

**DEPARTMENT OF LABOUR  
DEPARTEMENT VAN ARBEID**

**No. R. 383**

**7 June 2013**

**LABOUR RELATIONS ACT, 1995**

**CANCELLATION OF GOVERNMENT NOTICE**

**HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL  
SEMI-NATIONAL**

I, **MILDRED NELISIWE OLIPHANT**, Minister of Labour, hereby, in terms of section 32(7) of the Labour Relations Act, 1995, cancel Government Notice No. R. 868 of 26 October 2012 with effect from **27 May 2013**.

**MN OLIPHANT  
MINISTER OF LABOUR**

- (a) eyebrow shaping and plucking, including the application of false or artificial eyebrows and eyelashes;
- (b) cosmetic (day, evening, fantasy) and camouflage make-up, tattooing and/or painting of the face and/or full body and its features, whether by permanent, semi-permanent or temporary means;
- (c) facial skin care; knowledge and application of skin: skin analysis, facial treatment, electrical equipment, machines and the treatment thereof
- (d) removal of unwanted or superfluous hair from the head, face and/or body by whatever means, other than shaving, including waxing, chemical depilatories, electrical or mechanical means; including sugaring and threading;
- (e) massage or any other stimulative treatment or exercise of the face, scalp, neck or full body, whether or not any apparatus, appliance, heat, preparation or substance is used in any of these operations; may also include stones, bamboo etc.
- (f) body and slimming treatment: figure/body analysis equipment and the treatment thereof, basic knowledge of nutrition, manual lymph drainage treatment, body wraps and self-tanning applications whether by hand or spray units
- (g) spa treatments: holistic and/or relaxing treatments i.e. Indian head, hand foot and/or full body massages with or without substance such as different oils. Specialized electrical equipment i.e. Ipl/Laser/Endermology.

**“B Tech Somatologist 4 YRS (NQF 7)”** means an employee engaged in the following but not limited to the following:

- (a) eyebrow shaping and plucking, including the application of false or artificial eyebrows and eyelashes;
- (b) cosmetic (day, evening, fantasy) and camouflage make-up, tattooing and/or painting of the face and/or full body and its features, whether by permanent, semi-permanent or temporary means;
- (c) facial skin care; knowledge and application of skin: skin analysis, facial treatment, electrical equipment, machines and the treatment thereof
- (d) removal of unwanted or superfluous hair from the head, face and/or body by whatever means, other than shaving, including waxing, chemical depilatories, electrical or mechanical means; including sugaring and threading;
- (e) massage or any other stimulative treatment or exercise of the face, scalp, neck or full body, whether or not any apparatus, appliance, heat, preparation or substance is used in any of these operations; may also include stones, bamboo etc.
- (f) body and slimming treatment: figure/body analysis equipment and the treatment thereof, basic knowledge of nutrition, manual lymph drainage treatment, body wraps and self-tanning applications whether by hand or spray units
- (g) spa treatments: holistic and/or relaxing treatments i.e. Indian head, hand foot and/or full body massages with or without substance such as different oils.
- (h) Specialized electrical equipment i.e. Ipl/Laser/Endermology etc;

(i) Communication skills NQF 4

**“manicurist/pedicurist/wax technician (NQF 3)”** means an employee engaged in the following treatments, but not limited to:

- (a) Manicurist, pedicurist, relaxing hand and foot massages;
- (b) Basic knowledge and application of the removal of unwanted or superfluous hair from the head, face or body and its features including shaving, waxing and chemical depilatories;

**“nail technician (NQF 4)”** means an employee engaged in the following Treatments, but not limited to:

- (a) Manicure, pedicure, nail technology, or the application of artificial nails or nail extensions, whether acrylic, fiberglass, gel or any other substance, and whether or not any apparatus appliance, heat, preparation or substance is used in any of these operations;
- (b) Piercing of ears, belly, nose etc;