 10.00 | R 21.00 | R52.00 each |
| | LEARNER - UNIT STANDARDS | | | | | | |
| 04 LS0 | Entry Level | R 57.00 | R 8.50 | R 19.50 | R 7.00 | R 15.00 | R36.00 each |
| 04 LS1 | Core Unit Standards Level 2 | R 57.00 | R 8.50 | R 19.50 | R 8.00 | R 17.00 | R42.00 each |
| 04 LS6 | Core Unit Standards Level 3 | R 57.00 | R 11.00 | R 28.00 | R 9.00 | R 19.00 | R47.00 each |
| 04 LS11 | Core Unit Standards Level 4 | R 57.00 | R 11.00 | R 28.00 | R 10.00 | R 20.00 | R51.00 each |
| | MANICURIST & BEAUTY CULTURIST | | | | | | |
| 04 MB1 | 1 st year of experience | R 57.00 | R 11.00 | R 28.00 | R 11.00 | R 23.00 | R57.00 each |
| 04 MB2 | Thereafter | R 57.00 | R 11.00 | R 28.00 | R 15.00 | R 30.00 | R75.00 each |
| 04 MB5 | After 5 years | R 57.00 | R 11.00 | R 28.00 | R 16.00 | R 31.00 | R78.00 each |
| 04 MB10 | After 10 years | R 57.00 | R 11.00 | R 28.00 | R 16.00 | R 33.00 | R82.00 each |
| | RECEPTIONIST | | | | | | |
| 04 RE1 | 1 st year of experience | R 57.00 | R 11.00 | R 28.00 | R 13.00 | R 26.00 | R65.00 each |
| 04 RE2 | Thereafter | R 57.00 | R 16.00 | R 42.00 | R 16.00 | R 31.00 | R79.00 each |
| 04 RE5 | After 5 years | R 57.00 | R 16.00 | R 42.00 | R 17.00 | R 33.00 | R83.00 each |
| 04 RE10 | After 10 years | R 57.00 | R 16.00 | R 42.00 | R 17.00 | R 35.00 | R87.00 each |
| 04 | OPERATOR | | | | | | |
| 04 OP | Operator - first year | R 57.00 | R 8.50 | R 19.50 | R 8.00 | R 16.00 | R41.00 each |
| 04 OP1 | Operator - thereafter | R 57.00 | R 8.50 | R 19.50 | R 10.00 | R 21.00 | R52.00 each |
| 04 OP5 | After 5 years | R 57.00 | R 8.50 | R 19.50 | R 11.00 | R 22.00 | R55.00 each |
| 04 OP10 | After 10 years | R 57.00 | R 8.50 | R 19.50 | R 11.00 | R 23.00 | R57.00 each |
| 04 OPM1 | Operator - Multi-Skilled | R 57.00 | R 8.50 | R 19.50 | R 12.00 | R 24.00 | R60.00 each |
| 04 OPM5 | After 5 years | R 57.00 | R 8.50 | R 19.50 | R 13.00 | R 25.00 | R63.00 each |
| 04 OPM10 | After 10 years | R 57.00 | R 8.50 | R 19.50 | R 13.00 | R 26.00 | R66.00 each |
| 04 GA1 | GENERAL ASSISTANT | R 57.00 | R 8.50 | R 19.50 | R 9.00 | R 18.00 | R45.00 each |
| 04 GA5 | After 5 years | R 57.00 | R 8.50 | R 19.50 | R 9.00 | R 19.00 | R47.00 each |
| 04 GA10 | After 10 years | R 57.00 | R 8.50 | R 19.50 | R 10.00 | R 20.00 | R49.00 each |
| | CASUAL EMPLOYEE | Contributions for casual / part time employees shall be as specified for that category of employee above. | | | | | |
| | PART TIME EMPLOYEE | | | | | | |

| HAIRDRESSING & COSMETOLOGY SERVICES BARGAINING COUNCIL (semi national) | | | | | | | | | |
|---|--|---|--------------------|----------|---------------|----------|--|------|--|
| CONTRIBUTION SCHEDULE (Clause 22) | | | | | | | | | |
| SCHEDULE OF EOHCB, UASA, COUNCIL, hcl SICK PAY FUND & hcl PROVIDENT FUND CONTRIBUTIONS FOR PROVINCIAL DISTRICTS FOR THE PROVINCE OF THE FREE STATE (Area 5) | | | | | | | | | |
| (Effective from 1st JANUARY 2009) | | | | | | | | | |
| | | SUBS | BARGAINING COUNCIL | | SICK PAY FUND | | Prov. Fund | | |
| Working Code | CATEGORY | | Employer | Employee | Employer | Employee | (equal contributions by employer and employee) | | |
| | EOHCB Subscriptions | R 180.00 / Agency Fee | | | | | | | |
| | (S. GAUTENG) | | | | | | | | |
| | Basic establishment charge | | R 61.00 | | | | | | |
| | Total minimum charge | | R 120.00 | | | | | | |
| 07 WE | Working Employer | N/A | Nil | Nil | R 32.00 | N/A | R 106.00 | | |
| | (Provident Fund is optional) | | | | | | (Optional) | | |
| | MANAGER | UNION / AGENCY FEE | | | | | | | |
| 07 MO1 | Manager Only | R 57.00 | R 16.00 | R 50.00 | R 13.00 | R 26.00 | R65.00 | each | |
| 07 MO5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 14.00 | R 27.00 | R68.00 | each | |
| 07 MO10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 14.00 | R 29.00 | R72.00 | each | |
| 07 MH1 | Manageress / Hairdresser | R 57.00 | R 16.00 | R 50.00 | R 14.00 | R 29.00 | R72.00 | each | |
| 07 MH5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 15.00 | R 30.00 | R75.00 | each | |
| 07 MH10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 16.00 | R 32.00 | R79.00 | each | |
| | HAIRDRESSER – QUALIFIED | | | | | | | | |
| 07 HQ1 | First year after qualifying | R 57.00 | R 16.00 | R 50.00 | R 9.00 | R 18.00 | R45.00 | each | |
| 07 HQ2 | Thereafter | R 57.00 | R 16.00 | R 50.00 | R 11.00 | R 21.00 | R53.00 | each | |
| 07 HQ5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 11.00 | R 22.00 | R55.00 | each | |
| 07 HQ10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 12.00 | R 23.00 | R58.00 | each | |
| | AFRO HAIRDRESSER / STYLIST | | | | | | | | |
| 07 AHQ1 | With COTT or SETA Qualification | R 57.00 | R 16.00 | R 50.00 | R 9.00 | R 19.00 | R46.00 | each | |
| 07 AHQ5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 10.00 | R 19.00 | R49.00 | each | |
| 07 AHQ10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 10.00 | R 20.00 | R51.00 | each | |
| 07 AH11 | With Informal Qualification | R 57.00 | R 16.00 | R 50.00 | R 6.00 | R 12.00 | R31.00 | each | |
| 07 AH15 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 7.00 | R 13.00 | R33.00 | each | |
| 07 AH110 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 7.00 | R 14.00 | R34.00 | each | |
| 07 AHB1 | An employee who does one or more of the following: Braiding, Plaiting, Haircutting or Extensions | R 57.00 | R 16.00 | R 50.00 | R 4.00 | R 8.00 | R19.00 | each | |
| 07 AHB 5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 4.00 | R 8.00 | R20.00 | each | |
| 07 AHB10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 4.00 | R 8.00 | R21.00 | each | |
| | LEARNER – MODULES | | | | | | | | |
| 07 LM0 | Before completing module 1 | R 57.00 | R 8.50 | R 19.50 | R 5.00 | R 11.00 | R27.00 | each | |
| 07 LM1 | Module 1 | R 57.00 | R 8.50 | R 19.50 | R 5.00 | R 11.00 | R28.00 | each | |
| 07 LM2 | Module 2 | R 57.00 | R 8.50 | R 19.50 | R 6.00 | R 12.00 | R30.00 | each | |
| 07 LM3 | Module 3 | R 57.00 | R 8.50 | R 19.50 | R 6.00 | R 13.00 | R32.00 | each | |
| 07 LM4 | Module 4 | R 57.00 | R 11.00 | R 28.00 | R 7.00 | R 13.00 | R34.00 | each | |
| 07 LM5 | Module 5 | R 57.00 | R 11.00 | R 28.00 | R 7.00 | R 14.00 | R35.00 | each | |
| 07 LM6 | Module 6 | R 57.00 | R 11.00 | R 28.00 | R 7.00 | R 15.00 | R37.00 | each | |
| | LEARNER – UNIT STANDARDS | | | | | | | | |
| 07 LS0 | Entry level | R 57.00 | R 8.50 | R 19.50 | R 5.00 | R 10.00 | R26.00 | each | |
| 07 LS1 | Core Unit Standards Level 2 | R 57.00 | R 8.50 | R 19.50 | R 6.00 | R 11.00 | R28.00 | each | |
| 07 LS6 | Core Unit Standards Level 3 | R 57.00 | R 11.00 | R 28.00 | R 7.00 | R 13.00 | R33.00 | each | |
| 07 LS11 | Core Unit Standards Level 4 | R 57.00 | R 11.00 | R 28.00 | R 7.00 | R 15.00 | R37.00 | each | |
| | MANICURIST & BEAUTY CULTURIST | | | | | | | | |
| 07 MB13 | 1 st 3 Months | R 57.00 | R 8.50 | R 19.50 | R 4.00 | R 9.00 | R21.00 | each | |
| 07 MB23 | 2 nd 3 Months | R 57.00 | R 11.00 | R 28.00 | R 5.00 | R 10.00 | R25.00 | each | |
| 07 MB33 | 3 rd 3 Months | R 57.00 | R 11.00 | R 28.00 | R 6.00 | R 12.00 | R31.00 | each | |
| 07 MB1 | Thereafter | R 57.00 | R 16.00 | R 42.00 | R 9.00 | R 19.00 | R46.00 | each | |
| 07 MB5 | After 5 years | R 57.00 | R 16.00 | R 42.00 | R 10.00 | R 20.00 | R49.00 | each | |
| 07 MB10 | After 10 years | R 57.00 | R 16.00 | R 42.00 | R 10.00 | R 20.00 | R51.00 | each | |
| 07 RE1 | RECEPTIONIST/TELEPHONIST | R 57.00 | R 16.00 | R 42.00 | R 9.00 | R 19.00 | R47.00 | each | |
| 07 RE5 | After 5 years | R 57.00 | R 16.00 | R 42.00 | R 10.00 | R 20.00 | R49.00 | each | |
| 07 RE10 | After 10 years | R 57.00 | R 16.00 | R 42.00 | R 10.00 | R 21.00 | R51.00 | each | |
| | OPERATOR | | | | | | | | |
| 07 OP | Operator first year | R 57.00 | R 8.50 | R 19.50 | R 5.00 | R 11.00 | R27.00 | each | |
| 07 OP1 | Thereafter | R 57.00 | R 8.50 | R 19.50 | R 8.00 | R 15.00 | R38.00 | each | |
| 07 OP5 | After 5 years | R 57.00 | R 8.50 | R 19.50 | R 8.00 | R 16.00 | R40.00 | each | |
| 07 OP10 | After 10 years | R 57.00 | R 8.50 | R 19.50 | R 8.00 | R 17.00 | R41.00 | each | |
| 07 OPM1 | Operator Multi-Skilled | R 57.00 | R 8.50 | R 19.50 | R 9.00 | R 19.00 | R47.00 | each | |
| 07 OPM5 | After 5 years | R 57.00 | R 8.50 | R 19.50 | R 10.00 | R 20.00 | R49.00 | each | |
| 07 OPM10 | After 10 years | R 57.00 | R 8.50 | R 19.50 | R 10.00 | R 20.00 | R51.00 | each | |
| 07 GA1 | GENERAL ASSISTANT | R 57.00 | R 8.50 | R 19.50 | R 5.00 | R 9.00 | R22.00 | each | |
| 07 GA5 | After 5 years | R 57.00 | R 8.50 | R 19.50 | R 5.00 | R 9.00 | R23.00 | each | |
| 07 GA10 | After 10 years | R 57.00 | R 8.50 | R 19.50 | R 5.00 | R 10.00 | R25.00 | each | |
| | CASUAL EMPLOYEE | Contributions for casual / part time employees shall be as specified for that category of employee above. | | | | | | | |
| | PART TIME EMPLOYEE | | | | | | | | |

| HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL | | | | | | | |
|---|--|---|--------------------|----------|---------------|----------|--|
| (semi national) | | | | | | | |
| CONTRIBUTION SCHEDULE | | | | | | | |
| (Clause 22) | | | | | | | |
| SCHEDULE OF EOHCBS, UASA, COUNCIL, SICK PAY FUND AND HCI PROVIDENT FUND CONTRIBUTIONS FOR THE MAGISTERIAL DISTRICT OF KIMBERLEY | | | | | | | |
| (Area 5) | | | | | | | |
| (With effect 1 st JANUARY 2009) | | | | | | | |
| Work Code | CATEGORY | SUBS | BARGAINING COUNCIL | | SICK PAY FUND | | Prov. Fund |
| | | | Employer | Employee | Employer | Employee | (equal contributions by employer and employee) |
| | EOHCB Subscriptions (S. GAUTENG) | R 125.00 | Agency Fee | | | | |
| | Basic establishment charge | | R 61 | | | | |
| | Total minimum charge | | R 120.00 | | | | |
| 03 WE | Working Employer (Provident Fund is optional) | N/A | Nil | Nil | R 32.00 | N/A | R 106.00 (Optional) |
| | MANAGER | UNION / AGENCY FEE | | | | | |
| 03 MO1 | Manager Only | R 57.00 | R 16.00 | R 50.00 | R 13.00 | R 26.00 | R65.00 each |
| 03 MH1 | Manageress / Hairdresser | R 57.00 | R 16.00 | R 50.00 | R 14.00 | R 29.00 | R72.00 each |
| 03 MH5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 15.00 | R 30.00 | R75.00 each |
| 03 MH10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 16.00 | R 32.00 | R79.00 each |
| | HAIRDRESSER – QUALIFIED | | | | | | |
| 03 HQ1 | First year after qualifying | R 57.00 | R 16.00 | R 50.00 | R 9.00 | R 18.00 | R45.00 each |
| 03 HQ2 | Thereafter | R 57.00 | R 16.00 | R 50.00 | R 11.00 | R 21.00 | R53.00 each |
| 03 HQ5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 11.00 | R 22.00 | R55.00 each |
| 03 HQ10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 12.00 | R 23.00 | R58.00 each |
| | AFRO HAIRDRESSER / STYLIST | | | | | | |
| 03 AHQ1 | With COTT or SETA Qualification | R 57.00 | R 16.00 | R 50.00 | R 9.00 | R 19.00 | R46.00 each |
| 03 AHQ5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 10.00 | R 19.00 | R49.00 each |
| 03 AHQ10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 10.00 | R 20.00 | R51.00 each |
| 03 AH11 | With Informal Qualification | R 57.00 | R 16.00 | R 50.00 | R 6.00 | R 12.00 | R31.00 each |
| 03 AH15 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 7.00 | R 13.00 | R33.00 each |
| 03 AH110 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 7.00 | R 14.00 | R34.00 each |
| 03 AHB1 | An employee who does one or more of the following: Braiding, Plaiting, Haircutting or Extensions | R 57.00 | R 16.00 | R 50.00 | R 4.00 | R 8.00 | R19.00 each |
| 03 AHB 5 | After 5 years | R 57.00 | R 16.00 | R 50.00 | R 4.00 | R 8.00 | R20.00 each |
| 03 AHB10 | After 10 years | R 57.00 | R 16.00 | R 50.00 | R 4.00 | R 8.00 | R21.00 each |
| | LEARNER – MODULES | | | | | | |
| 03 LM0 | Before completing module 1 | R 57.00 | R 8.50 | R 19.50 | R 5.00 | R 11.00 | R27.00 each |
| 03 LM1 | Module 1 | R 57.00 | R 8.50 | R 19.50 | R 6.00 | R 11.00 | R28.00 each |
| 03 LM2 | Module 2 | R 57.00 | R 8.50 | R 19.50 | R 6.00 | R 12.00 | R30.00 each |
| 03 LM3 | Module 3 | R 57.00 | R 8.50 | R 19.50 | R 6.00 | R 13.00 | R32.00 each |
| 03 LM4 | Module 4 | R 57.00 | R 11.00 | R 28.00 | R 7.00 | R 13.00 | R34.00 each |
| 03 LM5 | Module 5 | R 57.00 | R 11.00 | R 28.00 | R 7.00 | R 14.00 | R35.00 each |
| 03 LM6 | Module 6 | R 57.00 | R 11.00 | R 28.00 | R 7.00 | R 15.00 | R37.00 each |
| | LEARNER – UNIT STANDARDS | | | | | | |
| 03 LS0 | Entry Level | R 57.00 | R 8.50 | R 19.50 | R 5.00 | R 10.00 | R26.00 each |
| 03 LS1 | Core Unit Standards Level 2 | R 57.00 | R 8.50 | R 19.50 | R 6.00 | R 11.00 | R28.00 each |
| 03 LS6 | Core Unit Standards Level 3 | R 57.00 | R 11.00 | R 28.00 | R 7.00 | R 13.00 | R33.00 each |
| 03 LS11 | Core Unit Standards Level 4 | R 57.00 | R 11.00 | R 28.00 | R 7.00 | R 15.00 | R37.00 each |
| | MANICURIST & BEAUTY CULTURIST | | | | | | |
| 03 MB13 | 1 st 3 Months | R 57.00 | R 8.50 | R 19.50 | R 4.00 | R 9.00 | R21.00 each |
| 03 MB23 | 2 nd 3 Months | R 57.00 | R 11.00 | R 19.50 | R 5.00 | R 10.00 | R25.00 each |
| 03 MB33 | 3 rd 3 Months | R 57.00 | R 11.00 | R 28.00 | R 6.00 | R 12.00 | R31.00 each |
| 03 MB1 | Thereafter | R 57.00 | R 16.00 | R 42.00 | R 9.00 | R 19.00 | R46.00 each |
| 03 MB5 | After 5 years | R 57.00 | R 16.00 | R 42.00 | R 10.00 | R 19.00 | R49.00 each |
| 03 MB10 | After 10 years | R 57.00 | R 16.00 | R 42.00 | R 10.00 | R 20.00 | R51.00 each |
| 03 RE1 | RECEPTIONIST/TELEPHONIST | R 57.00 | R 16.00 | R 42.00 | R 9.00 | R 19.00 | R47.00 each |
| 03 RE5 | After 5 years | R 57.00 | R 16.00 | R 42.00 | R 10.00 | R 20.00 | R49.00 each |
| 03 RE10 | After 10 years | R 57.00 | R 16.00 | R 42.00 | R 10.00 | R 21.00 | R51.00 each |
| | OPERATOR | | | | | | |
| 03 OP | Operator - first year | R 57.00 | R 8.50 | R 19.50 | R 5.00 | R 11.00 | R27.00 each |
| 03 OP1 | Operator - thereafter | R 57.00 | R 8.50 | R 19.50 | R 7.00 | R 15.00 | R37.00 each |
| 03 OP5 | After 5 years | R 57.00 | R 8.50 | R 19.50 | R 8.00 | R 16.00 | R39.00 each |
| 03 OP10 | After 10 years | R 57.00 | R 8.50 | R 19.50 | R 8.00 | R 18.00 | R40.00 each |
| 03 OPM1 | Operator - Multi-Skills | R 57.00 | R 8.50 | R 19.50 | R 9.00 | R 18.00 | R45.00 each |
| 03 OPM5 | After 5 years | R 57.00 | R 8.50 | R 19.50 | R 10.00 | R 19.00 | R48.00 each |
| 03 OPM10 | After 10 years | R 57.00 | R 8.50 | R 19.50 | R 10.00 | R 20.00 | R50.00 each |
| 03 GA1 | GENERAL ASSISTANT | R 57.00 | R 8.50 | R 19.50 | R 4.00 | R 9.00 | R22.00 each |
| 03 GA5 | After 5 years | R 57.00 | R 8.50 | R 19.50 | R 5.00 | R 9.00 | R23.00 each |
| 03 GA10 | After 10 years | R 57.00 | R 8.50 | R 19.50 | R 5.00 | R 10.00 | R24.00 each |
| | CASUAL EMPLOYEE | Contributions for casual / part time employees shall be as specified for that category of employee above. | | | | | |
| | PART TIME EMPLOYEE | | | | | | |