

NOTICE 1119 OF 2013**DEPARTMENT OF LABOUR****“Annexure A”****LABOUR RELATIONS ACT, 1995****REGISTRATION OF A BARGAINING COUNCIL**

I, Johannes Theodorus Crouse, Registrar of Labour Relations, hereby, give notice in terms of Section 109(2) of the Labour Relations Act, 1995, that the **National Bargaining Council for the Hairdressing, Cosmetology, Beauty and Skincare Industry** has been registered as a Bargaining Council for the following interests and areas as contained in the Annexure hereto.

J. T. CROUSE

REGISTRAR OF LABOUR RELATIONS

ANNEXURE

With effect from **2013-11-14** the Council is registered in respect of: -

A. Hairdressing and Cosmetology Trade” as defined hereunder in the following areas:

Province of Gauteng excluding the Magisterial Districts of

Bronkhorstspuit, Cullinan, Pretoria and Wonderboom;

Province of Free State; and

The Magisterial Districts of Klerksdorp, Potchefstroom, Kimberley, East London, Humansdorp, Port Alfred, Port Elizabeth; and Uitenhage.

For the purpose of paragraph A

“Hairdressing and Cosmetology Trade” means the trade in which employers and their employees are associated for the purpose of rendering hairdressing and cosmetology services in any establishment;

“Cosmetology services” means any one or more or a combination of the operations generally and usually performed by and known as the profession of beauty culturists or cosmeticians or cosmetologists or hairdressers, and includes but is not limited to the following operations:

“Cosmetologist” means a person who performs any one or more of the services usually performed by a manicurist or beauty culturist, including a cosmetologist or cosmetician who performs any one or more of the services referred to in the definition of the “cosmetology” below:

“Cosmetology” means any one or more of the services usually performed by a manicurist or beauty culturist, or cosmetologist in an establishment and includes, but is not limited to-

- (a) manicure, pedicure, nail technology, or the application of artificial nails or nail extensions, whatever the substance used including acrylic, fibre glass or gel;
- (b) eyebrow shaping and plucking including the application of false or artificial eyebrow and eyelashes;
- (c) cosmetic and camouflage makeup of the face and its features, whether by permanent, semi-permanent or temporary means;
- (d) facial skin care;
- (e) removal of unwanted or superfluous hair from the head or face, by whatever means, other than shaving, but including waxing, chemical depilatories, electrical or mechanical means,
- (f) massage services in manicures, pedicures, facial treatment and back and neck, whole body or holistic treatment or any other form of massaging, whether or not any apparatus, appliance, preparation or substance is used in any of these operation;

“Hairdressing” means any one or more of the hairdressing services usually performed by a hairdresser in an establishment, and includes, but is limited to

—

- (a) any service to the scalp or the hair of the head or face, including the following:
 - (i) shampooing, cleansing, conditioning and treating;
 - (ii) chemical reformation of the hair including permanent waving, relaxing and straightening of the hair;
 - (iii) hair colouring, including tinting, dyeing and colouring by means of permanent, semi-permanent or temporary processes, including the use of colour rinses, shampoos, gels or mousses; and lightening by means of tints, bleaches, highlights or high lifting tints or toners;
 - (iv) hair cutting and shaping;
 - (v) barbering services including shaving and singeing of hair;
 - (vi) hair styling, designing, shaping, curling, waving, including blow drying, styling, tonging, crimping, straightening and silking; and
 - (vii) dreadlocks; weaving and braiding,whether or not any apparatus, appliance, heat, preparation or substance is used in any of these operations;
- (b) massage or stimulative treatment of the face, scalp or neck;
- (c) adding hair, either natural or artificial, including hair extensions, board work, pastiche, wig making, or performing any of the above operations on any wig or hairpiece to be worn by any person; and
- (d) trichology and trichological treatment, including the treatment of abnormalities and disorders of the hair and scalp.

“hairdresser” means any person who, in return for payment, in money and/or in kind, on his own account, or in partnership, or as an employee, performs, or directly or indirectly advertises that he performs, any one or more of the hairdressing and cosmetology services usually performed by a hairdresser;

“establishment” means any premises or workplace in which hairdressers and/ or cosmetology services are normally rendered to members of the public for gain and includes the informal sector and private homes.

- B. The Hairdressing, Cosmetology, Beauty and Skincare Trade in the Magisterial Districts of Cullinan, Pretoria, Wonderboom and Bronkhorstspuit.

For the purpose of paragraph B, Hairdressing, Cosmetology, Beauty and Skincare Trade is defined as follows:

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

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

- (a) The arranging, dressing, cutting, highlighting, shaving, curling, cleaning, singeing, shampooing, bleaching, dyeing, colouring, tinting, straightening, styling, waving (permanent, Marcel or water) of hair, or any other treatment of the hair of the head or the face;
- (b) the performance of any manicure; pedicure , nail technology or the application of artificial nails or nail extensions, whatever the substance used is acrylic, fibre glass or gel or any other substance;
- (c) the shaping and plucking of eyebrows, including the application of false or artificial eyebrows and eyelashes;
- (d) the performance of any cosmetic and camouflage make-up of the face and its features, whether by permanent, semi-permanent or temporary means;
- (e) the performance of any facial skin care operations;

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

“Skincare Trade” means the trade in which employers and employees are associated for the purpose of rendering “salon services” and including but not limited to cosmetic, camouflage, spa treatment, tattooing and or painting of the face or full body features, whether by permanent or semi-permanent or temporary means in any establishment where such services are normally rendered to members of the public.

C. Hairdressing Trade in the Magisterial Districts of Durban, Inanda and Pinetown.

For the purpose of paragraph C–

“Hairdressing Trade” means the trade in which employers and employees are associated for the purpose of rendering cosmetological services in any hairdressing salon.

“cosmetological services” means any one or more or a combination of the practices generally and usually performed by and known as the

profession of beauty culturists or cosmeticians or cosmetologists or hairdressers, and includes but is not limited to the following operations:

- (1) Hair arranging, hairdressing, haircutting, highlighting, shaving, curling, cleaning, singeing, tinting, straightening, styling, waving (permanent, Marcel or water), or any other treatment of the hair of the head or the face; or
- (2) The massage or other stimulative treatment or exercise of the face, scalp or neck; or
- (3) Manicuring of the nails, eyebrow plucking, boardwork, trichological treatment or beauty culture; or
- (4) Performing any operation referred to in (1) on any wig or hairpiece to be worn by any person, whether or not any apparatus, appliance, preparation or substance is used in any of these operations;

“hairdressing salon” means any premises in which cosmetological services are rendered to either males or females or both males and females together.

D. The Hairdressing Trade in the Magisterial Districts of The Cape, Wynberg, Simonstown and Bellville as those areas were constituted as at 24 July 1945.

J. T. CROUSE

REGISTRAR OF LABOUR RELATIONS

2013 -11- 14

DATE: