

NOTICE 819 OF 2011**DEPARTMENT OF LABOUR****LABOUR RELATIONS ACT, 1995: APPLICATION FOR VARIATION OF
REGISTERED SCOPE OF A BARGAINING COUNCIL**

I, Johannes Theodorus Crouse, Registrar of Labour Relations, hereby, in terms of section 58(1) of the Labour Relations Act, 1995, give notice that an application for variation of its registered scope has been received from **Bargaining Council for the Hairdressing, Cosmetology, Beauty and Skincare**

Particulars of the application are reflected in the subjoined table.

Any person may object to the application on any or all of the following grounds:

- (a) the applicant has not complied with the provisions of section 29 of the Act;
- (b) the sector and area in respect of which the application is made is not appropriate;
- (c) the applicant is not sufficiently representative in the sector and area in respect of which application is made.

Any person who objects to the application must lodge his/her written objection with me, c/o the Department of Labour, Laboria House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001) Fax No. (012) 309-4156, within 30 days of the date of this notice. A copy of the objection must be served on the applicant within the said period and I must be satisfied that a copy of the objection has been served on the applicant.

The applicant may respond to the objection within 14 days of the expiry of the 30-day period mentioned above and must satisfy me that a copy of the response has been served on the person who objected within the 14-day period.

TABLE

Name of bargaining council: Bargaining Council for the Hairdressing, Cosmetology, Beauty and Skincare

Address: P.O Box 26319 **ARCADIA** 0007

Tel 012- 3221692/3

Fax 012 -320 7824

Email mbathaj@absamail.co.za

Date on which the application was lodged:

17 June 2011

Proposed variation of scope

The Council applies for variation of scope to increase its registered geographical scope to include the Magisterial Districts of: Brits, Bronkhorstpruit, Cullinan and Soshanguve as well as to redefine the sector in which it operates.

Sector and area in respect of which application is made:

The Hairdressing, Cosmetology, Beauty and Skin Care Trade in the Magisterial Districts of Brits, Bronkhorstpruit, Cullinan, Pretoria, Soshanguve and Wonderboom.

For the purposes of above-

‘Hairdressing Trade’ means the trade in which employers and employees are associated for the purpose of rendering salon services in any establishment where such services are normally rendered to members of the public:-

“Salon Services’ means any one or more or a combination of the operations generally and usually performed by and known as the profession of nail technicians or beauty culturists or cosmeticians or cosmetologists or health and skin therapist or somatologist or aesthetician or hairdressers, and includes but is not limited to the following operations:

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- (a) the arranging, dressing, cutting, highlighting, shaving, curling, cleaning, singeing, shampooing, bleaching, colouring, tinting, straightening, styling, waving (permanent, Marcel or water) of hair, or any other treatment of the hair of the head or the face;
 - (b) manicure, pedicure, nail technology or the application of artificial nails or nail extensions, whether the substance used is acrylic, fibre glass or gel or any other substance;
 - (c) eyebrow shaping and plucking, including the application of false or artificial eyebrows and eyelashes;
 - (d) cosmetic and camouflage make-up of the face and its features, whether by permanent, semi-permanent or temporary means;
 - (e) skin care trade;
 - (f) removal of unwanted or superfluous hair from the head or face by whatever means, including waxing, using chemical depilatories, electrical or mechanical means, but excluding shaving;
 - (g) any beauty treatment;
 - (h) beauty therapy or the massage or stimulative treatment or exercise of the face, scalp or neck, whether or not any apparatus, appliance, heat preparation or substance is used in any of these operations;

- (i) the performing of any operation referred to in (a) on any wig or hairpiece to be worn by any person, whether or not any apparatus, appliance, preparation or substance is used in any of these operations,

'Skin Care Trade' means a trade in which employers and their employees are associated for the purpose of rendering "salon services" and including but not limited to cosmetic, camouflage, spa treatment, tattooing and or painting of the face or full body features, whether by permanent or semi permanent or temporary means in any establishments where such services are normally rendered to members of the public.

Sector and area in respect of which registration is held:

The Hairdressing Trade in the Magisterial Districts of Pretoria and Wonderboom.

'Hairdressing Trade' means the trade in which employers and their employees are associated for the purpose of rendering salon services in any establishment where such services are normally rendered to members of the public;

'Salon Services' means any one or more of a combination of the operations generally and usually performed by and known as the profession of nail technicians, beauty culturists, cosmeticians, cosmetologists or hairdressers, and includes, but is not limited to the following operations:

- (a) The arranging, dressing, cutting, highlighting, shaving, curling, cleaning, singeing, shampooing, bleaching, dyeing, coloring, tinting, straightening, styling, waving(permanent, marcel or water) of hair, or any other treatment of the hair of the head or the face.
- (b) the performing of any manicure, pedicure or nail technology or the application of artificial nails or nail extensions, whatever the substance used, including acrylic, fiber glass or gel;
- (c) the shaping and plucking of eyebrows, including the application of false or artificial eyebrows and eyelashes;
- (d) the performing of any cosmetic and camouflage make-up of the

face and its features, whether by permanent, semi-permanent or temporary means;

- (e) the performing of any facial skin care operations;
- (f) the removing of unwanted or superfluous hair from the head and face by whatever means, including waxing, chemical depilatories, electrical or mechanical means, but excluding shaving;
- (g) the performing of any beauty treatment;
- (h) the performing of any beauty therapy or the messaging or stimulative treatment exercising of the face, scalp or neck, whether or not any apparatus, appliance, preparation or substance is used in any of these operations;
- (i) the performing of any operation referred to (a) or any wig or hairpiece to be worn by any person, whether or not any apparatus, appliance, preparation or substance is used in any of these operations'.

Representativeness of the Council:

Total number of employees falling within the proposed scope of the council who belong to the trade unions that are party to the Council:

1039

Total number of employers falling within the proposed scope of the Council and who belong to the employers' organisations that are party to the Council:

355

Total number of employees employed within the proposed scope of the Council by the employers that belong to the employers' organisations which are party to the Council:

1004

Total number of employees employed within the proposed scope of the Council:

1528

J.T. CROUSE

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REGISTRAR OF LABOUR RELATIONS