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## GOVERNMENT NOTICE

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### DEPARTMENT OF LABOUR

No. R. 353

11 May 2012

#### 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 ..... 21 May 2012 ..... and for the period ending 31 December 2012.

**MINISTER OF LABOUR**

**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 and 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

**UASA – The Union**

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

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

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

to amend the Agreement published under Government Notice No. R. 1282 of 29 October 2004 as amended, re-enacted, renewed and extended under Government Notices Nos. R. 241 of 24 March 2005, R. 817 of 11 August 2006, R. 1220 of 8 December 2006, R. 1127 of 30 November 2007, R. 656 of 12 June 2009, R. 1240 of 31 December 2010, R. 404 of 13 May 2011, R. 430 of 20 May 2011, R. 613 of 29 July 2011, R. 1034 of 15 December 2011 and R. 135 of 24 February 2012.

## **1. SCOPE OF APPLICATION OF THE AGREEMENT**

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

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

1.1.2 in the following areas:

1.1.2.1 "area 1" which means the 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, 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 Clauses 1.1.1 and 2 of this Agreement shall not apply to non-parties.

## **2. PERIOD OF OPERATION OF AGREEMENT**

(1) This Agreement shall come into operation for:

a) Parties with effect from 1 January of every year.

b) For non-parties with effect from such date as may be fixed by the Minister of Labour in terms of Section 32 of the Labour Relations Act, 1995.

(2) The Agreement shall remain in force until 31 December 2012.

## **3. CLAUSE 22 – EXPENSES OF THE COUNCIL AND SUBSCRIPTIONS TO THE EMPLOYERS' ORGANISATIONS AND THE TRADE UNION**

3.1 Insert a new sub-clause 22.13 after sub-clause 22.12 to read as follows:

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. a new sub-clause 22.13 after sub-clause 22.12 as follows:

3.2 For the Contribution Schedules appearing in Clause 22.1, substitute the following new revised Contribution Schedules for all areas (Areas 1 up to and including Area 5).

**4 CLAUSE 34 – PROVIDENT FUND****CLAUSE 34.3 – Contributions to the Fund****4.1 Insert a new sub-clause 34.3.1 to read as follows:**

As long as a member is a Party or Non Party employee, he/she must make a monthly contribution to the Fund equal to the following scale of his/her prescribed remuneration as contained in the agreement.

North West – area 2 5,0%

All other areas – areas 1, 3, 4 and 5 6,0%

The employer shall deduct each month from the remuneration of each employee as defined in the Rules an amount equal to the specified amount of the prescribed monthly remuneration of such employee in term of Rule 4.1 (1) as amended.

**4.2 Insert a new sub-clause 34.3.2 after 34.3.1 to read as follows:**

The Party or Non Party employer shall also contribute an amount equal to the following scale of the employee's prescribed monthly remuneration as contained in the agreement and in terms of Rule 4.2 (1) as amended.

North West – area 2 5,0%

All other areas – areas 1, 3, 4 and 5 6,0%

These total contributions, i.e. employee and employer shall be forwarded each month in terms of Rule 4.4 to the Secretary of the Council, P O Box 1963, Roodepoort, 1725, not later than the seventh (7) day of the month immediately following the month in respect of which it is payable, together with a statement in such a format as prescribed in terms of Section 33 of the PFA (See Annexure A as published on 29 October 2004)".

| 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 the date of coming into operation of the agreement)                                        |                                                                                                  |                           |                    |          |                             |          |                                                |      |
|                                                                                                            |                                                                                                  | UNION / AGENCY            | BARGAINING COUNCIL |          | SICK PAY FUND               |          | Prov. Fund                                     |      |
| Work Code                                                                                                  | CATEGORY                                                                                         |                           | Employer           | Employee | Employer                    | Employee | (equal contributions by employer and employee) |      |
|                                                                                                            | EOHCB Subscriptions (Southern Gauteng)                                                           | R360.00 EOHCB/ Agency Fee |                    |          | R75.00 AHBEASA / Agency Fee |          |                                                |      |
|                                                                                                            | Basic establishment charge                                                                       |                           | R 78.75            |          |                             |          |                                                |      |
|                                                                                                            | Total minimum charge                                                                             |                           | R 143.00           |          |                             |          |                                                |      |
|                                                                                                            | One Man Band / Rent A Chairs                                                                     |                           | R 130.13           |          |                             |          |                                                |      |
| 05 WE                                                                                                      | Working Employer (Provident Fund is optional)                                                    | N/A                       | Nil                | Nil      | R 58.50                     | N/A      | R 451.96 (Optional)                            |      |
|                                                                                                            | MANAGER                                                                                          |                           |                    |          |                             |          |                                                |      |
| 05 MO1                                                                                                     | Manager Only                                                                                     | R 73.00                   | R 21.00            | R 59.85  | R19.83                      | R39.66   | R237.95                                        | each |
| 05 MO5                                                                                                     | After 5 years                                                                                    | R 73.00                   | R 21.00            | R 59.85  | R20.82                      | R41.24   | R247.42                                        | each |
| 05 MO10                                                                                                    | After 10 years                                                                                   | R 73.00                   | R 21.00            | R 59.85  | R21.80                      | R43.20   | R259.21                                        | each |
| 05 MH1                                                                                                     | Manageress / Hairdresser                                                                         | R 73.00                   | R 21.00            | R 59.85  | R24.50                      | R48.99   | R293.96                                        | each |
| 05 MH5                                                                                                     | After 5 years                                                                                    | R 73.00                   | R 21.00            | R 59.85  | R26.72                      | R51.44   | R308.64                                        | each |
| 05 MH10                                                                                                    | After 10 years                                                                                   | R 73.00                   | R 21.00            | R 59.85  | R26.94                      | R53.89   | R323.32                                        | each |
|                                                                                                            | HAIRDRESSER - QUALIFIED                                                                          |                           |                    |          |                             |          |                                                |      |
| 05 HQ1                                                                                                     | First year after qualifying                                                                      | R 73.00                   | R 21.00            | R 59.85  | R14.11                      | R26.22   | R189.34                                        | each |
| 05 HQ2                                                                                                     | Thereafter                                                                                       | R 73.00                   | R 21.00            | R 59.85  | R18.83                      | R37.86   | R226.96                                        | each |
| 05 HQ5                                                                                                     | After 5 years                                                                                    | R 73.00                   | R 21.00            | R 59.85  | R19.77                      | R39.54   | R237.28                                        | each |
| 05 HQ10                                                                                                    | After 10 years                                                                                   | R 73.00                   | R 21.00            | R 59.85  | R20.71                      | R41.42   | R248.54                                        | each |
|                                                                                                            | AFRO HAIRDRESSER / STYLIST                                                                       |                           |                    |          |                             |          |                                                |      |
| 05 AHQ1                                                                                                    | With COTT or SETA Qualification                                                                  | R 73.00                   | R 21.00            | R 59.85  | R13.32                      | R26.65   | R159.89                                        | each |
| 05 AHQ5                                                                                                    | After 5 years                                                                                    | R 73.00                   | R 21.00            | R 59.85  | R13.99                      | R27.98   | R167.90                                        | each |
| 05 AHQ10                                                                                                   | After 10 years                                                                                   | R 73.00                   | R 21.00            | R 59.85  | R14.66                      | R29.32   | R175.90                                        | each |
| 05 AH11                                                                                                    | With Informal Qualification                                                                      | R 73.00                   | R 21.00            | R 59.85  | R8.44                       | R16.88   | R101.30                                        | each |
| 05 AH15                                                                                                    | After 5 years                                                                                    | R 73.00                   | R 21.00            | R 59.85  | R9.87                       | R17.73   | R108.41                                        | each |
| 05 AH10                                                                                                    | After 10 years                                                                                   | R 73.00                   | R 21.00            | R 59.85  | 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 73.00                   | R 21.00            | R 59.85  | R5.48                       | R10.95   | R65.71                                         | each |
| 05 AHB 5                                                                                                   | After 5 years                                                                                    | R 73.00                   | R 21.00            | R 59.85  | R5.75                       | R11.50   | R68.99                                         | each |
| 05 AHB10                                                                                                   | After 10 years                                                                                   | R 73.00                   | R 21.00            | R 59.85  | R6.02                       | R12.04   | R72.26                                         | each |
|                                                                                                            | LEARNER - MODULES                                                                                |                           |                    |          |                             |          |                                                |      |
| 05 LM0                                                                                                     | Before completing module 1                                                                       | R 73.00                   | R 12.60            | R 25.20  | R6.78                       | R17.56   | R105.34                                        | each |
| 05 LM1                                                                                                     | Module 1                                                                                         | R 73.00                   | R 12.60            | R 25.20  | R9.07                       | R18.14   | R108.86                                        | each |
| 05 LM2                                                                                                     | Module 2                                                                                         | R 73.00                   | R 12.60            | R 25.20  | R9.56                       | R19.12   | R114.72                                        | each |
| 05 LM3                                                                                                     | Module 3                                                                                         | R 73.00                   | R 12.60            | R 25.20  | R10.03                      | R20.07   | R120.39                                        | each |
| 05 LM4                                                                                                     | Module 4                                                                                         | R 73.00                   | R 15.75            | R 34.85  | R10.64                      | R21.07   | R126.44                                        | each |
| 05 LM5                                                                                                     | Module 5                                                                                         | R 73.00                   | R 15.75            | R 34.85  | R11.26                      | R22.50   | R136.00                                        | each |
| 05 LM6                                                                                                     | Module 6                                                                                         | R 73.00                   | R 15.75            | R 34.85  | R11.51                      | R23.02   | R138.10                                        | each |
|                                                                                                            | LEARNER - UNIT STANDARDS                                                                         |                           |                    |          |                             |          |                                                |      |
| 05 LS0                                                                                                     | Entry Level                                                                                      | R 73.00                   | R 12.60            | R 25.20  | R7.74                       | R16.48   | R92.86                                         | each |
| 05 LS1                                                                                                     | Core Unit Standards Level 2                                                                      | R 73.00                   | R 12.60            | R 25.20  | R9.18                       | R18.29   | R109.76                                        | each |
| 05 LS6                                                                                                     | Core Unit Standards Level 3                                                                      | R 73.00                   | R 15.75            | R 34.85  | R10.27                      | R20.55   | R123.29                                        | each |
| 05 LS11                                                                                                    | Core Unit Standards Level 4                                                                      | R 73.00                   | R 15.75            | R 34.85  |                             |          |                                                |      |

| 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 the date of coming into operation of the agreement)                                                                                                                                                        |                                                                                                                        |                            |                             |          |               |          |                                                |
|                                                                                                                                                                                                                            | CATEGORY                                                                                                               | UNION / AGENCY             | BARGAINING COUNCIL          |          | SICK PAY FUND |          | Prov. Fund                                     |
|                                                                                                                                                                                                                            |                                                                                                                        |                            | Employer                    | Employee | Employer      | Employee | (equal contributions by employer and employee) |
| 01 WE                                                                                                                                                                                                                      | EOHCB Subscriptions (S. Gauteng)                                                                                       | R350.00 EOHCB / Agency Fee | R75.00 AHBEASA / Agency Fee |          |               |          |                                                |
|                                                                                                                                                                                                                            | Basic establishment charge                                                                                             |                            | R 78.75                     |          |               |          |                                                |
|                                                                                                                                                                                                                            | Total minimum charge                                                                                                   |                            | R 143.00                    |          |               |          |                                                |
|                                                                                                                                                                                                                            | One Man Band / Rent A Chairs                                                                                           |                            | R 130.13                    |          |               |          |                                                |
|                                                                                                                                                                                                                            | Working Employer (Provident Fund is optional)                                                                          | N/A                        | Nil                         | Nil      | R 91.07       | N/A      | R 728.58 (Optional)                            |
|                                                                                                                                                                                                                            | MANAGER                                                                                                                |                            |                             |          |               |          |                                                |
| 01 MO1                                                                                                                                                                                                                     | Manager Only                                                                                                           | R 73.00                    | R 21.00                     | R 59.85  | R 22.80       | R 45.60  | R273.62 each                                   |
| 01 MO5                                                                                                                                                                                                                     | After 5 years                                                                                                          | R 73.00                    | R 21.00                     | R 59.85  | R 23.94       | R 47.88  | R287.29 each                                   |
| 01 MO10                                                                                                                                                                                                                    | After 10 years                                                                                                         | R 73.00                    | R 21.00                     | R 59.85  | R 25.08       | R 50.17  | R301.02 each                                   |
| 01 MH1                                                                                                                                                                                                                     | Manageress / Hairdresser                                                                                               | R 73.00                    | R 21.00                     | R 59.85  | R 30.21       | R 60.42  | R362.54 each                                   |
| 01 MH5                                                                                                                                                                                                                     | After 5 years                                                                                                          | R 73.00                    | R 21.00                     | R 59.85  | R 31.72       | R 63.44  | R380.64 each                                   |
| 01 MH10                                                                                                                                                                                                                    | After 10 years                                                                                                         | R 73.00                    | R 21.00                     | R 59.85  | R 33.24       | R 66.48  | R398.88 each                                   |
|                                                                                                                                                                                                                            | HAIRDRESSER – QUALIFIED                                                                                                |                            |                             |          |               |          |                                                |
| 01 HQ1                                                                                                                                                                                                                     | First year after qualifying                                                                                            | R 73.00                    | R 21.00                     | R 59.85  | R 21.27       | R 42.55  | R255.28 each                                   |
| 01 HQ2                                                                                                                                                                                                                     | Thereafter                                                                                                             | R 73.00                    | R 21.00                     | R 59.85  | R 30.36       | R 60.72  | R364.29 each                                   |
| 01 HQ5                                                                                                                                                                                                                     | After 5 years                                                                                                          | R 73.00                    | R 21.00                     | R 59.85  | R 31.88       | R 63.75  | R382.51 each                                   |
| 01 HQ10                                                                                                                                                                                                                    | After 10 years                                                                                                         | R 73.00                    | R 21.00                     | R 59.85  | R 33.39       | R 66.78  | R400.73 each                                   |
|                                                                                                                                                                                                                            | AFRO HAIRDRESSER / STYLIST                                                                                             |                            |                             |          |               |          |                                                |
| 01 AHQ1                                                                                                                                                                                                                    | With COTT or SETA Qualification                                                                                        | R 73.00                    | R 21.00                     | R 59.85  | R 17.35       | R 34.69  | R208.17 each                                   |
| 01 AHQ5                                                                                                                                                                                                                    | After 5 years                                                                                                          | R 73.00                    | R 21.00                     | R 59.85  | R 18.22       | R 36.43  | R218.59 each                                   |
| 01 AHQ10                                                                                                                                                                                                                   | After 10 years                                                                                                         | R 73.00                    | R 21.00                     | R 59.85  | R 19.08       | R 38.17  | R229.01 each                                   |
| 01 AH1                                                                                                                                                                                                                     | With informal qualifications                                                                                           | R 73.00                    | R 21.00                     | R 59.85  | R 12.04       | R 24.09  | R144.52 each                                   |
| 01 AH15                                                                                                                                                                                                                    | After 5 years                                                                                                          | R 73.00                    | R 21.00                     | R 59.85  | R 12.66       | R 25.29  | R151.78 each                                   |
| 01 AH10                                                                                                                                                                                                                    | After 10 years                                                                                                         | R 73.00                    | R 21.00                     | R 59.85  | 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 73.00                    | R 21.00                     | R 59.85  | R 6.84        | R 17.68  | R106.08 each                                   |
| 01 AHB 5                                                                                                                                                                                                                   | After 5 years                                                                                                          | R 73.00                    | R 21.00                     | R 59.85  | R 9.28        | R 18.56  | R111.38 each                                   |
| 01 AHB10                                                                                                                                                                                                                   | After 10 years                                                                                                         | R 73.00                    | R 21.00                     | R 59.85  | R 9.72        | R 19.45  | R116.69 each                                   |
|                                                                                                                                                                                                                            | LEARNER – MODULES                                                                                                      |                            |                             |          |               |          |                                                |
| 01 LM0                                                                                                                                                                                                                     | Before completing module 1                                                                                             | R 73.00                    | R 12.60                     | R 25.20  | R 9.42        | R 18.84  | R113.07 each                                   |
| 01 LM1                                                                                                                                                                                                                     | Module 1                                                                                                               | R 73.00                    | R 12.60                     | R 25.20  | R 9.74        | R 19.48  | R118.88 each                                   |
| 01 LM2                                                                                                                                                                                                                     | Module 2                                                                                                               | R 73.00                    | R 12.60                     | R 25.20  | R 10.27       | R 20.54  | R123.24 each                                   |
| 01 LM3                                                                                                                                                                                                                     | Module 3                                                                                                               | R 73.00                    | R 12.60                     | R 25.20  | R 10.77       | R 21.54  | R129.23 each                                   |
| 01 LM4                                                                                                                                                                                                                     | Module 4                                                                                                               | R 73.00                    | R 15.75                     | R 34.65  | R 11.30       | R 22.61  | R135.68 each                                   |
| 01 LM5                                                                                                                                                                                                                     | Module 5                                                                                                               | R 73.00                    | R 15.75                     | R 34.65  | R 11.84       | R 23.67  | R142.02 each                                   |
| 01 LM6                                                                                                                                                                                                                     | Module 6                                                                                                               | R 73.00                    | R 15.75                     | R 34.65  | R 12.38       | R 24.72  | R148.32 each                                   |
|                                                                                                                                                                                                                            | LEARNER – UNIT STANDARDS                                                                                               |                            |                             |          |               |          |                                                |
| 01 LS0                                                                                                                                                                                                                     | Entry Level                                                                                                            | R 73.00                    | R 12.60                     | R 25.20  | R 8.49        | R 16.97  | R101.84 each                                   |
| 01 LS1                                                                                                                                                                                                                     | Core Unit Standards Level 2                                                                                            | R 73.00                    | R 12.60                     | R 25.20  | R 9.90        | R 19.60  | R117.62 each                                   |
| 01 LS6                                                                                                                                                                                                                     | Core Unit Standards Level 3                                                                                            | R 73.00                    | R 15.75                     | R 34.65  | R 11.06       | R 22.12  | R132.72 each                                   |
| 01 LS11                                                                                                                                                                                                                    | Core Unit Standards Level 4                                                                                            | R 73.00                    | R 15.75                     | R 34.65  | R 12.10       | R 24.20  | R145.20 each                                   |
|                                                                                                                                                                                                                            | MANICURIST & BEAUTY CULTURIST                                                                                          |                            |                             |          |               |          |                                                |
| 01 MB13                                                                                                                                                                                                                    | 1 <sup>st</sup> 3 Months                                                                                               | R 73.00                    | R                           |          |               |          |                                                |

| 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 the date of coming into operation of the agreement)                                                   |                                                                                                                        |                                                                                                           |                             |          |               |          |                                                |
|                                                                                                                       | CATEGORY                                                                                                               | EOHCB /<br>AGENCY<br>FEE                                                                                  | BARGAINING COUNCIL          |          | SICK PAY FUND |          | Prov. Fund                                     |
|                                                                                                                       |                                                                                                                        |                                                                                                           | Employer                    | Employee | Employer      | Employee | (equal contributions by employer and employee) |
|                                                                                                                       | EOHCB Subscriptions<br>(S. Gauteng)                                                                                    | R350.00 EOHCB / Agency Fee                                                                                | R75.00 AHBEASA / Agency Fee |          |               |          |                                                |
|                                                                                                                       | Basic establishment charge                                                                                             |                                                                                                           | R 78.75                     |          |               |          |                                                |
|                                                                                                                       | Total minimum charge                                                                                                   |                                                                                                           | R 143.00                    |          |               |          |                                                |
|                                                                                                                       | One Man Band / Rent A Chairs                                                                                           |                                                                                                           | R 130.13                    |          |               |          |                                                |
| 11 WE                                                                                                                 | Working Employer<br>(Provident Fund is optional)                                                                       | N/A                                                                                                       | N/A                         | N/A      | R 91.07       | N/A      | R 728.58<br>(Optional)                         |
|                                                                                                                       | MANAGER                                                                                                                |                                                                                                           |                             |          |               |          |                                                |
| 11 MO1                                                                                                                | Manager Only                                                                                                           | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 22.80       | R 45.60  | R273.62 each                                   |
| 11 MO5                                                                                                                | After 5 years                                                                                                          | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 23.94       | R 47.88  | R287.28 each                                   |
| 11 MO10                                                                                                               | After 10 years                                                                                                         | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 25.08       | R 50.17  | R301.02 each                                   |
| 11 MH1                                                                                                                | Manageress / Hairdresser                                                                                               | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 30.21       | R 60.42  | R362.54 each                                   |
| 11 MH5                                                                                                                | After 5 years                                                                                                          | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 31.72       | R 63.44  | R380.64 each                                   |
| 11 MH10                                                                                                               | After 10 years                                                                                                         | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 33.24       | R 66.48  | R398.86 each                                   |
|                                                                                                                       | HAIRDRESSER – QUALIFIED                                                                                                |                                                                                                           |                             |          |               |          |                                                |
| 11 HQ1                                                                                                                | First year after qualifying                                                                                            | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 21.27       | R 42.55  | R255.28 each                                   |
| 11 HQ2                                                                                                                | Thereafter                                                                                                             | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 30.36       | R 60.72  | R364.29 each                                   |
| 11 HQ5                                                                                                                | After 5 years                                                                                                          | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 31.88       | R 63.75  | R382.51 each                                   |
| 11 HQ10                                                                                                               | After 10 years                                                                                                         | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 33.39       | R 66.79  | R400.73 each                                   |
|                                                                                                                       | AFRO HAIRDRESSER / STYLIST                                                                                             |                                                                                                           |                             |          |               |          |                                                |
| 11 AHQ1                                                                                                               | With COTT or SETA Qualification                                                                                        | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 17.35       | R 34.69  | R208.17 each                                   |
| 11 AHQ5                                                                                                               | After 5 years                                                                                                          | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 18.23       | R 36.46  | R218.77 each                                   |
| 11 AHQ10                                                                                                              | After 10 years                                                                                                         | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 19.08       | R 38.17  | R229.01 each                                   |
| 11 AHI1                                                                                                               | With informal qualifications                                                                                           | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 12.04       | R 24.09  | R144.52 each                                   |
| 11 AHI5                                                                                                               | After 5 years                                                                                                          | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 12.65       | R 25.29  | R151.76 each                                   |
| 11 AHI10                                                                                                              | After 10 years                                                                                                         | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 13.25       | R 26.50  | R159.00 each                                   |
|                                                                                                                       | An employee who does one or more of the following: Braiding, Plaiting, Haircutting or Extensions Unskilled Hairdresser | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 8.84        | R 17.68  | R106.08 each                                   |
| 11 AHB 5                                                                                                              | After 5 years                                                                                                          | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 9.28        | R 18.56  | R111.38 each                                   |
| 11 AHB10                                                                                                              | After 10 years                                                                                                         | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 9.72        | R 19.45  | R116.69 each                                   |
|                                                                                                                       | LEARNER – MODULES                                                                                                      |                                                                                                           |                             |          |               |          |                                                |
| 11 LM0                                                                                                                | Before completing module 1                                                                                             | R 73.00                                                                                                   | R 12.80                     | R 26.20  | R 9.42        | R 18.84  | R113.07 each                                   |
| 11 LM1                                                                                                                | Module 1                                                                                                               | R 73.00                                                                                                   | R 12.80                     | R 25.20  | R 9.74        | R 19.48  | R116.88 each                                   |
| 11 LM2                                                                                                                | Module 2                                                                                                               | R 73.00                                                                                                   | R 12.60                     | R 26.20  | R 10.27       | R 20.54  | R123.24 each                                   |
| 11 LM3                                                                                                                | Module 3                                                                                                               | R 73.00                                                                                                   | R 12.60                     | R 25.20  | R 10.77       | R 21.54  | R129.23 each                                   |
| 11 LM4                                                                                                                | Module 4                                                                                                               | R 73.00                                                                                                   | R 15.75                     | R 34.65  | R 11.30       | R 22.61  | R135.66 each                                   |
| 11 LM5                                                                                                                | Module 5                                                                                                               | R 73.00                                                                                                   | R 16.75                     | R 34.65  | R 11.84       | R 23.67  | R142.02 each                                   |
| 11 LM6                                                                                                                | Module 6                                                                                                               | R 73.00                                                                                                   | R 15.75                     | R 34.65  | R 12.36       | R 24.72  | R148.32 each                                   |
|                                                                                                                       | LEARNER – UNIT STANDARDS                                                                                               |                                                                                                           |                             |          |               |          |                                                |
| 11 LS0                                                                                                                | Entry Level                                                                                                            | R 73.00                                                                                                   | R 12.60                     | R 22.05  | R 8.49        | R 16.97  | R101.84 each                                   |
| 11 LS1                                                                                                                | Core Unit Standards Level 2                                                                                            | R 73.00                                                                                                   | R 12.60                     | R 22.05  | R 9.80        | R 19.60  | R117.62 each                                   |
| 11 LS6                                                                                                                | Core Unit Standards Level 3                                                                                            | R 73.00                                                                                                   | R 15.75                     | R 31.50  | R 11.08       | R 22.12  | R132.72 each                                   |
| 11 LS11                                                                                                               | Core Unit Standards Level 4                                                                                            | R 73.00                                                                                                   | R 16.75                     | R 31.50  | R 12.10       | R 24.20  | R145.20 each                                   |
|                                                                                                                       | MANICURIST & BEAUTY CULTURIST                                                                                          |                                                                                                           |                             |          |               |          |                                                |
| 11 MB13                                                                                                               | 1 <sup>st</sup> 3 Months                                                                                               | R 73.00                                                                                                   | R 12.80                     | R 26.20  | R 8.52        | R 17.04  | R102.21 each                                   |
| 11 MB23                                                                                                               | 2 <sup>nd</sup> 3 Months                                                                                               | R 73.00                                                                                                   | R 15.75                     | R 25.20  | R 9.84        | R 19.68  | R118.08 each                                   |
| 11 MB33                                                                                                               | 3 <sup>rd</sup> 3 Months                                                                                               | R 73.00                                                                                                   | R 15.75                     | R 34.65  | R 12.46       | R 24.92  | R149.51 each                                   |
| 11 MB1                                                                                                                | Thereafter                                                                                                             | R 73.00                                                                                                   | R 21.00                     | R 50.40  | R 21.96       | R 43.92  | R263.52 each                                   |
| 11 MB5                                                                                                                | After 5 years                                                                                                          | R 73.00                                                                                                   | R 21.00                     | R 50.40  | R 23.06       | R 46.11  | R276.68 each                                   |
| 11 MB10                                                                                                               | After 10 years                                                                                                         | R 73.00                                                                                                   | R 21.00                     | R 50.40  | R 24.15       | R 48.31  | R289.85 each                                   |
| 11 RE1                                                                                                                | RECEPTIONIST/TELEPHONIST                                                                                               | R 73.00                                                                                                   | R 21.00                     | R 50.40  | R 21.18       | R 42.36  | R254.16 each                                   |
| 11 RE5                                                                                                                | After 5 years                                                                                                          | R 73.00                                                                                                   | R 21.00                     | R 50.40  | R 22.24       | R 44.48  | R268.88 each                                   |
| 11 RE10                                                                                                               | After 10 years                                                                                                         | R 73.00                                                                                                   | R 21.00                     | R 50.40  | R 23.30       | R 46.59  | R279.55 each                                   |
|                                                                                                                       | OPERATOR                                                                                                               |                                                                                                           |                             |          |               |          |                                                |
| 11 OP                                                                                                                 | Operator - First Year                                                                                                  | R 73.00                                                                                                   | R 12.60                     | R 25.20  | R 12.74       | R 25.48  | R152.88 each                                   |
| 11 OP1                                                                                                                | Operator - thereafter                                                                                                  | R 73.00                                                                                                   | R 12.60                     | R 25.20  | R 19.33       | R 38.67  | R232.00 each                                   |
| 11 OP5                                                                                                                | Operator - after 5 years                                                                                               | R 73.00                                                                                                   | R 12.60                     | R 25.20  | R 20.30       | R 40.60  | R243.61 each                                   |
| 11 OP10                                                                                                               | Operator - after 10 years                                                                                              | R 73.00                                                                                                   | R 12.60                     | R 25.20  | R 21.27       | R 42.54  | R255.22 each                                   |
| 11 OPM1                                                                                                               | Operator Multi-Skilled                                                                                                 | R 73.00                                                                                                   | R 12.60                     | R 25.20  | R 21.39       | R 42.79  | R256.71 each                                   |
| 11 OPM5                                                                                                               | Operator Multi-Skilled After 5 years                                                                                   | R 73.00                                                                                                   | R 12.60                     | R 25.20  | R 22.46       | R 44.93  | R269.57 each                                   |
| 11 OPM10                                                                                                              | Operator Multi-Skilled After 10 Years                                                                                  | R 73.00                                                                                                   | R 12.60                     | R 25.20  | R 23.53       | R 47.06  | R282.36 each                                   |
| 11 GA1                                                                                                                | GENERAL ASSISTANT                                                                                                      | R 73.00                                                                                                   | R 12.60                     | R 25.20  | R 11.98       | R 23.96  | R143.77 each                                   |
| 11 GA5                                                                                                                | After 5 years                                                                                                          | R 73.00                                                                                                   | R 12.60                     | R 25.20  | R 12.58       | R 25.16  | R150.95 each                                   |
| 11 GA10                                                                                                               | After 10 years                                                                                                         | R 73.00                                                                                                   | R 12.60                     | R 25.20  | 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<br>(semi national)                                                      |                                                     |                                                                                                           |                    |          |                             |          |                                                |
|----------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------------------------------------------------------------|--------------------|----------|-----------------------------|----------|------------------------------------------------|
| CONTRIBUTION SCHEDULE<br>(Clause 22)                                                                                             |                                                     |                                                                                                           |                    |          |                             |          |                                                |
| SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND HCI PROVIDENT FUND CONTRIBUTIONS FOR VEREENIGING AND VANDERBIJLPARK (Area 1) |                                                     |                                                                                                           |                    |          |                             |          |                                                |
| (Effective from the date of coming into operation of the agreement)                                                              |                                                     |                                                                                                           |                    |          |                             |          |                                                |
| oct<br>Work Code                                                                                                                 | CATEGORY                                            | UNION/<br>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 78.75            |          |                             |          |                                                |
|                                                                                                                                  | Total minimum charge                                |                                                                                                           | R 143.00           |          |                             |          |                                                |
|                                                                                                                                  | One Man Band / Rent A Chairs                        |                                                                                                           | R 130.13           |          |                             |          |                                                |
| 10 WE                                                                                                                            | Working Employer<br>(Provident Fund is optional)    | N/A                                                                                                       | Nil                | Nil      | R 91.07                     | N/A      | R 728.58<br>Optional                           |
|                                                                                                                                  | MANAGER                                             |                                                                                                           |                    |          |                             |          |                                                |
| 10 MO1                                                                                                                           | Managers Only                                       | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 22.90                     | R 45.80  | R273.62 each                                   |
| 10 MO5                                                                                                                           | After 5 years                                       | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 23.94                     | R 47.88  | R287.29 each                                   |
| 10 MO10                                                                                                                          | After 10 years                                      | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 25.08                     | R 50.17  | R301.02 each                                   |
| 10 MH10                                                                                                                          | Managress / Hairdresser                             | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 30.21                     | R 60.42  | R362.54 each                                   |
| 10 MH5                                                                                                                           | After 5 years                                       | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 31.72                     | R 63.44  | R380.64 each                                   |
| 10 MH10                                                                                                                          | After 10 years                                      | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 33.24                     | R 66.48  | R398.86 each                                   |
|                                                                                                                                  | HAIRDRESSER – QUALIFIED                             |                                                                                                           |                    |          |                             |          |                                                |
| 10 HQ1                                                                                                                           | First year after qualifying                         | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 21.27                     | R 42.55  | R255.28 each                                   |
| 10 HQ2                                                                                                                           | Thereafter                                          | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 30.36                     | R 60.72  | R364.29 each                                   |
| 10 HQ5                                                                                                                           | After 5 years                                       | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 31.88                     | R 63.75  | R382.51 each                                   |
| 10 HQ10                                                                                                                          | After 10 years                                      | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 33.39                     | R 66.79  | R400.73 each                                   |
|                                                                                                                                  | AFRO HAIRDRESSER / STYLIST                          |                                                                                                           |                    |          |                             |          |                                                |
| 10 AHQ1                                                                                                                          | With COTT or SETA Qualification                     | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 17.35                     | R 34.69  | R208.17 each                                   |
| 10 AHQ5                                                                                                                          | After 5 years                                       | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 18.23                     | R 36.46  | R218.77 each                                   |
| 10 AHQ10                                                                                                                         | After 10 years                                      | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 19.08                     | R 38.17  | R229.01 each                                   |
| 10 AH11                                                                                                                          | With Informal Qualification                         | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 12.04                     | R 24.09  | R144.52 each                                   |
| 10 AH15                                                                                                                          | After 5 years                                       | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 12.65                     | R 25.29  | R151.76 each                                   |
| 10 AH110                                                                                                                         | After 10 years                                      | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 13.25                     | R 26.50  | R159.00 each                                   |
| 10 AHB1                                                                                                                          | With Braiding, Plaiting, Cutting or Hair Extensions | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 8.84                      | R 17.68  | R108.08 each                                   |
| 10 AHB 5                                                                                                                         | After 5 years                                       | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 9.28                      | R 18.56  | R111.38 each                                   |
| 10 AHB10                                                                                                                         | After 10 years                                      | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 9.72                      | R 19.45  | R116.69 each                                   |
|                                                                                                                                  | LEARNER – MODULES                                   |                                                                                                           |                    |          |                             |          |                                                |
| 10 LM0                                                                                                                           | Before completing module 1                          | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 9.42                      | R 18.84  | R113.07 each                                   |
| 10 LM1                                                                                                                           | Module 1                                            | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 9.74                      | R 19.48  | R116.88 each                                   |
| 10 LM2                                                                                                                           | Module 2                                            | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 10.27                     | R 20.54  | R123.24 each                                   |
| 10 LM3                                                                                                                           | Module 3                                            | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 10.77                     | R 21.54  | R129.23 each                                   |
| 10 LM4                                                                                                                           | Module 4                                            | R 73.00                                                                                                   | R 15.75            | R 31.50  | R 11.30                     | R 22.61  | R135.66 each                                   |
| 10 LM5                                                                                                                           | Module 5                                            | R 73.00                                                                                                   | R 15.75            | R 31.50  | R 11.84                     | R 23.67  | R142.02 each                                   |
| 10 LM6                                                                                                                           | Module 6                                            | R 73.00                                                                                                   | R 15.75            | R 31.50  | R 12.36                     | R 24.72  | R148.32 each                                   |
|                                                                                                                                  | LEARNER – UNIT STANDARDS                            |                                                                                                           |                    |          |                             |          |                                                |
| 10 LS0                                                                                                                           | Entry level                                         | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 8.49                      | R 16.97  | R101.84 each                                   |
| 10 LS1                                                                                                                           | Core Unit Standards Level 2                         | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 9.90                      | R 19.80  | R117.62 each                                   |
| 10 LS6                                                                                                                           | Core Unit Standards Level 3                         | R 73.00                                                                                                   | R 15.75            | R 31.50  | R 11.06                     | R 22.12  | R132.72 each                                   |
| 10 LS11                                                                                                                          | Core Unit Standards Level 4                         | R 73.00                                                                                                   | R 15.75            | R 31.50  | R 12.10                     | R 24.20  | R145.20 each                                   |
|                                                                                                                                  | MANICURIST & BEAUTY CULTURIST                       |                                                                                                           |                    |          |                             |          |                                                |
| 10 MB13                                                                                                                          | 1 <sup>st</sup> 3 Months                            | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 8.52                      | R 17.04  | R102.21 each                                   |
| 10 MB23                                                                                                                          | 2 <sup>nd</sup> 3 Months                            | R 73.00                                                                                                   | R 15.75            | R 31.50  | R 9.84                      | R 19.68  | R118.06 each                                   |
| 10 MB33                                                                                                                          | 3 <sup>rd</sup> 3 Months                            | R 73.00                                                                                                   | R 15.75            | R 31.50  | R 12.46                     | R 24.92  | R149.51 each                                   |
| 10 MB1                                                                                                                           | Thereafter                                          | R 73.00                                                                                                   | R 21.00            | R 49.35  | R 21.96                     | R 43.92  | R263.52 each                                   |
| 10 MB5                                                                                                                           | After 5 years                                       | R 73.00                                                                                                   | R 21.00            | R 49.35  | R 23.06                     | R 46.11  | R276.68 each                                   |
| 10 MB10                                                                                                                          | After 10 years                                      | R 73.00                                                                                                   | R 21.00            | R 49.35  | R 24.15                     | R 48.31  | R289.86 each                                   |
| 10 RE1                                                                                                                           | RECEPTIONIST/TELEPHONIST                            | R 73.00                                                                                                   | R 21.00            | R 49.35  | R 21.18                     | R 42.36  | R254.16 each                                   |
| 10 RE5                                                                                                                           | After 5 years                                       | R 73.00                                                                                                   | R 21.00            | R 49.35  | R 22.24                     | R 44.48  | R266.88 each                                   |
| 10 RE10                                                                                                                          | After 10 years                                      | R 73.00                                                                                                   | R 21.00            | R 49.35  | R 23.30                     | R 46.60  | R279.55 each                                   |
|                                                                                                                                  | OPERATOR                                            |                                                                                                           |                    |          |                             |          |                                                |
| 10 OP                                                                                                                            | First year                                          | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 12.74                     | R 25.48  | R152.88 each                                   |
| 10 OP10                                                                                                                          | Thereafter                                          | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 19.33                     | R 38.67  | R232.00 each                                   |
| 10 OP5                                                                                                                           | After 5 years                                       | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 20.30                     | R 40.60  | R243.61 each                                   |
| 10 OP10                                                                                                                          | After 10 years                                      | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 21.27                     | R 42.54  | R255.22 each                                   |
| 10 OPM1                                                                                                                          | Operator Multi-Skilled                              | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 21.39                     | R 42.78  | R256.71 each                                   |
| 10 OPM5                                                                                                                          | After 5 years                                       | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 22.46                     | R 44.93  | R269.57 each                                   |
| 10 OPM10                                                                                                                         | After 10 years                                      | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 23.53                     | R 47.06  | R282.36 each                                   |
| 10 GA1                                                                                                                           | GENERAL ASSISTANT                                   | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 11.98                     | R 23.96  | R143.77 each                                   |
| 10 GA5                                                                                                                           | After 5 years                                       | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 12.56                     | R 25.16  | R150.95 each                                   |
| 10 GA10                                                                                                                          | After 10 years                                      | R 73.00                                                                                                   | R 12.60            | R 25.20  | 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<br>(semi national)                                                     |                                                     |                                                                                                           |                    |          |                             |          |                                                |
|---------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------------------------------------------------------------|--------------------|----------|-----------------------------|----------|------------------------------------------------|
| CONTRIBUTION SCHEDULE<br>(Clause 22)                                                                                            |                                                     |                                                                                                           |                    |          |                             |          |                                                |
| SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND HCI PROVIDENT FUND CONTRIBUTIONS FOR KLERKSDORP AND POTCHEFSTROOM. (Area 2) |                                                     |                                                                                                           |                    |          |                             |          |                                                |
| (Effective from the date of coming into operation of the agreement)                                                             |                                                     |                                                                                                           |                    |          |                             |          |                                                |
| 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 78.75            |          |                             |          |                                                |
|                                                                                                                                 | Total minimum charge                                |                                                                                                           | R 143.00           |          |                             |          |                                                |
|                                                                                                                                 | One Man Band / Rent A Chairs                        |                                                                                                           | R 130.13           |          |                             |          |                                                |
| 08 WE                                                                                                                           | Working Employer (Provident Fund is optional)       | N/A                                                                                                       | N/A                | N/A      | R 63.30                     | N/A      | R 422.03 Optional                              |
|                                                                                                                                 | MANAGER                                             |                                                                                                           |                    |          |                             |          |                                                |
| 08 MO1                                                                                                                          | Managers Only                                       | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 18.47                     | R 36.93  | R184.66 each                                   |
| 08 MO5                                                                                                                          | After 5 years                                       | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 19.39                     | R 38.78  | R193.91 each                                   |
| 08 MO10                                                                                                                         | After 10 years                                      | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 20.31                     | R 40.62  | R203.11 each                                   |
| 08 MH1                                                                                                                          | Manageress / Hairdresser                            | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 22.24                     | R 44.48  | R222.40 each                                   |
| 08 MH5                                                                                                                          | After 5 years                                       | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 23.38                     | R 46.71  | R233.53 each                                   |
| 08 MH10                                                                                                                         | After 10 years                                      | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 24.47                     | R 48.93  | R244.66 each                                   |
|                                                                                                                                 | HAIRDRESSER – QUALIFIED                             |                                                                                                           |                    |          |                             |          |                                                |
| 08 HQ1                                                                                                                          | First year after qualifying                         | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 15.83                     | R 31.66  | R158.29 each                                   |
| 08 HQ2                                                                                                                          | Thereafter                                          | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 21.10                     | R 42.20  | R211.02 each                                   |
| 08 HQ5                                                                                                                          | After 5 years                                       | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 22.18                     | R 44.30  | R221.52 each                                   |
| 08 HQ10                                                                                                                         | After 10 years                                      | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 23.21                     | R 46.43  | R232.13 each                                   |
|                                                                                                                                 | AFRO HAIRDRESSER / STYLIST                          |                                                                                                           |                    |          |                             |          |                                                |
| 08 AHQ1                                                                                                                         | With COTT or SETA Qualification                     | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 14.14                     | R 28.29  | R141.44 each                                   |
| 08 AHQ5                                                                                                                         | After 5 years                                       | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 14.86                     | R 29.70  | R148.51 each                                   |
| 08 AHQ10                                                                                                                        | After 10 years                                      | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 15.68                     | R 31.12  | R155.58 each                                   |
| 08 AH1                                                                                                                          | With Informal Qualification                         | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 7.31                      | R 14.62  | R73.11 each                                    |
| 08 AH15                                                                                                                         | After 5 years                                       | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 7.68                      | R 15.35  | R76.75 each                                    |
| 08 AH10                                                                                                                         | After 10 years                                      | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 8.04                      | R 16.09  | R80.44 each                                    |
| 08 AHB1                                                                                                                         | With Braiding, Plaiting, Cutting or Hair Extensions | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 5.00                      | R 9.99   | R49.97 each                                    |
| 08 AHB 5                                                                                                                        | After 5 years                                       | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 5.25                      | R 10.49  | R52.47 each                                    |
| 08 AHB10                                                                                                                        | After 10 years                                      | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 5.50                      | R 11.00  | R55.02 each                                    |
|                                                                                                                                 | LEARNER – MODULES                                   |                                                                                                           |                    |          |                             |          |                                                |
| 08 LM0                                                                                                                          | Before completing module 1                          | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 7.93                      | R 15.86  | R79.30 each                                    |
| 08 LM1                                                                                                                          | Module 1                                            | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 8.31                      | R 16.62  | R83.10 each                                    |
| 08 LM2                                                                                                                          | Module 2                                            | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 8.86                      | R 17.71  | R88.56 each                                    |
| 08 LM3                                                                                                                          | Module 3                                            | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 9.43                      | R 18.86  | R94.28 each                                    |
| 08 LM4                                                                                                                          | Module 4                                            | R 73.00                                                                                                   | R 15.75            | R 34.65  | R 9.97                      | R 19.95  | R99.74 each                                    |
| 08 LM5                                                                                                                          | Module 5                                            | R 73.00                                                                                                   | R 15.75            | R 34.65  | R 10.53                     | R 21.06  | R105.30 each                                   |
| 08 LM6                                                                                                                          | Module 6                                            | R 73.00                                                                                                   | R 15.75            | R 34.65  | R 11.09                     | R 22.17  | R110.86 each                                   |
|                                                                                                                                 | LEARNER – UNIT STANDARDS                            |                                                                                                           |                    |          |                             |          |                                                |
| 08 LS0                                                                                                                          | Entry level                                         | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 6.71                      | R 13.43  | R67.13 each                                    |
| 08 LS1                                                                                                                          | Core Unit Standards Level 2                         | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 7.75                      | R 15.51  | R77.53 each                                    |
| 08 LS6                                                                                                                          | Core Unit Standards Level 3                         | R 73.00                                                                                                   | R 15.75            | R 34.65  | R 8.98                      | R 17.96  | R89.80 each                                    |
| 08 LS11                                                                                                                         | Core Unit Standards Level 4                         | R 73.00                                                                                                   | R 15.75            | R 34.65  | R 10.04                     | R 20.08  | R100.41 each                                   |
|                                                                                                                                 | MANICURIST & BEAUTY CULTURIST                       |                                                                                                           |                    |          |                             |          |                                                |
| 08 MB13                                                                                                                         | 1 <sup>st</sup> 3 Months                            | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 8.51                      | R 17.01  | R85.05 each                                    |
| 08 MB23                                                                                                                         | 2 <sup>nd</sup> 3 Months                            | R 73.00                                                                                                   | R 15.75            | R 25.20  | R 8.81                      | R 17.62  | R88.12 each                                    |
| 08 MB33                                                                                                                         | 3 <sup>rd</sup> 3 Months                            | R 73.00                                                                                                   | R 15.75            | R 34.65  | R 8.50                      | R 17.00  | R85.02 each                                    |
| 08 MB1                                                                                                                          | Thereafter                                          | R 73.00                                                                                                   | R 21.00            | R 50.40  | R 15.07                     | R 30.15  | R150.76 each                                   |
| 08 MB5                                                                                                                          | After 5 years                                       | R 73.00                                                                                                   | R 21.00            | R 50.40  | R 15.83                     | R 31.66  | R158.29 each                                   |
| 08 MB10                                                                                                                         | After 10 years                                      | R 73.00                                                                                                   | R 21.00            | R 50.40  | R 16.59                     | R 33.17  | R165.87 each                                   |
| 08 RE1                                                                                                                          | RECEPTIONIST/TELEPHONIST                            | R 73.00                                                                                                   | R 21.00            | R 50.40  | R 14.94                     | R 29.88  | R149.40 each                                   |
| 08 RE5                                                                                                                          | After 5 years                                       | R 73.00                                                                                                   | R 21.00            | R 50.40  | R 15.69                     | R 31.38  | R156.88 each                                   |
| 08 RE10                                                                                                                         | After 10 years                                      | R 73.00                                                                                                   | R 21.00            | R 50.40  | R 16.43                     | R 32.86  | R164.32 each                                   |
|                                                                                                                                 | OPERATOR                                            |                                                                                                           |                    |          |                             |          |                                                |
| 08 OP                                                                                                                           | First year                                          | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 10.19                     | R 20.38  | R101.92 each                                   |
| 08 OP1                                                                                                                          | Thereafter                                          | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 14.12                     | R 28.26  | R141.23 each                                   |
| 08 OP5                                                                                                                          | After 5 years                                       | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 14.83                     | R 29.66  | R148.30 each                                   |
| 08 OP10                                                                                                                         | After 10 years                                      | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 15.53                     | R 31.06  | R155.32 each                                   |
| 08 OPM1                                                                                                                         | Operator Multi-Skilled                              | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 16.72                     | R 33.44  | R167.18 each                                   |
| 08 OPM5                                                                                                                         | After 5 years                                       | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 17.56                     | R 35.11  | R175.65 each                                   |
| 08 OPM10                                                                                                                        | After 10 years                                      | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 18.39                     | R 36.77  | R183.87 each                                   |
| 08 GA1                                                                                                                          | GENERAL ASSISTANT                                   | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 7.68                      | R 15.35  | R76.75 each                                    |
| 08 GA5                                                                                                                          | After 5 years                                       | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 8.06                      | R 16.12  | R80.60 each                                    |
| 08 GA10                                                                                                                         | After 10 years                                      | R 73.00                                                                                                   | R 12.60            | R 25.20  | 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<br>(semi national)                                                                                           |                                                                                              |                            |                                         |          |                                    |         |                                                              |                      |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|----------------------------|-----------------------------------------|----------|------------------------------------|---------|--------------------------------------------------------------|----------------------|
| CONTRIBUTION SCHEDULE<br>(Clause 22)                                                                                                                                  |                                                                                              |                            |                                         |          |                                    |         |                                                              |                      |
| SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND HCI PROVIDENT FUND CONTRIBUTIONS FOR AREA 3, WHICH MEANS THE<br>MAGISTERIAL DISTRICT OF EAST LONDON & PORT ALFRED |                                                                                              |                            |                                         |          |                                    |         |                                                              |                      |
| (Effective from the date of coming into operation of the agreement)                                                                                                   |                                                                                              |                            |                                         |          |                                    |         |                                                              |                      |
| Work Code                                                                                                                                                             | CATEGORY                                                                                     | SUBS<br>UNION/<br>AGENCY   | BARGAINING COUNCIL<br>Employer Employee |          | SICK PAY FUND<br>Employer Employee |         | Prov. Fund<br>(equal contributions by employer and employee) |                      |
|                                                                                                                                                                       | EOHCB Subscriptions                                                                          | R230.00 EOHCB / Agency Fee |                                         |          | R75.00 AHBEASA / Agency Fee        |         |                                                              |                      |
|                                                                                                                                                                       | Basic establishment charge                                                                   |                            |                                         | R 78.75  |                                    |         |                                                              |                      |
|                                                                                                                                                                       | Total minimum charge                                                                         |                            |                                         | R 143.00 |                                    |         |                                                              |                      |
|                                                                                                                                                                       | One Man Band / Rent A Chairs                                                                 |                            |                                         | R 130.13 |                                    |         |                                                              |                      |
| 02 WE                                                                                                                                                                 | Working Employer<br>(Provident Fund is optional)                                             | N/A                        |                                         | Nil      | Nil                                | R 65.85 | N/A                                                          | R 526.78<br>Optional |
|                                                                                                                                                                       | MANAGER                                                                                      |                            |                                         |          |                                    |         |                                                              |                      |
| 02 MO1                                                                                                                                                                | Manager Only                                                                                 | R 73.00                    | R 21.00                                 | R 59.85  | R 14.98                            | R 29.90 | R179.40                                                      | each                 |
| 02 MO5                                                                                                                                                                | After 5 years                                                                                | R 73.00                    | R 21.00                                 | R 59.85  | R 15.70                            | R 31.40 | R188.39                                                      | each                 |
| 02 MO10                                                                                                                                                               | After 10 years                                                                               | R 73.00                    | R 21.00                                 | R 59.85  | R 16.45                            | R 32.90 | R197.37                                                      | each                 |
| 02 MH10                                                                                                                                                               | Manager & Hairdresser                                                                        | R 73.00                    | R 21.00                                 | R 59.85  | R 22.28                            | R 44.56 | R267.38                                                      | each                 |
| 02 MH5                                                                                                                                                                | After 5 years                                                                                | R 73.00                    | R 21.00                                 | R 59.85  | R 23.39                            | R 46.79 | R280.74                                                      | each                 |
| 02 MH10                                                                                                                                                               | After 10 years                                                                               | R 73.00                    | R 21.00                                 | R 59.85  | R 24.51                            | R 49.02 | R294.09                                                      | each                 |
|                                                                                                                                                                       | HAIRDRESSER – QUALIFIED                                                                      |                            |                                         |          |                                    |         |                                                              |                      |
| 02 HQ1                                                                                                                                                                | First year after qualifying                                                                  | R 73.00                    | R 21.00                                 | R 59.85  | R 18.27                            | R 36.55 | R219.27                                                      | each                 |
| 02 HQ2                                                                                                                                                                | Thereafter                                                                                   | R 73.00                    | R 21.00                                 | R 59.85  | R 21.95                            | R 43.90 | R263.39                                                      | each                 |
| 02 HQ5                                                                                                                                                                | After 5 years                                                                                | R 73.00                    | R 21.00                                 | R 59.85  | R 23.05                            | R 46.09 | R276.56                                                      | each                 |
| 02 HQ10                                                                                                                                                               | After 10 years                                                                               | R 73.00                    | R 21.00                                 | R 59.85  | R 24.14                            | R 48.29 | R289.72                                                      | each                 |
|                                                                                                                                                                       | AFRO HAIRDRESSER / STYLIST                                                                   |                            |                                         |          |                                    |         |                                                              |                      |
| 02 AHQ1                                                                                                                                                               | With COTT or SETA qualification                                                              | R 73.00                    | R 21.00                                 | R 59.85  | R 13.74                            | R 27.48 | R164.86                                                      | each                 |
| 02 AHQ5                                                                                                                                                               | After 5 years                                                                                | R 73.00                    | R 21.00                                 | R 59.85  | R 14.42                            | R 28.85 | R173.10                                                      | each                 |
| 02 AHQ10                                                                                                                                                              | After 10 years                                                                               | R 73.00                    | R 21.00                                 | R 59.85  | R 15.11                            | R 30.22 | R181.33                                                      | each                 |
| 02 AHI1                                                                                                                                                               | With Informal qualification                                                                  | R 73.00                    | R 21.00                                 | R 59.85  | R 8.59                             | R 17.18 | R103.08                                                      | each                 |
| 02 AHI5                                                                                                                                                               | After 5 years                                                                                | R 73.00                    | R 21.00                                 | R 59.85  | R 9.02                             | R 18.04 | R108.26                                                      | each                 |
| 02 AHI10                                                                                                                                                              | After 10 years                                                                               | R 73.00                    | R 21.00                                 | R 59.85  | 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 73.00                    | R 21.00                                 | R 59.85  | R 5.80                             | R 11.20 | R67.20                                                       | each                 |
| 02 AHB 5                                                                                                                                                              | After 5 years                                                                                | R 73.00                    | R 21.00                                 | R 59.85  | R 5.88                             | R 11.76 | R70.67                                                       | each                 |
| 02 AHB10                                                                                                                                                              | After 10 years                                                                               | R 73.00                    | R 21.00                                 | R 59.85  | R 6.16                             | R 12.32 | R73.94                                                       | each                 |
|                                                                                                                                                                       | LEARNER – MODULES                                                                            |                            |                                         |          |                                    |         |                                                              |                      |
| 02 LM0                                                                                                                                                                | Module 0                                                                                     | R 73.00                    | R 12.80                                 | R 25.20  | R 9.12                             | R 18.24 | R109.45                                                      | each                 |
| 02 LM1                                                                                                                                                                | Module 1                                                                                     | R 73.00                    | R 12.80                                 | R 25.20  | R 9.53                             | R 19.05 | R114.32                                                      | each                 |
| 02 LM2                                                                                                                                                                | Module 2                                                                                     | R 73.00                    | R 12.80                                 | R 25.20  | R 10.16                            | R 20.31 | R121.87                                                      | each                 |
| 02 LM3                                                                                                                                                                | Module 3                                                                                     | R 73.00                    | R 12.80                                 | R 25.20  | R 10.79                            | R 21.58 | R129.48                                                      | each                 |
| 02 LM4                                                                                                                                                                | Module 4                                                                                     | R 73.00                    | R 15.75                                 | R 34.65  | R 11.36                            | R 22.71 | R136.28                                                      | each                 |
| 02 LM5                                                                                                                                                                | Module 5                                                                                     | R 73.00                    | R 15.75                                 | R 34.65  | R 12.07                            | R 24.16 | R144.89                                                      | each                 |
| 02 LM6                                                                                                                                                                | Module 6                                                                                     | R 73.00                    | R 15.75                                 | R 34.65  | R 12.71                            | R 25.43 | R152.57                                                      | each                 |
|                                                                                                                                                                       | LEARNER – UNIT STANDARDS                                                                     |                            |                                         |          |                                    |         |                                                              |                      |
| 02 LS0                                                                                                                                                                | Entry Level                                                                                  | R 73.00                    | R 12.80                                 | R 25.20  | R 8.40                             | R 16.81 | R100.84                                                      | each                 |
| 02 LS1                                                                                                                                                                | Core Unit Standards Level 2                                                                  | R 73.00                    | R 12.80                                 | R 25.20  | R 9.60                             | R 19.21 | R115.25                                                      | each                 |
| 02 LS6                                                                                                                                                                | Core Unit Standards Level 3                                                                  | R 73.00                    | R 15.75                                 | R 34.65  | R 10.78                            | R 21.57 | R129.42                                                      | each                 |
| 02 LS11                                                                                                                                                               | Core Unit Standards Level 4                                                                  | R 73.00                    | R 15.75                                 |          |                                    |         |                                                              |                      |

| 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 the date of coming into operation of the agreement)                                                                                                                 |                                                                                              |                                                                                                           |                    |          |                             |          |                                  |
| Work Code                                                                                                                                                                           | CATEGORY                                                                                     | UNION / AGENCY FEE                                                                                        | BARGAINING COUNCIL |          | SICK PAY FUND               |          | Prov. Fund                       |
|                                                                                                                                                                                     |                                                                                              |                                                                                                           | Employer           | Employee | Employer                    | Employee | (equal by employer and employee) |
|                                                                                                                                                                                     | <b>ESTABLISHMENT</b>                                                                         |                                                                                                           |                    |          |                             |          |                                  |
|                                                                                                                                                                                     | EOHCB Subscriptions                                                                          | R230.00 EOHCB / Agency Fee                                                                                |                    |          | R75.00 AHBEASA / Agency Fee |          |                                  |
|                                                                                                                                                                                     | Basic establishment charge                                                                   |                                                                                                           | R 78.75            |          |                             |          |                                  |
|                                                                                                                                                                                     | Total minimum charge                                                                         |                                                                                                           | R 143.00           |          |                             |          |                                  |
|                                                                                                                                                                                     | One Man Band / Rent A Chairs                                                                 |                                                                                                           | R 130.13           |          |                             |          |                                  |
| 04 WE                                                                                                                                                                               | Working Employer                                                                             | N/A                                                                                                       | NH                 | NH       | R 60.42                     | N/A      | R 483.35                         |
|                                                                                                                                                                                     | (Provident Fund is optional)                                                                 |                                                                                                           |                    |          |                             |          | (Optional)                       |
|                                                                                                                                                                                     | <b>MANAGER</b>                                                                               |                                                                                                           |                    |          |                             |          |                                  |
| 04 MO1                                                                                                                                                                              | Manager Only                                                                                 | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 18.81                     | R 37.63  | R225.76 each                     |
| 04 MO5                                                                                                                                                                              | After 5 years                                                                                | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 19.75                     | R 39.51  | R237.06 each                     |
| 04 MO10                                                                                                                                                                             | After 10 years                                                                               | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 20.70                     | R 41.39  | R248.35 each                     |
| 04 MH1                                                                                                                                                                              | Manager and Hairdresser                                                                      | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 22.84                     | R 45.68  | R274.06 each                     |
| 04 MH5                                                                                                                                                                              | After 5 years                                                                                | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 23.88                     | R 47.96  | R287.79 each                     |
| 04 MH10                                                                                                                                                                             | After 10 years                                                                               | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 25.12                     | R 50.24  | R301.45 each                     |
|                                                                                                                                                                                     | <b>HAIRDRESSER - QUALIFIED</b>                                                               |                                                                                                           |                    |          |                             |          |                                  |
| 04 HQ1                                                                                                                                                                              | First year after qualifying                                                                  | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 17.74                     | R 35.47  | R212.85 each                     |
| 04 HQ2                                                                                                                                                                              | Thereafter                                                                                   | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 20.14                     | R 40.28  | R241.68 each                     |
| 04 HQ5                                                                                                                                                                              | After 5 years                                                                                | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 21.15                     | R 42.30  | R253.78 each                     |
| 04 HQ10                                                                                                                                                                             | After 10 years                                                                               | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 22.16                     | R 44.31  | R265.86 each                     |
|                                                                                                                                                                                     | <b>AFRO HAIRDRESSER / STYLIST</b>                                                            |                                                                                                           |                    |          |                             |          |                                  |
| 04 AHQ1                                                                                                                                                                             | With COTT or SETA qualification                                                              | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 14.01                     | R 28.02  | R168.11 each                     |
| 04 AHQ5                                                                                                                                                                             | After 5 years                                                                                | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 14.71                     | R 29.42  | R176.53 each                     |
| 04 AHQ10                                                                                                                                                                            | After 10 years                                                                               | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 15.41                     | R 30.82  | R184.99 each                     |
| 04 AH1                                                                                                                                                                              | With Informal qualification                                                                  | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 8.76                      | R 17.52  | R105.14 each                     |
| 04 AH5                                                                                                                                                                              | After 5 years                                                                                | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 9.20                      | R 18.40  | R110.39 each                     |
| 04 AH10                                                                                                                                                                             | After 10 years                                                                               | R 73.00                                                                                                   | R 21.00            | R 59.85  | 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 73.00                                                                                                   | R 21.00            | R 59.85  | R 5.71                      | R 11.42  | R68.52 each                      |
| 04 AHB5                                                                                                                                                                             | After 5 years                                                                                | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 6.00                      | R 11.99  | R71.95 each                      |
| 04 AHB10                                                                                                                                                                            | After 10 years                                                                               | R 73.00                                                                                                   | R 21.00            | R 59.85  | R 6.28                      | R 12.56  | R75.38 each                      |
|                                                                                                                                                                                     | <b>LEARNER - MODULES</b>                                                                     |                                                                                                           |                    |          |                             |          |                                  |
| 04 LM0                                                                                                                                                                              | Before completing module 1                                                                   | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 9.22                      | R 18.44  | R110.84 each                     |
| 04 LM1                                                                                                                                                                              | Module 1                                                                                     | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 9.70                      | R 19.40  | R116.38 each                     |
| 04 LM2                                                                                                                                                                              | Module 2                                                                                     | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 10.16                     | R 20.31  | R121.87 each                     |
| 04 LM3                                                                                                                                                                              | Module 3                                                                                     | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 10.63                     | R 21.27  | R127.61 each                     |
| 04 LM4                                                                                                                                                                              | Module 4                                                                                     | R 73.00                                                                                                   | R 15.75            | R 34.65  | R 11.11                     | R 22.22  | R133.35 each                     |
| 04 LM5                                                                                                                                                                              | Module 5                                                                                     | R 73.00                                                                                                   | R 15.75            | R 34.65  | R 11.59                     | R 23.17  | R139.03 each                     |
| 04 LM6                                                                                                                                                                              | Module 6                                                                                     | R 73.00                                                                                                   | R 15.75            | R 34.65  | R 12.07                     | R 24.14  | R144.83 each                     |
|                                                                                                                                                                                     | <b>LEARNER - UNIT STANDARDS</b>                                                              |                                                                                                           |                    |          |                             |          |                                  |
| 04 LS0                                                                                                                                                                              | Entry Level                                                                                  | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 8.40                      | R 16.81  | R100.84 each                     |
| 04 LS1                                                                                                                                                                              | Core Unit Standards Level 2                                                                  | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 9.70                      | R 19.40  | R116.38 each                     |
| 04 LS5                                                                                                                                                                              | Core Unit Standards Level 3                                                                  | R 73.00                                                                                                   | R 15.75            | R 34.65  | R 10.68                     | R 21.77  | R130.80 each                     |
| 04 LS11                                                                                                                                                                             | Core Unit Standards Level 4                                                                  | R 73.00                                                                                                   | R 15.75            | R 34.65  | R 11.82                     | R 23.66  | R141.90 each                     |
|                                                                                                                                                                                     | <b>MANICURIST &amp; BEAUTY CULTURIST</b>                                                     |                                                                                                           |                    |          |                             |          |                                  |
| 04 MB1                                                                                                                                                                              | 1 <sup>st</sup> year of experience                                                           | R 73.00                                                                                                   | R 15.75            | R 34.65  | R 13.28                     | R 26.56  | R189.37 each                     |
| 04 MB2                                                                                                                                                                              | Thereafter                                                                                   | R 73.00                                                                                                   | R 15.75            | R 34.65  | R 17.26                     | R 34.51  | R207.04 each                     |
| 04 MB5                                                                                                                                                                              | After 5 years                                                                                | R 73.00                                                                                                   | R 15.75            | R 34.65  | R 18.12                     | R 36.23  | R217.40 each                     |
| 04 MB10                                                                                                                                                                             | After 10 years                                                                               | R 73.00                                                                                                   | R 15.75            | R 34.65  | R 18.98                     | R 37.96  | R227.76 each                     |
|                                                                                                                                                                                     | <b>RECEPTIONIST</b>                                                                          |                                                                                                           |                    |          |                             |          |                                  |
| 04 RE1                                                                                                                                                                              | 1 <sup>st</sup> year of experience                                                           | R 73.00                                                                                                   | R 15.75            | R 34.65  | R 15.05                     | R 30.11  | R180.65 each                     |
| 04 RE2                                                                                                                                                                              | Thereafter                                                                                   | R 73.00                                                                                                   | R 21.00            | R 50.40  | R 18.23                     | R 36.46  | R218.71 each                     |
| 04 RE5                                                                                                                                                                              | After 5 years                                                                                | R 73.00                                                                                                   | R 21.00            | R 50.40  | R 19.14                     | R 38.27  | R229.63 each                     |
| 04 RE10                                                                                                                                                                             | After 10 years                                                                               | R 73.00                                                                                                   | R 21.00            | R 50.40  | R 20.05                     | R 40.10  | R240.61 each                     |
|                                                                                                                                                                                     | <b>OPERATOR</b>                                                                              |                                                                                                           |                    |          |                             |          |                                  |
| 04 OP                                                                                                                                                                               | Operator - first year                                                                        | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 9.46                      | R 18.93  | R113.57 each                     |
| 04 OP1                                                                                                                                                                              | Operator - thereafter                                                                        | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 12.03                     | R 24.07  | R144.39 each                     |
| 04 OP5                                                                                                                                                                              | After 5 years                                                                                | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 12.84                     | R 25.27  | R151.63 each                     |
| 04 OP10                                                                                                                                                                             | After 10 years                                                                               | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 13.23                     | R 26.47  | R158.81 each                     |
| 04 OPM1                                                                                                                                                                             | Operator - Multi-Skilled                                                                     | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 13.90                     | R 27.81  | R166.88 each                     |
| 04 OPM5                                                                                                                                                                             | After 5 years                                                                                | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 14.60                     | R 29.20  | R175.22 each                     |
| 04 OPM10                                                                                                                                                                            | After 10 years                                                                               | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 15.30                     | R 30.60  | R183.58 each                     |
| 04 GA1                                                                                                                                                                              | GENERAL ASSISTANT                                                                            | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 10.31                     | R 20.62  | R123.74 each                     |
| 04 GA5                                                                                                                                                                              | After 5 years                                                                                | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 10.83                     | R 21.65  | R129.92 each                     |
| 04 GA10                                                                                                                                                                             | After 10 years                                                                               | R 73.00                                                                                                   | R 12.60            | R 25.20  | R 11.35                     | R 22.69  | R136.16 each                     |
|                                                                                                                                                                                     | <b>CASUAL EMPLOYEE</b>                                                                       | Contributions for casual / part time employees shall be as specified for that category of employee above. |                    |          |                             |          |                                  |
|                                                                                                                                                                                     | <b>PART TIME EMPLOYEE</b>                                                                    |                                                                                                           |                    |          |                             |          |                                  |

| 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 the date of coming into operation of the agreement)                                                                                         |                                                                                                  |                                                                                                           |                             |          |               |          |                                                |      |  |
|                                                                                                                                                             |                                                                                                  | 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<br>(S. GAUTENG)                                                              | R270.00 EOHCB / Agency Fee                                                                                | R75.00 AHBEASA / Agency Fee |          |               |          |                                                |      |  |
|                                                                                                                                                             | Basic establishment charge                                                                       |                                                                                                           | R 78.75                     |          |               |          |                                                |      |  |
|                                                                                                                                                             | Total minimum charge                                                                             |                                                                                                           | R 143.00                    |          |               |          |                                                |      |  |
|                                                                                                                                                             | One Man Band / Rent A Chairs                                                                     |                                                                                                           | R 130.13                    |          |               |          |                                                |      |  |
| 07 WE                                                                                                                                                       | Working Employer<br>(Provident Fund is optional)                                                 | N/A                                                                                                       | N/A                         | N/A      | R 37.32       | N/A      | R 298.52<br>(Optional)                         |      |  |
|                                                                                                                                                             | MANAGER                                                                                          |                                                                                                           |                             |          |               |          |                                                |      |  |
| 07 MO1                                                                                                                                                      | Manager Only                                                                                     | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 16.35       | R 30.70  | R184.20                                        | each |  |
| 07 MO5                                                                                                                                                      | After 5 years                                                                                    | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 16.11       | R 32.23  | R193.38                                        | each |  |
| 07 MO10                                                                                                                                                     | After 10 years                                                                                   | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 16.89       | R 33.78  | R202.68                                        | each |  |
| 07 MH1                                                                                                                                                      | Managersess / Hairdresser                                                                        | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 19.84       | R 38.68  | R238.06                                        | each |  |
| 07 MH5                                                                                                                                                      | After 5 years                                                                                    | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 20.83       | R 41.65  | R249.91                                        | each |  |
| 07 MH10                                                                                                                                                     | After 10 years                                                                                   | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 21.82       | R 43.65  | R261.89                                        | each |  |
|                                                                                                                                                             | HAIRDRESSER – QUALIFIED                                                                          |                                                                                                           |                             |          |               |          |                                                |      |  |
| 07 HQ1                                                                                                                                                      | First year after qualifying                                                                      | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 10.82       | R 21.05  | R126.30                                        | each |  |
| 07 HQ2                                                                                                                                                      | Thereafter                                                                                       | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 12.44       | R 24.98  | R149.28                                        | each |  |
| 07 HQ5                                                                                                                                                      | After 5 years                                                                                    | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 13.06       | R 26.12  | R166.75                                        | each |  |
| 07 HQ10                                                                                                                                                     | After 10 years                                                                                   | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 13.89       | R 27.37  | R184.24                                        | each |  |
|                                                                                                                                                             | AFRO HAIRDRESSER / STYLIST                                                                       |                                                                                                           |                             |          |               |          |                                                |      |  |
| 07 AHQ1                                                                                                                                                     | With COTT or SETA Qualification                                                                  | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 10.95       | R 21.89  | R131.35                                        | each |  |
| 07 AHQ5                                                                                                                                                     | After 5 years                                                                                    | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 11.49       | R 22.96  | R137.90                                        | each |  |
| 07 AHQ10                                                                                                                                                    | After 10 years                                                                                   | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 12.04       | R 24.09  | R144.52                                        | each |  |
| 07 AH11                                                                                                                                                     | With Informal Qualification                                                                      | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 7.31        | R 14.61  | R87.67                                         | each |  |
| 07 AH15                                                                                                                                                     | After 5 years                                                                                    | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 7.86        | R 15.33  | R91.98                                         | each |  |
| 07 AH110                                                                                                                                                    | After 10 years                                                                                   | R 73.00                                                                                                   | R 21.00                     | R 59.85  | 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 73.00                                                                                                   | R 21.00                     | R 59.85  | R 4.47        | R 8.93   | R83.60                                         | each |  |
| 07 AHB 5                                                                                                                                                    | After 5 years                                                                                    | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 4.69        | R 9.38   | R86.28                                         | each |  |
| 07 AHB10                                                                                                                                                    | After 10 years                                                                                   | R 73.00                                                                                                   | R 21.00                     | R 59.85  | R 4.91        | R 9.82   | R88.91                                         | each |  |
|                                                                                                                                                             | LEARNER – MODULES                                                                                |                                                                                                           |                             |          |               |          |                                                |      |  |
| 07 LM0                                                                                                                                                      | Before completing module 1                                                                       | R 73.00                                                                                                   | R 12.60                     | R 25.20  | R 6.33        | R 12.87  | R76.00                                         | each |  |
| 07 LM1                                                                                                                                                      | Module 1                                                                                         | R 73.00                                                                                                   | R 12.60                     | R 25.20  | R 6.59        | R 13.18  | R79.06                                         | each |  |
| 07 LM2                                                                                                                                                      | Module 2                                                                                         | R 73.00                                                                                                   | R 12.60                     | R 25.20  | R 7.04        | R 14.08  | R84.48                                         | each |  |
| 07 LM3                                                                                                                                                      | Module 3                                                                                         | R 73.00                                                                                                   | R 12.60                     | R 25.20  | R 7.47        | R 14.94  | R89.67                                         | each |  |
| 07 LM4                                                                                                                                                      | Module 4                                                                                         | R 73.00                                                                                                   | R 15.75                     | R 34.85  | R 7.82        | R 15.84  | R95.04                                         | each |  |
| 07 LM5                                                                                                                                                      | Module 5                                                                                         | R 73.00                                                                                                   | R 15.75                     | R 34.85  | R 8.35        | R 16.69  | R100.15                                        | each |  |
| 07 LM6                                                                                                                                                      | Module 6                                                                                         | R 73.00                                                                                                   | R 15.75                     | R 34.85  | R 8.81        | R 17.62  | R105.71                                        | each |  |
|                                                                                                                                                             | LEARNER – UNIT STANDARDS                                                                         |                                                                                                           |                             |          |               |          |                                                |      |  |
| 07 LS0                                                                                                                                                      | Entry level                                                                                      | R 73.00                                                                                                   | R 12.60                     | R 25.20  | R 6.06        | R 12.13  | R72.78                                         | each |  |
| 07 LS1                                                                                                                                                      | Core Unit Standards Level 2                                                                      | R 73.00                                                                                                   | R 12.60                     | R 25.20  | R 6.65        | R 13.29  | R79.75                                         | each |  |
| 07 LS6                                                                                                                                                      | Core Unit Standards Level 3                                                                      | R 73.00                                                                                                   | R 15.75                     | R 34.85  | R 7.80        | R 15.60  | R93.60                                         | each |  |
| 07 LS11                                                                                                                                                     | Core Unit Standards Level 4                                                                      | R 73.00                                                                                                   | R 15.75                     | R 34.85  | R 8.84        | R 17.28  | R103.71                                        | each |  |
|                                                                                                                                                             | MANICURIST & BEAUTY CULTURIST                                                                    |                                                                                                           |                             |          |               |          |                                                |      |  |
| 07 MB13                                                                                                                                                     | 1 <sup>st</sup> 3 Months                                                                         | R 73.00                                                                                                   | R 12.60                     | R 25.20  | R 5.05        | R 10.11  | R80.65                                         | each |  |
| 07 MB23                                                                                                                                                     | 2 <sup>nd</sup> 3 Months                                                                         | R 73.00                                                                                                   | R 15.75                     | R 34.85  | R 5.88        | R 11.76  | R70.87                                         | each |  |
| 07 MB33                                                                                                                                                     | 3 <sup>rd</sup> 3 Months                                                                         | R 73.00                                                                                                   | R 15.75                     | R 34.85  | R 7.34        | R 14.68  | R88.11                                         | each |  |
| 07 MB1                                                                                                                                                      | Thereafter                                                                                       | R 73.00                                                                                                   | R 21.00                     | R 50.40  | R 10.93       | R 21.86  | R131.16                                        | each |  |
| 07 MB5                                                                                                                                                      | After 5 years                                                                                    | R 73.00                                                                                                   | R 21.00                     | R 50.40  | R 11.48       | R 22.95  | R137.72                                        | each |  |
| 07 MB10                                                                                                                                                     | After 10 years                                                                                   | R 73.00                                                                                                   | R 21.00                     | R 50.40  | R 12.02       | R 24.04  | R144.27                                        | each |  |
| 07 RE1                                                                                                                                                      | RECEPTIONIST/TELEPHONIST                                                                         | R 73.00                                                                                                   | R 21.00                     | R 50.40  | R 11.01       | R 22.03  | R132.18                                        | each |  |
| 07 RE5                                                                                                                                                      | After 5 years                                                                                    | R 73.00                                                                                                   | R 21.00                     | R 50.40  | R 11.56       | R 23.13  | R138.78                                        | each |  |
| 07 RE10                                                                                                                                                     | After 10 years                                                                                   | R 73.00                                                                                                   | R 21.00                     | R 50.40  | R 12.12       | R 24.23  | R146.39                                        | each |  |
|                                                                                                                                                             | OPERATOR                                                                                         |                                                                                                           |                             |          |               |          |                                                |      |  |
| 07 OP                                                                                                                                                       | Operator first year                                                                              | R 73.00                                                                                                   | R 12.60                     | R 25.20  | R 6.43        | R 12.85  | R77.13                                         | each |  |
| 07 OP1                                                                                                                                                      | Thereafter                                                                                       | R 73.00                                                                                                   | R 12.60                     | R 25.20  | R 6.88        | R 17.75  | R106.52                                        | each |  |
| 07 OP5                                                                                                                                                      | After 5 years                                                                                    | R 73.00                                                                                                   | R 12.60                     | R 25.20  | R 9.32        | R 18.64  | R111.82                                        | each |  |
| 07 OP10                                                                                                                                                     | After 10 years                                                                                   | R 73.00                                                                                                   | R 12.60                     | R 25.20  | R 9.78        | R 19.62  | R117.12                                        | each |  |
| 07 OPM1                                                                                                                                                     | Operator Multi-Skilled                                                                           | R 73.00                                                                                                   | R 12.60                     | R 25.20  | R 10.97       | R 21.94  | R131.86                                        | each |  |
| 07 OPM5                                                                                                                                                     | After 5 years                                                                                    | R 73.00                                                                                                   | R 12.60                     | R 25.20  | R 11.52       | R 23.05  | R138.28                                        | each |  |
| 07 OPM10                                                                                                                                                    | After 10 years                                                                                   | R 73.00                                                                                                   | R 12.60                     | R 25.20  | R 12.07       | R 24.14  | R144.83                                        | each |  |
| 07 GA1                                                                                                                                                      | GENERAL ASSISTANT                                                                                | R 73.00                                                                                                   | R 12.60                     | R 25.20  | R 6.28        | R 10.51  | R63.09                                         | each |  |
| 07 GA5                                                                                                                                                      | After 5 years                                                                                    | R 73.00                                                                                                   | R 12.60                     | R 25.20  | R 6.52        | R 11.04  | R66.27                                         | each |  |
| 07 GA10                                                                                                                                                     | After 10 years                                                                                   | R 73.00                                                                                                   | R 12.60                     | R 25.20  | R 6.78        | 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 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 the date of coming into operation of the agreement)                                                                        |                                                                                                  |                            |                             |          |               |          |                                                |
| 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 78.75                     |          |               |          |                                                |
|                                                                                                                                         | Total minimum charge                                                                             |                            | R 143.00                    |          |               |          |                                                |
|                                                                                                                                         | One Man Band / Rent A Chairs                                                                     |                            | R 130.13                    |          |               |          |                                                |
| 03 WE                                                                                                                                   | Working Employer                                                                                 | N/A                        | Nil                         | Nil      | R 39.19       | N/A      | R 298.52                                       |
|                                                                                                                                         | (Provident Fund is optional)                                                                     |                            |                             |          |               |          | (Optional)                                     |
|                                                                                                                                         | MANAGER                                                                                          |                            |                             |          |               |          |                                                |
| 03 MO1                                                                                                                                  | Manager Only                                                                                     | R 73.00                    | R 21.00                     | R 59.85  | R 15.35       | R 30.70  | R184.20 each                                   |
| 03 MO                                                                                                                                   | After 5 years                                                                                    | R 73.00                    | R 21.00                     | R 59.85  | R 16.11       | R 32.23  | R193.38 each                                   |
| 03 MO10                                                                                                                                 | After 10 years                                                                                   | R 73.00                    | R 21.00                     | R 59.85  | R 16.89       | R 33.78  | R202.68 each                                   |
| 03 MH1                                                                                                                                  | Manageress / Hairdresser                                                                         | R 73.00                    | R 21.00                     | R 59.85  | R 19.84       | R 39.68  | R238.06 each                                   |
| 03 MH5                                                                                                                                  | After 5 years                                                                                    | R 73.00                    | R 21.00                     | R 59.85  | R 20.83       | R 41.65  | R249.91 each                                   |
| 03 MH10                                                                                                                                 | After 10 years                                                                                   | R 73.00                    | R 21.00                     | R 59.85  | R 21.82       | R 43.65  | R261.69 each                                   |
|                                                                                                                                         | HAIRDRESSER - QUALIFIED                                                                          |                            |                             |          |               |          |                                                |
| 03 HQ1                                                                                                                                  | First year after qualifying                                                                      | R 73.00                    | R 21.00                     | R 59.85  | R 12.44       | R 24.88  | R126.30 each                                   |
| 03 HQ2                                                                                                                                  | Thereafter                                                                                       | R 73.00                    | R 21.00                     | R 59.85  | R 13.06       | R 26.12  | R149.28 each                                   |
| 03 HQ5                                                                                                                                  | After 5 years                                                                                    | R 73.00                    | R 21.00                     | R 59.85  | R 13.69       | R 27.37  | R158.78 each                                   |
| 03 HQ10                                                                                                                                 | After 10 years                                                                                   | R 73.00                    | R 21.00                     | R 59.85  | R 13.69       | R 27.37  | R164.24 each                                   |
|                                                                                                                                         | AFRO HAIRDRESSER / STYLIST                                                                       |                            |                             |          |               |          |                                                |
| 03 AHQ1                                                                                                                                 | With COTT or SETA Qualification                                                                  | R 73.00                    | R 21.00                     | R 59.85  | R 10.95       | R 21.89  | R131.35 each                                   |
| 03 AHQ5                                                                                                                                 | After 5 years                                                                                    | R 73.00                    | R 21.00                     | R 59.85  | R 11.49       | R 22.98  | R137.90 each                                   |
| 03 AHQ10                                                                                                                                | After 10 years                                                                                   | R 73.00                    | R 21.00                     | R 59.85  | R 12.04       | R 24.09  | R144.62 each                                   |
| 03 AH1                                                                                                                                  | With Informal Qualification                                                                      | R 73.00                    | R 21.00                     | R 59.85  | R 7.31        | R 14.61  | R87.67 each                                    |
| 03 AH15                                                                                                                                 | After 5 years                                                                                    | R 73.00                    | R 21.00                     | R 59.85  | R 7.87        | R 15.34  | R92.04 each                                    |
| 03 AH10                                                                                                                                 | After 10 years                                                                                   | R 73.00                    | R 21.00                     | R 59.85  | R 8.03        | R 16.07  | R96.41 each                                    |
| 03 AHB1                                                                                                                                 | An employee who does one or more of the following: Braiding, Plaiting, Haircutting or Extensions | R 73.00                    | R 21.00                     | R 59.85  | R 4.47        | R 8.93   | R53.60 each                                    |
| 03 AHB 5                                                                                                                                | After 5 years                                                                                    | R 73.00                    | R 21.00                     | R 59.85  | R 4.69        | R 9.38   | R56.28 each                                    |
| 03 AHB10                                                                                                                                | After 10 years                                                                                   | R 73.00                    | R 21.00                     | R 59.85  | R 4.91        | R 9.82   | R58.91 each                                    |
|                                                                                                                                         | LEARNER - MODULES                                                                                |                            |                             |          |               |          |                                                |
| 03 LM0                                                                                                                                  | Before completing module 1                                                                       | R 73.00                    | R 12.60                     | R 25.20  | R 6.33        | R 12.67  | R76.00 each                                    |
| 03 LM1                                                                                                                                  | Module 1                                                                                         | R 73.00                    | R 12.60                     | R 25.20  | R 6.59        | R 13.18  | R79.06 each                                    |
| 03 LM2                                                                                                                                  | Module 2                                                                                         | R 73.00                    | R 12.60                     | R 25.20  | R 7.04        | R 14.08  | R84.49 each                                    |
| 03 LM3                                                                                                                                  | Module 3                                                                                         | R 73.00                    | R 12.60                     | R 25.20  | R 7.47        | R 14.94  | R89.67 each                                    |
| 03 LM4                                                                                                                                  | Module 4                                                                                         | R 73.00                    | R 15.75                     | R 34.65  | R 7.92        | R 15.84  | R95.04 each                                    |
| 03 LM5                                                                                                                                  | Module 5                                                                                         | R 73.00                    | R 15.75                     | R 34.65  | R 8.35        | R 16.69  | R100.15 each                                   |
| 03 LM6                                                                                                                                  | Module 6                                                                                         | R 73.00                    | R 15.75                     | R 34.65  | R 8.81        | R 17.62  | R105.71 each                                   |
|                                                                                                                                         | LEARNER - UNIT STANDARDS                                                                         |                            |                             |          |               |          |                                                |
| 03 LS0                                                                                                                                  | Entry Level                                                                                      | R 73.00                    | R 12.60                     | R 25.20  | R 6.06        | R 12.13  | R72.78 each                                    |
| 03 LS1                                                                                                                                  | Core Unit Standards Level 2                                                                      | R 73.00                    | R 12.60                     | R 25.20  | R 6.66        | R 13.31  | R78.97 each                                    |
| 03 LS6                                                                                                                                  | Core Unit Standards Level 3                                                                      | R 73.00                    | R 16.75                     | R 34.65  | R 7.83        | R 15.66  | R93.97 each                                    |
| 03 LS11                                                                                                                                 | Core Unit Standards Level 4                                                                      | R 73.00                    | R 16.75                     | R 34.65  | R 8.64        | R 17.28  | R103.71 each                                   |
|                                                                                                                                         | MANICURIST & BEAUTY CULTURIST                                                                    |                            |                             |          |               |          |                                                |
| 03 MB13                                                                                                                                 | 1 <sup>st</sup> 3 Months                                                                         | R 73.00                    | R 1                         |          |               |          |                                                |