

**NOTICE 554 OF 2010****DEPARTMENT OF LABOUR****LABOUR RELATIONS ACT, 1995****VARIATION OF SCOPE OF THE BARGAINING COUNCIL FOR THE HAIRDRESSING  
AND COSMETOLOGY SERVICES TRADE (SEMI NATIONAL)**

I, Johannes Theodorus Crouse, Registrar of Labour Relations, hereby, in terms of section 58(1) of the Labour Relations Act, 1995, give notice in terms of section 109 that, following an application by the above-mentioned Council, its scope has been varied as contained in the Annexure hereto.



**REGISTRAR OF LABOUR RELATIONS**

**ANNEXURE**

**H.** The scope of registration of the above-named council has, in terms of section 58(1) of labour relations act, no. 66 of 1995 been varied. With effect from .....2010-05-26.....the council is registered in the "Hairdressing and Cosmetology Trade" as defined hereunder in the following areas:

Province of Gauteng **excluding** the Magisterial Districts of Pretoria; Cullinan and Wonderboom;

Province of Free State;

The Magisterial Districts of Klerksdorp and Potchefstroom and Kimberley, and  
the Magisterial Districts of East London, Humansdorp, Port Alfred, Port Elizabeth; and  
Uitenhage.

**“Hairdressing and Cosmetology Trade”** means the trade in which employers and their employees are associated for the purpose of rendering hairdressing and cosmetology services in any establishment;

**“Cosmetology services”** means any one or more or a combination of the operations generally and usually performed by and known as the profession of beauty culturists or cosmeticians or cosmetologists or hairdressers, and includes but is not limited to the following operations:

**“Cosmetologist”** means a person who performs any one or more of the services usually performed by a manicurist or beauty culturist, including a cosmetologist or cosmetician who performs any one or more of the services referred to in the definition of the “cosmetology” below:

**“Cosmetology”** means any one or more of the services usually performed by a manicurist or beauty culturist, or cosmetologist in an establishment and includes, but is not limited to-

- (a) manicure, pedicure, nail technology, or the application of artificial nails or nail extensions, whatever the substance used including acrylic, fibre glass or gel;
- (b) eyebrow shaping and plucking including the application of false or artificial eyebrow and eyelashes;
- (c) cosmetic and camouflage makeup of the face and its features, whether by permanent, semi-permanent or temporary means;
- (d) facial skin care;
- (e) removal of unwanted or superfluous hair from the head or face, by whatever means, other than shaving, but including waxing, chemical depilatories, electrical or mechanical means,

- (f) massage services in manicures, pedicures, facial treatment and back and neck, whole body or holistic treatment or any other form of massaging

whether or not any apparatus, appliance, preparation or substance is used in any of these operation;

**“Hairdressing”** means any one or more of the hairdressing services usually performed by a hairdresser in an establishment, and includes, but is limited to –

- (a) any service to the scalp or the hair of the head or face, including the following:
  - (i) shampooing, cleansing, conditioning and treating;
  - (ii) chemical reformation of the hair including permanent waving, relaxing and straightening of the hair;
  - (iii) hair colouring, including tinting, dyeing and colouring by means of permanent, semi-permanent or temporary processes, including the use of colour rinses, shampoos, gels or mousses; and lightening by means of tints, bleaches, highlights or high lifting tints or toners;
  - (iv) hair cutting and shaping;
  - (v) barbering services including shaving and singeing of hair;
  - (vi) hair styling, designing, shaping, curling, waving, including blow drying, styling, tonging, crimping, straightening and silking; and
  - (vii) dreadlocks; weaving and braiding

whether or not any apparatus, appliance, heat, preparation or substance is used in any of these operations;

- (b) massage or stimulative treatment of the face, scalp or neck;
- (c) adding hair, either natural or artificial, including hair extensions, board work, pastiche, wig making, or performing any of the above operations on any wig or hairpiece to be worn by any person; and

- (d) trichology and trichological treatment, including the treatment of abnormalities and disorders of the hair and scalp.

**“hairdresser”** means any person who, in return for payment, in money and/or in kind, on his own account, or in partnership, or as an employee, performs, or directly or indirectly advertises that he performs, any one or more of the hairdressing and cosmetology services usually performed by a hairdresser;

**“establishment”** means any premises or workplace in which hairdressers and/ or cosmetology services are normally rendered to members of the public for gain and includes the informal sector and private homes.



REGISTRAR OF LABOUR RELATIONS

DATE.....26 May 2010.....