
GOVERNMENT NOTICE

DEPARTMENT OF LABOUR

No. R. 171

29 February 2012

LABOUR RELATIONS ACT, 1995

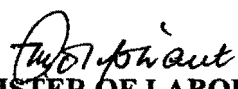
CORRECTION NOTICE

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

Substitute the notices (both in English and isiZulu) as they appeared in Government Notice No. R.135 contained in *Government Gazette* No. 35054 of 24 February 2012 with the following:

(C) DEPARTMENT OF LABOUR**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**1 March 2012**..... and for the period ending 31 December 2012.


MINISTER OF LABOUR
07/02/2012

SCHEDULE
HAIRDRESSING AND COSMETOLOGY SERVICES
BARGAINING COUNCIL
(Semi-National)

MAIN COLLECTIVE AGREEMENT

in accordance with the provisions of the Labour Relations Act, No. 66 of 1995, being the MAIN AGREEMENT, 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' organizations" 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 Agreement published under Government Gazette Notice No R. 1282 of 29 October 2004 as amended and extended under Government Gazette Notices Nos. R. 241 of 24 March 2005, R. 817 of 11 August 2006 R 1220 of 8 December 2006, R 1127 of 20 November 2007, R 1721 of 7 December 2007, Notice No R 241 of R241 of 24 March 2005, R 656 of 12 June 2009, R1240 of 31 December 2010 and R 613 of 29 July 2011.

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 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 Province of the Free State and the Magisterial District 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, 2 and 22.7 of this Agreement shall not apply to non-parties.

1 SCOPE OF APPLICATION

DELETE "2" IN CLAUSE 1.3

1.3 Delete "2" in Clause 1.3 - to read as follows "Clauses 1.1.1 and 22.7 of this Agreement shall not apply to non-parties"

SUBSTITUTE PARAGRAPH 2 WITH

PERIOD OF OPERATION OF AGREEMENT

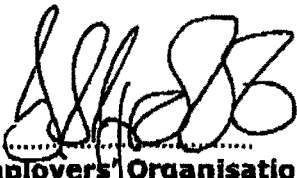
This Agreement shall be binding on all parties in terms of section 31(a) of the Labour Relations Act, No. 66 of 1995, and shall come into operation for the parties on the 1st January of every year and on the date fixed by the Minister of Labour in terms of section 32(2) of the said Act for the non-parties, and shall remain in force until 31st December 2012

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

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.

INSERT NEW WAGE AND SCHEDULES PAGE 4 - 17)

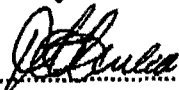
**REFER TO REMUNERATION/WAGE SCHEDULE ON
FOR REMUNERATION/WAGES PAYABLE IN YOUR REGION
(Pages 4 - 17)
(Effective till 31st December 2012)**



.....
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
Alberton

EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2012 to 31/12/2012	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANAGER			
Manager/ess Only	R 3 965.85	R 4 123.60	R 4 320.16
Manger/ess & Hairdresser (Per month + Personal Services Commission)	R 4 899.30	R 5 143.95	R 5 388.60
HAIRDRESSER - QUALIFIED			
1st Year after qualifying	R 2 822.40	N/A	N/A
Thereafter	R 3 766.35	R 3 954.30	R 4 142.25
AFRO HAIRDRESSER / STYLIST			
With COTT or SETA qualification	R 2 664.90	R 2 798.25	R 2 931.60
With informal qualification	R 1 688.40	R 1 773.45	R 1 857.45
UNSKILLED AFRO HAIRDRESSER			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 1 095.15	R 1 149.75	R 1 204.35
LEARNER MODULES			
Module 0	R 1 755.60	N/A	
Module 1	R 1 814.40		
Module 2	R 1 912.05		
Module 3	R 2 006.55		
Module 4	R 2 107.35		
Module 5	R 2 250.00		
Module 6	R 2 301.60		
LEARNER UNIT STANDARDS			
Entry Level	R 1 547.70	N/A	
Core Unit Standards Level 2	R 1 829.10		
Core Unit Standards Level 3	R 2 054.85		
Core Unit Standards Level 4	R 2 254.35		
<div>PTO</div>			

ALBERTON

EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2012 to 31/12/2012	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANICURITS & / OR BEAUTY CULTURIST			
First three months of experience	R 1 043.70	N/A	
Second three months of experience	R 1 215.90		
Third three months of experience	R 1 517.25		
Thereafter	R 2 691.15	R 2 825.55	R 2 961.00
RECEPTIONIST	R 2 694.30	R 2 828.70	R 2 964.15
OPERATOR			
First Year Operator	1 329.30	N/A	
Operator	2 627.10	2 758.35	2 889.60
Multi-Skilled Operator	2 985.15	3 134.25	3 283.35
GENERAL ASSISTANT			
	R 1 398.60	R 1 468.95	R 1 539.30
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.			
PROVIDENT FUND			
PLEASE NOTE : As from 1 January 2012 Provident Fund Contributions will be compulsory for all employees. Contribution to be paid by all employees will be 6% of salary. Contributions payable by all employers will be 6% of 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 from 01/01/2012 to 31/12/2012	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANAGER			
Manager/ess Only	R 2 990.00	R 3 139.76	R 3 289.52
Manger/ess & Hairdresser (Per month + Personal Services Commission)	R 4 456.40	R 4 678.96	R 4 901.52
HAIRDRESSER - QUALIFIED			
1st Year after qualifying	R 3 654.56	N/A	N/A
Thereafter	R 4 389.84	R 4 609.28	R 4 828.72
AFRO HAIRDRESSER / STYLIST			
With COTT or SETA qualification	R 2 747.68	R 2 884.96	R 3 022.24
With informal qualification	R 1 718.08	R 1 804.40	R 1 889.68
UNSKILLED AFRO HAIRDRESSER			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 1 120.08	R 1 176.24	R 1 232.40
LEARNER MODULES			
Module 0	R 1 824.16	N/A	
Module 1	R 1 905.28		
Module 2	R 2 031.12		
Module 3	R 2 158.00		
Module 4	R 2 271.36		
Module 5	R 2 414.88		
Module 6	R 2 542.80		
LEARNER UNIT STANDARDS			
Entry Level	R 1 680.64	N/A	
Core Unit Standards Level 2	R 1 920.88		
Core Unit Standards Level 3	R 2 156.96		
Core Unit Standards Level 4	R 2 342.08		
P T O			

EAST LONDON & PORT ALFRED

EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2012 to 31/12/2012	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANICURITS & / OR BEAUTY CULTURIST			
First year of experience	R 2 598.96	N/A	
Thereafter	R 3 208.40	R 3 368.56	R 3 529.76
RECEPTIONIST			
First year of experience	R 3 303.04	N/A	
Thereafter	R 3 940.56	R 4 137.12	R 4 335.76
OPERATOR			
First Year Operator	R 1 766.96	N/A	
Operator	R 2 167.36	R 2 275.52	R 2 384.72
Multi-Skilled Operator	R 2 648.88	R 2 780.96	R 2 914.08
GENERAL ASSISTANT			
	R 1 940.64	R 2 037.36	R 2 135.12
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.			

PROVIDENT FUND

PLEASE NOTE : As from 1 January 2012 Provident Fund Contributions will be compulsory for all employees. Contribution to be paid by all employees will be 6% of salary. Contributions payable by all employers will be 6% of 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 from 01/01/2012 to 31/12/2012	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANAGER			
Manager/ess Only	R 3 070.08	R 3 222.96	R 3 377.92
Manger/ess & Hairdresser (Per month + Personal Services Commission)	R 3 967.60	R 4 165.20	R 4 364.88
HAIRDRESSER - QUALIFIED			
1st Year after qualifying	R 2 104.96	N/A	N/A
Thereafter	R 2 487.68	R 2 612.48	R 2 737.28
AFRO HAIRDRESSER / STYLIST			
With COTT or SETA qualification	R 2 189.20	R 2 298.40	R 2 408.64
With informal qualification	R 1 461.20	R 1 532.96	R 1 606.80
UNSKILLED AFRO HAIRDRESSER			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 893.36	R 938.08	R 981.76
LEARNER MODULES			
Module 0	R 1 266.72	N/A	
Module 1	R 1 317.68		
Module 2	R 1 408.16		
Module 3	R 1 494.48		
Module 4	R 1 583.92		
Module 5	R 1 669.20		
Module 6	R 1 761.76		
LEARNER UNIT STANDARDS			
Entry Level	R 1 212.64	N/A	
Core Unit Standards Level 2	R 1 329.12		
Core Unit Standards Level 3	R 1 560.00		
Core Unit Standards Level 4	R 1 728.48		
P T O			

FREE STATE

EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2012 to 31/12/2012	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANICURITS & / OR BEAUTY CULTURIST			
First three months of experience	R 1 010.88	N/A	
Second three months of experience	R 1 176.24		
Third three months of experience	R 1 468.48		
Thereafter	R 2 186.08	R 2 295.28	R 2 404.48
RECEPTIONIST	R 2 202.72	R 2 312.96	R 2 423.20
OPERATOR			
First Year Operator	1 285.44	N/A	
Operator	1 775.28	1 863.68	1 952.08
Multi-Skilled Operator	2 194.40	2 304.64	2 413.84
GENERAL ASSISTANT			
	R 1 051.44	R 1 104.48	R 1 156.48
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.			

PROVIDENT FUND

PLEASE NOTE : As from 1 January 2012 Provident Fund Contributions will be compulsory for all employees. Contribution to be paid by all employees will be 6% of salary. Contributions payable by all employers will be 6% of 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 the Magesterial Districts of Gauteng (Excluding Alberton)			
EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2012 to 31/12/2012	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANAGER			
Manager/ess Only	R 4 560.40	R 4 788.16	R 5 016.96
Manger/ess & Hairdresser (Per month + Personal Services Commission)	R 6 042.40	R 6 344.00	R 6 647.68
HAIRDRESSER - QUALIFIED			
1st Year after qualifying	R 4 254.64	N/A	N/A
Thereafter	R 6 071.52	R 6 375.20	R 6 678.88
AFRO HAIRDRESSER / STYLIST			
With COTT or SETA qualification	R 3 469.44	R 3 646.12	R 3 816.80
With informal qualification	R 2 408.64	R 2 529.28	R 2 649.92
UNSKILLED AFRO HAIRDRESSER			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 1 768.00	R 1 856.40	R 1 944.80
LEARNER MODULES			
Module 0	R 1 884.48	N/A	
Module 1	R 1 947.92		
Module 2	R 2 054.00		
Module 3	R 2 153.84		
Module 4	R 2 260.96		
Module 5	R 2 367.04		
Module 6	R 2 472.08		
LEARNER UNIT STANDARDS			
Entry Level	R 1 697.28	N/A	
Core Unit Standards Level 2	R 1 960.40		
Core Unit Standards Level 3	R 2 212.08		
Core Unit Standards Level 4	R 2 420.08		
		P T O	

GAUTENG

EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2012 to 31/12/2012	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANICURITS & / OR BEAUTY CULTURIST			
First three months of experience	R 1 703.52	N/A	
Second three months of experience	R 1 967.68		
Third three months of experience	R 2 491.84		
Thereafter	R 4 391.92	R 4 611.36	R 4 830.80
RECEPTIONIST	R 4 235.92	R 4 448.08	R 4 659.20
OPERATOR			
First Year Operator	R 2 548.00	N/A	
Operator	R 3 866.72	R 4 060.16	R 4 253.60
Multi-Skilled Operator	R 4 278.56	R 4 492.80	R 4 706.00
GENERAL ASSISTANT			
	R 2 396.16	R 2 515.76	R 2 635.36
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.			
PROVIDENT FUND			
PLEASE NOTE : As from 1 January 2012 Provident Fund Contributions will be compulsory for all employees. Contribution to be paid by all employees will be 6% of salary. Contributions payable by all employers will be 6% of 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 from 01/01/2012 to 31/12/2012	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANAGER			
Manager/ess Only	3 070.08	3 222.96	3 377.92
Manger/ess & Hairdresser (Per month + Personal Services Commission)	3 967.60	4 165.20	4 364.88
HAIRDRESSER - QUALIFIED			
1st Year after qualifying	R 2 104.96	N/A	N/A
Thereafter	R 2 487.68	R 2 612.48	R 2 737.28
AFRO HAIRDRESSER / STYLIST			
With COTT or SETA qualification	R 2 189	R 2 298	R 2 409
With informal qualification	R 1 461	R 1 534	R 1 607
UNSKILLED AFRO HAIRDRESSER			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 893.36	R 938.08	R 981.76
LEARNER MODULES			
Module 0	R 1 266.72	N/A	
Module 1	R 1 317.68		
Module 2	R 1 408.16		
Module 3	R 1 494.48		
Module 4	R 1 583.92		
Module 5	R 1 669.20		
Module 6	R 1 761.76		
LEARNER UNIT STANDARDS			
Entry Level	R 1 212.94	N/A	
Core Unit Standards Level 2	R 1 331.20		
Core Unit Standards Level 3	R 1 566.24		
Core Unit Standards Level 4	R 1 728.48		
P T O			

KIMBERLEY

EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2012 to 31/12/2012	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANICURITS & / OR BEAUTY CULTURIST			
First three months of experience	1 010.88	N/A	
Second three months of experience	1 176.24		
Third three months of experience	1 468.48		
Thereafter	2 186.08	2 295.28	2 404.48
RECEPTIONIST	R 2 202.72	R 2 312.96	R 2 423.20
OPERATOR			
First Year Operator	R 1 285.44	N/A	
Operator	R 1 731.60	R 1 818.96	R 1 905.28
Multi-Skilled Operator	R 2 143.44	R 2 249.52	R 2 356.64
GENERAL ASSISTANT			
	R 1 021.88	R 1 071.20	R 1 123.20
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.			

PROVIDENT FUND

PLEASE NOTE : As from 1 January 2012 Provident Fund Contributions will be compulsory for all employees. Contribution to be paid by all employees will be 6% of salary. Contributions payable by all employers will be 6% of 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			
EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2012 to 31/12/2012	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANAGER			
Manager/ess Only	R 3 693.04	R 3 878.16	R 4 062.24
Manger/ess & Hairdresser (Per month + Personal Services Commission)	R 4 448.08	R 4 670.67	R 4 893.20
HAIRDRESSER - QUALIFIED			
1st Year after qualifying	R 3 165.76	N/A	N/A
Thereafter	R 4 220.32	R 4 430.40	R 4 642.56
AFRO HAIRDRESSER / STYLIST			
With COTT or SETA qualification	R 2 828.80	R 2 970.24	R 3 111.68
With informal qualification	R 1 462.24	R 1 535.04	R 1 608.88
UNSKILLED AFRO HAIRDRESSER			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 999.44	R 1 049.36	R 1 100.32
LEARNER MODULES			
Module 0	R 1 586.00	N/A	
Module 1	R 1 661.92		
Module 2	R 1 771.12		
Module 3	R 1 885.52		
Module 4	R 1 994.72		
Module 5	R 2 106.00		
Module 6	R 2 217.28		
LEARNER UNIT STANDARDS			
Entry Level	R 1 342.64	N/A	
Core Unit Standards Level 2	R 1 550.64		
Core Unit Standards Level 3	R 1 796.08		
Core Unit Standards Level 4	R 2 008.24		
P T O			

KLERKSDORP & POTCHEFSTROOM			
EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2012 to 31/12/2012	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANICURITS & / OR BEAUTY CULTURIST			
First three months of experience	R 1 170.00	N/A	
Second three months of experience	R 1 362.40		
Third three months of experience	R 1 700.40		
Thereafter	R 3 014.96	R 3 165.76	R 3 317.60
RECEPTIONIST	R 2 987.92	R 3 137.68	R 3 286.40
OPERATOR			
First Year Operator	R 2 038.40	N/A	
Operator	R 2 824.64	R 2 966.08	R 3 106.48
Multi-Skilled Operator	R 3 343.60	R 3 511.04	R 3 677.44
GENERAL ASSISTANT			
	R 1 535.04	R 1 612.00	R 1 687.92
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.			
PROVIDENT FUND			
PLEASE NOTE : As from 1 January 2012 Provident Fund Contributions will be compulsory for all employees. Contribution to be paid by all employees will be 5% of salary. Contributions payable by all employers will be 5% of 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 Magisterial Districts of			
Port Elizabeth, Uitenhage & Humansdorp			
EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2012 to 31/12/2012	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANAGER			
Manager/ess Only	R 3 762.72	R 3 950.96	R 4 139.20
Manger/ess & Hairdresser	R 4 567.68	R 4 796.48	R 5 024.24
(Per month + Personal Services Commission)			
HAIRDRESSER - QUALIFIED			
1st Year after qualifying	R 3 547.44	N/A	N/A
Thereafter	R 4 027.92	R 4 229.68	R 4 431.04
AFRO HAIRDRESSER / STYLIST			
With COTT or SETA qualification	R 2 801.76	R 2 942.16	R 3 081.52
With informal qualification	R 1 752.40	R 1 839.76	R 1 928.16
UNSKILLED AFRO HAIRDRESSER			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 1 141.92	R 1 199.12	R 1 256.32
LEARNER MODULES			
Module 0	R 1 843.92	N/A	
Module 1	R 1 939.60		
Module 2	R 2 031.12		
Module 3	R 2 126.80		
Module 4	R 2 222.48		
Module 5	R 2 317.12		
Module 6	R 2 413.84		
LEARNER UNIT STANDARDS			
Entry Level	R 1 680.64	N/A	
Core Unit Standards Level 2	R 1 939.60		
Core Unit Standards Level 3	R 2 176.72		
Core Unit Standards level 4	R 2 364.96		
PTO			

PORT ELIZABETH, UITENHAGE & HUMANSDORP

EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2012 to 31/12/2012	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANICURITS & / OR BEAUTY CULTURIST			
First year of experience	R 2 656.16	N/A	
Thereafter	R 3 450.72	R 3 623.36	R 3 796.00
RECEPTIONIST			
First year of experience	R 3 010.80	N/A	
Thereafter	R 3 645.20	R 3 827.20	R 4 010.24
OPERATOR			
First Year Operator	R 1 892.80	N/A	
Operator	R 2 406.56	R 2 527.20	R 2 646.80
Multi-Skilled Operator	R 2 780.96	R 2 920.32	R 3 059.68
GENERAL ASSISTANT			
	R 2 062.32	R 2 165.28	R 2 269.28
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.			
PROVIDENT FUND			
PLEASE NOTE : As from 1 January 2012 Provident Fund Contributions will be compulsory for all employees. Contribution to be paid by all employees will be 6% of salary. Contributions payable by all employers will be 6% of salary.			

SUMMARY of HCSBC's MAIN COLLECTIVE AGREEMENT

(Incorporates Government Gazettes 26916 of 10/04, 27048 of 12/04, 27397 of 03/05, 29096 of 08/06, 29434 of Dec 2006, 30514 of November 2007, 30537 of December 2007, 32299 of June 2009 & 33901 of Dec 2010)

4 **CLAUSE 22 – EXPENSES OF THE COUNCIL AND SUBSCRIPTIONS TO THE
EMPLOYERS' ORGANISATION AND THE UNION
AFTER**

22.13 the Council has the right to add VAT to any sum in the Contribution Schedule which attracts VAT in terms of the Value Added Tax Act.

INSERT CONTRIBUTION SCHEDULE FOR EACH REGION

**REFER TO CONTRIBUTION SCHEDULES
PAYABLE IN YOUR REGION
(Pages 19 - 27)
(Effective till 31st December 2012)**

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 Jan 2012)							
Work Code	CATEGORY	UNION / AGENCY	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund
			Employer	Employee	Employer	Employee	(equal contributions by employer and employee)
	EOHCB Subscriptions (Southern Gauteng)	R350.00 EOHCB/ Agency Fee			R75.00 AHBEASA / Agency Fee		
	Basic establishment charge		R 75.00				
	Total minimum charge		R 130.00				
05 WE	Working Employer (Provident Fund is optional)	N/A	Nil	Nil	R 56.50	N/A	R 451.96 (Optional)
	MANAGER						
05 MO1	Manager Only	R 68.00	R 20.00	R 57.00	R19.83	R39.66	R237.95 each
05 MO5	After 5 years	R 68.00	R 20.00	R 57.00	R20.62	R41.24	R247.42 each
05 MO10	After 10 years	R 68.00	R 20.00	R 57.00	R21.60	R43.20	R259.21 each
05 MH1	Manageress / Hairdresser	R 68.00	R 20.00	R 57.00	R24.50	R48.99	R293.96 each
05 MH5	After 5 years	R 68.00	R 20.00	R 57.00	R25.72	R51.44	R308.64 each
05 MH10	After 10 years	R 68.00	R 20.00	R 57.00	R26.94	R53.89	R323.32 each
	HAIRDRESSER – QUALIFIED						
05 HQ1	First year after qualifying	R 68.00	R 20.00	R 57.00	R14.11	R28.22	R169.34 each
05 HQ2	Thereafter	R 68.00	R 20.00	R 57.00	R18.83	R37.66	R225.98 each
05 HQ5	After 5 years	R 68.00	R 20.00	R 57.00	R19.77	R39.54	R237.26 each
05 HQ10	After 10 years	R 68.00	R 20.00	R 57.00	R20.71	R41.42	R248.54 each
	AFRO HAIRDRESSER / STYLIST						
05 AHQ1	With COTT or SETA Qualification	R 68.00	R 20.00	R 57.00	R13.32	R26.65	R159.89 each
05 AHQ5	After 5 years	R 68.00	R 20.00	R 57.00	R13.99	R27.98	R167.90 each
05 AHQ10	After 10 years	R 68.00	R 20.00	R 57.00	R14.66	R29.32	R175.90 each
05 AH1	With Informal Qualification	R 68.00	R 20.00	R 57.00	R8.44	R16.88	R101.30 each
05 AH15	After 5 years	R 68.00	R 20.00	R 57.00	R8.87	R17.73	R106.41 each
05 AH10	After 10 years	R 68.00	R 20.00	R 57.00	R9.29	R18.57	R111.45 each
05 AHB1	An employee who does one or more of the following: Braiding, Plaiting, Haircutting or Extensions	R 68.00	R 20.00	R 57.00	R5.48	R10.95	R65.71 each
05 AHB 5	After 5 years	R 68.00	R 20.00	R 57.00	R5.75	R11.50	R68.99 each
05 AHB10	After 10 years	R 68.00	R 20.00	R 57.00	R6.02	R12.04	R72.28 each
	LEARNER – MODULES						
05 LMO	Before completing module 1	R 68.00	R 12.00	R 24.00	R8.78	R17.56	R105.34 each
05 LM1	Module 1	R 68.00	R 12.00	R 24.00	R9.07	R18.14	R108.96 each
05 LM2	Module 2	R 68.00	R 12.00	R 24.00	R9.56	R19.12	R114.72 each
05 LM3	Module 3	R 68.00	R 12.00	R 24.00	R10.03	R20.07	R120.39 each
05 LM4	Module 4	R 68.00	R 15.00	R 33.00	R10.54	R21.07	R126.44 each
05 LM5	Module 5	R 68.00	R 15.00	R 33.00	R11.25	R22.50	R135.00 each
05 LM6	Module 6	R 68.00	R 15.00	R 33.00	R11.51	R23.02	R138.10 each
	LEARNER – UNIT STANDARDS						
05 LSO	Entry Level	R 68.00	R 12.00	R 24.00	R7.74	R15.48	R92.86 each
05 LS1	Core Unit Standards Level 2	R 68.00	R 12.00	R 24.00	R9.15	R18.29	R109.75 each
05 LS6	Core Unit Standards Level 3	R 68.00	R 15.00	R 33.00	R10.27	R20.55	R123.29 each
05 LS11	Core Unit Standards Level 4	R 68.00	R 15.00	R 33.00	R11.27	R22.54	R135.26 each
	MANICURIST & BEAUTY CULTURIST						
05 MB13	1 st 3 Months	R 68.00	R 12.00	R 24.00	R5.22	R10.44	R62.62 each
05 MB23	2 nd 3 Months	R 68.00	R 12.00	R 24.00	R6.08	R12.16	R72.95 each
05 MB33	3 rd 3 Months	R 68.00	R 15.00	R 33.00	R7.59	R15.17	R91.04 each
05 MB1	Thereafter	R 68.00	R 20.00	R 48.00	R13.46	R26.91	R161.47 each
05 MB5	After 5 years	R 68.00	R 20.00	R 48.00	R14.13	R28.26	R169.53 each
05 MB10	After 10 years	R 68.00	R 20.00	R 48.00	R14.81	R29.61	R177.66 each
	RECEPTIONIST/TELEPHONIST						
05 RE1	After 5 years	R 68.00	R 20.00	R 48.00	R13.47	R26.94	R161.66 each
05 RE5	After 5 years	R 68.00	R 20.00	R 48.00	R14.14	R28.29	R169.72 each
05 RE10	After 10 years	R 68.00	R 20.00	R 48.00	R14.82	R29.64	R177.85 each
	OPERATOR						
05 OP	First year	R 68.00	R 12.00	R 24.00	R6.65	R13.29	R79.76 each
05 OP1	Thereafter	R 68.00	R 12.00	R 24.00	R13.14	R26.27	R157.63 each
05 OP5	After 5 years	R 68.00	R 12.00	R 24.00	R13.79	R27.58	R165.50 each
05 OP10	After 10 years	R 68.00	R 12.00	R 24.00	R14.45	R28.90	R173.38 each
05 OPM1	Operator Multi-skilled	R 68.00	R 12.00	R 24.00	R14.93	R29.85	R179.11 each
05 OPM5	After 5 years	R 68.00	R 12.00	R 24.00	R15.67	R31.34	R188.06 each
05 OPM10	After 10 years	R 68.00	R 12.00	R 24.00	R16.42	R32.83	R197.00 each
	GENERAL ASSISTANT						
05 GA1	After 5 years	R 68.00	R 12.00	R 24.00	R6.99	R13.99	R83.92 each
05 GA5	After 5 years	R 68.00	R 12.00	R 24.00	R7.34	R14.69	R88.14 each
05 GA10	After 10 years	R 68.00	R 12.00	R 24.00	R7.70	R15.39	R92.36 each
	CASUAL EMPLOYEE						
	PART TIME EMPLOYEE						

Contributions for casual / part time employees shall be as specified for that category of employee above

HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL (semi national)								
CONTRIBUTION SCHEDULE (Clause 22)								
SCHEDULE OF EOCHB, 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 Jan 2011)								
Work Code	CATEGORY	SUBS	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund	
		UNION/ AGENCY	Employer	Employee	Employer	Employee	(equal contributions by employer and employee)	
	EOCHB Subscriptions	R230.00 EOCHB / Agency Fee			R75.00 AHBEASA / Agency Fee			
	Basic establishment charge		R 75.00					
	Total minimum charge		R 130.00					
02 WE	Working Employer (Provident Fund is optional)	N/A	Nil	Nil	R 65.85	N/A	R 526.78 Optional	
	MANAGER							
02 MO1	Manager Only	R 68.00	R 20.00	R 57.00	R 14.95	R 29.90	R179.40	each
02 MO5	After 5 years	R 68.00	R 20.00	R 57.00	R 15.70	R 31.40	R188.39	each
02 MO10	After 10 years	R 68.00	R 20.00	R 57.00	R 16.45	R 32.90	R197.37	each
02 MH10	Manager & Hairdresser	R 68.00	R 20.00	R 57.00	R 22.28	R 44.56	R267.38	each
02 MH5	After 5 years	R 68.00	R 20.00	R 57.00	R 23.39	R 46.79	R280.74	each
02 MH10	After 10 years	R 68.00	R 20.00	R 57.00	R 24.51	R 49.02	R294.09	each
	HAIRDRESSER – QUALIFIED							
02 HQ1	First year after qualifying	R 68.00	R 20.00	R 57.00	R 18.27	R 36.55	R219.27	each
02 HQ2	Thereafter	R 68.00	R 20.00	R 57.00	R 21.95	R 43.90	R263.39	each
02 HQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 23.05	R 46.09	R276.56	each
02 HQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 24.14	R 48.29	R289.72	each
	AFRO HAIRDRESSER / STYLIST							
02 AHQ1	With COTT or SETA qualification	R 68.00	R 20.00	R 57.00	R 13.74	R 27.48	R164.86	each
02 AHQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 14.42	R 28.85	R173.10	each
02 AHQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 15.11	R 30.22	R181.33	each
02 AH11	With informal qualification	R 66.00	R 20.00	R 57.00	R 8.59	R 17.18	R103.08	each
02 AH15	After 5 years	R 68.00	R 20.00	R 57.00	R 9.02	R 18.04	R108.26	each
02 AH10	After 10 years	R 68.00	R 20.00	R 57.00	R 9.45	R 18.90	R113.38	each
02 AHB1	An employee who does one or more of the following: Braiding, Plaiting, Cutting or Extensions	R 68.00	R 20.00	R 57.00	R 5.60	R 11.20	R67.20	each
02 AHB 5	After 5 years	R 68.00	R 20.00	R 57.00	R 5.88	R 11.76	R70.57	each
02 AHB10	After 10 years	R 68.00	R 20.00	R 57.00	R 6.16	R 12.32	R73.94	each
	LEARNER – MODULES							
02 LM0	Module 0	R 68.00	R 12.00	R 24.00	R 9.12	R 18.24	R109.45	each
02 LM1	Module 1	R 68.00	R 12.00	R 24.00	R 9.53	R 19.05	R114.32	each
02 LM2	Module 2	R 68.00	R 12.00	R 24.00	R 10.16	R 20.31	R121.87	each
02 LM3	Module 3	R 68.00	R 12.00	R 24.00	R 10.79	R 21.58	R129.48	each
02 LM4	Module 4	R 68.00	R 15.00	R 33.00	R 11.36	R 22.71	R136.28	each
02 LM5	Module 5	R 68.00	R 15.00	R 33.00	R 12.07	R 24.15	R144.89	each
02 LM6	Module 6	R 68.00	R 15.00	R 33.00	R 12.71	R 25.43	R152.57	each
	LEARNER – UNIT STANDARDS							
02 LS0	Entry Level	R 68.00	R 12.00	R 24.00	R 6.40	R 16.81	R100.84	each
02 LS1	Core Unit Standards Level 2	R 68.00	R 12.00	R 24.00	R 9.60	R 19.21	R115.25	each
02 LS6	Core Unit Standards Level 3	R 68.00	R 15.00	R 33.00	R 10.78	R 21.57	R129.42	each
02 LS11	Core Unit Standards Level 4	R 68.00	R 15.00	R 33.00	R 11.71	R 23.42	R140.52	each
	MANICURIST & BEAUTY CULTURIST							
02 MB1	1st year of experience	R 68.00	R 12.00	R 24.00	R 12.99	R 25.99	R155.94	each
02 MB2	Thereafter	R 68.00	R 15.00	R 33.00	R 16.04	R 32.08	R192.50	each
02 MB5	After 5 years	R 68.00	R 15.00	R 33.00	R 16.84	R 33.69	R202.11	each
02 MB10	After 10 years	R 68.00	R 15.00	R 33.00	R 17.85	R 35.30	R211.79	each
02 RE1	RECEPTIONIST - 1st year	R 68.00	R 20.00	R 48.00	R 16.52	R 33.03	R198.18	each
02 RE2	Thereafter	R 68.00	R 20.00	R 48.00	R 19.70	R 39.41	R236.43	each
02 RE5	After 5 years	R 68.00	R 20.00	R 48.00	R 20.69	R 41.37	R248.23	each
02 RE10	After 10 years	R 68.00	R 20.00	R 48.00	R 21.68	R 43.36	R260.15	each
	OPERATOR							
02 OP	Operator - first year	R 68.00	R 12.00	R 24.00	R 8.83	R 17.67	R108.02	each
02 OP1	Operator - thereafter	R 68.00	R 12.00	R 24.00	R 10.84	R 21.67	R130.04	each
02 OP5	After 5 years	R 68.00	R 12.00	R 24.00	R 11.38	R 22.76	R136.53	each
02 OP10	After 10 years	R 68.00	R 12.00	R 24.00	R 11.92	R 23.85	R143.08	each
02 OPM1	Operator Multi-Skilled	R 68.00	R 12.00	R 24.00	R 13.24	R 26.49	R158.93	each
02 OPM5	Operator Multi-Skilled After 5 years	R 68.00	R 12.00	R 24.00	R 13.90	R 27.81	R166.86	each
02 OPM10	Operator Multi-Skilled After 10 years	R 68.00	R 12.00	R 24.00	R 14.57	R 29.14	R174.84	each
02 GA1	GENERAL ASSISTANT	R 68.00	R 12.00	R 24.00	R 9.70	R 19.41	R116.44	each ..
02 GA5	After 5 years	R 68.00	R 12.00	R 24.00	R 10.19	R 20.37	R122.24	each
02 GA10	After 10 years	R 68.00	R 12.00	R 24.00	R 10.68	R 21.35	R128.11	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 Jan 2012)							
		UNION / AGENCY FEE	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund
Working Code	CATEGORY		Employer	Employee	Employer	Employee	(equal contributions by employer and employee)
	EOHCB Subscriptions (S. GAUTENG)	R270.00 EOHCB / Agency Fee				R75.00 AHBEASA / Agency Fee	
	Basic establishment charge		R 75.00				
	Total minimum charge		R 130.00				
07 WE	Working Employer (Provident Fund is optional)	N/A	Nil	Nil	R 37.32	N/A	R 298.52 (Optional)
	MANAGER						
07 MO1	Manager Only	R 68.00	R 20.00	R 57.00	R 15.35	R 30.70	R184.20 each
07 MO5	After 5 years	R 68.00	R 20.00	R 57.00	R 16.11	R 32.23	R193.38 each
07 MO10	After 10 years	R 68.00	R 20.00	R 57.00	R 16.89	R 33.78	R202.68 each
07 MH1	Manageress / Hairdresser	R 68.00	R 20.00	R 57.00	R 19.84	R 39.68	R238.06 each
07 MH5	After 5 years	R 68.00	R 20.00	R 57.00	R 20.83	R 41.65	R249.91 each
07 MH10	After 10 years	R 68.00	R 20.00	R 57.00	R 21.82	R 43.65	R261.89 each
	HAIRDRESSER – QUALIFIED						
07 HQ1	First year after qualifying	R 68.00	R 20.00	R 57.00	R 10.52	R 21.05	R128.30 each
07 HQ2	Thereafter	R 68.00	R 20.00	R 57.00	R 12.44	R 24.88	R149.26 each
07 HQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 13.06	R 26.12	R156.75 each
07 HQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 13.69	R 27.37	R164.24 each
	AFRO HAIRDRESSER / STYLIST						
07 AHQ1	With COTT or SETA Qualification	R 68.00	R 20.00	R 57.00	R 10.95	R 21.89	R131.35 each
07 AHQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 11.49	R 22.98	R137.90 each
07 AHQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 12.04	R 24.09	R144.52 each
07 AHI1	With Informal Qualification	R 68.00	R 20.00	R 57.00	R 7.31	R 14.61	R87.67 each
07 AHI5	After 5 years	R 68.00	R 20.00	R 57.00	R 7.66	R 15.33	R91.98 each
07 AHI10	After 10 years	R 68.00	R 20.00	R 57.00	R 8.03	R 16.07	R96.41 each
07 AHB1	An employee who does one or more of the following: Braiding, Plaiting, Haircutting or Extensions	R 68.00	R 20.00	R 57.00	R 4.47	R 8.93	R53.60 each
07 AHB 5	After 5 years	R 68.00	R 20.00	R 57.00	R 4.69	R 9.38	R56.28 each
07 AHB10	After 10 years	R 68.00	R 20.00	R 57.00	R 4.91	R 9.82	R58.91 each
	LEARNER – MODULES						
07 LM0	Before completing module 1	R 68.00	R 12.00	R 24.00	R 6.33	R 12.67	R76.00 each
07 LM1	Module 1	R 68.00	R 12.00	R 24.00	R 6.59	R 13.18	R79.06 each
07 LM2	Module 2	R 68.00	R 12.00	R 24.00	R 7.04	R 14.08	R84.49 each
07 LM3	Module 3	R 68.00	R 12.00	R 24.00	R 7.47	R 14.94	R89.67 each
07 LM4	Module 4	R 68.00	R 15.00	R 33.00	R 7.92	R 15.84	R95.04 each
07 LM5	Module 5	R 68.00	R 15.00	R 33.00	R 8.35	R 16.69	R100.15 each
07 LM6	Module 6	R 68.00	R 15.00	R 33.00	R 8.81	R 17.62	R105.71 each
	LEARNER – UNIT STANDARDS						
07 LS0	Entry level	R 68.00	R 12.00	R 24.00	R 6.06	R 12.13	R72.76 each
07 LS1	Core Unit Standards Level 2	R 68.00	R 12.00	R 24.00	R 6.65	R 13.29	R79.75 each
07 LS6	Core Unit Standards Level 3	R 68.00	R 15.00	R 33.00	R 7.80	R 15.60	R93.60 each
07 LS11	Core Unit Standards Level 4	R 68.00	R 15.00	R 33.00	R 8.64	R 17.28	R103.71 each
	MANICURIST & BEAUTY CULTURIST						
07 MB13	1 st 3 Months	R 68.00	R 12.00	R 24.00	R 5.05	R 10.11	R60.65 each
07 MB23	2 nd 3 Months	R 68.00	R 15.00	R 33.00	R 5.88	R 11.76	R70.57 each
07 MB33	3 rd 3 Months	R 68.00	R 15.00	R 33.00	R 7.34	R 14.68	R88.11 each
07 MB1	Thereafter	R 68.00	R 20.00	R 48.00	R 10.93	R 21.86	R131.16 each
07 MB5	After 5 years	R 68.00	R 20.00	R 48.00	R 11.48	R 22.95	R137.72 each
07 MB10	After 10 years	R 68.00	R 20.00	R 48.00	R 12.02	R 24.04	R144.27 each
07 RE1	RECEPTIONIST/TELEPHONIST	R 68.00	R 20.00	R 48.00	R 11.01	R 22.03	R132.16 each
07 RE5	After 5 years	R 68.00	R 20.00	R 48.00	R 11.56	R 23.13	R138.78 each
07 RE10	After 10 years	R 68.00	R 20.00	R 48.00	R 12.12	R 24.23	R145.39 each
	OPERATOR						
07 OP	Operator first year	R 68.00	R 12.00	R 24.00	R 6.43	R 12.85	R77.13 each
07 OP1	Thereafter	R 68.00	R 12.00	R 24.00	R 8.88	R 17.75	R106.52 each
07 OP5	After 5 years	R 68.00	R 12.00	R 24.00	R 9.32	R 18.64	R111.82 each
07 OP10	After 10 years	R 68.00	R 12.00	R 24.00	R 9.76	R 19.52	R117.12 each
07 OPM1	Operator Multi-Skilled	R 68.00	R 12.00	R 24.00	R 10.97	R 21.94	R131.66 each
07 OPM5	After 5 years	R 68.00	R 12.00	R 24.00	R 11.52	R 23.05	R138.28 each
07 OPM10	After 10 years	R 68.00	R 12.00	R 24.00	R 12.07	R 24.14	R144.83 each
07 GA1	GENERAL ASSISTANT	R 68.00	R 12.00	R 24.00	R 5.26	R 10.51	R63.09 each
07 GA5	After 5 years	R 68.00	R 12.00	R 24.00	R 5.52	R 11.04	R66.27 each
07 GA10	After 10 years	R 68.00	R 12.00	R 24.00	R 5.78	R 11.56	R69.39 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 & Nigel)							
(Effective from 1st Jan 2012)							
	CATEGORY	UNION / AGENCY	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund
			Employer	Employee	Employer	Employee	(equal contributions by employer and employee)
	EOHCB Subscriptions (S. Gauteng)	R350.00 EOHCB / Agency Fee		R75.00 AHBEASA / Agency Fee			
	Basic establishment charge		R 75.00				
	Total minimum charge		R 130.00				
01 WE	Working Employer (Provident Fund is optional)	N/A	N/A	N/A	R 91.07	N/A	R 728.58 (Optional)
	MANAGER						
01 MO1	Manager Only	R 68.00	R 20.00	R 57.00	R 22.80	R 45.60	R273.62 each
01 MO5	After 5 years	R 68.00	R 20.00	R 57.00	R 23.94	R 47.88	R287.29 each
01 MO10	After 10 years	R 68.00	R 20.00	R 57.00	R 25.08	R 50.17	R301.02 each
01 MH1	Manageress / Hairdresser	R 68.00	R 20.00	R 57.00	R 30.21	R 60.42	R362.54 each
01 MH5	After 5 years	R 68.00	R 20.00	R 57.00	R 31.72	R 63.44	R380.64 each
01 MH10	After 10 years	R 68.00	R 20.00	R 57.00	R 33.24	R 66.48	R398.86 each
	HAIRDRESSER – QUALIFIED						
01 HQ1	First year after qualifying	R 68.00	R 20.00	R 57.00	R 21.27	R 42.55	R255.28 each
01 HQ2	Thereafter	R 68.00	R 20.00	R 57.00	R 30.36	R 60.72	R364.29 each
01 HQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 31.88	R 63.75	R382.51 each
01 HQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 33.39	R 66.79	R400.73 each
	AFRO HAIRDRESSER / STYLIST						
01 AHQ1	With COTT or SETA Qualification	R 68.00	R 20.00	R 57.00	R 17.35	R 34.69	R208.17 each
01 AHQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 18.23	R 36.46	R218.77 each
01 AHQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 19.08	R 38.17	R229.01 each
01 AH1	With informal qualifications	R 68.00	R 20.00	R 57.00	R 12.04	R 24.09	R144.52 each
01 AH15	After 5 years	R 68.00	R 20.00	R 57.00	R 12.65	R 25.29	R151.76 each
01 AH10	After 10 years	R 68.00	R 20.00	R 57.00	R 13.25	R 26.50	R159.00 each
01 AHB1	An employee who does one or more of the following: Braiding, Plaiting, Haircutting or Extensions Unskilled Hairdresser	R 68.00	R 20.00	R 57.00	R 8.84	R 17.68	R106.08 each
01 AHB 5	After 5 years	R 68.00	R 20.00	R 57.00	R 9.28	R 18.56	R111.38 each
01 AHB10	After 10 years	R 68.00	R 20.00	R 57.00	R 9.72	R 19.45	R116.69 each
	LEARNER – MODULES						
01 LM0	Before completing module 1	R 68.00	R 12.00	R 24.00	R 9.42	R 18.84	R113.07 each
01 LM1	Module 1	R 68.00	R 12.00	R 24.00	R 9.74	R 19.48	R116.88 each
01 LM2	Module 2	R 68.00	R 12.00	R 24.00	R 10.27	R 20.54	R123.24 each
01 LM3	Module 3	R 68.00	R 12.00	R 24.00	R 10.77	R 21.54	R129.23 each
01 LM4	Module 4	R 68.00	R 15.00	R 33.00	R 11.30	R 22.61	R135.66 each
01 LM5	Module 5	R 68.00	R 15.00	R 33.00	R 11.84	R 23.67	R142.02 each
01 LM6	Module 6	R 68.00	R 15.00	R 33.00	R 12.36	R 24.72	R148.32 each
	LEARNER – UNIT STANDARDS						
01 LS0	Entry Level	R 68.00	R 12.00	R 24.00	R 8.49	R 16.97	R101.84 each
01 LS1	Core Unit Standards Level 2	R 68.00	R 12.00	R 24.00	R 9.80	R 19.60	R117.62 each
01 LS6	Core Unit Standards Level 3	R 68.00	R 15.00	R 33.00	R 11.06	R 22.12	R132.72 each
01 LS11	Core Unit Standards Level 4	R 68.00	R 15.00	R 33.00	R 12.10	R 24.20	R145.20 each
01	MANICURIST & BEAUTY CULTURIST						
01 MB13	1 st 3 Months	R 68.00	R 12.00	R 24.00	R 8.52	R 17.04	R102.21 each
01 MB23	2 nd 3 Months	R 68.00	R 15.00	R 24.00	R 9.84	R 19.68	R118.06 each
01 MB33	3 rd 3 Months	R 68.00	R 15.00	R 33.00	R 12.46	R 24.92	R149.51 each
01 MB1	Thereafter	R 68.00	R 20.00	R 48.00	R 21.96	R 43.92	R263.52 each
01 MB5	After 5 years	R 68.00	R 20.00	R 48.00	R 23.06	R 46.11	R276.68 each
01 MB10	After 10 years	R 68.00	R 20.00	R 48.00	R 24.15	R 48.31	R289.85 each
01 RE1	RECEPTIONIST/TELEPHONIST	R 68.00	R 20.00	R 48.00	R 21.18	R 42.36	R254.16 each
01 RE5	After 5 years	R 68.00	R 20.00	R 48.00	R 22.24	R 44.48	R266.88 each
01 RE10	After 10 years	R 68.00	R 20.00	R 4.00	R 23.30	R 46.59	R279.55 each
	OPERATOR						
01 OP	Operator - First Year	R 68.00	R 12.00	R 24.00	R 12.74	R 25.48	R152.88 each
01 OP1	Operator - thereafter	R 68.00	R 12.00	R 24.00	R 19.33	R 38.67	R232.00 each
01 OP5	Operator - after 5 years	R 68.00	R 12.00	R 24.00	R 20.30	R 40.60	R243.61 each
01 OP10	Operator - after 10 years	R 68.00	R 12.00	R 24.00	R 21.27	R 42.54	R255.22 each
01 OPM1	Operator Multi-Skilled	R 68.00	R 12.00	R 24.00	R 21.39	R 42.79	R256.71 each
01 OPM5	Operator Multi-Skilled After 5 years	R 68.00	R 12.00	R 24.00	R 22.46	R 44.93	R269.57 each
01 OPM10	Operator Multi-Skilled After 10 Years	R 68.00	R 12.00	R 24.00	R 23.53	R 47.06	R282.36 each
01 GA1	GENERAL ASSISTANT	R 68.00	R 12.00	R 24.00	R 11.98	R 23.96	R143.77 each
01 GA5	After 5 years	R 68.00	R 12.00	R 24.00	R 12.58	R 25.16	R150.95 each
01 GA10	After 10 years	R 68.00	R 12.00	R 24.00	R 13.18	R 26.35	R158.12 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 THE MAGISTERIAL DISTRICT OF KIMBERLEY							
(Area 5)							
(With effect 1 st Jan 2012)							
Work Code	CATEGORY	UNION / AGENCY	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund
			Employer	Employee	Employer	Employee	(equal contributions by employer and employee)
	EOHCB Subscriptions (S. GAUTENG)	R270.00 EOHCB / Agency Fee		R75.00 AHBEASA / Agency Fee			
	Basic establishment charge		R 75.00				
	Total minimum charge		R 130.00				
03 WE	Working Employer (Provident Fund is optional)	N/A	Nil	Nil	R 39.19	N/A	R 298.52 (Optional)
	MANAGER						
03 MO1	Manager Only	R 68.00	R 20.00	R 57.00	R 15.35	R 30.70	R184.20 each
03 MO	After 5 years	R 68.00	R 20.00	R 57.00	R 16.11	R 32.23	R193.38 each
03 MO10	After 10 years	R 68.00	R 20.00	R 57.00	R 16.89	R 33.78	R202.68 each
03 MH1	Manageress / Hairdresser	R 68.00	R 20.00	R 57.00	R 19.84	R 39.68	R238.06 each
03 MH5	After 5 years	R 68.00	R 20.00	R 57.00	R 20.83	R 41.65	R249.91 each
03 MH10	After 10 years	R 68.00	R 20.00	R 57.00	R 21.82	R 43.65	R261.89 each
	HAIRDRESSER – QUALIFIED						
03 HQ1	First year after qualifying	R 68.00	R 20.00	R 57.00	R 12.44	R 24.88	R126.30 each
03 HQ2	Thereafter	R 68.00	R 20.00	R 57.00	R 13.06	R 26.12	R149.26 each
03 HQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 13.69	R 27.37	R156.75 each
03 HQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 13.69	R 27.37	R164.24 each
	AFRO HAIRDRESSER / STYLIST						
03 AHQ1	With COTT or SETA Qualification	R 68.00	R 20.00	R 57.00	R 10.95	R 21.89	R131.34 each
03 AHQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 11.49	R 22.98	R137.88 each
03 AHQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 12.05	R 24.09	R144.54 each
03 AH1	With Informal Qualification	R 68.00	R 20.00	R 57.00	R 7.31	R 14.61	R87.66 each
03 AH15	After 5 years	R 68.00	R 20.00	R 57.00	R 7.67	R 15.34	R92.04 each
03 AH10	After 10 years	R 68.00	R 20.00	R 57.00	R 8.04	R 16.07	R96.42 each
03 AHB1	An employee who does one or more of the following: Braiding, Plaiting, Haircutting or Extensions	R 68.00	R 20.00	R 57.00	R 4.47	R 8.93	R53.80 each
03 AHB 5	After 5 years	R 68.00	R 20.00	R 57.00	R 4.69	R 9.38	R56.28 each
03 AHB10	After 10 years	R 68.00	R 20.00	R 57.00	R 4.91	R 9.82	R58.91 each
	LEARNER – MODULES						
03 LM0	Before completing module 1	R 68.00	R 12.00	R 24.00	R 6.33	R 12.67	R76.00 each
03 LM1	Module 1	R 68.00	R 12.00	R 24.00	R 6.59	R 13.18	R79.06 each
03 LM2	Module 2	R 68.00	R 12.00	R 24.00	R 7.04	R 14.06	R84.49 each
03 LM3	Module 3	R 68.00	R 12.00	R 24.00	R 7.47	R 14.94	R89.67 each
03 LM4	Module 4	R 68.00	R 15.00	R 33.00	R 7.92	R 15.84	R95.04 each
03 LM5	Module 5	R 68.00	R 15.00	R 33.00	R 8.35	R 16.69	R100.15 each
03 LM6	Module 6	R 68.00	R 15.00	R 33.00	R 8.81	R 17.62	R105.71 each
	LEARNER – UNIT STANDARDS						
03 LS0	Entry Level	R 68.00	R 12.00	R 24.00	R 6.06	R 12.13	R72.78 each
03 LS1	Core Unit Standards Level 2	R 68.00	R 12.00	R 24.00	R 6.66	R 13.31	R79.87 each
03 LS6	Core Unit Standards Level 3	R 68.00	R 15.00	R 33.00	R 7.83	R 15.66	R93.97 each
03 LS11	Core Unit Standards Level 4	R 68.00	R 15.00	R 33.00	R 8.64	R 17.28	R103.71 each
	MANICURIST & BEAUTY CULTURIST						
03 MB13	1 st 3 Months	R 68.00	R 12.00	R 24.00	R 5.05	R 10.11	R60.65 each
03 MB23	2 nd 3 Months	R 68.00	R 15.00	R 24.00	R 5.88	R 11.76	R70.57 each
03 MB33	3 rd 3 Months	R 68.00	R 15.00	R 33.00	R 7.34	R 14.68	R88.11 each
03 MB1	Thereafter	R 68.00	R 20.00	R 47.00	R 10.93	R 21.86	R131.16 each
03 MB5	After 5 years	R 68.00	R 20.00	R 47.00	R 11.48	R 22.95	R137.72 each
03 MB10	After 10 years	R 68.00	R 20.00	R 47.00	R 12.02	R 24.04	R144.27 each
03 RE1	RECEPTIONIST/TELEPHONIST	R 68.00	R 20.00	R 47.00	R 11.01	R 22.03	R132.16 each
03 RE5	After 5 years	R 68.00	R 20.00	R 47.00	R 11.56	R 23.13	R138.78 each
03 RE10	After 10 years	R 68.00	R 20.00	R 47.00	R 12.12	R 24.23	R145.39 each
	OPERATOR						
03 OP	Operator - first year	R 68.00	R 12.00	R 24.00	R 6.43	R 12.85	R77.13 each
03 OP1	Operator - thereafter	R 68.00	R 12.00	R 24.00	R 6.66	R 13.32	R103.90 each
03 OP5	After 5 years	R 68.00	R 12.00	R 24.00	R 9.09	R 18.19	R109.14 each
03 OP10	After 10 years	R 68.00	R 12.00	R 24.00	R 9.53	R 19.05	R114.32 each
03 OPM1	Operator - Multi-Skilled	R 68.00	R 12.00	R 24.00	R 10.72	R 21.43	R128.61 each
03 OPM5	After 5 years	R 68.00	R 12.00	R 24.00	R 11.25	R 22.50	R134.97 each
03 OPM10	After 10 years	R 68.00	R 12.00	R 24.00	R 11.78	R 23.57	R141.40 each
03 GA1	GENERAL ASSISTANT	R 68.00	R 12.00	R 24.00	R 5.11	R 10.22	R61.31 each
03 GA5	After 5 years	R 68.00	R 12.00	R 24.00	R 5.36	R 10.71	R64.27 each
03 GA10	After 10 years	R 68.00	R 12.00	R 24.00	R 5.62	R 11.23	R67.39 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 Jan 2012)							
Work Code	CATEGORY	UNION / AGENCY	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund
			Employer	Employee	Employer	Employee	(equal contributions by employer and employee)
	EOHCB Subscriptions	R230.00 EOHCB / Agency Fee			R75.00 AHBEASA / Agency Fee		
	Basic establishment charge		R 75.00				
	Total minimum charge		R 130.00				
08 WE	Working Employer (Provident Fund is optional)	N/A	Nil	Nil	R 63.30	N/A	R 422.03 Optional
	MANAGER						
08 MO1	Managers Only	R 68.00	R 20.00	R 57.00	R 18.47	R 36.93	R184.65 each
08 MO5	After 5 years	R 68.00	R 20.00	R 57.00	R 19.39	R 38.78	R193.91 each
08 MO10	After 10 years	R 68.00	R 20.00	R 57.00	R 20.31	R 40.62	R203.11 each
08 MH1	Manageress / Hairdresser	R 68.00	R 20.00	R 57.00	R 22.24	R 44.48	R222.40 each
08 MH5	After 5 years	R 68.00	R 20.00	R 57.00	R 23.35	R 46.71	R233.53 each
08 MH10	After 10 years	R 68.00	R 20.00	R 57.00	R 24.47	R 48.93	R244.66 each
	HAIRDRESSER – QUALIFIED						
08 HQ1	First year after qualifying	R 88.00	R 20.00	R 57.00	R 15.83	R 31.66	R158.29 each
08 HQ2	Thereafter	R 88.00	R 20.00	R 57.00	R 21.10	R 42.20	R211.02 each
08 HQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 22.15	R 44.30	R221.52 each
08 HQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 23.21	R 46.43	R232.13 each
	AFRO HAIRDRESSER / STYLIST						
08 AHQ1	With COTT or SETA Qualification	R 68.00	R 20.00	R 57.00	R 14.14	R 28.29	R141.44 each
08 AHQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 14.85	R 29.70	R148.51 each
08 AHQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 15.56	R 31.12	R155.58 each
08 AH11	With Informal Qualification	R 68.00	R 20.00	R 57.00	R 7.31	R 14.62	R73.11 each
08 AH15	After 5 years	R 68.00	R 20.00	R 57.00	R 7.68	R 15.35	R76.75 each
08 AH10	After 10 years	R 68.00	R 20.00	R 57.00	R 8.04	R 16.09	R80.44 each
08 AHB1	With Braiding, Plaiting, Cutting or Hair Extensions	R 68.00	R 20.00	R 57.00	R 5.00	R 9.99	R49.97 each
08 AHB 5	After 5 years	R 68.00	R 20.00	R 57.00	R 5.25	R 10.49	R52.47 each
08 AHB10	After 10 years	R 68.00	R 20.00	R 57.00	R 5.50	R 11.00	R55.02 each
	LEARNER – MODULES						
08 LM0	Before completing module 1	R 68.00	R 12.00	R 24.00	R 7.93	R 15.86	R79.30 each
08 LM1	Module 1	R 68.00	R 12.00	R 24.00	R 8.31	R 16.62	R83.10 each
08 LM2	Module 2	R 68.00	R 12.00	R 24.00	R 8.86	R 17.71	R88.56 each
08 LM3	Module 3	R 68.00	R 12.00	R 24.00	R 9.43	R 18.86	R94.28 each
08 LM4	Module 4	R 68.00	R 15.00	R 33.00	R 9.97	R 19.95	R99.74 each
08 LM5	Module 5	R 68.00	R 15.00	R 33.00	R 10.53	R 21.06	R105.30 each
08 LM6	Module 6	R 68.00	R 15.00	R 33.00	R 11.09	R 22.17	R110.86 each
	LEARNER – UNIT STANDARDS						
08 LS0	Entry level	R 68.00	R 12.00	R 24.00	R 6.71	R 13.43	R67.13 each
08 LS1	Core Unit Standards Level 2	R 68.00	R 12.00	R 24.00	R 7.75	R 15.51	R77.53 each
08 LS6	Core Unit Standards Level 3	R 68.00	R 15.00	R 33.00	R 8.98	R 17.96	R89.80 each
08 LS11	Core Unit Standards Level 4	R 68.00	R 15.00	R 33.00	R 10.04	R 20.08	R100.41 each
	MANICURIST & BEAUTY CULTURIST						
08 MB13	1 st 3 Months	R 68.00	R 12.00	R 24.00	R 8.51	R 17.01	R85.05 each
08 MB23	2 nd 3 Months	R 68.00	R 15.00	R 24.00	R 8.81	R 13.62	R68.12 each
08 MB33	3 rd 3 Months	R 68.00	R 15.00	R 33.00	R 8.50	R 17.00	R85.02 each
08 MB1	Thereafter	R 68.00	R 20.00	R 48.00	R 15.07	R 30.15	R150.75 each
08 MB5	After 5 years	R 68.00	R 20.00	R 48.00	R 15.83	R 31.66	R158.29 each
08 MB10	After 10 years	R 68.00	R 20.00	R 48.00	R 16.59	R 33.17	R165.87 each
08 RE1	RECEPTIONIST/TELEPHONIST	R 68.00	R 20.00	R 48.00	R 14.94	R 29.88	R149.40 each
08 RE5	After 5 years	R 68.00	R 20.00	R 48.00	R 15.69	R 31.38	R156.88 each
08 RE10	After 10 years	R 68.00	R 20.00	R 48.00	R 16.43	R 32.86	R164.32 each
	OPERATOR						
08 OP	First year	R 68.00	R 12.00	R 24.00	R 10.19	R 20.38	R101.92 each
08 OP1	Thereafter	R 68.00	R 12.00	R 24.00	R 14.12	R 28.25	R141.23 each
08 OP5	After 5 years	R 68.00	R 12.00	R 24.00	R 14.83	R 29.66	R148.30 each
08 OP10	After 10 years	R 68.00	R 12.00	R 24.00	R 15.53	R 31.06	R155.32 each
08 OPM1	Operator Multi-Skilled	R 68.00	R 12.00	R 24.00	R 16.72	R 33.44	R167.18 each
08 OPM5	After 5 years	R 68.00	R 12.00	R 24.00	R 17.56	R 35.11	R175.55 each
08 OPM10	After 10 years	R 68.00	R 12.00	R 24.00	R 18.39	R 36.77	R183.87 each
08 GA1	GENERAL ASSISTANT	R 68.00	R 12.00	R 24.00	R 7.68	R 15.35	R76.75 each
08 GA5	After 5 years	R 68.00	R 12.00	R 24.00	R 8.06	R 16.12	R80.60 each
08 GA10	After 10 years	R 68.00	R 12.00	R 24.00	R 8.44	R 16.88	R84.40 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 Jan 2012)							
Work Code	CATEGORY	UNION / AGENCY FEE	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund (equal by employer and employee)
			Employer	Employee	Employer	Employee	
	ESTABLISHMENT						
	EOHCB Subscriptions	R230.00 EOHCB / Agency Fee			R75.00 AHBEASA / Agency Fee		
	Basic establishment charge		R 75.00				
	Total minimum charge		R 130.00				
04 WE	Working Employer	N/A	N/A	N/A	R 60.42	N/A	R 483.35
	(Provident Fund is optional)						(Optional)
	MANAGER						
04 MO1	Manager Only	R 68.00	R 20.00	R 57.00	R 18.81	R 37.63	R225.76 each
04 MO5	After 5 years	R 68.00	R 20.00	R 57.00	R 19.75	R 39.51	R237.06 each
04 MO10	After 10 years	R 68.00	R 20.00	R 57.00	R 20.70	R 41.39	R248.35 each
04 MH1	Manager and Hairdresser	R 68.00	R 20.00	R 57.00	R 22.84	R 45.68	R274.06 each
04 MH5	After 5 years	R 68.00	R 20.00	R 57.00	R 23.98	R 47.96	R287.79 each
04 MH10	After 10 years	R 68.00	R 20.00	R 57.00	R 25.12	R 50.24	R301.45 each
	HAIRDRESSER - QUALIFIED						
04 HQ1	First year after qualifying	R 68.00	R 20.00	R 57.00	R 17.74	R 35.47	R212.85 each
04 HQ2	Thereafter	R 68.00	R 20.00	R 57.00	R 20.14	R 40.28	R241.68 each
04 HQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 21.15	R 42.30	R253.78 each
04 HQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 22.16	R 44.31	R265.86 each
	AFRO HAIRDRESSER / STYLIST						
04 AHQ1	With COTT or SETA qualification	R 68.00	R 20.00	R 57.00	R 14.01	R 28.02	R168.11 each
04 AHQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 14.71	R 29.42	R176.53 each
04 AHQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 15.41	R 30.82	R184.89 each
04 AHI1	With informal qualification	R 68.00	R 20.00	R 57.00	R 8.76	R 17.52	R105.14 each
04 AHI5	After 5 years	R 68.00	R 20.00	R 57.00	R 9.20	R 18.40	R110.39 each
04 AHI10	After 10 years	R 68.00	R 20.00	R 57.00	R 9.64	R 19.28	R115.69 each
04 AHB1	An employee who does one or more of the following: Braiding, Plaiting, Cutting or extensions	R 68.00	R 20.00	R 57.00	R 5.71	R 11.42	R68.52 each
04 AHB 5	After 5 years	R 68.00	R 20.00	R 57.00	R 6.00	R 11.99	R71.95 each
04 AHB10	After 10 years	R 68.00	R 20.00	R 57.00	R 6.28	R 12.56	R75.38 each
	LEARNER – MODULES						
04 LM0	Before completing module 1	R 68.00	R 12.00	R 24.00	R 9.22	R 18.44	R110.64 each
04 LM1	Module 1	R 68.00	R 12.00	R 24.00	R 9.70	R 19.40	R116.38 each
04 LM2	Module 2	R 68.00	R 12.00	R 24.00	R 10.16	R 20.31	R121.87 each
04 LM3	Module 3	R 68.00	R 12.00	R 24.00	R 10.63	R 21.27	R127.61 each
04 LM4	Module 4	R 68.00	R 15.00	R 33.00	R 11.11	R 22.22	R133.35 each
04 LM5	Module 5	R 68.00	R 15.00	R 33.00	R 11.59	R 23.17	R139.03 each
04 LM6	Module 6	R 68.00	R 15.00	R 33.00	R 12.07	R 24.14	R144.83 each
	LEARNER – UNIT STANDARDS						
04 LS0	Entry Level	R 68.00	R 12.00	R 24.00	R 8.40	R 16.81	R100.84 each
04 LS1	Core Unit Standards Level 2	R 68.00	R 12.00	R 24.00	R 9.70	R 19.40	R116.38 each
04 LS6	Core Unit Standards Level 3	R 68.00	R 15.00	R 33.00	R 10.88	R 21.77	R130.60 each
04 LS11	Core Unit Standards Level 4	R 68.00	R 15.00	R 33.00	R 11.82	R 23.65	R141.90 each
	MANICURIST & BEAUTY CULTURIST						
04 MB1	1 st year of experience	R 68.00	R 15.00	R 33.00	R 13.28	R 26.56	R159.37 each
04 MB2	Thereafter	R 68.00	R 15.00	R 33.00	R 17.25	R 34.51	R207.04 each
04 MB5	After 5 years	R 68.00	R 15.00	R 33.00	R 18.12	R 36.23	R217.40 each
04 MB10	After 10 years	R 68.00	R 15.00	R 33.00	R 18.98	R 37.96	R227.76 each
	RECEPTIONIST						
04 RE1	1 st year of experience	R 68.00	R 15.00	R 48.00	R 15.05	R 30.11	R180.65 each
04 RE2	Thereafter	R 68.00	R 20.00	R 48.00	R 18.23	R 36.45	R218.71 each
04 RE5	After 5 years	R 68.00	R 20.00	R 48.00	R 19.14	R 38.27	R229.63 each
04 RE10	After 10 years	R 68.00	R 20.00	R 48.00	R 20.05	R 40.10	R240.61 each
04	OPERATOR						
04 OP	Operator - first year	R 68.00	R 12.00	R 24.00	R 9.46	R 18.93	R113.57 each
04 OP1	Operator - thereafter	R 68.00	R 12.00	R 24.00	R 12.03	R 24.07	R144.39 each
04 OP5	After 5 years	R 68.00	R 12.00	R 24.00	R 12.64	R 25.27	R151.63 each
04 OP10	After 10 years	R 68.00	R 12.00	R 24.00	R 13.23	R 26.47	R158.81 each
04 OPM1	Operator - Multi-Skilled	R 68.00	R 12.00	R 24.00	R 13.90	R 27.81	R166.86 each
04 OPM5	After 5 years	R 68.00	R 12.00	R 24.00	R 14.60	R 29.20	R175.22 each
04 OPM10	After 10 years	R 68.00	R 12.00	R 24.00	R 15.30	R 30.60	R183.58 each
04 GA1	GENERAL ASSISTANT	R 68.00	R 12.00	R 24.00	R 10.31	R 20.62	R123.74 each
04 GA5	After 5 years	R 68.00	R 12.00	R 24.00	R 10.83	R 21.65	R129.92 each
04 GA10	After 10 years	R 68.00	R 12.00	R 24.00	R 11.35	R 22.69	R136.16 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 & NIGEL (Area 1)							
(Effective from 1st Jan 2012)							
	CATEGORY	EOHCB / UASA	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund
			Employer	Employee	Employer	Employee	(equal contributions by employer and employee)
	EOHCB Subscriptions	R350.00 EOHCB / Agency Fee		R75.00 AHBEASA / Agency Fee			
	(S. Gauteng)						
	Basic establishment charge		R 75.00				
	Total minimum charge		R 130.00				
11 WE	Working Employer (Provident Fund is optional)	N/A	Nil	Nil	R 91.07	N/A	R 728.58 (Optional)
	MANAGER						
11 MO1	Manager Only	R 68.00	R 20.00	R 57.00	R 22.80	R 45.60	R273.62 each
11 MO5	After 5 years	R 68.00	R 20.00	R 57.00	R 23.94	R 47.88	R287.29 each
11 MO10	After 10 years	R 68.00	R 20.00	R 57.00	R 25.08	R 50.17	R301.02 each
11 MH1	Manageress / Hairdresser	R 68.00	R 20.00	R 57.00	R 30.21	R 60.42	R362.54 each
11 MH5	After 5 years	R 68.00	R 20.00	R 57.00	R 31.72	R 63.44	R380.64 each
11 MH10	After 10 years	R 68.00	R 20.00	R 57.00	R 33.24	R 66.48	R398.86 each
	HAIRDRESSER – QUALIFIED						
11 HQ1	First year after qualifying	R 68.00	R 20.00	R 57.00	R 21.27	R 42.55	R255.28 each
11 HQ2	Thereafter	R 68.00	R 20.00	R 57.00	R 30.36	R 60.72	R364.29 each
11 HQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 31.88	R 63.75	R382.51 each
11 HQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 33.39	R 66.79	R400.73 each
	AFRO HAIRDRESSER / STYLIST						
11 AHQ1	With COTT or SETA Qualification	R 68.00	R 20.00	R 57.00	R 17.35	R 34.69	R208.17 each
11 AHQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 18.23	R 36.46	R218.77 each
11 AHQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 19.08	R 38.17	R229.01 each
11 AHI1	With informal qualifications	R 68.00	R 20.00	R 57.00	R 12.04	R 24.09	R144.52 each
11 AHI5	After 5 years	R 68.00	R 20.00	R 57.00	R 12.65	R 25.29	R151.76 each
11 AHI10	After 10 years	R 68.00	R 20.00	R 57.00	R 13.25	R 26.50	R159.00 each
11 AHB1	An employee who does one or more of the following: Braiding, Plaiting, Haircutting or Extensions Unskilled Hairdresser	R 68.00	R 20.00	R 57.00	R 8.84	R 17.68	R106.08 each
11 AHB 5	After 5 years	R 68.00	R 20.00	R 57.00	R 9.28	R 18.56	R111.38 each
11 AHB10	After 10 years	R 68.00	R 20.00	R 57.00	R 9.72	R 19.45	R116.69 each
	LEARNER – MODULES						
11 LM0	Before completing module 1	R 68.00	R 12.00	R 24.00	R 9.42	R 18.84	R113.07 each
11 LM1	Module 1	R 68.00	R 12.00	R 24.00	R 9.74	R 19.48	R116.88 each
11 LM2	Module 2	R 68.00	R 12.00	R 24.00	R 10.27	R 20.54	R123.24 each
11 LM3	Module 3	R 68.00	R 12.00	R 24.00	R 10.77	R 21.54	R129.23 each
11 LM4	Module 4	R 68.00	R 15.00	R 33.00	R 11.30	R 22.61	R135.66 each
11 LM5	Module 5	R 68.00	R 15.00	R 33.00	R 11.84	R 23.67	R142.02 each
11 LM6	Module 6	R 68.00	R 15.00	R 33.00	R 12.36	R 24.72	R148.32 each
	LEARNER – UNIT STANDARDS						
11 LS0	Entry Level	R 68.00	R 12.00	R 21.00	R 8.49	R 16.97	R101.84 each
11 LS1	Core Unit Standards Level 2	R 68.00	R 12.00	R 21.00	R 9.80	R 19.60	R117.62 each
11 LS6	Core Unit Standards Level 3	R 68.00	R 15.00	R 30.00	R 11.06	R 22.12	R132.72 each
11 LS11	Core Unit Standards Level 4	R 68.00	R 15.00	R 30.00	R 12.10	R 24.20	R145.20 each
	MANICURIST & BEAUTY CULTURIST						
11 MB13	1 st 3 Months	R 68.00	R 12.00	R 24.00	R 8.52	R 17.04	R102.21 each
11 MB23	2 nd 3 Months	R 68.00	R 15.00	R 24.00	R 9.84	R 19.68	R118.06 each
11 MB33	3 rd 3 Months	R 68.00	R 15.00	R 33.00	R 12.46	R 24.92	R149.51 each
11 MB1	Thereafter	R 68.00	R 20.00	R 48.00	R 21.96	R 43.92	R263.52 each
11 MB5	After 5 years	R 68.00	R 20.00	R 48.00	R 23.06	R 46.11	R276.68 each
11 MB10	After 10 years	R 68.00	R 20.00	R 48.00	R 24.15	R 48.31	R289.85 each
11 RE1	RECEPTIONIST/TELEPHONIST	R 68.00	R 20.00	R 48.00	R 21.18	R 42.36	R254.16 each
11 RE5	After 5 years	R 68.00	R 20.00	R 48.00	R 22.24	R 44.48	R266.88 each
11 RE10	After 10 years	R 68.00	R 20.00	R 48.00	R 23.30	R 46.59	R279.55 each
	OPERATOR						
11 OP	Operator - First Year	R 68.00	R 12.00	R 24.00	R 12.74	R 25.48	R152.88 each
11 OP1	Operator - thereafter	R 68.00	R 12.00	R 24.00	R 19.33	R 38.67	R232.00 each
11 OP5	Operator - after 5 years	R 68.00	R 12.00	R 24.00	R 20.30	R 40.60	R243.61 each
11 OP10	Operator - after 10 years	R 68.00	R 12.00	R 24.00	R 21.27	R 42.54	R255.22 each
11 OPM1	Operator Multi-Skilled	R 68.00	R 12.00	R 24.00	R 21.39	R 42.79	R256.71 each
11 OPM5	Operator Multi-Skilled After 5 years	R 68.00	R 12.00	R 24.00	R 22.46	R 44.93	R269.57 each
11 OPM10	Operator Multi-Skilled After 10 Years	R 68.00	R 12.00	R 24.00	R 23.53	R 47.06	R282.36 each
11 GA1	GENERAL ASSISTANT	R 68.00	R 12.00	R 24.00	R 11.98	R 23.96	R143.77 each
11 GA5	After 5 years	R 68.00	R 12.00	R 24.00	R 12.58	R 25.16	R150.85 each
11 GA10	After 10 years	R 68.00	R 12.00	R 24.00	R 13.18	R 26.35	R158.12 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 VANDERBULPARK (Area 1)							
(Effective from 1 st Jan 2012)							
Ocl Work Code	CATEGORY	UNION/ AGENCY	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund
			Employer	Employee	Employer	Employee	(equal contributions by employer and employee)
	EOHCB Subscriptions	R350.00 EOHCB / Agency Fee			R75.00 AHBEASA / Agency Fee		
	Basic establishment charge		R 75.00				
	Total minimum charge		R 130.00				
10 WE	Working Employer (Provident Fund is optional)	N/A	N/A	N/A	R 91.07	N/A	R 728.58 Optional
	MANAGER						
10 MO1	Managers Only	R 68.00	R 20.00	R 57.00	R 22.80	R 45.60	R273.62 each
10 MO5	After 5 years	R 68.00	R 20.00	R 57.00	R 23.94	R 47.88	R287.29 each
10 MO10	After 10 years	R 68.00	R 20.00	R 57.00	R 25.08	R 50.17	R301.02 each
10 MH10	Manageress / Hairdresser	R 68.00	R 20.00	R 57.00	R 30.21	R 60.42	R362.54 each
10 MH5	After 5 years	R 68.00	R 20.00	R 57.00	R 31.72	R 63.44	R380.64 each
10 MH10	After 10 years	R 68.00	R 20.00	R 57.00	R 33.24	R 66.48	R398.86 each
	HAIRDRESSER – QUALIFIED						
10 HQ1	First year after qualifying	R 68.00	R 20.00	R 57.00	R 21.27	R 42.55	R255.28 each
10 HQ2	Thereafter	R 68.00	R 20.00	R 57.00	R 30.36	R 60.72	R364.29 each
10 HQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 31.88	R 63.75	R382.51 each
10 HQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 33.39	R 66.79	R400.73 each
	AFRO HAIRDRESSER / STYLIST						
10 AHQ1	With COTT or SETA Qualification	R 68.00	R 20.00	R 57.00	R 17.35	R 34.69	R208.17 each
10 AHQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 18.23	R 36.46	R218.77 each
10 AHQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 19.08	R 38.17	R229.01 each
10 AH11	With Informal Qualification	R 68.00	R 20.00	R 57.00	R 12.04	R 24.09	R144.52 each
10 AH15	After 5 years	R 68.00	R 20.00	R 57.00	R 12.65	R 25.29	R151.76 each
10 AH110	After 10 years	R 68.00	R 20.00	R 57.00	R 13.25	R 26.50	R159.00 each
10 AHB1	With Braiding, Plaiting, Cutting or Hair Extensions	R 68.00	R 20.00	R 57.00	R 8.84	R 17.68	R106.08 each
10 AHB 5	After 5 years	R 68.00	R 20.00	R 57.00	R 9.28	R 18.56	R111.38 each
10 AHB10	After 10 years	R 68.00	R 20.00	R 57.00	R 9.72	R 19.45	R116.69 each
	LEARNER – MODULES						
10 LM0	Before completing module 1	R 68.00	R 12.00	R 24.00	R 9.42	R 18.84	R113.07 each
10 LM1	Module 1	R 68.00	R 12.00	R 24.00	R 9.74	R 19.48	R116.88 each
10 LM2	Module 2	R 68.00	R 12.00	R 24.00	R 10.27	R 20.54	R123.24 each
10 LM3	Module 3	R 68.00	R 12.00	R 24.00	R 10.77	R 21.54	R129.23 each
10 LM4	Module 4	R 68.00	R 15.00	R 33.00	R 11.30	R 22.61	R135.66 each
10 LM5	Module 5	R 68.00	R 15.00	R 33.00	R 11.84	R 23.67	R142.02 each
10 LM6	Module 6	R 68.00	R 15.00	R 33.00	R 12.36	R 24.72	R148.32 each
	LEARNER – UNIT STANDARDS						
10 LS0	Entry level	R 68.00	R 12.00	R 24.00	R 8.49	R 16.97	R101.84 each
10 LS1	Core Unit Standards Level 2	R 68.00	R 12.00	R 24.00	R 9.80	R 19.60	R117.82 each
10 LS6	Core Unit Standards Level 3	R 68.00	R 15.00	R 33.00	R 11.06	R 22.12	R132.72 each
10 LS11	Core Unit Standards Level 4	R 68.00	R 15.00	R 33.00	R 12.10	R 24.20	R145.20 each
	MANICURIST & BEAUTY CULTURIST						
10 MB13	1 st 3 Months	R 68.00	R 12.00	R 24.00	R 8.52	R 17.04	R102.21 each
10 MB23	2 nd 3 Months	R 68.00	R 15.00	R 24.00	R 9.84	R 19.68	R118.06 each
10 MB33	3 rd 3 Months	R 68.00	R 15.00	R 33.00	R 12.46	R 24.92	R149.51 each
10 MB1	Thereafter	R 68.00	R 20.00	R 47.00	R 21.96	R 43.92	R263.52 each
10 MB5	After 5 years	R 68.00	R 20.00	R 47.00	R 23.06	R 46.11	R276.68 each
10 MB10	After 10 years	R 68.00	R 20.00	R 47.00	R 24.15	R 48.31	R289.85 each
10 RE1	RECEPTIONIST/TELEPHONIST	R 68.00	R 20.00	R 47.00	R 21.18	R 42.36	R254.16 each
10 RE5	After 5 years	R 68.00	R 20.00	R 47.00	R 22.24	R 44.48	R266.88 each
10 RE10	After 10 years	R 68.00	R 20.00	R 47.00	R 23.30	R 46.59	R279.55 each
	OPERATOR						
10 OP	First year	R 68.00	R 12.00	R 24.00	R 12.74	R 25.48	R152.88 each
10 OP10	Thereafter	R 68.00	R 12.00	R 24.00	R 19.33	R 38.67	R232.00 each
10 OP5	After 5 years	R 68.00	R 12.00	R 24.00	R 20.30	R 40.60	R243.61 each
10 OP10	After 10 years	R 68.00	R 12.00	R 24.00	R 21.27	R 42.54	R255.22 each
10 OPM1	Operator Multi-Skilled	R 68.00	R 12.00	R 24.00	R 21.39	R 42.79	R256.71 each
10 OPM5	After 5 years	R 68.00	R 12.00	R 24.00	R 22.46	R 44.93	R269.57 each
10 OPM10	After 10 years	R 68.00	R 12.00	R 24.00	R 23.53	R 47.06	R282.36 each
10 GA1	GENERAL ASSISTANT	R 68.00	R 12.00	R 24.00	R 11.98	R 23.96	R143.77 each
10 GA5	After 5 years	R 68.00	R 12.00	R 24.00	R 12.58	R 25.16	R150.95 each
10 GA10	After 10 years	R 68.00	R 12.00	R 24.00	R 13.18	R 26.35	R158.12 each
	CASUAL EMPLOYEE	Contributions for casual / part time employees shall be as specified for that category of employee above.					
	PART TIME EMPLOYEE						