

GOVERNMENT NOTICES

DEPARTMENT OF LABOUR

No. R. 430

20 May 2011

LABOUR RELATIONS ACT, 1995

HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL (SEMI-NATIONAL): EXTENSION TO NON-PARTIES OF MAIN COLLECTIVE AMENDING AGREEMENT

I, **MILDRED NELISIWE OLIPHANT**, 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 **31 May 2011** and for the period ending 31 December 2011.

MN OLIPHANT
MINISTER OF LABOUR

SCHEDULE**HAIRDRESSING AND COSMETOLOGY SERVICES
BARGAINING COUNCIL
(Semi-National)****MAIN COLLECTIVE AMENDING AGREEMENT**

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

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

and

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

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

and the

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 "HCSBC")

in the:

Hairdressing and Cosmetology Services Industry
(hereinafter referred to as "the Industry")

to regulate the terms and conditions of employment in the Industry, to amend the Main Collective Agreement as published under Government Notices No.R.1282 of 29 October 2004 as amended, extended and re-enacted 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, R.656 of 12 June 2009 and R.1240 of 31 December 2010.

1. SCOPE OF APPLICATION OF AGREEMENT

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

- 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 Province of Gauteng (excluding the Magisterial Districts of 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 Districts 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 Province of the Free State and the Magisterial District of 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 The parties hereby agree that clauses 1.1.1 and 2 of this Agreement shall not apply to non-parties.

2. PERIOD OF OPERATION OF AGREEMENT

- 2.1 This Agreement shall come into operation on the date fixed by the Minister of Labour to be the effective date from which the Agreement shall be extended to become binding on non-parties, or the date on which the Minister of Labour declines to extend the Agreement to non-parties, and the Agreement shall remain in force until 31 December 2011.

3 CLAUSE 12 - PAYMENT OF REMUNERATION OR BASIC SALARY OR WAGES AND AUTHORISED DEDUCTIONS

- 3.1 Insert a new sub-clause 12.22 after the existing sub-clause 12.21.

"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".

- 3.2 Substitute the following new/revised Remuneration/Wage Schedule for all areas (Areas 1 up to and including Area 5) with the following Remuneration/Wage Schedule:



UASA (The Union)

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

Afro Hairdressing and Beauty Employer's Organisation 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 Magesterial Districts of Gauteng (Excluding Alberton)			
EMPLOYEE CATEGORY	Basic Salary per month until 31/12/2011	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANAGER			
Manager/ess Only	R 4,385	R 4,604	R 4,824
Manger/ess & Hairdresser (Per month + Personal Services Commission)	R 1,425	R 1,496	R 1,568
HAIRDRESSER - QUALIFIED			
1st Year after qualifying	R 4,091	N/A	N/A
Thereafter	R 5,838	R 6,130	R 6,422
AFRO HAIRDRESSER / STYLIST			
With COTT or SETA qualification	R 3,336	R 3,503	R 3,670
With informal qualification	R 2,316	R 2,432	R 2,548
UNSKILLED AFRO HAIRDRESSER			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 1,700	R 1,785	R 1,870
LEARNER MODULES			
Module 0	R 1,812	N/A	
Module 1	R 1,873		
Module 2	R 1,975		
Module 3	R 2,071		
Module 4	R 2,174		
Module 5	R 2,276		
Module 6	R 2,377		
LEARNER UNIT STANDARDS			
Entry Level	R 1,632	N/A	
Core Unit Standards Level 2	R 1,885		
Core Unit Standards Level 3	R 2,127		
Core Unit Standards Level 4	R 2,327		
		PTO	

GAUTENG

EMPLOYEE CATEGORY	Basic Salary per month until 31/12/2011	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANICURITS & / OR BEAUTY CULTURIST			
First three months of experience	R 1,638	N/A	
Second three months of experience	R 1,892		
Third three months of experience	R 2,396		
Thereafter	R 4,223	R 4,434	R 4,645
RECEPTIONIST	R 4,073	R 4,277	R 4,480
OPERATOR			
First Year Operator	R 2,450	N/A	
Operator	R 3,718		
Multi-Skilled Operator	R 4,114	R 4,320	R 4,525
GENERAL ASSISTANT			
	R 2,304	R 2,419	R 2,534
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 : COMMISSION EARNERS			
Qualified Hairdressers / Stylists EMPLOYEES EMPLOYED FROM 2010: Minimum of 30% commission EMPLOYEES EMPLOYED BEFORE 2010: Minimum of 40% Commission NO STOCK DEDUCTION			
DEDUCTIONS FOR COMMISSION EARNERS ABSENT WITHOUT PERMISSION			
Deductions to be made from commission either on a daily rate or on a hourly rate for commission earners that stay off work without permission. The calculation on daily and hourly rates will be based on the prescribed basic salary.			

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 until 31/12/2011	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANAGER			
Manager/ess Only	R 3,777	R 3,965	R 4,154
Manger/ess & Hairdresser (Per month + Personal Services Commission)	R 889	R 934	R 978
HAIRDRESSER - QUALIFIED			
1st Year after qualifying	R 2,688	N/A	N/A
Thereafter	R 3,587	R 3,766	R 3,945
AFRO HAIRDRESSER / STYLIST			
With COTT or SETA qualification	R 2,538	R 2,665	R 2,792
With informal qualification	R 1,608	R 1,689	R 1,769
UNSKILLED AFRO HAIRDRESSER			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 1,043	R 1,095	R 1,147
LEARNER MODULES			
Module 0	R 1,672	N/A	
Module 1	R 1,728		
Module 2	R 1,821		
Module 3	R 1,911		
Module 4	R 2,007		
Module 5	R 2,100		
Module 6	R 2,192		
LEARNER UNIT STANDARDS			
Entry Level	R 1,474	N/A	
Core Unit Standards Level 2	R 1,742		
Core Unit Standards Level 3	R 1,957		
Core Unit Standards Level 4	R 2,147		
<div>PTO</div>			

ALBERTON

EMPLOYEE CATEGORY	Basic Salary per month until 31/12/2011	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANICURITS & / OR BEAUTY CULTURIST			
First three months of experience	R 994	N/A	
Second three months of experience	R 1,158		
Third three months of experience	R 1,445		
Thereafter	R 2,563	R 2,691	R 2,820
RECEPTIONIST	R 2,566	R 2,694	R 2,823
OPERATOR			
First Year Operator	R 1,266	N/A	
Operator	R 2,502		
Multi-Skilled Operator	R 2,843	R 2,985	R 3,127
GENERAL ASSISTANT			
	R 1,332	R 1,399	R 1,466
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 : COMMISSION EARNERS			
Qualified Hairdressers / Stylists			
EMPLOYEES EMPLOYED FROM 2010:			
Minimum of 30% commission			
EMPLOYEES EMPLOYED BEFORE 2010:			
Minimum of 40% Commission			
NO STOCK DEDUCTION			
DEDUCTIONS FOR COMMISSION EARNERS ABSENT WITHOUT PERMISSION			
Deductions to be made from commission either on a daily rate or on a hourly rate for commission earners that stay off work without permission. The calculation on daily and hourly rates will be based on the prescribed basic salary.			

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 until 31/12/2011	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANAGER			
Manager/ess Only	R 3,551	R 3,729	R 3,906
Manger/ess & Hairdresser	R 726	R 762	R 799
(Per month + Personal Services Commission)			
HAIRDRESSER - QUALIFIED			
1st Year after qualifying	R 3,044	N/A	N/A
Thereafter	R 4,058	R 4,260	R 4,464
AFRO HAIRDRESSER / STYLIST			
With COTT or SETA qualification	R 2,720	R 2,856	R 2,992
With informal qualification	R 1,406	R 1,476	R 1,547
UNSKILLED AFRO HAIRDRESSER			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 961	R 1,009	R 1,058
LEARNER MODULES			
Module 0	R 1,525	N/A	
Module 1	R 1,598		
Module 2	R 1,703		
Module 3	R 1,813		
Module 4	R 1,918		
Module 5	R 2,025		
Module 6	R 2,132		
LEARNER UNIT STANDARDS			
Entry Level	R 1,291	N/A	
Core Unit Standards Level 2	R 1,491		
Core Unit Standards Level 3	R 1,727		
Core Unit Standards Level 4	R 1,931		
PTO			

KLERKSDORP, POTCHEFSTROOM, VEREENIGING & VANDERBIJLPARK

EMPLOYEE CATEGORY	Basic Salary per month until 31/12/2011	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANICURITS & / OR BEAUTY CULTURIST			
First three months of experience	R 1,125	N/A	
Second three months of experience	R 1,310		
Third three months of experience	R 1,635		
Thereafter	R 2,899	R 3,044	R 3,190
RECEPTIONIST	R 2,873	R 3,017	R 3,160
OPERATOR			
First Year Operator	R 1,960	N/A	
Operator	R 2,716	R 2,852	R 2,987
Multi-Skilled Operator	R 3,215	R 3,376	R 3,536
GENERAL ASSISTANT			
	R 1,476	R 1,550	R 1,623
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 : COMMISSION EARNERS			
Qualified Hairdressers / Stylists EMPLOYEES EMPLOYED FROM 2010: Minimum of 30% commission EMPLOYEES EMPLOYED BEFORE 2010: Minimum of 40% Commission NO STOCK DEDUCTION			
DEDUCTIONS FOR COMMISSION EARNERS ABSENT WITHOUT PERMISSION			
Deductions to be made from commission either on a daily rate or on a hourly rate for commission earners that stay off work without permission. The calculation on daily and hourly rates will be based on the prescribed basic salary.			

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 Magesterial District of East London & Port Alfred			
EMPLOYEE CATEGORY	Basic Salary per month until 31/12/2011	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANAGER			
Manager/ess Only	R 2,875	R 3,019	R 3,163
Manger/ess & Hairdresser (Per month + Personal Services Commission)	R 4,285	R 4,499	R 4,713
HAIRDRESSER - QUALIFIED			
1st Year after qualifying	R 3,514	N/A	N/A
Thereafter	R 4,221	R 4,432	R 4,643
AFRO HAIRDRESSER / STYLIST			
With COTT or SETA qualification	R 2,642	R 2,774	R 2,906
With informal qualification	R 1,652	R 1,735	R 1,817
UNSKILLED AFRO HAIRDRESSER			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 1,077	R 1,131	R 1,185
LEARNER MODULES			
Module 0	R 1,754	N/A	
Module 1	R 1,832		
Module 2	R 1,953		
Module 3	R 2,075		
Module 4	R 2,184		
Module 5	R 2,322		
Module 6	R 2,445		
LEARNER UNIT STANDARDS			
Entry Level	R 1,616	N/A	
Core Unit Standards Level 2	R 1,847		
Core Unit Standards Level 3	R 2,074		
Core Unit Standards Level 4	R 2,252		
PTO			

EAST LONDON & PORT ALFRED

EMPLOYEE CATEGORY	Basic Salary per month until 31/12/2011	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANICURITS & / OR BEAUTY CULTURIST			
First year of experience	R 2,499	N/A	
Thereafter	R 3,085	R 3,239	R 3,394
RECEPTIONIST			
First year of experience	R 3,176	N/A	
Thereafter	R 3,789	R 3,978	R 4,169
OPERATOR			
First Year Operator	R 1,699	N/A	
Operator	R 2,084	R 2,188	R 2,293
Multi-Skilled Operator	R 2,547	R 2,674	R 2,802
GENERAL ASSISTANT			
	R 1,866	R 1,959	R 2,053
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 : COMMISSION EARNERS			
EMPLOYEES EMPLOYED FROM 2010: Minimum of 30% commission			
EMPLOYEES EMPLOYED BEFORE 2010: Minimum of 40% Commission			
NO STOCK DEDUCTION			
DEDUCTIONS FOR COMMISSION EARNERS ABSENT WITHOUT PERMISSION			
Deductions to be made from commission either on a daily rate or on a hourly rate for commission earners that stay off work without permission. The calculation on daily and hourly rates will be based on the prescribed basic salary.			

**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 until 31/12/2011	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANAGER			
Manager/ess Only	R 3,618	R 3,799	R 3,980
Manger/ess & Hairdresser (Per month + Personal Services Commission)	R 4,392	R 4,612	R 4,831
HAIRDRESSER - QUALIFIED			
1st Year after qualifying	R 3,411	N/A	N/A
Thereafter	R 3,873	R 4,067	R 4,261
AFRO HAIRDRESSER / STYLIST			
With COTT or SETA qualification	R 2,694	R 2,829	R 2,963
With informal qualification	R 1,685	R 1,769	R 1,854
UNSKILLED AFRO HAIRDRESSER			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 1,098	R 1,153	R 1,208
LEARNER MODULES			
Module 0	R 1,773	N/A	
Module 1	R 1,865		
Module 2	R 1,953		
Module 3	R 2,045		
Module 4	R 2,137		
Module 5	R 2,228		
Module 6	R 2,321		
LEARNER UNIT STANDARDS			
Entry Level	R 1,616	N/A	
Core Unit Standards Level 2	R 1,865		
Core Unit Standards Level 3	R 2,093		
Core Unit Standards level 4	R 2,274		
			PTO

PORT ELIZABETH, UITENHAGE & HUMANSDORP

EMPLOYEE CATEGORY	Basic Salary per month until 31/12/2011	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANICURITS & / OR BEAUTY CULTURIST			
First year of experience	R 2,554	N/A	
Thereafter	R 3,318	R 3,484	R 3,650
RECEPTIONIST			
First year of experience	R 2,895	N/A	
Thereafter	R 3,505	R 3,680	R 3,856
OPERATOR			
First Year Operator	R 1,820	N/A	
Operator	R 2,314	R 2,430	R 2,545
Multi-Skilled Operator	R 2,674	R 2,808	R 2,942
GENERAL ASSISTANT			
	R 1,983	R 2,082	R 2,182
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 : COMMISSION EARNERS			
Qualified Hairdressers / Stylists EMPLOYEES EMPLOYED FROM 2010: Minimum of 30% commission EMPLOYEES EMPLOYED BEFORE 2010: Minimum of 40% Commission NO STOCK DEDUCTION			
DEDUCTIONS FOR COMMISSION EARNERS ABSENT WITHOUT PERMISSION			
Deductions to be made from commission either on a daily rate or on a hourly rate for commission earners that stay off work without permission. The calculation on daily and hourly rates will be based on the prescribed basic salary.			

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 until 31/12/2011	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANAGER			
Manager/ess Only	R 2,952	R 3,099	R 3,248
Manger/ess & Hairdresser (Per month + Personal Services Commission)	R 863	R 906	R 949
HAIRDRESSER - QUALIFIED			
1st Year after qualifying	R 2,024	N/A	N/A
Thereafter	R 2,392	R 2,512	R 2,632
AFRO HAIRDRESSER / STYLIST			
With COTT or SETA qualification	R 2,105	R 2,210	R 2,316
With informal qualification	R 1,405	R 1,474	R 1,545
UNSKILLED AFRO HAIRDRESSER			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 859	R 902	R 944
LEARNER MODULES			
Module 0	R 1,218	N/A	
Module 1	R 1,267		
Module 2	R 1,354		
Module 3	R 1,437		
Module 4	R 1,523		
Module 5	R 1,605		
Module 6	R 1,694		
LEARNER UNIT STANDARDS			
Entry Level	R 1,166	N/A	
Core Unit Standards Level 2	R 1,278		
Core Unit Standards Level 3	R 1,500		
Core Unit Standards Level 4	R 1,662		
PTO			

FREE STATE			
EMPLOYEE CATEGORY	Basic Salary per month until 31/12/2011	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANICURISTS & / OR BEAUTY CULTURIST			
First three months of experience	R 972	N/A	
Second three months of experience	R 1,131		
Third three months of experience	R 1,412		
Thereafter	R 2,102	R 2,207	R 2,312
RECEPTIONIST	R 2,118	R 2,224	R 2,330
OPERATOR			
First Year Operator	R 1,236	N/A	
Operator	R 1,707	R 1,792	R 1,877
Multi-Skilled Operator	R 2,110	R 2,216	R 2,321
GENERAL ASSISTANT			
	R 1,011	R 1,062	R 1,112
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 : COMMISSION EARNERS			
Qualified Hairdressers / Stylists EMPLOYEES EMPLOYED FROM 2010: Minimum of 30% commission EMPLOYEES EMPLOYED BEFORE 2010: Minimum of 35% Commission NO STOCK DEDUCTION			
DEDUCTIONS FOR COMMISSION EARNERS ABSENT WITHOUT PERMISSION			
Deductions to be made from commission either on a daily rate or on a hourly rate for commission earners that stay off work without permission. The calculation on daily and hourly rates will be based on the prescribed basic salary.			

**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 until 31/12/2011	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANAGER			
Manager/ess Only	R 2,952	R 3,099	R 3,248
Manger/ess & Hairdresser (Per month + Personal Services Commission)	R 863	R 906	R 949
HAIRDRESSER - QUALIFIED			
1st Year after qualifying	R 2,024	N/A	N/A
Thereafter	R 2,392	R 2,512	R 2,632
AFRO HAIRDRESSER / STYLIST			
With COTT or SETA qualification	R 2,105	R 2,210	R 2,316
With informal qualification	R 1,405	R 1,475	R 1,545
UNSKILLED AFRO HAIRDRESSER			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 859	R 902	R 944
LEARNER MODULES			
Module 0	R 1,218	N/A	
Module 1	R 1,267		
Module 2	R 1,354		
Module 3	R 1,437		
Module 4	R 1,523		
Module 5	R 1,605		
Module 6	R 1,694		
LEARNER UNIT STANDARDS			
Entry Level	R 1,166	N/A	
Core Unit Standards Level 2	R 1,280		
Core Unit Standards Level 3	R 1,506		
Core Unit Standards Level 4	R 1,662		
PTO			

KIMBERLEY

EMPLOYEE CATEGORY	Basic Salary per month until 31/12/2011	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANICURITS & / OR BEAUTY CULTURIST			
First three months of experience	R 972	N/A	
Second three months of experience	R 1,131		
Third three months of experience	R 1,412		
Thereafter	R 2,102	R 2,207	R 2,312
RECEPTIONIST	R 2,118	R 2,224	R 2,330
OPERATOR			
First Year Operator	R 1,236	N/A	
Operator	R 1,665	R 1,749	R 1,832
Multi-Skilled Operator	R 2,061	R 2,163	R 2,266
GENERAL ASSISTANT			
	R 982	R 1,030	R 1,080
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 : COMMISSION EARNERS			
Qualified Hairdressers / Stylists EMPLOYEES EMPLOYED FROM 2010: Minimum of 30% commission EMPLOYEES EMPLOYED BEFORE 2010: Minimum of 35% Commission NO STOCK DEDUCTION			
DEDUCTIONS FOR COMMISSION EARNERS ABSENT WITHOUT PERMISSION			
Deductions to be made from commission either on a daily rate or on a hourly rate for commission earners that stay off work without permission. The calculation on daily and hourly rates will be based on the prescribed basic salary.			