
GOVERNMENT NOTICE

DEPARTMENT OF LABOUR

No. R. 492

20 June 2014

**NATIONAL BARGAINING COUNCIL FOR THE HAIRDRESSING,
COSMETOLOGY, BEAUTY AND SKINCARE INDUSTRY:
EXTENSION OF MAIN COLLECTIVE AMENDING AGREEMENT TO NON-
PARTIES**

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 **National Bargaining Council for the Hairdressing Cosmetology Beauty and Skincare Industry** 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**2014 -06- 30**..... and for the periods as indicated in Clause 2 of the Schedule.


MINISTER OF LABOUR
04/06/2014

SCHEDULE

NATIONAL BARGAINING COUNCIL FOR THE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE INDUSTRY

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)
(hereinafter referred to as the "employers" or the "employers' organisations" on the one part)

and

UASA – The Union

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

being the parties to the National Bargaining Council for the Hairdressing, Cosmetology, Beauty and Skincare Industry

(hereinafter referred to as the "Council")

to amend the Agreement for the **Hairdressing and Cosmetology Trade (Chapter A)** published under Government Notice No. R. 355 of 17 May 2013 as further renewed under Government Notice No. R. 1029 of 27 December 2013.

to amend the Agreements for **Hairdressing, Cosmetology, Beauty and Skincare Trade (Chapter B)** published under Government Notice No. R. 680 of 27 July 2001 as amended, renewed and extended under Government Notices Nos. R. 183 of 9 March 2007, R. 507 of 9 May 2008, R. 152 of 20 February 2009, R. 1189 of 17 December 2010, R. 435 of 20 May 2011, R. 2 of 6 January 2012, R. 374 of 18 May 2012, R. 919 of 9 November 2012 and R. 1028 of 27 December 2013.

to amend the Agreements for the **Hairdressing Trade (Chapter C)** published under Government Notice No. R. 724 of 22 July 2005 as further amended and extended under Government Notices Nos. R. 154 of 24 February 2006, R. 607 of 23 June 2006, R. 61 and R. 62 of 2 February 2007, R. 1126 of 30 November 2007, R. 1297 of 5 December 2008, R. 1 of 8 January 2010 and R. 477 of 12 July 2013

to amend the Agreements for **Hairdressing Trade (Chapter D)** published under Government Notice No. R. 1532 of 13 December 2002 as further amended and renewed under Government Notices Nos. R. 939 and R. 940 of 13 August 2004, R. 915 and R. 916 of 15 September 2006, R. 1175 and R. 1176 of 14 December 2007, R. 419 of 17 April 2009, R. 320 and R. 321 of 23 April 2010, R. 261 and R. 283 of 1 April 2011, R. 612 of 29 July 2011, R. 383 of 18 May 2012, R. 56 of 1 February 2013, R. 550 of 8 August 2013 and R. 1030 of 27 December 2013.

1. SCOPE OF APPLICATION OF THE AGREEMENT

- (1) The terms of this Agreement shall be observed in the Industry and areas as defined in this Agreement –
 - (a) By all employers who are members of the employers' organisations and by all employees who are members of the trade union
 - (b) in the following Chapters:
 - (i) **CHAPTER 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.

“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 not 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.

“hairstylist” 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 hairstyling and cosmetology services usually performed by a hairstylist;

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

(ii) CHAPTER B:

“Hairstyling, Cosmetology, Beauty and Skincare Trade” in the Magisterial Districts of Cullinan, Pretoria, Wonderboom and Bronkhorstspuit.

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.

(iii) **CHAPTER C:**

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

“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.

(iv) CHAPTER D:

“Hairdressing Trade” in the Magisterial Districts of the Cape, Wynburg, Simonstown and Bellville as those areas were constituted as at 24 July 1945.

- (2) Notwithstanding the provisions of sub-clause (1) of the agreements, the terms of the agreements shall –
- (i) apply only to employees for whom wages are specified in the agreement and to the employers of such employees.
 - (ii) apply to learners only in so far as they are not inconsistent with the provisions of the Skills Development Act, 1998 or any contract entered into or any condition fixed there under
- (3) The terms of this agreement shall not apply to non-parties in respect of clauses 1(1)(a) and 2.1.

2. PERIOD OF OPERATION

The Agreements shall come into operation-

- 2.1 In respect of the parties as agreed between them on 1 January 2014.
- 2.2 In respect of non-parties, on such date as determined by the Minister of Labour.
- 2.2.1 The Agreements shall remain in force for-

- (a) Hairdressing and Cosmetology Trade (**Chapter A**) until 31 December 2014.
- (b) Hairdressing, Cosmetology, Beauty and Skincare Trade (**Chapter B**) until 31 December 2014.
- (c) Hairdressing Trade (**Chapter C**) until 31 December 2015.
- (d) Hairdressing Trade (**Chapter D**) until 31 December 2014.

HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER A)

3. CLAUSE 3 OF THE AGREEMENT: DEFINITIONS

3.1 Insert the following new definitions:

“MAKE-UP ARTIST” means an employee engaged in the following treatment, but not limited to:

- (a) The application of false or artificial eyebrows or eye lashes;
- (b) Cosmic (day, evening, bridal, fantasy) camouflage, make-up, tattooing and/or painting of the face and/or full features whether permanent, semi-permanent or temporally means;
- (c) Basic knowledge and application of the removal of unwanted or superfluous hair from the head face and/or full body and its features, including shaving, waxing and chemical depilatories;
- (d) Piercing i.e. ears, bellies and nose.”

3.2 **“STUDENT”** means an employee, including a minor, employed in an establishment who is in training to become a qualified hairdresser.”

3.3 Change Clause 3.49 to read as follows:

“3.49 “QUALIFIED HAIRDRESSER” means an employee, other than a learner or student who performs anyone or more of the operations as defined under “Hairdressing Cosmetology” in this agreement and who-

- (a) has served an apprenticeship in terms of the Man Power Training Act 1981, or has served learnership in terms of the Skills Development Act 1998;
- (b) has passed a qualifying trade test under or holds a certificate of proficiency issued in terms of sub-clause (a); or
- (c) holds a certificate of competency issued by the Bargaining Council for the Hairdressing, Cosmetology, Beauty and Skincare Industry; or
- (d) has qualified by effluxion of time prior to 1992.”

4. CLAUSE 5 OF THE AGREEMENT: PROHIBITION OF CERTAIN ACTS

4.1 Change Clause 5.1 to read as follows:

“5.1 All legal owners shall be obliged to ensure that the business at an establishment:

5.1.1 has been registered with the Council;

5.1.2 in the case of a hairdressing and/or cosmetology establishment where the legal owner is a non-working owner, at least one qualified certificate holder is employed;

5.1.3 a certificate to practice hairdressing has been issued to every hairdresser in the employer's employment.”

5. CLAUSE 12 OF THE AGREEMENT: PAYMENT OF REMUNERATION OR BASIC SALARY OR WAGES AND AUTHORISED DEDUCTIONS

5.1 Change Clause 12.8.4 to read as follows:

“12.8.4 is in respect of contributions to the Hairdressing Trade Sick Pay Fund (“the Sick Pay Fund”) and the Hairdressing Beauty Skincare Industry Pension Fund, if any; or.”

6. CLAUSE 26 OF THE AGREEMENT: ADMINISTRATION OF THIS AGREEMENT

6.1 Change Clause 26.3 to read as follows

“26.3 The employer will be obliged to furnish the Council with a remittance advice or any other written documentation indicating to which employees the monies paid by the employer to the Council shall be allocated, which remittance advice or written document shall be furnished to the Council on date of payment, failing which the Council will allocate the monies so received from the employer as follows:

26.3.1 all contributions will first be allocated to settle the oldest debt in full on a monthly basis i.e. all of the oldest arrears contributions for a specific month will be settled in full before moving to the next month

26.3.2 the monies received will be allocated to the under-mentioned beneficiaries in the following order of preference:

- (a) Provident Fund
- (b) Pension Fund
- (c) Sick Pay Fund
- (d) The Council
- (e) Union Fee
- (f) Agency Fee
- (g) EOHCB contribution
- (h) Bargaining levy
- (i) Basic Council fee
- (j) Minimum Council fee
- (k) Penalties
- (l) RD fee
- (m) Legal fees
- (n) Interest on provident/pension fund
- (o) Renewal fees: EOHCB

26.3.3 should the contributions received from the employer not settle a specific beneficiary, the contributions so received will be allocated to the next beneficiary in the aforesaid order and so on until the contributions received are sufficient to settle a beneficiary in full,

26.3.4 once the aforesaid allocations have been made, the Council will proceed to pay the beneficiaries accordingly,

26.3.5 the remittance advice or written document dispatched by the employer to the Council on date of payment shall only indicate to which employees the monies so paid should be allocated. Save for this direction given, the Council shall be entitled to, in its sole and absolute discretion, appropriate any amount

received, to a beneficiary notwithstanding any direction given by the employer or the employee to the contrary.”

7. CLAUSE 4 OF THE AGREEMENT: REGISTRATION OF EMPLOYER AND EMPLOYEES

7.1 Change Clause 4.2 to read as follows:

“4.2 Every Employer/Establishment in the Hairdressing Trade shall within one month from the start of business make a non-refundable registration deposit to Council in terms of one of the following categories:

(a) GENERAL – to include all categories	R500-00
(b) “Caucasian Hairdressing Salon”	R500-00
(c) “Barber”	R500-00
(d) “Beauty Parlour”	R500-00
(e) “Afro Salon”	R500-00
(f) Sub-lessee (rent-a-chair)	R300-00
(g) Self-employed – no employees	R300-00.”

8. CLAUSE 32 OF THE AGREEMENT: AGENCY SHOP: EMPLOYERS’ ORGANISATIONS

8.1 Change Clause 32.3 to read as follows:

“32.3 The amount of the monthly membership fee or monthly levy shall be calculated in accordance with the following areas:

(a) In area Gauteng(excluding the Magisterial Districts of Alberton, Bronkhorstspuit, Cullinan, Pretoria and Wonderboom)	R395.00
(b) In area Alberton	R395.00
(c) In area Klerksdorp and Potchefstroom	R300.00
(d) In area East London and Port Alfred	R300.00
(e) In area Port Elizabeth, Uitenhage & Humansdorp	R300.00

(f)	In area Free State	R321.00
(g)	In area Kimberley	R321.00
(h)	Afro Salons in all areas	R125.00.”

HAIRDRESSING, COSMETOLOGY, BEAUTY AND SKINCARE TRADE (CHAPTER B)

9. CLAUSE 3 OF THE AGREEMENT: DEFINITIONS

9.1 Insert the following new definitions:

“STUDENT” means an employee, including a minor, employed in an establishment who is in training to become a qualified hairdresser.”

9.2 Change Clause 3.33 to read as follows:

“33.3 **“QUALIFIED HAIRDRESSER”** means an employee, other than a learner or student, who performs any or more of the operations as defined under “Salon Services” in this agreement and who:

- (a) has served an apprenticeship in terms of the Man Power Training Act 1981, or has served learnership in terms of the Skills Development Act 1998;
- (b) has passed a qualifying trade test under or hold a certificate of proficiency issued in terms of sub-clause (a); or
- (c) holds a certificate of competency issued by the Bargaining Council for the Hairdressing, Cosmetology, Beauty and Skincare Industry; or
- (d) has qualified by effluxion of time prior to 1992.”

10. CLAUSE 5 OF THE AGREEMENT: SALARY

10.1 Change clause 5(1) to read as follows:

“5(1)(a) No employer shall pay and no employee shall accept salary at a rate lower than the prescribed minimum salary as published in the gazette from time to time.

- (b) Salary rates with effect from the date of coming into operation of this agreement shall be as follows:
- (i) All employees employed in the hairdressing salons working 40 hours per week in the Magisterial Districts of Pretoria and Wonderboom shall be paid salaries as prescribed in Annexure "H".
 - (ii) All employees employed in the hairdressing salons working 45 hours per week in the Magisterial Districts of Pretoria and Wonderboom shall be paid salaries as prescribed in Annexure "I"
 - (iii) All employees employed in the hairdressing salons working 45 hours per week in the Magisterial Districts of Kungwini (Bronkhorstspuit and Cullinan) shall be paid salaries as prescribed in Annexure "J"
 - (iv) All employees employed in the beauty salons in the Magisterial Districts of Pretoria working 40 hours per week shall be paid salaries as prescribed in Annexure "K"
 - (v) All employees employed in the beauty salons in the Magisterial Districts of Pretoria and Wonderboom working 45 hours per week shall be paid salaries as prescribed in Annexure "L"
 - (vi) All employees employed in the beauty salons in the Magisterial Districts of Kungwini (Bronkhorstspuit and Cullinan) working 45 hours per week shall be paid salaries as prescribed in Annexure "M"
- (c)(i) Notwithstanding the provisions of this Clause 5, all stylists employed in an Afro Salon shall be paid a commission of not less than 30% of turnover without a minimum salary which turnover shall not be reduced by more than 5% as a result of stock deduction.
- (ii) for the purpose of calculating statutory deductions the basic salary as prescribed in the Collective Agreement shall be used to determine the amounts per category."

11. CLAUSE 8 OF THE AGREEMENT: HOURS OF WORK

11.1 Change clause 8(1) to read as follows:

- “(8)(1) It is recorded that in accordance with section 11 of the Basic Conditions of Employment Act, Act 75 of 1997 the parties agreed that employees may work up to 12 hours in a day, inclusive of a meal interval as required in terms of section 14 of the afore-mentioned Act, without receiving overtime pay.
- (2) Notwithstanding this agreement concluded between the parties, the employer may not require or permit the employee to work more than-
- (a) 45 ordinary hours of work in any week
 - (b) 10 hours' overtime in any week; or
 - (c) 5 days in any week
- (3) The ordinary hours of work and overtime of an employee may be averaged out over a period of up to 4 months
- (4) During the aforesaid 4 month period, an employer may not permit or require an employee to work more than-
- (a) An average of 45 hours of work in a week over the said period
 - (b) An average of 5 hours overtime in a week over the said period
- (5) The parties therefore agreed that-
- (a) The ordinary hours of work for all new full time employees who commenced their services with an employer as from the 1st of January 2014 within the Pretoria and Wonderboom Magisterial Districts shall be 45 hours per week;
 - (b) The ordinary hours of work for a full time employee who has commenced services with an employer prior to the 1st of January 2014 within the Pretoria and Wonderboom Magisterial Districts

shall be increased to 45 hours per week, with effect from the 1st of January 2015.

- (c) An employer and employee, if so agreed in writing, may increase a full time employee's ordinary hours within the Pretoria and Wonderboom Magisterial Districts to 45 hours per week, notwithstanding such employee having commenced services with the employer prior to the 1st of January 2014.
- (d) The salary or wages of all full time employees working a 45 hour week will increase by 8% i.e. the 6% increase as agreed together with an additional 2%.

(6) The 8% increase on full time employee's salary or wages shall-

- (a) Only take effect once the employee commence with a 45 hour work week
- (b) Be calculated on the employee's current salary or wages i.e. as at October 2013 and not on the employee's salary or wages at the time that the 45 hour week commences
- (c) The 45 hour work week will only effect the Pretoria and Wonderboom Magisterial District and will specifically not include Kungwini (Bronkhorstspuit and Cullinan) Magisterial District;
- (d) New employees appointed from 1st January 2014 on a 45 hour work week within the Pretoria and Wonderboom Magisterial Districts salary or wages will increase with 8% i.e. the 6% as agreed together with an additional 2% due to the increase in working hours from 40 hours to 45 hours."

12. CLAUSE 36 OF THE AGREEMENT: BARGAINING LEVY

12.1 Insert the following new clause 36B(10):

"36B(10) The employer will be obliged to furnish the Council with a remittance advice or any other written documentation indicating to which employees the monies paid by the employer to the Council shall be allocated, which remittance advice or written document shall be furnished to the Council on date of payment

failing which the Council will allocate the monies so received from the employer as follows-

10.1.1 all contributions will first be allocated to settle the oldest debt in full on a monthly basis i.e. all of the oldest arrears contributions for a specific month will first be settled where after the balance, if any, will be allocated to the month/s thereafter on the basis that all contributions for a specific month will be settled in full before moving to the next month;

10.1.2 the monies received will be allocated to the under-mentioned beneficiaries in the following order of preference-

- (a) Provident Fund
- (b) Pension Fund
- (c) Sick Pay Fund
- (d) The Council
- (e) Union Fee
- (f) Agency Fee
- (g) EOHCB Contributions
- (i) Basic Council Fee
- (j) Minimum Council Fee
- (k) Penalties
- (l) RD Fee
- (m) Legal Fees
- (n) Interest on Provident/Pension Fund
- (o) Renewal fees: EOHCB

10.1.3 should the contributions received from the employer not settle a specific beneficiary, the contributions so received will be allocated to the next beneficiary in the aforesaid order and so on until the contributions received are sufficient to settle a beneficiary in full.

10.1.4 once the aforesaid allocations have been made, the Council will proceed to pay the beneficiaries accordingly

10.1.5 the remittance advice or written document dispatched by the employer to the Council on date of payment shall only indicate to which employees the monies so paid should be allocated. Save for this direction given, the Council shall be entitled to, in its sole and absolute discretion appropriate any amount received, to a beneficiary notwithstanding any direction given by the employer or the employee to the contrary.”

HAIRDRESSING TRADE (CHAPTER C)

13. CLAUSE 30 OF THE AGREEMENT: FAILURE TO MAKE PAYMENT TO THE COUNCIL

13.1 Change clause 30.3 to read as follows:

“30.3 If any amount which falls due in terms of this clause or in terms of any other provision of this Agreement is not received in full by the Council by the fixed day, then the employer shall be liable to pay a penalty calculated at 10% (per cent) of the amount which remains unpaid.”

13.2 Change clause 30.4 to read as follows:

“30.4 The employer will be obliged to furnish the Council with a remittance advice or any other written documentation indicating to which employees the monies paid by the employer to the Council shall be allocated, which remittance advice or written document shall be furnished to the Council on date of payment, failing which the Council allocate the monies so received from the employer as follows:

30.4.1 all contributions will first be allocated to settle the oldest debt in full on a monthly basis i.e. all of the oldest arrears contributions for a specific month will first be settled where after the balance, if any, will be allocated to the month/s thereafter on the basis that all contributions for a specific month will be settled in full before moving to the under-mentioned

30.4.2 the monies received will be allocated to the under-mentioned beneficiaries in the following order of preference:

- (a) Provident Fund
- (b) Pension Fund
- (c) Sick Pay Fund
- (d) The Council
- (e) Union Fee

- (f) Agency Fee
- (g) EOHCB contributions
- (h) Bargaining Levy
- (i) Basic Council Fee
- (j) Minimum Council Fee
- (k) Penalties
- (l) RD Fee
- (m) Legal Fee
- (n) Interest on Provident/Pension Fund
- (o) Renewal fees: EOHCB

30.4.3 should the contributions received from the employer not settle a specific beneficiary, the contributions so received will be allocated to the next beneficiary in the aforesaid order and so on until the contributions received are sufficient to settle a beneficiary in full

30.4.4 once the aforesaid allocations has been made, the Council will proceed to pay the beneficiaries accordingly.

30.4.5 the remittance advice or written document dispatched by the employer to the Council on date of payment shall only indicate to which employees the monies so paid should be allocated. Save for this direction given, the Council shall be entitled to, in its sole and absolute discretion appropriate any amount received, to a beneficiary notwithstanding any direction given by the employer or the employee to the contrary.”

14. CLAUSE 35 OF THE AGREEMENT: PENSION FUND

14.1 Change clause 35.1 to read as follows:

“35.1 The Pension Fund, known as the Natal Hairdressing Scheme (hereinafter referred to as the “Pension Fund”) established by Government Notice No. R. 2114 of 24 July 1992, is now known as from 1 April 2013 as the Hairdressing Beauty and Skincare Industry Pension Fund.”

15. CLAUSE 39 OF THE AGREEMENT: DEFINITIONS

15.1 Insert the following new definitions:

“STUDENT” means an employee, including a minor person, employed by an owner who is in training to become a qualified hairdresser.”

15.2 Change clause 39.16 to read as follows:

“39.16 “HAIRDRESSER – NON-QUALIFIED” means an employee or student who performs the functions of a hairdresser, but has not qualified as such within the meaning of “hairdresser – qualified” as defined in agreement;”

15.3 Change Clause 39.17 to read as follows:

“39.17 “HAIRDRESSER – QUALIFIED” means an employee, other than a hairdresser – non-qualified, who performs any one or more of “Cosmological Services” or “Cosmetology Services” as defined in this agreement and who:

- (a) has served an apprenticeship in terms of the Man Power Training Act 1981, or has served learnership in terms of the Skills Development Act 1998;
- (b) has passed a qualifying trade test under or hold a certificate of proficiency issued in terms of sub-clause (a); or
- (c) holds a certificate of competency issued by the Bargaining Council for the Hairdressing, Cosmetology, Beauty and Skincare Industry; or
- (d) has qualified by effluxion of time prior to 1992.”

HAIRDRESSING TRADE (CHAPTER D)

16. CLAUSE 16 OF THE AGREEMENT: PUBLIC HOLIDAYS

16.1 Change Clause 11.3 to read as follows-

“11.3 An employee who is required to work on Easter Saturday, being the Saturday immediately following the Good Friday Public Holiday, will be paid one and a half times the employee’s daily wages or salary for working such Easter Saturday.”

17. CLAUSE 26 OF THE AGREEMENT: FAILURE TO MAKE PAYMENTS TO THE COUNCIL

17.1 Insert the following new Clause 26.3-

“26.3 The employer will be obliged to furnish the Council with a remittance advice of any other written document indicating to which employees the monies paid by the employer to the Council shall be allocated, which remittance advice or written document shall be furnished to the Council on the date of payment, failing which the Council will allocate the monies so received from the employer as follows-

- (i) all contributions will first be allocated to settle the oldest debt in full on a monthly basis i.e all of the oldest arrears contributions for a specific month will first be settled where after the balance, if any, will be allocated to the month/s thereafter on the basis that all contributions for a specific month will be settled in full before moving to the next month.
- (ii) the monies received will be allocated to the under-mentioned beneficiaries in the following order of preference being:
 - (a) Provident Fund
 - (b) Pension Fund
 - (c) Sick Pay Fund

- (d) The Council
 - (e) Union Fee
 - (f) Agency Fee
 - (g) EOHCB contribution
 - (h) Bargaining Levy
 - (i) Basic Council Fee
 - (j) Minimum Council Fee
 - (k) Penalties
 - (l) RD Fee
 - (m) Legal Fees
 - (n) Interest on Provident/Pension Fund
 - (o) Renewal fees: EOHCB
- (iii) should the contributions received from the employer not settle a specific beneficiary, the contributions so received will be allocated to the next beneficiary in the aforesaid order and so on until the contributions received are sufficient to settle a beneficiary in full.
- (iv) once the aforesaid allocations have been made, the Council will proceed to pay the beneficiaries accordingly.
- (v) the remittance advice or written document dispatched by the employer to the Council on date of payment shall only indicate to which employees the monies paid should be allocated. Save for this direction given, the Council shall be entitled to, in its sole and absolute discretion appropriate any amount received, to a beneficiary notwithstanding any direction given by the employer of the employee to the contrary."

18. CLAUSE 14 OF THE AGREEMENT: DEFINITIONS

18.1 Change the following definitions to read as follows:

“HAIRDRESSER NON-QUALIFIED” means an employee or student who performs the functions of a qualified hairdresser, but has not yet qualified as a hairdresser qualified experience within the meaning of this agreement;

“HAIRDRESSER QUALIFIED EXPERIENCE” means an employee, other than a learner or student, who performs any one or more of the following operations as defined under “toilet services” in this agreement and who:

- (a) has served an apprenticeship in terms of the Man Power Training Act 1981, or has served learnership in terms of the Skills Development Act 1998;
- (b) has passed a qualifying trade test under or hold a certificate of proficiency issued in terms of sub-clause (a); or
- (c) holds a certificate of competency issued by the Bargaining Council for the Hairdressing, Cosmetology, Beauty and Skincare Industry, or
- (d) has qualified by effluxion of time prior to 1992.”

18.2 Insert the following new definition:

“STUDENT” means an employee including a minor person, employed in an establishment who is training to become a hairdresser qualified experience.”

Insert the following Annexures:

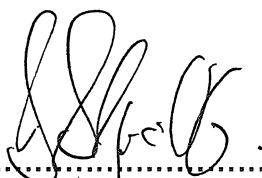
Hairdressing and Cosmetology Trade (Chapter A) AA to NN

Hairdressing, Cosmetology, Beauty and Skincare Trade (Chapter B) H to M

Hairdressing Trade (Chapter C) A

Hairdressing Trade (Chapter D) A

SIGNED BY THE PARTIES AT ROODEPOORT ON THIS 3 DAY OF APRIL 2014.



.....
COBUS GROBLER
CHAIRPERSON
REPRESENTATIVE OF EOHCB
AND DULY AUTHORISED THERETO



.....
STEPHEN DELPORT
VICE CHAIRPERSON
REPRESENTATIVE OF UASA
AND DULY AUTHORISED THERETO

NATIONAL BARGAINING COUNCIL FOR THE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE INDUSTRY

HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER A)

ANNEXURE AA

Remuneration / Basic Salary / Wage Schedule (Clause 12.1)			
Remuneration / Basic Salary / Wages Payable			
which means the Magisterial District of ALBERTON which falls within Area 1			
EMPLOYEE CATEGORY	Basic Salary per month from the date of coming into operation of the agreement to 31/12/2014	After 5 COMPLETED Years' Service + 5%	After 10 COMPLETED Years' Service + 10%
MANAGER			
Manager - only (Hairdressing)	R 4 413,99	R 4 589,57	R 4 808,34
Manager - Hairdresser	R 5 452,93	R 5 725,22	R 5 997,51
BARBERS			
Barber - Trainee	R 1 855,00		
Barber - Junior	R 2 385,00		
Barber - Senior	R 3 975,00		
HAIRDRESSER - QUALIFIED			N/A
Hairdresser - after 1st year qualified			
Hairdresser - Qualified	<i>deleted</i> R 3 141,33		
	R 4 191,95	R 4 401,14	R 4 610,32
AFRO HAIRDRESSER / STYLIST			
Afro Hairdresser - formal training	R 966,03	R 3 114,45	R 3 262,87
Afro Hairdresser - informal qualification	R 1 879,19	R 1 973,85	R 2 067,34
UNSKILLED AFRO HAIRDRESSER			
Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting	R 1 218,90	R 1 279,67	R 1 340,44
LEARNER MODULES			
LEARNER - MODULES - Before completing module 1	R 1 953,98		N/A

LEARNER – MODULES - Module 1	R 2 019,48	
LEARNER – MODULES - Module 2	R 2 128,11	
LEARNER – MODULES - Module 3	R 2 233,29	
LEARNER – MODULES - Module 4	R 2 345,48	
LEARNER – MODULES - Module 5	R 2 504,25	
LEARNER – MODULES - Module 6	R 2 561,68	
LEARNER UNIT STANDARDS		
LEARNER – UNIT STANDARDS - Entry Level	R 1 722,60	
LEARNER – UNIT STANDARDS - Core Unit Standard Level 2	R 2 035,79	N/A
LEARNER – UNIT STANDARDS - Core Unit Standard Level 3	R 2 287,05	
LEARNER – UNIT STANDARDS - Core Unit Standard Level 4	R 2 509,10	
STUDENTS		
STUDENT – UNIT STANDARDS - Entry Level	R 1 722,60	
STUDENT – UNIT STANDARDS - Core Unit Standard Level 2	R 2 035,79	N/A
STUDENT – UNIT STANDARDS - Core Unit Standard Level 3	R 2 287,05	
STUDENT – UNIT STANDARDS - Core Unit Standard Level 4	R 2 509,10	
RECEPTIONIST		
Receptionist - Hairdressing salon	R 2 998,76	R 3 148,35
OPERATOR		
Operator - Trainee	R 1 479,52	N/A
Operator - after 1 year training	R 2 923,97	R 3 070,05
Operator - Multi skilled	R 3 322,47	R 3 488,42
		R 3 654,37
GENERAL ASSISTANT		
	R 1 556,64	R 1 634,94
		R 1 713,25
EMPLOYEE CATEGORY	Basic Salary per month from the date of coming into operation of the agreement to 31/12/2014	After 5 COMPLETED Years' Service + 5% After 10 COMPLETED Years' Service + 10%
MANICURISTS & / OR BEAUTY CULTURIST APPOINTED BEFORE 2013		
Manicurist/ Beauty Culturist- First three months of experience	R 1 161,64	N/A
Manicurist/Beauty Culturist- Second three months of experience	R 1 353,30	

Manicurist/Beauty culturist - Third three months of experience	R 1 688,70		
Manicurist/Beauty culturist - Thereafter	R 2 995,25	R 3 144,84	R 3 295,59
BEAUTY SECTOR APPOINTED FROM 2013			
Manicurist / Pedicurist / Wax Technician (NQF3)	R 2 141,20		
Manicurist / Pedicurist / Wax Technician - Unqualified	R 1 391,78		
Nail technician (NQF4)	R 2 597,00		
Nail technician - Unqualified	R 2 226,00		
Beauty Therapist / Health & Skincare Therapist (NQF5)	R 3 786,32		
Beauty Therapist / Health and skincare therapist - Unqualified	R 3 392,00		
Somatologist 3 Years (NQF6)	R 3 975,00		
Somatologist 3 Years - Unqualified	R 2 726,32		
Somatologist B Tech - 4 years (NQF7)	R 4 346,00		
B Tech Laser Somatologist	R 4 664,00		
Manager - only (Beauty salon)	R 4 833,60		
Manager - Beautician	R 6 404,52		
Cleaner - Beauty	R 2 539,93		
Receptionist - Beauty salon	R 4 440,08		
CASUAL EMPLOYEE			
(An employee who substitutes for any permanent employee who is sick or on leave)			
Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			
PART TIME EMPLOYEE			
(An employee who works 1 or 2 or 3 days per week)			
Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			
NOTE : COMMISSION EARNERS			
Qualified Hairdressers / Stylists			
EMPLOYEES EMPLOYED FROM 2010:			
Minimum of 30% commission			
EMPLOYEES EMPLOYED BEFORE 2010			
Minimum of 40% Commission			
NO STOCK DEDUCTION			
DEDUCTIONS FOR COMMISSION EARNERS ABSENT WITHOUT PERMISSION			
Deductions to be made from commission either on a daily rate or on a hourly rate for commission earners that stay off work without permission. The calculation on daily and hourly rates will be based on the prescribed basic salary.			

PENSION FUND	
PLEASE NOTE: From the date of coming into operation of the agreement the Pension Fund Contributions to be paid by all employees will be 6% of the salary. Contributions payable by all employers will be 6% of the salary.	
SICK PAY FUND	
PLEASE NOTE: Sick Pay Fund contributions is compulsory for all employees.	

ANNEXURE BB

HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER A)

Remuneration / Basic Salary / Wage Schedule (Clause 12.1)					
Remuneration / Basic Salary / Wages Payable in Area 1 which means the Province of GAUTENG (excluding the Magisterial Districts of Alberton, Pretoria, Wonderboom, Cullinan and Bronkhorstspuit)					
EMPLOYEE CATEGORY	Basic Salary per month from the date of coming into operation of the agreement to 31/12/2014	After 5 COMPLETED Years' Service + 5%	After 10 COMPLETED Years' Service + 10%		
MANAGER					
Manager - only (Hairdressing)	R 5 075,73	R 5 329,22	R 5 583,88		
Manager - Hairdresser	R 6 725,19	R 7 060,87	R 7 398,86		
BARBERS					
Barber - Trainee	R 1 855,00	N/A			
Barber - Junior	R 2 385,00				
Barber - Senior	R 3 975,00				
HAIRDRESSER - QUALIFIED					
Hairdresser - after 1st year qualified	R 4 735,42	N/A			
Hairdresser - Qualified	R 6 757,61	R 7 095,60	R 7 433,59		
AFRO HAIRDRESSER / STYLIST					
Afro Hairdresser - formal training	R 3 861,48	R 4 054,80	R 4 248,10		
Afro Hairdresser - informal qualification	R 2 680,81	R 2 815,08	R 2 949,37		
UNSKILLED AFRO HAIRDRESSER					
Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting	R 1 967,78	R 2 066,17	R 2 164,56		
LEARNER MODULES					
LEARNER – MODULES - Before completing module 1	R 2 097,42	N/A			
LEARNER – MODULES - Module 1	R 2 168,04				
LEARNER – MODULES - Module 2	R 2 286,10				
LEARNER – MODULES - Module 3	R 2 397,22				
LEARNER – MODULES - Module 4	R 2 516,45				

LEARNER – MODULES - Module 5	2 634,51		
LEARNER – MODULES - Module 6	R 2 751,42		
LEARNER UNIT STANDARDS			
LEARNER – UNIT STANDARDS - Entry Level	R 1 889,10	N/A	
LEARNER – UNIT STANDARDS - Core Unit Standard Level 2	R 2 181,93		
LEARNER – UNIT STANDARDS - Core Unit Standard Level 3	R 2 462,04		
LEARNER – UNIT STANDARDS - Core Unit Standard Level 4	R 2 693,54		
STUDENTS			
STUDENT – UNIT STANDARDS - Entry Level	R 1 889,10	N/A	
STUDENT – UNIT STANDARDS - Core Unit Standard Level 2	R 2 181,93		
STUDENT – UNIT STANDARDS - Core Unit Standard Level 3	R 2 462,04		
STUDENT – UNIT STANDARDS - Core Unit Standard Level 4	R 2 693,54		
RECEPTIONIST			
Receptionist - Hairdressing salon	R 4 714,58	R 4 950,71	R 5 185,69
OPERATOR			
Operator - Trainee	R 2 835,93	N/A	
Operator - after 1 year training	R 4 303,66	R 4 518,96	R 4 734,26
Operator - Multi skilled	R 4 762,04	R 5 000,49	R 5 237,78
GENERAL ASSISTANT			
	R 2 666,93	R 2 800,04	R 2 933,16

EMPLOYEE CATEGORY	Basic Salary per month from the date of coming into operation of the agreement to 31/12/2014	After 5 COMPLETED Years' Service + 5%	After 10 COMPLETED Years' Service + 10%
MANICURISTS & / OR BEAUTY CULTURIST APPOINTED BEFORE 2013			
Manicurist/ Beauty Culturist- First three months of experience	R 1 896,02	N/A	
Manicurist/Beauty Culturist- Second three months of experience	R 2 190,02		
Manicurist/Beauty culturist - Third three months of experience	R 2 773,42		
Manicurist/Beauty culturist - Thereafter	R 4 888,21	R 5 132,45	R 5 376,68
BEAUTY SECTOR APPOINTED FROM 2013			
Manicurist / Pedicurist / Wax Technician (NQF3)	R 2 141,20	N/A	
Manicurist / Pedicurist / Wax Technician -Unqualified	R 1 391,78		
Nail technician (NQF4)	R 2 597,00		
Nail technician - Unqualified	R 2 226,00		
Beauty Therapist / Health & Skincare Therapist (NQF5)	R 3 786,32		
Beauty Therapist / Health and skincare therapist - Unqualified	R 3 392,00		
Somatologist 3 Years (NQF6)	R 3 975,00		
Somatologist 3 Years - Unqualified	R 3 786,32		
Somatologist B Tech - 4 years (NQF7)	R 4 346,00		
B Tech Laser Somatologist	R 4 664,00		
Manager - only (Beauty salon)	R 4 833,60		
Manager - Beautician	R 6 400,52		
Cleaner - Beauty	R 2 539,93		
Receptionist - Beauty salon	R 4 490,08		
CASUAL EMPLOYEE			
(An employee who substitutes for any permanent employee who is sick or on leave)			
Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			

PART TIME EMPLOYEE	
(An employee who works 1 or 2 or 3 days per week)	
Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment	
NOTE : COMMISSION EARNERS	
Qualified Hairdressers / Stylists	
EMPLOYEES EMPLOYED FROM 2010:	
Minimum of 30% commission	
EMPLOYEES EMPLOYED BEFORE 2010:	
Minimum of 40% Commission	
NO STOCK DEDUCTION	
DEDUCTIONS FOR COMMISSION EARNERS ABSENT WITHOUT PERMISSION	
Deductions to be made from commission either on a daily rate or on a hourly rate for commission earners that stay off work without permission. The calculation on daily and hourly rates will be based on the prescribed basic salary.	
PENSION FUND	
PLEASE NOTE: From the date of coming into operation of the agreement the Pension Fund Contributions to be paid by all employees will be 6% of the salary. Contributions payable by all employers will be 6% of the salary.	
SICK PAY FUND	
PLEASE NOTE: Sick Pay Fund contributions are compulsory for all employees.	

ANNEXURE CC

HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER A)

Remuneration / Basic Salary / Wage Schedule (Clause 12.1)				
Remuneration /Basic Salary / Wages Payable in Area 2				
which means the Magisterial Districts of KLERKSDORP AND POTCHEFSTROOM				
EMPLOYEE CATEGORY	Basic Salary per month from the date of coming into operation of the agreement to 31/12/2014	After 5 COMPLETED Years' Service + 5%	After 10 COMPLETED Years' Service + 10%	
MANAGER				
Manager - only (Hairdressing)	R 4 090,78	R 4 295,84	R	4 499,74
Manager - Hairdresser	R 4 927,13	R 5 173,70	R	5 420,19
BARBERS				
Barber - Trainee	R 1 855,00	N/A		
Barber - Junior	R 2 385,00			
Barber - Senior	R 3 975,00			
HAIRDRESSER - QUALIFIED				
Hairdresser - after 1st year qualified	R 3 506,71	N/A		
Hairdresser - Qualified	<i>skilled</i> R 4 674,84	R 4 907,56	R	5 142,57
AFRO HAIRDRESSER / STYLIST				
Afro Hairdresser - formal training	R 3 133,47	R 3 290,13	R	3 446,81
Afro Hairdresser - informal qualification	R 1 619,72	R 1 700,37	R	1 782,16
UNSKILLED AFRO HAIRDRESSER				
Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting	R 1 107,07	R 1 162,37	R	1 218,82
LEARNER MODULES				
LEARNER – MODULES - Before completing module 1	R 1 756,81	N/A		
LEARNER – MODULES - Module 1	R 1 840,91			
LEARNER – MODULES - Module 2	R 1 961,87			

LEARNER – MODULES - Module 3	R 2 088,59		
LEARNER – MODULES - Module 4	R 2 209,55		
LEARNER – MODULES - Module 5	R 2 332,82		
LEARNER – MODULES - Module 6	R 2 456,08		
<i>split</i>			
LEARNER UNIT STANDARDS			
LEARNER – UNIT STANDARDS - Entry Level	R 1 487,24	N/A	
LEARNER – UNIT STANDARDS - Core Unit Standard Level 2	R 1 717,65		
LEARNER – UNIT STANDARDS - Core Unit Standard Level 3	R 1 989,51		
LEARNER – UNIT STANDARDS - Core Unit Standard Level 4	R 2 224,53		
STUDENTS			
STUDENT – UNIT STANDARDS - Entry Level	R 1 487,24	N/A	
STUDENT – UNIT STANDARDS - Core Unit Standard Level 2	R 1 717,65		
STUDENT – UNIT STANDARDS - Core Unit Standard Level 3	R 1 989,51		
STUDENT – UNIT STANDARDS - Core Unit Standard Level 4	R 2 224,53		
RECEPTIONIST			
Receptionist - Hairdressing salon	R 3 309,72	R 3 475,61	R 3 640,35
OPERATOR			
Operator - Trainee	R 2 257,94	N/A	
Operator - after 1 year training	R 3 128,86	R 3 285,52	R 3 441,05
Operator - Multi skilled	R 3 703,70	R 3 889,18	R 4 073,50
GENERAL ASSISTANT			
	R 1 700,37	R 1 785,61	R 1 869,71

EMPLOYEE CATEGORY	Basic Salary per month from the date of coming into operation of the agreement to 31/12/2014	After 5 COMPLETED Years' Service + 5%	After 10 COMPLETED Years' Service + 10%
MANICURITS & / OR BEAUTY CULTURIST APPOINTED BEFORE 2013			
Manicurist/ Beauty Culturist- First three months of experience	R 1 302,21	N/A	
Manicurist/Beauty Culturist- Second three months of experience	R 1 516,35		
Manicurist/Beauty culturist - Third three months of experience	R 1 892,55		
Manicurist/Beauty culturist - Thereafter	R 3 355,65		
BEAUTY SECTOR APPOINTED FROM 2013			
Manicurist / Pedicurist / Wax Technician (NQF3)	R 1 627,31	N/A	
Manicurist / Pedicurist / Wax Technician -Unqualified	R 1 057,75		
Nail technician (NQF-4)	R 1 973,72		
Nail technician - Unqualified	R 1 691,76		
Beauty Therapist / Health & Skincare Therapist (NQF5)	R 2 877,60		
Beauty Therapist / Health and skincare therapist - Unqualified	R 2 577,92		
Somatologist 3 Years (NQF6)	R 3 021,00		
Somatologist 3 Years - Unqualified	R 2 072,00		
Somatologist B Tech - 4 years (NQF7)	R 3 302,96		
B Tech Laser Somatologist	R 3 544,64		
Manager - only (Beauty salon)	R 3 673,54		
Manager - Beautician	R 4 867,44		
Cleaner - Beauty	R 1 980,34		
Receptionist - Beauty salon	R 3 412,46		
CASUAL EMPLOYEE			
(An employee who substitutes for any permanent employee who is sick or on leave)			
Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			
PART TIME EMPLOYEE			
(An employee who works 1 or 2 or 3 days per week)			
Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			

NOTE : COMMISSION EARNERS	
Qualified Hairdressers / Stylists EMPLOYEES EMPLOYED FROM 2010: Minimum of 30% commission EMPLOYEES EMPLOYED BEFORE 2010: Minimum of 40% Commission NO STOCK DEDUCTION	
DEDUCTIONS FOR COMMISSION EARNERS ABSENT WITHOUT PERMISSION	
Deductions to be made from commission either on a daily rate or on a hourly rate for commission earners that stay off work without permission. The calculation on daily and hourly rates will be based on the prescribed basic salary.	
PENSION FUND	
PLEASE NOTE: From the date of coming into operation of the agreement the Pension Fund Contributions to be paid by all employees will be 5,5%% of the salary. Contributions payable by all employers will be 5,5% of the salary.	
SICK PAY FUND	
PLEASE NOTE: Sick Pay Fund contributions are compulsory for all employees.	

ANNEXURE DD

HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER A)

Remuneration / Basic Salary / Wage Schedule (Clause 12.1)				
Remuneration / Basic Salary / Wages Payable in Area 3 which means the Magisterial Districts of East London & Port Alfred				
EMPLOYEE CATEGORY	Basic Salary per month from the date of coming into operation of the agreement to 31/12/2014	After 5 COMP LETED Years' Service + 5%	After 10 COMPLETED Years' Service + 10%	
MANAGER				
Manager - only (Hairdressing)	R 3 327,87	R 3 494,56	R 3 661,24	
Manager - Hairdresser	R 4 959,97	R 5 207,68	R 5 455,40	
BARBERS				
Barber - Trainee	R 1 855,00	N/A		
Barber - Junior	R 2 385,00			
Barber - Senior	R 3 975,00			
HAIRDRESSER - QUALIFIED				
Hairdresser - after 1st year qualified	R 4 067,53	N/A		
Hairdresser - Qualified	Stated R 4 885,89	R 5 130,12	R 5 374,37	
AFRO HAIRDRESSER / STYLIST				
Afro Hairdresser - formal training	R 3 058,16	R 3 210,96	R 3 363,75	
Afro Hairdresser - informal qualification	R 1 912,22	R 2 008,30	R 2 103,21	
UNSKILLED AFRO HAIRDRESSER				
Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting	R 1 246,64	R 1 309,15	R 1 371,66	
LEARNER MODULES				
LEARNER - MODULES - Before completing module 1	R 2 030,29	N/A		
LEARNER - MODULES - Module 1	R 2 120,57			

LEARNER – MODULES - Module 2	R 2 260,64	
LEARNER – MODULES - Module 3	R 2 401,85	
LEARNER – MODULES - Module 4	R 2 528,03	
LEARNER – MODULES - Module 5	R 2 687,76	
LEARNER – MODULES - Module 6	R 2 830,14	
LEARNER UNIT STANDARDS		
LEARNER – UNIT STANDARDS - Entry Level	R 1 870,55	N/A
LEARNER – UNIT STANDARDS - Core Unit Standard Level 2	R 2 137,94	
LEARNER – UNIT STANDARDS - Core Unit Standard Level 3	R 2 400,70	
LEARNER – UNIT STANDARDS - Core Unit Standard Level 4	R 2 060,73	
STUDENTS		
STUDENTS – UNIT STANDARDS - Entry Level	R 1 870,55	N/A
STUDENTS – UNIT STANDARDS - Core Unit Standard Level 2	R 2 137,94	
STUDENTS – UNIT STANDARDS - Core Unit Standard Level 3	R 2 400,70	
STUDENTS – UNIT STANDARDS - Core Unit Standard Level 4	R 2 060,73	
RECEPTIONIST		
Receptionist- First year of experience	R 3 676,28	N/A
Receptionist - Hairdressing salon	R 4 385,85	R 4 604,62
		R 4 825,70
OPERATOR		
Operator - Trainee	R 1 966,63	N/A
Operator - after 1 year training	R 2 412,27	R 2 532,65
Operator - Multi skilled	R 2 948,20	R 3 095,21
		R 3 243,37

EMPLOYEE CATEGORY		Basic Salary per month from the date of coming into operation of the agreement to 31/12/2014	After 5 COMPLETED Years' Service + 5%	After 10 COMPLETED Years' Service + 10%
GENERAL ASSISTANT				
		R 2 159,93	R 2 267,58	R 2 376,39
MANICURISTS & / OR BEAUTY CULTURIST APPOINTED BEFORE 2013				
Manicurist/Beauty culturist after 1 year experience		R 2 892,64	N/A	
Manicurist/Beauty culturist - Thereafter		R 3 570,95	R 3 749,21	R 3 928,62
BEAUTY SECTOR APPOINTED FROM 2013				
Manicurist / Pedicurist / Wax Technician (NQF-3)		R 1 766,49	N/A	
Manicurist / Pedicurist / Wax Technician -Unqualified		R 1 148,22		
Nail technician (NQF-4)		R 2 142,53		
Nail technician - Unqualified		R 1 836,45		
Beauty Therapist / Health & Skincare Therapist (NQF5)		R 3 123,71		
Beauty Therapist / Health and skincare therapist - Unqualified		R 2 798,40		
Somatologist 3 Years (NQF6)		R 3 279,38		
Somatologist 3 Years - Unqualified		R 2 249,21		
Somatologist B Tech - 4 years (NQF7)		R 3 585,45		
B Tech Laser Somatologist		R 3 847,80		
Manager - only (Beauty salon)		R 3 987,72		
Manager - Beautician		R 5 283,73		
Cleaner - Beauty		R 2 095,44		
Receptionist - Beauty salon		R 3 704,31		
CASUAL EMPLOYEE				
(An employee who substitutes for any permanent employee who is sick or on leave)				
Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment				

PART TIME EMPLOYEE	
(An employee who works 1 or 2 or 3 days per week)	
Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment	
NOTE : COMMISSION EARNERS	
Qualified Hairdressers / Stylists	
EMPLOYEES EMPLOYED FROM 2010:	
Minimum of 30% commission	
EMPLOYEES EMPLOYED BEFORE 2010:	
Minimum of 40% Commission	
NO STOCK DEDUCTION	
DEDUCTIONS FOR COMMISSION EARNERS ABSENT WITHOUT PERMISSION	
Deductions to be made from commission either on a daily rate or on a hourly rate for commission earners that stay off work without permission. The calculation on daily and hourly rates will be based on the prescribed basic salary.	
PENSION FUND	
PLEASE NOTE: From the date of coming into operation of the agreement the Pension Fund Contributions to be paid by all employees will be 6% of the salary. Contributions payable by all employers will be 6% of the salary.	
SICK PAY FUND	
PLEASE NOTE: Sick Pay Fund contributions are compulsory for all employees.	

ANNEXURE EE

HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER A)

Remuneration / Basic Salary / Wage Schedule (Clause 12.1)**Remuneration / Basic Salary / Wages Payable in Area 4**

which means the Magisterial Districts of Port Elizabeth, Uitenhage & Humansdorp

EMPLOYEE CATEGORY				After 5 COMPLETED Years' Service + 5%	After 10 COMPLETED Years' Service + 10%
MANAGER					
Manager - only (Hairdressing)					
Manager - Hairdresser					
				R 4 187,91	R 4 606,93
				R 5 083,82	R 5 591,98
BARBERS					
Barber - Trainee				R 1 855,00	N/A
Barber - Junior				R 2 385,00	
Barber - Senior				R 3 975,00	
HAIRDRESSER - QUALIFIED					
Hairdresser - after 1st year qualified				R 3 948,30	N/A
Hairdresser - Qualified				R 4 483,08	R 4 931,75
AFRO HAIRDRESSER / STYLIST					
Afro Hairdresser - formal training				R 3 118,36	R 3 429,74
Afro Hairdresser - informal qualification				R 1 950,42	R 2 146,04
UNSKILLED AFRO HAIRDRESSER					
Afro Hairdresser - doing only one of the following: Braiding, Plating, Cutting				R 1 270,96	R 1 398,29
LEARNER MODULES					
LEARNER - MODULES - Before completing module 1				R 2 052,29	N/A
LEARNER - MODULES - Module 1				R 2 158,77	

LEARNER – MODULES - Module 2	R 2 260,64		
LEARNER – MODULES - Module 3	R 2 367,13		
LEARNER – MODULES - Module 4	R 2 473,62		
LEARNER – MODULES - Module 5	R 2 578,96		
LEARNER – MODULES - Module 6	R 2 686,60		
LEARNER UNIT STANDARDS			
LEARNER – UNIT STANDARDS - Entry Level	R 1 870,55	N/A	
LEARNER – UNIT STANDARDS - Core Unit Standard Level 2	R 2 158,77		
LEARNER – UNIT STANDARDS - Core Unit Standard Level 3	R 2 422,69		
LEARNER – UNIT STANDARDS - Core Unit Standard Level 4	R 2 632,20		
STUDENTS			
STUDENT – UNIT STANDARDS - Entry Level	R 1 870,55	N/A	
STUDENT – UNIT STANDARDS - Core Unit Standard Level 2	R 2 158,77		
STUDENT – UNIT STANDARDS - Core Unit Standard Level 3	R 2 422,69		
STUDENT – UNIT STANDARDS - Core Unit Standard Level 4	R 2 632,20		
RECEPTIONIST			
Receptionist- First year of experience	R 3 351,02	N/A	
Receptionist - Hairdressing salon	R 4 057,11	R 4 259,67	R 4 463,40
OPERATOR			
Operator - Trainee	R 2 106,69	N/A	
Operator - after 1 year training	R 2 678,50	R 2 812,78	R 2 945,89
Operator - Multi skilled	R 3 095,21	R 3 250,32	R 3 405,42
GENERAL ASSISTANT			
	R 2 295,37	R 2 409,95	R 2 525,70

EMPLOYEE CATEGORY	Basic Salary per month from the date of coming into operation of the agreement to 31/12/2014	After 5 COMPLETED Years' Service + 5%	After 10 COMPLETED Years' Service + 10%		
MANICURITS & / OR BEAUTY CULTURIST APPOINTED BEFORE 2013					
Manicurist/Beauty culturist after 1 year experience	R 2 956,31	N/A			
Manicurist/Beauty culturist - Thereafter	R 3 840,66	R 4 032,80	R 4 224,95		
BEAUTY SECTOR APPOINTED FROM 2013					
Manicurist / Pedicurist / Wax Technician (NQF3)	R 1 822,16	N/A			
Manicurist / Pedicurist / Wax Technician -Unqualified	R 1 184,40				
Nail technician (NQF4)	R 2 210,04				
Nail technician - Unqualified	R 1 894,33				
Beauty Therapist / Health & Skincare Therapist (NQF5)	R 3 222,16				
Beauty Therapist / Health and skincare therapist - Unqualified	R 2 556,59				
Somatologist 3 Years (NQF6)	R 3 382,72				
Somatologist 3 Years - Unqualified	R 2 320,10				
Somatologist B Tech - 4 years (NQF7)	R 3 698,45				
B Tech Laser Somatologist	R 3 969,06				
Manager - only (Beauty salon)	R 4 113,39				
Manager - Beautician	R 5 450,24				
Cleaner - Beauty	R 2 161,48				
Receptionist - Beauty salon	R 3 821,06				
CASUAL EMPLOYEE					
(An employee who substitutes for any permanent employee who is sick or on leave)					
Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment					

PART TIME EMPLOYEE	
(An employee who works 1 or 2 or 3 days per week)	
Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment	
NOTE : COMMISSION EARNERS	
Qualified Hairdressers / Stylists	
EMPLOYEES EMPLOYED FROM 2010:	
Minimum of 30% commission	
EMPLOYEES EMPLOYED BEFORE 2010:	
Minimum of 40% Commission	
NO STOCK DEDUCTION	
DEDUCTIONS FOR COMMISSION EARNERS ABSENT WITHOUT PERMISSION	
Deductions to be made from commission either on a daily rate or on a hourly rate for commission earners that stay off work without permission. The calculation on daily and hourly rates will be based on the prescribed basic salary.	
PENSION FUND	
PLEASE NOTE: From the date of coming into operation of the agreement the Pension Fund Contributions to be paid by all employees will be 6% of the salary. Contributions payable by all employers will be 6% of the salary.	
SICK PAY FUND	
PLEASE NOTE: Sick Pay Fund contributions are compulsory for all employees.	

ANNEXURE FF

HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER A)

Remuneration / Basic Salary / Wage Schedule (Clause 12.1) Remuneration / Basic Salary / Wages Payable in Area 5 which means the Province of the FREE STATE				
EMPLOYEE CATEGORY	Basic Salary per month from the date of coming into operation of the agreement to 31/12/2014	After 5 COMPLETED Years' Service + 5%	After 10 COMPLETED Years' Service + 10%	
MANAGER				
Manager - only (Hairdressing)	R 3 416,99	R 3 587,16	R 3 759,63	
Manager - Hairdresser	R 4 415,94	R 4 635,87	R 4 858,11	
BARBERS				
Barber - Trainee	R 1 855,00	N/A		
Barber - Junior	R 2 385,00			
Barber - Senior	R 3 975,00			
HAIRDRESSER - QUALIFIED				
Hairdresser - after 1st year qualified	R 2 342,82	N/A		
Hairdresser - Qualified	R 2 768,78	R 2 907,69	R 3 046,59	
AFRO HAIRDRESSER / STYLIST				
Afro Hairdresser - formal training	R 2 436,58	R 2 558,12	R 2 680,81	
Afro Hairdresser - informal qualification	R 1 326,32	R 1 706,19	R 1 788,37	
UNSKILLED AFRO HAIRDRESSER				
Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting	R 994,31	R 1 044,07	R 1 092,70	
LEARNER MODULES				
LEARNER – MODULES - Before completing module 1	R 1 409,86	N/A		

LEARNER – MODULES - Module 1	R 1 466,57	
LEARNER – MODULES - Module 2	R 1 567,28	
LEARNER – MODULES - Module 3	R 1 663,35	
LEARNER – MODULES - Module 4	R 1 762,91	
LEARNER – MODULES - Module 5	R 1 857,82	
LEARNER – MODULES - Module 6	R 1 960,84	
LEARNER UNIT STANDARDS		
LEARNER – UNIT STANDARDS - Entry Level	R 1 279,64	N/A
LEARNER – UNIT STANDARDS - Core Unit Standard Level 2	R 1 479,31	
LEARNER – UNIT STANDARDS - Core Unit Standard Level 3	R 1 736,28	
LEARNER – UNIT STANDARDS - Core Unit Standard Level 4	R 1 923,79	
STUDENTS		
STUDENT – UNIT STANDARDS - Entry Level	R 1 279,64	N/A
STUDENT – UNIT STANDARDS - Core Unit Standard Level 2	R 1 479,31	
STUDENT – UNIT STANDARDS - Core Unit Standard Level 3	R 1 736,28	
STUDENT – UNIT STANDARDS - Core Unit Standard Level 4	R 1 923,79	
RECEPTIONIST		
Receptionist - Hairdressing salon	R 2 451,63	R 2 574,33
		R 2 697,02
OPERATOR		
Operator - Trainee	R 1 430,69	N/A
Operator - after 1 year training	R 1 975,88	R 2 074,27
Operator - Multi skilled	R 2 442,37	R 2 565,06
		R 2 686,60
GENERAL ASSISTANT		
	R 1 192,33	R 1 252,48
		R 1 287,16

EMPLOYEE CATEGORY	Basic Salary per month from the date of coming into operation of the agreement to 31/12/2014	After 5 COMPLETED Years' Service + 5%	After 10 COMPLETED Years' Service + 10%		
MANICURISTS & / OR BEAUTY CULTURIST APPOINTED BEFORE 2013					
Manicurist/ Beauty Culturist- First three months of experience	R 1 125,11	N/A			
Manicurist/Beauty Culturist- Second three months of experience	R 1 309,15				
Manicurist/Beauty culturist - Third three months of experience	R 1 634,42				
Manicurist/Beauty culturist - Thereafter	R 2 433,10				
BEAUTY SECTOR APPOINTED FROM 2013					
Manicurist / Pedicurist / Wax Technician (NQF3)	R 1 391,78	N/A			
Manicurist / Pedicurist / Wax Technician -Unqualified	R 904,66				
Nail technician (NQF4)	R 1 658,05				
Nail technician - Unqualified	R 1 446,90				
Beauty Therapist / Health & Skincare Therapist (NQF5)	R 2 461,11				
Beauty Therapist / Health and skincare therapist - Unqualified	R 2 204,80				
Somatologist 3 Years (NQF6)	R 2 583,75				
Somatologist 3 Years - Unqualified	R 1 772,11				
Somatologist B Tech - 4 years (NQF7)	R 2 824,90				
B Tech Laser Somatologist	R 3 031,60				
Manager - only (Beauty salon)	R 3 141,84				
Manager - Beautician	R 4 162,94				
Cleaner - Beauty	R 1 650,95				
Receptionist - Beauty salon	R 2 918,55				
CASUAL EMPLOYEE					
(An employee who substitutes for any permanent employee who is sick or on leave)					
Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment					

PART TIME EMPLOYEE	
(An employee who works 1 or 2 or 3 days per week)	
Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment	
NOTE : COMMISSION EARNERS	
Qualified Hairdressers / Stylists EMPLOYEES EMPLOYED FROM 2010: Minimum of 30% commission EMPLOYEES EMPLOYED BEFORE 2010: Minimum of 40% Commission NO STOCK DEDUCTION	
DEDUCTIONS FOR COMMISSION EARNERS ABSENT WITHOUT PERMISSION	
Deductions to be made from commission either on a daily rate or on a hourly rate for commission earners that stay off work without permission. The calculation on daily and hourly rates will be based on the prescribed basic salary.	
PENSION FUND	
PLEASE NOTE: From the date of coming into operation of the agreement the Pension Fund Contributions to be paid by all employees will be 6% of the salary. Contributions payable by all employers will be 6% of the salary.	
SICK PAY FUND	
PLEASE NOTE: Sick Pay Fund contributions are compulsory for all employees.	

ANNEXURE GG

HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER A)

Remuneration / Basic Salary / Wage Schedule (Clause 12.1) Remuneration / Basic Salary / Wages Payable in Area 5 which means the Magisterial District of KIMBERLEY which falls within Area 5				
EMPLOYEE CATEGORY	Basic Salary per month from the date of coming into operation of the agreement to 31/12/2014	After 5 COMPLETED Years' Service + 5%	After 10 COMPLETED Years' Service + 10%	
MANAGER				
Manager - only (Hairdressing)	R 3 416,99	R 3 587,16	R 3 759,63	
Manager - Hairdresser	R 4 415,94	R 4 635,87	R 4 858,11	
BARBERS				
Barber - Trainee	R 1 855,00	N/A		
Barber - Junior	R 2 385,00			
Barber - Senior	R 3 975,00			
HAIRDRESSER - QUALIFIED				
Hairdresser - after 1st year qualified	R 2 342,82	N/A		
Hairdresser - Qualified	R 2 768,78	R 2 907,69	R 3 046,59	
AFRO HAIRDRESSER / STYLIST				
Afro Hairdresser - formal training	R 2 436,58	R 2 558,12	R 2 680,81	
Afro Hairdresser - informal qualification	R 1 626,32	R 1 707,34	R 1 788,37	
UNSKILLED AFRO HAIRDRESSER				
Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting	R 994,31	R 1 044,08	R 1 092,70	
LEARNER MODULES				
LEARNER - MODULES - Before completing module 1	R 1 409,86	N/A		

LEARNER – MODULES - Module 1	R 1 466,57	
LEARNER – MODULES - Module 2	R 1 567,28	
LEARNER – MODULES - Module 3	R 1 663,35	
LEARNER – MODULES - Module 4	R 1 762,91	
LEARNER – MODULES - Module 5	R 1 857,82	
LEARNER – MODULES - Module 6	R 1 960,84	
LEARNER UNIT STANDARDS		
LEARNER – UNIT STANDARDS - Entry Level	R 1 350,01	N/A
LEARNER – UNIT STANDARDS - Core Unit Standard Level 2	R 1 481,63	
LEARNER – UNIT STANDARDS - Core Unit Standard Level 3	R 1 743,22	
LEARNER – UNIT STANDARDS - Core Unit Standard Level 4	R 1 923,79	
STUDENTS		
STUDENT – UNIT STANDARDS - Entry Level	R 1 350,01	N/A
STUDENT – UNIT STANDARDS - Core Unit Standard Level 2	R 1 481,63	
STUDENT – UNIT STANDARDS - Core Unit Standard Level 3	R 1 743,22	
STUDENT – UNIT STANDARDS - Core Unit Standard Level 4	R 1 923,79	
RECEPTIONIST		
Receptionist - Hairdressing salon	R 2 451,63	R 2 574,33
		R 2 697,02
OPERATOR		
Operator - Trainee	R 1 430,69	N/A
Operator - after 1 year training	R 1 927,27	R 2 024,50
Operator - Multi skilled	R 2 385,65	R 2 503,72
		R 2 622,94
GENERAL ASSISTANT		
	R 1 158,81	R 1 214,74
		R 1 250,12

EMPLOYEE CATEGORY	Basic Salary per month from the date of coming into operation of the agreement to 31/12/2014	After 5 COMPLETED Years' Service + 5%	After 10 COMPLETED Years' Service + 10%		
MANICURISTS & / OR BEAUTY CULTURIST APPOINTED BEFORE 2013					
Manicurist/ Beauty Culturist- First three months of experience	R 1 125,11	N/A			
Manicurist/Beauty Culturist- Second three months of experience	R 1 309,15				
Manicurist/Beauty culturist - Third three months of experience	R 1 634,41				
Manicurist/Beauty culturist - Thereafter	R 2 433,10				
	R 2 554,64	R 2 676,18			
BEAUTY SECTOR APPOINTED FROM 2013					
Manicurist / Pedicurist / Wax Technician (NQF3)	R 1 359,40	N/A			
Manicurist / Pedicurist / Wax Technician -Unqualified	R 932,49				
Nail technician (NQF4)	R 1 739,99				
Nail technician - Unqualified	R 1 491,42				
Beauty Therapist / Health & Skincare Therapist (NQF5)	R 2 536,83				
Beauty Therapist / Health and skincare therapist - Unqualified	R 2 272,64				
Somatologist 3 Years (NQF6)	R 2 663,25				
Somatologist 3 Years - Unqualified	R 1 826,63				
Somatologist B Tech - 4 years (NQF7)	R 2 911,82				
B Tech Laser Somatologist	R 3 124,88				
Manager - only (Beauty salon)	R 3 238,51				
Manager - Beautician	R 4 291,03				
Cleaner - Beauty	R 1 701,76				
Receptionist - Beauty salon	R 3 008,35				
CASUAL EMPLOYEE					
(An employee who substitutes for any permanent employee who is sick or on leave)					
Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment					

PART TIME EMPLOYEE	
(An employee who works 1 or 2 or 3 days per week)	
Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment	
NOTE : COMMISSION EARNERS	
Qualified Hairdressers / Stylists	
EMPLOYEES EMPLOYED FROM 2010:	
Minimum of 30% commission	
EMPLOYEES EMPLOYED BEFORE 2010:	
Minimum of 40% Commission	
NO STOCK DEDUCTION	
DEDUCTIONS FOR COMMISSION EARNERS ABSENT WITHOUT PERMISSION	
Deductions to be made from commission either on a daily rate or on a hourly rate for commission earners that stay off work without permission. The calculation on daily and hourly rates will be based on the prescribed basic salary.	
PENSION FUND	
PLEASE NOTE: From the date of coming into operation of the agreement the Pension Fund Contributions to be paid by all employees will be 6% of the salary. Contributions payable by all employers will be 6% of the salary.	
SICK PAY FUND	
PLEASE NOTE: Sick Pay Fund contributions are compulsory for all employees.	

ANNEXURE HH

HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER A)									
CONTRIBUTION SCHEDULE (Clause 22)									
SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND hbsi PENSION CONTRIBUTIONS FOR the Magisterial District of ALBERTON(which falls within Area 1)									
(Effective from the date of coming into operation of the agreement)									
Work Code	CATEGORY	UNION / AGENCY	BARGAINING COUNCIL		SICK PAY FUND		Pens. Fund		
			Employer	Employee	Employer	Employee	(equal contributions by employer and employee)		
	EOHCB Subscriptions (Southern Gauteng)	R395.00 EOHCB/ Agency Fee							
	Basic establishment charge		R 88,48						
	Total minimum charge		R 160,66						
	One Man Band / Rent A Chairs		R 186,18						
105	Working Employer	N/A	Nil	Nil	R 62,88	N/A	R 503,04		
	(Provident Fund is optional)						(Optional)		
	MANAGER								
105	Manager - only (Hairdressing)	R 85,00	R 23,59	R 67,24	R 22,07	R 44,14	R 264,84		each
105	Manager - only (Hairdressing) after 5 years	R 85,00	R 23,59	R 67,24	R 22,95	R 45,90	R 275,37		each
105	Manager - only (Hairdressing) after 10 years	R 85,00	R 23,59	R 67,24	R 24,04	R 48,08	R 288,50		each
105	Manager - Hairdresser	R 85,00	R 23,59	R 67,24	R 27,26	R 54,53	R 327,18		each
105	Manager - Hairdresser after 5 years	R 85,00	R 23,59	R 67,24	R 28,63	R 57,25	R 343,51		each
105	Manager - Hairdresser after 10 years	R 85,00	R 23,59	R 67,24	R 29,99	R 59,98	R 359,85		each
	BARBERS								
105	Barber - Trainee	R 85,00	R 23,59	R 67,24	R 9,28	R 18,55	R 111,30		each
105	Barber - Junior	R 85,00	R 23,59	R 67,24	R 11,93	R 23,85	R 143,10		each
105	Barber - Senior	R 85,00	R 23,59	R 67,24	R 19,88	R 39,75	R 238,50		each
	HAIRDRESSER – QUALIFIED								
105	Hairdresser - after 1st year qualified	R 85,00	R 23,59	R 67,24	R 15,71	R 31,41	R 188,48		each
105	Hairdresser - Qualified	R 85,00	R 23,59	R 67,24	R 20,96	R 41,92	R 251,52		each
105	Hairdresser - Qualified - after 5 years	R 85,00	R 23,59	R 67,24	R 22,01	R 44,01	R 264,07		each
105	Hairdresser - Qualified - after 10 years	R 85,00	R 23,59	R 67,24	R 23,05	R 46,10	R 276,62		each
	AFRO HAIRDRESSER / STYLIST								
105	Afro Hairdresser - formal training	R 85,00	R 23,59	R 67,24	R 14,83	R 29,66	R 177,96		each
105	Afro Hairdresser - formal training - after 5 Years	R 85,00	R 23,59	R 67,24	R 15,57	R 31,14	R 186,87		each
105	Afro Hairdresser - formal training - after 10 Years	R 85,00	R 23,59	R 67,24	R 16,31	R 32,63	R 195,77		each
105	Afro Hairdresser - informal qualification	R 85,00	R 23,59	R 67,24	R 9,40	R 18,79	R 112,75		each
105	Afro Hairdresser - informal qualification - after 5 years	R 85,00	R 23,59	R 67,24	R 9,87	R 19,74	R 118,43		each
105	Afro Hairdresser - informal qualification - after 10 years	R 85,00	R 23,59	R 67,24	R 10,34	R 20,67	R 124,04		each
105	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting	R 85,00	R 23,59	R 67,24	R 6,09	R 12,19	R 73,13		each
105	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting after 5 years	R 85,00	R 23,59	R 67,24	R 6,40	R 12,80	R 76,78		each

105	1004	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting after 10 years	R 85,00	R 23,59	R 67,24	R 6,70	R 13,40	R 80,43	each
105	2032	LEARNER – MODULES	R 85,00	R 14,16	R 28,31	R 9,77	R 19,54	R 117,24	each
105	2034	LEARNER – MODULES - Module 1	R 85,00	R 14,16	R 28,31	R 10,10	R 20,19	R 121,17	each
105	2036	LEARNER – MODULES - Module 2	R 85,00	R 14,16	R 28,31	R 10,64	R 21,28	R 127,69	each
105	2038	LEARNER – MODULES - Module 3	R 85,00	R 14,16	R 28,31	R 11,17	R 22,33	R 134,00	each
105	2040	LEARNER – MODULES - Module 4	R 85,00	R 17,70	R 38,93	R 11,73	R 23,45	R 140,73	each
105	2042	LEARNER – MODULES - Module 5	R 85,00	R 17,70	R 38,93	R 12,52	R 25,04	R 150,26	each
105	2044	LEARNER – MODULES - Module 6	R 85,00	R 17,70	R 38,93	R 12,81	R 25,62	R 153,70	each
105	2046	LEARNER – UNIT STANDARDS	R 85,00	R 14,16	R 28,31	R 6,39	R 12,78	R 76,66	each
105	2048	LEARNER – UNIT STANDARDS - Entry Level	R 85,00	R 14,16	R 28,31	R 10,18	R 20,36	R 122,15	each
105	2050	LEARNER – UNIT STANDARDS - Core Unit Standard Level 2	R 85,00	R 17,70	R 38,93	R 11,44	R 22,87	R 137,22	each
105	2052	LEARNER – UNIT STANDARDS - Core Unit Standard Level 3	R 85,00	R 17,70	R 38,93	R 12,55	R 25,09	R 150,55	each
105	2054	LEARNER – UNIT STANDARDS - Core Unit Standard Level 4	R 85,00	R 17,70	R 38,93	R 12,55	R 25,09	R 150,55	each
105	4000	STUDENTS	R 85,00	R 14,16	R 28,31	R 6,39	R 12,78	R 76,66	each
105	4001	STUDENT – UNIT STANDARDS - Entry Level	R 85,00	R 14,16	R 28,31	R 10,18	R 20,36	R 122,15	each
105	4002	STUDENT – UNIT STANDARDS - Core Unit Standard Level 2	R 85,00	R 17,70	R 38,93	R 11,44	R 22,87	R 137,22	each
105	4003	STUDENT – UNIT STANDARDS - Core Unit Standard Level 3	R 85,00	R 17,70	R 38,93	R 12,55	R 25,09	R 150,55	each
105	2082	Receptionist - Hairdressing salon	R 85,00	R 23,59	R 56,62	R 14,99	R 29,99	R 179,93	each
105	2084	Receptionist - Hairdressing salon - after 5 years	R 85,00	R 23,59	R 56,62	R 15,74	R 31,48	R 188,90	each
105	2086	Receptionist - Hairdressing salon - after 10 years	R 85,00	R 23,59	R 56,62	R 16,50	R 32,99	R 197,95	each
105	2067	OPERATOR	R 85,00	R 14,16	R 28,31	R 7,40	R 14,80	R 88,77	each
105	2068	Operator - Trainee	R 85,00	R 14,16	R 28,31	R 14,62	R 29,24	R 175,44	each
105	2070	Operator - after 1 year training	R 85,00	R 14,16	R 28,31	R 15,35	R 30,70	R 184,20	each
105	2072	Operator - after 5 years	R 85,00	R 14,16	R 28,31	R 16,08	R 32,16	R 192,97	each
105	2074	Operator - after 10 years	R 85,00	R 14,16	R 28,31	R 16,61	R 33,22	R 199,35	each
105	2076	Operator - Multi skilled	R 85,00	R 14,16	R 28,31	R 17,44	R 34,88	R 209,31	each
105	2078	Operator - Multi skilled - after 5 years	R 85,00	R 14,16	R 28,31	R 18,27	R 36,54	R 219,26	each
105	2010	Operator - Multi skilled - after 10 years	R 85,00	R 14,16	R 28,31	R 18,27	R 36,54	R 219,26	each
105	2012	GENERAL ASSISTANT	R 85,00	R 14,16	R 28,31	R 7,78	R 15,57	R 93,40	each
105	2014	General Assistant after 5 years	R 85,00	R 14,16	R 28,31	R 8,17	R 16,35	R 98,10	each
105	2016	General Assistant after 10 years	R 85,00	R 14,16	R 28,31	R 8,57	R 17,13	R 102,80	each
105	3000	MANICURIST & BEAUTY CULTURIST APPOINTED BEFORE 2013	R 85,00	R 14,16	R 28,31	R 5,81	R 11,62	R 69,70	each
105	3002	Manicurist/Beauty Culturist- First three months of experience	R 85,00	R 14,16	R 28,31	R 6,77	R 13,53	R 81,20	each
105	3004	Manicurist/Beauty Culturist- Second three months of experience	R 85,00	R 17,70	R 38,93	R 8,44	R 16,89	R 101,32	each
105	3008	Manicurist/Beauty culturist - Third three months of experience	R 85,00	R 23,59	R 56,62	R 14,98	R 29,95	R 179,72	each

105	3010	Manicurist/Beauty culturist after 5 years	R 85,00	R 23,59	R 56,62	R 15,72	R 31,45	R 188,69	each
105	3012	Manicurist/Beauty culturist after 10 years	R 85,00	R 23,59	R 56,62	R 16,48	R 32,96	R 197,74	each
105	3034	BEAUTY SECTOR APPOINTED FROM 2013 Manicurist / Pedicurist / Wax Technician (NQF3)	R 85,00	R 23,59	R 56,62	R 10,71	R 21,41	R 128,47	each
105	3036	Manicurist / Pedicurist / Wax Technician -Unqualified	R 85,00	R 23,59	R 56,62	R 6,96	R 13,92	R 83,51	each
105	3038	Nail technician (NQF4)	R 85,00	R 23,59	R 56,62	R 12,99	R 25,97	R 155,82	each
105	3040	Nail technician - Unqualified	R 85,00	R 23,59	R 56,62	R 11,13	R 22,26	R 133,56	each
105	3014	Beauty Therapist / Health & Skincare Therapist (NQF5)	R 85,00	R 23,59	R 56,62	R 18,93	R 37,86	R 227,18	each
105	3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 85,00	R 23,59	R 56,62	R 16,96	R 33,92	R 203,52	each
105	3048	Somatologist 3 Years (NQF6)	R 85,00	R 23,59	R 56,62	R 19,88	R 39,75	R 238,50	each
105	3050	Somatologist 3 Years - Unqualified	R 85,00	R 23,59	R 56,62	R 13,63	R 27,26	R 163,58	each
105	3052	Somatologist B Tech - 4 years (NQF7)	R 85,00	R 23,59	R 56,62	R 21,73	R 43,46	R 260,76	each
105	3054	B Tech Laser Somatologist	R 85,00	R 23,59	R 56,62	R 23,32	R 46,64	R 279,84	each
105	3030	Manager - only (Beauty salon)	R 85,00	R 23,59	R 56,62	R 24,17	R 48,34	R 290,02	each
105	3032	Manager - Beautician	R 85,00	R 23,59	R 56,62	R 32,02	R 64,05	R 384,27	each
105	3022	Cleaner - Beauty	R 85,00	R 23,59	R 56,62	R 12,70	R 25,40	R 152,40	each
105	3042	Receptionist - Beauty salon	R 85,00	R 23,59	R 56,62	R 22,20	R 44,40	R 266,40	each
		CASUAL EMPLOYEE	Contributions for casual / part time employees shall be as specified for that category of employee above.						
		PART TIME EMPLOYEE							

ANNEXURE II

HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER A)									
CONTRIBUTION SCHEDULES (Clause 22)									
SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND hbsi PENSION CONTRIBUTIONS FOR AREA 1, which means the PROVINCE OF GAUTENG (excluding the Magisterial Districts of Alberton, Pretoria, Wonderboom, Cullinan and Bronkhorstspuit) (Effective from the date of coming into operation of the agreement)									
Work Code	CATEGORY	UNION / AGENCY	BARGAINING COUNCIL			SICK PAY FUND			Pens. Fund
			Employer	Employee		Employer	Employee		(equal contributions by employer and employee)
	EOHCB Subscriptions - S. Gauteng	R395.00 EOHCB / Agency Fee							
	Basic establishment charge	R 88,48							
	Total minimum charge	R 160,66							
	One Man Band / Rent A Chairs	R 186,18							
101	Working Employer	N/A				R 101,37	N/A		R 810,92
	(Provident Fund is optional)								(Optional)
	MANAGER								
101	Manager - only (Hairdressing)	R 85,00	R 23,59	R 67,24		R 25,38	R 50,76		R 304,54 each
101	Manager - only (Hairdressing) after 5 years	R 85,00	R 23,59	R 67,24		R 26,66	R 53,29		R 319,75 each
101	Manager - only (Hairdressing) after 10 years	R 85,00	R 23,59	R 67,24		R 27,92	R 55,84		R 335,03 each
101	Manager - Hairdresser	R 85,00	R 23,59	R 67,24		R 33,63	R 67,25		R 403,51 each
101	Manager - Hairdresser after 5 years	R 85,00	R 23,59	R 67,24		R 35,30	R 70,61		R 423,65 each
101	Manager - Hairdresser after 10 years	R 85,00	R 23,59	R 67,24		R 36,99	R 73,99		R 443,93 each
	BARBERS								
101	Barber - Trainee	R 85,00	R 23,59	R 67,24		R 9,28	R 18,55		R 111,30 each
101	Barber - Junior	R 85,00	R 23,59	R 67,24		R 11,93	R 23,85		R 143,10 each
101	Barber - Senior	R 85,00	R 23,59	R 67,24		R 19,88	R 39,75		R 238,50 each
	HAIRDRESSER - QUALIFIED								
101	Hairdresser - after 1st year qualified	R 85,00	R 23,59	R 67,24		R 23,68	R 47,35		R 284,13 each
101	Hairdresser - Qualified	R 85,00	R 23,59	R 67,24		R 33,79	R 67,58		R 405,46 each
101	Hairdresser - Qualified - after 5 years	R 85,00	R 23,59	R 67,24		R 35,48	R 70,96		R 425,74 each
101	Hairdresser - Qualified - after 10 years	R 85,00	R 23,59	R 67,24		R 37,17	R 74,34		R 446,02 each
	AFRO HAIRDRESSER / STYLIST								
101	Afro Hairdresser - formal training	R 85,00	R 23,59	R 67,24		R 19,31	R 38,61		R 231,69 each
101	Afro Hairdresser - formal training - after 5 Years	R 85,00	R 23,59	R 67,24		R 20,27	R 40,55		R 243,29 each
101	Afro Hairdresser - formal training - after 10 Years	R 85,00	R 23,59	R 67,24		R 21,24	R 42,48		R 254,89 each
101	Afro Hairdresser - informal qualification	R 85,00	R 23,59	R 67,24		R 13,40	R 26,81		R 160,85 each
101	Afro Hairdresser - informal qualification - after 5 years	R 85,00	R 23,59	R 67,24		R 14,08	R 28,15		R 168,90 each
101	Afro Hairdresser - informal qualification - after 10 years	R 85,00	R 23,59	R 67,24		R 14,75	R 29,49		R 176,96 each
101	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting	R 85,00	R 23,59	R 67,24		R 9,84	R 19,68		R 118,07 each
101	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting after 5 years	R 85,00	R 23,59	R 67,24		R 10,33	R 20,66		R 123,97 each
101	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting after 10 years	R 85,00	R 23,59	R 67,24		R 10,82	R 21,65		R 129,87 each

LEARNER – MODULES									
101	2032	LEARNER – MODULES - Before completing module 1	R 85,00	R 14,16	R 28,31	R 10,49	R 20,97	R 125,85	each
101	2034	LEARNER – MODULES - Module 1	R 85,00	R 14,16	R 28,31	R 10,84	R 21,68	R 130,08	each
101	2036	LEARNER – MODULES - Module 2	R 85,00	R 14,16	R 28,31	R 11,43	R 22,86	R 137,17	each
101	2038	LEARNER – MODULES - Module 3	R 85,00	R 14,16	R 28,31	R 11,99	R 23,97	R 143,83	each
101	2040	LEARNER – MODULES - Module 4	R 85,00	R 17,70	R 38,93	R 12,58	R 25,16	R 150,99	each
101	2042	LEARNER – MODULES - Module 5	R 85,00	R 17,70	R 38,93	R 13,17	R 26,35	R 158,07	each
101	2044	LEARNER – MODULES - Module 6	R 85,00	R 17,70	R 38,93	R 13,76	R 27,51	R 165,09	each
LEARNER – UNIT STANDARDS									
101	2046	LEARNER – UNIT STANDARDS - Entry Level	R 85,00	R 14,16	R 28,31	R 9,45	R 18,89	R 113,35	each
101	2048	LEARNER – UNIT STANDARDS - Core Unit Standard Level 2	R 85,00	R 14,16	R 28,31	R 10,91	R 21,82	R 130,92	each
101	2050	LEARNER – UNIT STANDARDS - Core Unit Standard Level 3	R 85,00	R 17,70	R 38,93	R 12,31	R 24,62	R 147,72	each
101	2052	LEARNER – UNIT STANDARDS - Core Unit Standard Level 4	R 85,00	R 17,70	R 38,93	R 13,47	R 26,94	R 161,61	each
STUDENTS									
101	4000	STUDENT – UNIT STANDARDS - Entry Level	R 85,00	R 14,16	R 28,31	R 9,45	R 18,89	R 113,35	each
101	4001	STUDENT – UNIT STANDARDS - Core Unit Standard Level 2	R 85,00	R 14,16	R 28,31	R 10,91	R 21,82	R 130,92	each
101	4003	STUDENT – UNIT STANDARDS - Core Unit Standard Level 3	R 85,00	R 17,70	R 38,93	R 12,31	R 24,62	R 147,72	each
101	4004	STUDENT – UNIT STANDARDS - Core Unit Standard Level 4	R 85,00	R 17,70	R 38,93	R 13,47	R 26,94	R 161,61	each
101	2082	Receptionist - Hairdressing salon	R 85,00	R 23,59	R 56,62	R 23,57	R 47,15	R 282,87	each
101	2084	Receptionist - Hairdressing salon - after 5 years	R 85,00	R 23,59	R 56,62	R 24,75	R 49,51	R 297,04	each
101	2086	Receptionist - Hairdressing salon - after 10 years	R 85,00	R 23,59	R 56,62	R 25,93	R 51,86	R 311,14	each
OPERATOR									
101	2067	Operator - Trainee	R 85,00	R 14,16	R 28,31	R 14,18	R 28,36	R 170,16	each
101	2068	Operator - after 1 year training	R 85,00	R 14,16	R 28,31	R 21,52	R 43,04	R 258,22	each
101	2070	Operator - after 5 years	R 85,00	R 14,16	R 28,31	R 22,59	R 45,19	R 271,14	each
101	2072	Operator - after 10 years	R 85,00	R 14,16	R 28,31	R 23,67	R 47,34	R 284,06	each
101	2074	Operator - Multi skilled	R 85,00	R 14,16	R 28,31	R 23,81	R 47,62	R 285,72	each
101	2076	Operator - Multi skilled - after 5 years	R 85,00	R 14,16	R 28,31	R 25,00	R 50,00	R 300,03	each
101	2078	Operator - Multi skilled - after 10 years	R 85,00	R 14,16	R 28,31	R 26,19	R 52,38	R 314,27	each
101	2010	General Assistant	R 85,00	R 14,16	R 28,31	R 13,33	R 26,67	R 160,02	each
101	2012	General Assistant after 5 years	R 85,00	R 14,16	R 28,31	R 14,00	R 28,00	R 168,00	each
101	2014	General Assistant after 10 years	R 85,00	R 14,16	R 28,31	R 14,67	R 29,33	R 175,99	each
MANICURIST & BEAUTY CULTURIST APPOINTED BEFORE 2013									
101	3000	Manicurist/ Beauty Culturist- First three months of experience	R 85,00	R 14,16	R 28,31	R 9,48	R 18,96	R 113,76	each
101	3002	Manicurist/Beauty Culturist- Second three months of experience	R 85,00	R 14,16	R 28,31	R 10,95	R 21,90	R 131,40	each
101	3004	Manicurist/Beauty culturist - Third three months of experience	R 85,00	R 17,70	R 38,93	R 13,87	R 27,73	R 166,41	each
101	3008	Manicurist/Beauty culturist - Thereafter	R 85,00	R 23,59	R 56,62	R 24,44	R 48,88	R 293,29	each
101	3010	Manicurist/Beauty culturist after 5 years	R 85,00	R 23,59	R 56,62	R 25,66	R 51,32	R 307,95	each
101	3012	Manicurist/Beauty culturist after 10 years	R 85,00	R 23,59	R 56,62	R 26,88	R 53,77	R 322,60	each
BEAUTY SECTOR APPOINTED FROM 2013									
101	3034	Manicurist / Pedicurist / Wax Technician (NQF3)	R 85,00	R 23,59	R 56,62	R 10,71	R 21,41	R 128,47	each
101	3036	Manicurist / Pedicurist / Wax Technician -Unqualified	R 85,00	R 23,59	R 56,62	R 6,96	R 13,92	R 83,51	each
101	3038	Nail technician (NQF4)	R 85,00	R 23,59	R 56,62	R 12,99	R 25,97	R 155,82	each
101	3040	Nail technician - Unqualified	R 85,00	R 23,59	R 56,62	R 11,13	R 22,26	R 133,56	each
101	3014	Beauty Therapist / Health & Skincare Therapist (NQF5)	R 85,00	R 23,59	R 56,62	R 18,93	R 37,86	R 227,18	each
101	3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 85,00	R 23,59	R 56,62	R 16,96	R 33,92	R 203,52	each
101	3048	Somatologist 3 Years (NQF6)	R 85,00	R 23,59	R 56,62	R 19,88	R 39,75	R 238,50	each
101	3050	Somatologist 3 Years - Unqualified	R 85,00	R 23,59	R 56,62	R 18,93	R 37,86	R 227,18	each

101	3052	Somatologist B Tech - 4 years (NQF7)	R 85,00	R 23,59	R 56,62	R 21,73	R 43,46	R 260,76	each
101	3054	B Tech Laser Somatologist	R 85,00	R 23,59	R 56,62	R 23,32	R 46,64	R 279,84	each
101	3030	Manager - only (Beauty salon)	R 85,00	R 23,59	R 56,62	R 24,17	R 48,34	R 290,02	each
101	3032	Manager - Beautician	R 85,00	R 23,59	R 56,62	R 32,00	R 64,01	R 384,03	each
101	3022	Cleaner - Beauty	R 85,00	R 23,59	R 56,62	R 12,70	R 25,40	R 152,40	each
101	3042	Receptionist - Beauty salon	R 85,00	R 23,59	R 56,62	R 22,45	R 44,90	R 269,40	each
		CASUAL EMPLOYEE	Contributions for casual / part time employees shall be as specified for that category of employee above.						
		PART TIME EMPLOYEE							

ANNEXURE JJ

HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER A)

CONTRIBUTION SCHEDULE (Clause 22)									
SCHEDULE OF EOHCb, UASA, COUNCIL, SICK PAY FUND AND hbsi PENSION FUND CONTRIBUTIONS FOR AREA 2, WHICH MEANS THE MAGISTERIAL DISTRICTS OF KLERKSDORP AND POTCHEFSTROOM.									
(Effective from the date of coming into operation of the agreement)									
Work Code	CATEGORY	UNION / AGENCY	BARGAINING COUNCIL			SICK PAY FUND		Pens. Fund	
			Employer	Employee		Employer	Employee	(equal contributions by employer and employee)	
	EOHCb Subscriptions		R300.00 EOHCb / Agency Fee						
	Basic establishment charge			R 88,48					
	Total minimum charge			R 160,66					
	One Man Band / Rent A Chairs			R 186,18					
108	Working Employer (Provident Fund is optional)	N/A		Nil	Nil	R 70,13	N/A	R 514,24	Optional
	MANAGER								
108	Manager - only (Hairdressing)	R 85,00	R 23,59	R 67,24		R 20,45	R 40,91	R 224,99	each
108	Manager - only (Hairdressing) after 5 years	R 85,00	R 23,59	R 67,24		R 21,48	R 42,96	R 236,27	each
108	Manager - only (Hairdressing) after 10 years	R 85,00	R 23,59	R 67,24		R 22,50	R 45,00	R 247,49	each
108	Manager - Hairdresser	R 85,00	R 23,59	R 67,24		R 24,64	R 49,27	R 270,99	each
108	Manager - Hairdresser after 5 years	R 85,00	R 23,59	R 67,24		R 25,87	R 51,74	R 284,55	each
108	Manager - Hairdresser after 10 years	R 85,00	R 23,59	R 67,24		R 27,10	R 54,20	R 298,11	each
	BARBERS								
108	Barber - Trainee	R 85,00	R 23,59	R 67,24		R 9,28	R 18,55	R 102,03	each
108	Barber - Junior	R 85,00	R 23,59	R 67,24		R 11,93	R 23,85	R 131,18	each
108	Barber - Senior	R 85,00	R 23,59	R 67,24		R 19,88	R 39,75	R 218,63	each
	HAIRDRESSER – QUALIFIED								
108	Hairdresser - after 1st year qualified	R 85,00	R 23,59	R 67,24		R 17,53	R 35,07	R 192,87	each
108	Hairdresser - Qualified	R 85,00	R 23,59	R 67,24		R 23,37	R 46,75	R 257,12	each
108	Hairdresser - Qualified - after 5 years	R 85,00	R 23,59	R 67,24		R 24,54	R 49,08	R 269,92	each
108	Hairdresser - Qualified - after 10 years	R 85,00	R 23,59	R 67,24		R 25,71	R 51,43	R 282,84	each
	AFRO HAIRDRESSER / STYLIST								
108	Afro Hairdresser - formal training	R 85,00	R 23,59	R 67,24		R 15,67	R 31,33	R 172,34	each
108	Afro Hairdresser - formal training - after 5 Years	R 85,00	R 23,59	R 67,24		R 16,45	R 32,90	R 180,96	each
108	Afro Hairdresser - formal training - after 10 Years	R 85,00	R 23,59	R 67,24		R 17,23	R 34,47	R 189,57	each
108	Afro Hairdresser - informal qualification	R 85,00	R 23,59	R 67,24		R 8,10	R 16,20	R 89,08	each
108	Afro Hairdresser - informal qualification - after 5 years	R 85,00	R 23,59	R 67,24		R 8,50	R 17,00	R 93,52	each
108	Afro Hairdresser - informal qualification - after 10 years	R 85,00	R 23,59	R 67,24		R 8,91	R 17,82	R 98,02	each
108	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting	R 85,00	R 23,59	R 67,24		R 5,54	R 11,07	R 60,89	each
108	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting after 5 years	R 85,00	R 23,59	R 67,24		R 5,81	R 11,62	R 63,93	each
108	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting after 10 years	R 85,00	R 23,59	R 67,24		R 6,09	R 12,19	R 67,04	each
	LEARNER – MODULES								
108	LEARNER – MODULES - Before completing module 1	R 85,00	R 14,16	R 28,31		R 8,78	R 17,57	R 96,62	each
108	LEARNER – MODULES - Module 1	R 85,00	R 14,16	R 28,31		R 9,20	R 18,41	R 101,25	each

108	2036	LEARNER – MODULES - Module 2	R 85,00	R 14,16	R 28,31	R 9,81	R 19,62	R 107,90	each
108	2038	LEARNER – MODULES - Module 3	R 85,00	R 14,16	R 28,31	R 10,44	R 20,89	R 114,87	each
108	2040	LEARNER – MODULES - Module 4	R 85,00	R 17,70	R 38,93	R 11,05	R 22,10	R 121,53	each
108	2042	LEARNER – MODULES - Module 5	R 85,00	R 17,70	R 38,93	R 11,66	R 23,33	R 128,31	each
108	2044	LEARNER – MODULES - Module 6	R 85,00	R 17,70	R 38,93	R 12,28	R 24,56	R 135,08	each
LEARNER – UNIT STANDARDS									
108	2046	LEARNER – UNIT STANDARDS - Entry Level	R 85,00	R 14,16	R 28,31	R 7,44	R 14,87	R 81,80	each
108	2048	LEARNER – UNIT STANDARDS - Core Unit Standard Level 2	R 85,00	R 14,16	R 28,31	R 8,59	R 17,18	R 94,47	each
108	2050	LEARNER – UNIT STANDARDS - Core Unit Standard Level 3	R 85,00	R 17,70	R 38,93	R 9,95	R 19,90	R 109,42	each
108	2052	LEARNER – UNIT STANDARDS - Core Unit Standard Level 4	R 85,00	R 17,70	R 38,93	R 11,12	R 22,25	R 122,35	each
STUDENTS									
108	4000	STUDENT – UNIT STANDARDS - Entry Level	R 85,00	R 14,16	R 28,31	R 7,44	R 14,87	R 81,80	each
108	4001	STUDENT – UNIT STANDARDS - Core Unit Standard Level 2	R 85,00	R 14,16	R 28,31	R 8,59	R 17,18	R 94,47	each
108	4002	STUDENT – UNIT STANDARDS - Core Unit Standard Level 3	R 85,00	R 17,70	R 38,93	R 9,95	R 19,90	R 109,42	each
108	4003	STUDENT – UNIT STANDARDS - Core Unit Standard Level 4	R 85,00	R 17,70	R 38,93	R 11,12	R 22,25	R 122,35	each
RECEPTIONIST									
108	2082	Receptionist - Hairdressing salon	R 85,00	R 23,59	R 56,62	R 16,55	R 33,10	R 182,03	each
108	2084	Receptionist - Hairdressing salon - after 5 years	R 85,00	R 23,59	R 56,62	R 17,38	R 34,76	R 191,16	each
108	2086	Receptionist - Hairdressing salon - after 10 years	R 85,00	R 23,59	R 56,62	R 18,20	R 36,40	R 200,22	each
OPERATOR									
108	2067	Operator - Trainee	R 85,00	R 14,16	R 28,31	R 11,29	R 22,58	R 124,19	each
108	2068	Operator - after 1 year training	R 85,00	R 14,16	R 28,31	R 15,64	R 31,29	R 172,09	each
108	2070	Operator - after 5 years	R 85,00	R 14,16	R 28,31	R 16,43	R 32,86	R 180,70	each
108	2072	Operator - after 10 years	R 85,00	R 14,16	R 28,31	R 17,21	R 34,41	R 189,26	each
108	2074	Operator - Multi skilled	R 85,00	R 14,16	R 28,31	R 18,52	R 37,04	R 203,70	each
108	2076	Operator - Multi skilled - after 5 years	R 85,00	R 14,16	R 28,31	R 19,45	R 38,89	R 213,90	each
108	2078	Operator - Multi skilled - after 10 years	R 85,00	R 14,16	R 28,31	R 20,37	R 40,74	R 224,04	each
108	2010	General Assistant	R 85,00	R 14,16	R 28,31	R 8,50	R 17,00	R 93,52	each
108	2012	General Assistant after 5 years	R 85,00	R 14,16	R 28,31	R 8,93	R 17,86	R 98,21	each
108	2014	General Assistant after 10 years	R 85,00	R 14,16	R 28,31	R 9,35	R 18,70	R 102,83	each
MANICURIST & BEAUTY CULTURIST APPOINTED BEFORE 2013									
108	3000	Manicurist/ Beauty Culturist- First three months of experience	R 85,00	R 14,16	R 28,31	R 6,51	R 13,02	R 71,62	each
108	3002	Manicurist/Beauty Culturist- Second three months of experience	R 85,00	R 14,16	R 28,31	R 7,58	R 15,16	R 83,40	each
108	3004	Manicurist/Beauty culturist - Third three months of experience	R 85,00	R 17,70	R 38,93	R 9,46	R 18,93	R 104,09	each
108	3008	Manicurist/Beauty culturist - Thereafter	R 85,00	R 23,59	R 56,62	R 16,78	R 33,56	R 184,56	each
108	3010	Manicurist/Beauty culturist after 5 years	R 85,00	R 23,59	R 56,62	R 17,62	R 35,23	R 193,79	each
108	3012	Manicurist/Beauty culturist after 10 years	R 85,00	R 23,59	R 56,62	R 18,46	R 36,92	R 203,09	each
BEAUTY SECTOR APPOINTED FROM 2013									
108	3034	Manicurist / Pedicurist / Wax Technician (NQF3)	R 85,00	R 23,59	R 56,62	R 8,14	R 16,27	R 89,50	each
108	3036	Manicurist / Pedicurist / Wax Technician -Unqualified	R 85,00	R 23,59	R 56,62	R 5,29	R 10,58	R 58,18	each
108	3038	Nail technician (NQF4)	R 85,00	R 23,59	R 56,62	R 9,87	R 19,74	R 108,55	each
108	3040	Nail technician - Unqualified	R 85,00	R 23,59	R 56,62	R 8,46	R 16,92	R 93,05	each
108	3014	Beauty Therapist / Health & Skincare Therapist (NQF6)	R 85,00	R 23,59	R 56,62	R 14,39	R 28,78	R 158,27	each
108	3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 85,00	R 23,59	R 56,62	R 12,89	R 25,78	R 141,79	each
108	3048	Somatologist 3 Years (NQF6)	R 85,00	R 23,59	R 56,62	R 15,11	R 30,21	R 166,16	each
108	3050	Somatologist 3 Years - Unqualified	R 85,00	R 23,59	R 56,62	R 10,36	R 20,72	R 113,96	each
108	3052	Somatologist B Tech - 4 years (NQF7)	R 85,00	R 23,59	R 56,62	R 16,51	R 33,03	R 181,66	each
108	3054	B Tech Laser Somatologist	R 85,00	R 23,59	R 56,62	R 17,72	R 35,45	R 194,96	each

108	3030	Manager - only (Beauty salon)	R 85,00	R 23,59	R 56,62	R 18,37	R 36,74	R 202,04	each
108	3032	Manager - Beautician	R 85,00	R 23,59	R 56,62	R 24,34	R 48,67	R 267,71	each
108	3022	Cleaner - Beauty	R 85,00	R 23,59	R 56,62	R 9,90	R 19,80	R 108,92	each
108	3042	Receptionist - Beauty salon	R 85,00	R 23,59	R 56,62	R 17,06	R 34,12	R 187,69	each
		CASUAL EMPLOYEE	Contributions for casual / part time employees shall be as specified for that category of employee above.						
		PART TIME EMPLOYEE							

ANNEXURE KK

HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER A)									
CONTRIBUTION SCHEDULE (Clause 22)									
SCHEDULE OF EOHC, UASA, COUNCIL, SICK PAY FUND AND hbsi PENSION CONTRIBUTIONS FOR AREA 3, WHICH MEANS THE MAGISTERIAL DISTRICTS OF EAST LONDON & PORT ALFRED									
(Effective from the date of coming into operation of the agreement)									
Work Code	CATEGORY	SUBS UNION/ AGENCY	BARGAINING COUNCIL Employer	Employee	SICK PAY FUND Employer	Employee	Pens. Fund (equal contributions by employer and employee)		
	EOHC Subscriptions	R300.00 EOHC / Agency Fee							
	Basic establishment charge		R 88,48						
	Total minimum charge		R 160,66						
	One Man Band / Rent A Chairs		R 186,18						
102	Working Employer (Provident Fund is optional)	N/A	Nil	Nil	R 73,29	N/A	R 586,32	Optional	
	MANAGER								
102	Manager - only (Hairdressing)	R 85,00	R 23,59	R 67,24	R 16,64	R 33,28	R 199,67	each	
102	Manager - only (Hairdressing) after 5 years	R 85,00	R 23,59	R 67,24	R 17,47	R 34,95	R 209,67	each	
102	Manager - only (Hairdressing) after 10 years	R 85,00	R 23,59	R 67,24	R 18,31	R 36,61	R 219,67	each	
102	Manager - Hairdresser	R 85,00	R 23,59	R 67,24	R 24,80	R 49,60	R 297,80	each	
102	Manager - Hairdresser after 5 years	R 85,00	R 23,59	R 67,24	R 26,04	R 52,08	R 312,46	each	
102	Manager - Hairdresser after 10 years	R 85,00	R 23,59	R 67,24	R 27,28	R 54,55	R 327,32	each	
	BARBERS								
102	Barber - Trainee	R 85,00	R 23,59	R 67,24	R 9,28	R 18,55	R 111,30	each	
102	Barber - Junior	R 85,00	R 23,59	R 67,24	R 11,93	R 23,85	R 143,10	each	
102	Barber - Senior	R 85,00	R 23,59	R 67,24	R 19,88	R 39,75	R 238,50	each	
	HAIRDRESSER - QUALIFIED								
102	Hairdresser - after 1st year qualified	R 85,00	R 23,59	R 67,24	R 20,34	R 40,68	R 244,05	each	
102	Hairdresser - Qualified	R 85,00	R 23,59	R 67,24	R 24,43	R 48,86	R 293,15	each	
102	Hairdresser - Qualified - after 5 years	R 85,00	R 23,59	R 67,24	R 25,65	R 51,30	R 307,81	each	
102	Hairdresser - Qualified - after 10 years	R 85,00	R 23,59	R 67,24	R 26,87	R 53,74	R 322,46	each	
	AFRO HAIRDRESSER / STYLIST								
102	Afro Hairdresser - formal training	R 85,00	R 23,59	R 67,24	R 15,29	R 30,58	R 183,49	each	
102	Afro Hairdresser - formal training - after 5 Years	R 85,00	R 23,59	R 67,24	R 16,05	R 32,11	R 192,66	each	
102	Afro Hairdresser - formal training - after 10 Years	R 85,00	R 23,59	R 67,24	R 16,82	R 33,64	R 201,83	each	
102	Afro Hairdresser - informal qualification	R 85,00	R 23,59	R 67,24	R 9,56	R 19,12	R 114,73	each	
102	Afro Hairdresser - informal qualification - after 5 years	R 85,00	R 23,59	R 67,24	R 10,04	R 20,08	R 120,50	each	
102	Afro Hairdresser - informal qualification - after 10 years	R 85,00	R 23,59	R 67,24	R 10,52	R 21,03	R 126,19	each	
102	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting	R 85,00	R 23,59	R 67,24	R 6,23	R 12,47	R 74,80	each	
102	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting after 5 years	R 85,00	R 23,59	R 67,24	R 6,55	R 13,09	R 78,55	each	
102	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting after 10 years	R 85,00	R 23,59	R 67,24	R 6,86	R 13,72	R 82,30	each	

LEARNER – MODULES									
102	2032	LEARNER – MODULES - Before completing module 1	R 85,00	R 14,16	R 28,31	R 10,15	R 20,30	R 121,82	each
102	2034	LEARNER – MODULES - Module 1	R 85,00	R 14,16	R 28,31	R 10,60	R 21,21	R 127,23	each
102	2036	LEARNER – MODULES - Module 2	R 85,00	R 14,16	R 28,31	R 11,30	R 22,61	R 135,64	each
102	2038	LEARNER – MODULES - Module 3	R 85,00	R 14,16	R 28,31	R 12,01	R 24,02	R 144,11	each
102	2040	LEARNER – MODULES - Module 4	R 85,00	R 17,70	R 38,93	R 12,64	R 25,28	R 151,68	each
102	2042	LEARNER – MODULES - Module 5	R 85,00	R 17,70	R 38,93	R 13,44	R 26,88	R 161,27	each
102	2044	LEARNER – MODULES - Module 6	R 85,00	R 17,70	R 38,93	R 14,15	R 28,30	R 169,81	each
LEARNER – UNIT STANDARDS									
102	2046	LEARNER – UNIT STANDARDS - Entry Level	R 85,00	R 14,16	R 28,31	R 9,35	R 18,71	R 112,23	each
102	2048	LEARNER – UNIT STANDARDS - Core Unit Standard Level 2	R 85,00	R 14,16	R 28,31	R 10,69	R 21,38	R 128,28	each
102	2050	LEARNER – UNIT STANDARDS - Core Unit Standard Level 3	R 85,00	R 17,70	R 38,93	R 12,00	R 24,01	R 144,04	each
102	2052	LEARNER – UNIT STANDARDS - Core Unit Standard Level 4	R 85,00	R 17,70	R 38,93	R 10,30	R 20,61	R 123,64	each
STUDENTS									
102	4000	STUDENT – UNIT STANDARDS - Entry Level	R 85,00	R 14,16	R 28,31	R 9,35	R 18,71	R 112,23	each
102	4001	STUDENT – UNIT STANDARDS - Core Unit Standard Level 2	R 85,00	R 14,16	R 28,31	R 10,69	R 21,38	R 128,28	each
102	4002	STUDENT – UNIT STANDARDS - Core Unit Standard Level 3	R 85,00	R 17,70	R 38,93	R 12,00	R 24,01	R 144,04	each
102	4003	STUDENT – UNIT STANDARDS - Core Unit Standard Level 4	R 85,00	R 17,70	R 38,93	R 10,30	R 20,61	R 123,64	each
102	2080	Receptionist- First year of experience	R 85,00	R 23,59	R 56,62	R 18,38	R 36,76	R 220,58	each
102	2082	Receptionist - Hairdressing salon	R 85,00	R 23,59	R 56,62	R 21,93	R 43,86	R 263,15	each
102	2084	Receptionist - Hairdressing salon - after 5 years	R 85,00	R 23,59	R 56,62	R 23,02	R 46,05	R 276,28	each
102	2086	Receptionist - Hairdressing salon - after 10 years	R 85,00	R 23,59	R 56,62	R 24,13	R 48,26	R 289,54	each
OPERATOR									
102	2067	Operator - Trainee	R 85,00	R 14,16	R 28,31	R 9,83	R 19,67	R 118,00	each
102	2068	Operator - after 1 year training	R 85,00	R 14,16	R 28,31	R 12,06	R 24,12	R 144,74	each
102	2070	Operator - after 5 years	R 85,00	R 14,16	R 28,31	R 12,66	R 25,33	R 151,96	each
102	2072	Operator - after 10 years	R 85,00	R 14,16	R 28,31	R 13,27	R 26,54	R 159,25	each
102	2074	Operator - Multi skilled	R 85,00	R 14,16	R 28,31	R 14,74	R 29,48	R 176,89	each
102	2076	Operator - Multi skilled - after 5 years	R 85,00	R 14,16	R 28,31	R 15,48	R 30,95	R 185,71	each
102	2078	Operator - Multi skilled - after 10 years	R 85,00	R 14,16	R 28,31	R 16,22	R 32,43	R 194,60	each
102	2010	General Assistant	R 85,00	R 14,16	R 28,31	R 10,80	R 21,60	R 129,60	each
102	2012	General Assistant after 5 years	R 85,00	R 14,16	R 28,31	R 11,34	R 22,68	R 136,05	each
102	2014	General Assistant after 10 years	R 85,00	R 14,16	R 28,31	R 11,88	R 23,76	R 142,58	each
MANICURIST & BEAUTY CULTURIST APPOINTED BEFORE 2013									
102	3006	Manicurist/Beauty culturist after 1 year experience	R 85,00	R 17,70	R 38,93	R 14,46	R 28,93	R 173,56	each
102	3008	Manicurist/Beauty culturist - Thereafter	R 85,00	R 23,59	R 56,62	R 17,85	R 35,71	R 214,26	each
102	3010	Manicurist/Beauty culturist after 5 years	R 85,00	R 23,59	R 56,62	R 18,75	R 37,49	R 224,95	each
102	3012	Manicurist/Beauty culturist after 10 years	R 85,00	R 23,59	R 56,62	R 19,64	R 39,29	R 235,72	each
BEAUTY SECTOR APPOINTED FROM 2013									
102	3034	Manicurist / Pedicurist / Wax Technician (NQF3)	R 85,00	R 23,59	R 56,62	R 8,83	R 17,66	R 105,99	each
102	3036	Manicurist / Pedicurist / Wax Technician -Unqualified	R 85,00	R 23,59	R 56,62	R 5,74	R 11,48	R 68,89	each
102	3038	Nail technician (NQF4)	R 85,00	R 23,59	R 56,62	R 10,71	R 21,43	R 128,55	each
102	3040	Nail technician - Unqualified	R 85,00	R 23,59	R 56,62	R 9,18	R 18,36	R 110,19	each
102	3014	Beauty Therapist / Health & Skincare Therapist (NQF5)	R 85,00	R 23,59	R 56,62	R 31,24	R 62,48	R 317,42	each
102	3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 85,00	R 23,59	R 56,62	R 13,99	R 27,98	R 167,90	each
102	3048	Somatologist 3 Years (NQF6)	R 85,00	R 23,59	R 56,62	R 16,40	R 32,79	R 196,76	each

102	3050	Somatologist 3 Years - Unqualified	R 85,00	R 23,59	R 56,62	R 11,25	R 22,49	R 134,95	each
102	3052	Somatologist B Tech - 4 years (NQF7)	R 85,00	R 23,59	R 56,62	R 17,93	R 35,85	R 215,13	each
102	3054	B Tech Laser Somatologist	R 85,00	R 23,59	R 56,62	R 19,24	R 38,48	R 230,87	each
102	3030	Manager - only (Beauty salon)	R 85,00	R 23,59	R 56,62	R 19,94	R 39,88	R 239,26	each
102	3032	Manager - Beautician	R 85,00	R 23,59	R 56,62	R 26,42	R 52,84	R 317,02	each
102	3022	Cleaner - Beauty	R 85,00	R 23,59	R 56,62	R 10,48	R 20,95	R 125,73	each
102	3042	Receptionist - Beauty salon	R 85,00	R 23,59	R 56,62	R 18,52	R 37,04	R 222,26	each
		CASUAL EMPLOYEE	Contributions for casual / part time employees shall be as specified for that category of employee above.						
		PART TIME EMPLOYEE							

ANNEXURE LL

HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER A)											
CONTRIBUTION SCHEDULE											
(Clause 22)											
SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND hbsi PENSION 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		Pens. Fund			
				Employer	Employee	Employer	Employee	(equal by employer and employee)			
		ESTABLISHMENT									
		EOHCB Subscriptions									
		Basic establishment charge									
		Total minimum charge									
		One Man Band / Rent A Chairs									
104	2089	Working Employer									
		(Provident Fund is optional)									
		MANAGER									
104	2054	Manager - only (Hairdressing)	R 85,00	R 23,59	R 67,24	R 20,94	R 41,88	R 251,27	each		
104	2056	Manager - only (Hairdressing) after 5 years	R 85,00	R 23,59	R 67,24	R 21,99	R 43,97	R 263,85	each		
104	2058	Manager - only (Hairdressing) after 10 years	R 85,00	R 23,59	R 67,24	R 23,03	R 46,07	R 276,42	each		
104	2060	Manager - Hairdresser	R 85,00	R 23,59	R 67,24	R 25,42	R 50,84	R 305,03	each		
104	2062	Manager - Hairdresser after 5 years	R 85,00	R 23,59	R 67,24	R 26,69	R 53,38	R 320,31	each		
104	2064	Manager - Hairdresser after 10 years	R 85,00	R 23,59	R 67,24	R 27,96	R 55,92	R 335,52	each		
		BARBERS									
104	2002	Barber - Trainee	R 85,00	R 23,59	R 67,24	R 9,28	R 18,55	R 111,30	each		
104	2004	Barber - Junior	R 85,00	R 23,59	R 67,24	R 11,93	R 23,85	R 143,10	each		
104	2006	Barber - Senior	R 85,00	R 23,59	R 67,24	R 19,88	R 39,75	R 238,50	each		
		HAIRDRESSER - QUALIFIED									
104	2020	Hairdresser - after 1st year qualified	R 85,00	R 23,59	R 67,24	R 19,74	R 39,48	R 236,90	each		
104	2022	Hairdresser - Qualified	R 85,00	R 23,59	R 67,24	R 22,42	R 44,83	R 268,98	each		
104	2024	Hairdresser - Qualified - after 5 years	R 85,00	R 23,59	R 67,24	R 23,54	R 47,08	R 282,46	each		
104	2026	Hairdresser - Qualified - after 10 years	R 85,00	R 23,59	R 67,24	R 24,66	R 49,32	R 295,91	each		
		AFRO HAIRDRESSER / STYLIST									
104	1006	Afro Hairdresser - formal training	R 85,00	R 23,59	R 67,24	R 15,59	R 31,18	R 187,10	each		
104	1008	Afro Hairdresser - formal training - after 5 Years	R 85,00	R 23,59	R 67,24	R 16,37	R 32,75	R 196,48	each		
104	1010	Afro Hairdresser - formal training - after 10 Years	R 85,00	R 23,59	R 67,24	R 17,15	R 34,30	R 205,78	each		
104	1012	Afro Hairdresser - informal qualification	R 85,00	R 23,59	R 67,24	R 9,75	R 19,50	R 117,03	each		
104	1014	Afro Hairdresser - informal qualification - after 5 years	R 85,00	R 23,59	R 67,24	R 10,24	R 20,48	R 122,86	each		
104	1016	Afro Hairdresser - informal qualification - after 10 years	R 85,00	R 23,59	R 67,24	R 10,73	R 21,46	R 128,76	each		
104	1000	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting	R 85,00	R 23,59	R 67,24	R 6,35	R 12,71	R 76,26	each		
104	1002	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting after 5 years	R 85,00	R 23,59	R 67,24	R 6,67	R 13,35	R 80,08	each		
104	1004	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting	R 85,00	R 23,59	R 67,24	R 6,99	R 13,98	R 83,90	each		

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104	3052	Somatologist B Tech - 4 years (NQF7)	R 85,00	R 23,59	R 56,62	R 18,49	R 36,98	R221,91	each
104	3054	B Tech Laser Somatologist	R 85,00	R 23,59	R 56,62	R 19,85	R 39,69	R238,14	each
104	3030	Manager - only (Beauty salon)	R 85,00	R 23,59	R 56,62	R 20,57	R 41,13	R246,80	each
104	3032	Manager - Beautician	R 85,00	R 23,59	R 56,62	R 27,25	R 54,50	R327,01	each
104	3022	Cleaner - Beauty	R 85,00	R 23,59	R 56,62	R 10,81	R 21,61	R129,69	each
104	3042	Receptionist - Beauty salon	R 85,00	R 23,59	R 56,62	R 19,11	R 38,21	R229,26	each
CASUAL EMPLOYEE			Contributions for casual / part time employees shall be as specified for that category of employee above.						
PART TIME EMPLOYEE									

ANNEXURE MM

HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER A)											
CONTRIBUTION SCHEDULE (CLAUSE 22)											
SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND hbsi PENSION FUND CONTRIBUTIONS FOR AREA 5, WHICH MEANS THE PROVINCE OF THE FREE STATE											
(Effective from the date of coming into operation of the agreement)											
Working Code	CATEGORY	UNION / AGENCY FEE	BARGAINING COUNCIL			SICK PAY FUND			Pens. Fund		
			Employer	Employee		Employer	Employee			Employee	(equal contributions by employer and employee)
	EOHCB Subscriptions - S. GAUTENG	R321.00 EOHCB / Agency Fee									
	Basic establishment charge		R 88,48								
	Total minimum charge		R 160,66								
	One Man Band / Rent A Chairs		R 186,18								
107	Working Employer (Provident Fund is optional)	N/A	Nil	Nil		R 41,45	N/A		R 332,26		(Optional)
	MANAGER										
107	Manager - only (Hairdressing)	R 85,00	R 23,59	R 67,24		R 17,08	R 34,17		R 205,02		each
107	Manager - only (Hairdressing) after 5 years	R 85,00	R 23,59	R 67,24		R 17,94	R 35,87		R 215,23		each
107	Manager - only (Hairdressing) after 10 years	R 85,00	R 23,59	R 67,24		R 18,80	R 37,60		R 225,58		each
107	Manager - Hairdresser	R 85,00	R 23,59	R 67,24		R 22,08	R 44,16		R 264,96		each
107	Manager - Hairdresser after 5 years	R 85,00	R 23,59	R 67,24		R 23,18	R 46,36		R 278,15		each
107	Manager - Hairdresser after 10 years	R 85,00	R 23,59	R 67,24		R 24,29	R 48,58		R 291,49		each
	BARBERS										
107	Barber - Trainee	R 85,00	R 23,59	R 67,24		R 9,28	R 18,55		R 111,30		each
107	Barber - Junior	R 85,00	R 23,59	R 67,24		R 11,93	R 23,85		R 143,10		each
107	Barber - Senior	R 85,00	R 23,59	R 67,24		R 19,88	R 39,75		R 238,50		each
	HAIRDRESSER - QUALIFIED										
107	Hairdresser - after 1st year qualified	R 85,00	R 23,59	R 67,24		R 11,71	R 23,43		R 140,57		each
107	Hairdresser - Qualified	R 85,00	R 23,59	R 67,24		R 13,84	R 27,69		R 166,13		each
107	Hairdresser - Qualified - after 5 years	R 85,00	R 23,59	R 67,24		R 14,54	R 29,08		R 174,46		each
107	Hairdresser - Qualified - after 10 years	R 85,00	R 23,59	R 67,24		R 15,23	R 30,47		R 182,80		each
	AFRO HAIRDRESSER / STYLIST										
107	Afro Hairdresser - formal training	R 85,00	R 23,59	R 67,24		R 12,18	R 24,37		R 146,19		each
107	Afro Hairdresser - formal training - after 5 Years	R 85,00	R 23,59	R 67,24		R 12,79	R 25,58		R 153,49		each
107	Afro Hairdresser - formal training - after 10 Years	R 85,00	R 23,59	R 67,24		R 13,40	R 26,81		R 160,85		each
107	Afro Hairdresser - informal qualification	R 85,00	R 23,59	R 67,24		R 6,63	R 13,26		R 79,58		each
107	Afro Hairdresser - informal qualification - after 5 years	R 85,00	R 23,59	R 67,24		R 8,53	R 17,06		R 102,37		each
107	Afro Hairdresser - informal qualification - after 10 years	R 85,00	R 23,59	R 67,24		R 8,94	R 17,88		R 107,30		each
107	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting	R 85,00	R 23,59	R 67,24		R 4,97	R 9,94		R 59,66		each

107	1002	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting after 5 years	R 85,00	R 23,59	R 67,24	R 5,22	R 10,44	R 82,64	each
107	1004	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting after 10 years	R 85,00	R 23,59	R 67,24	R 5,46	R 10,93	R 85,56	each
		LEARNER – MODULES							
107	2032	LEARNER – MODULES - Before completing module 1	R 85,00	R 13,48	R 26,96	R 7,05	R 14,10	R 84,59	each
107	2034	LEARNER – MODULES - Module 1	R 85,00	R 13,48	R 26,96	R 7,33	R 14,67	R 87,99	each
107	2036	LEARNER – MODULES - Module 2	R 85,00	R 13,48	R 26,96	R 7,84	R 15,67	R 94,04	each
107	2038	LEARNER – MODULES - Module 3	R 85,00	R 13,48	R 26,96	R 8,32	R 16,63	R 99,80	each
107	2040	LEARNER – MODULES - Module 4	R 85,00	R 16,85	R 37,08	R 8,81	R 17,63	R 105,77	each
107	2042	LEARNER – MODULES - Module 5	R 85,00	R 16,85	R 37,08	R 9,29	R 18,58	R 111,47	each
107	2044	LEARNER – MODULES - Module 6	R 85,00	R 16,85	R 37,08	R 9,80	R 19,61	R 117,65	each
		LEARNER – UNIT STANDARDS							
107	2046	LEARNER – UNIT STANDARDS - Entry Level	R 85,00	R 14,16	R 28,31	R 6,40	R 12,80	R 76,78	each
107	2048	LEARNER – UNIT STANDARDS - Core Unit Standard Level 2	R 85,00	R 14,16	R 28,31	R 7,40	R 14,79	R 88,76	each
107	2050	LEARNER – UNIT STANDARDS - Core Unit Standard Level 3	R 85,00	R 17,70	R 38,93	R 8,68	R 17,36	R 104,18	each
107	2052	LEARNER – UNIT STANDARDS - Core Unit Standard Level 4	R 85,00	R 17,70	R 38,93	R 9,62	R 19,24	R 115,43	each
		STUDENTS							
107	4000	STUDENT – UNIT STANDARDS - Entry Level	R 85,00	R 14,16	R 28,31	R 6,40	R 12,80	R 76,78	each
107	4001	STUDENT – UNIT STANDARDS - Core Unit Standard Level 2	R 85,00	R 14,16	R 28,31	R 7,40	R 14,79	R 88,76	each
107	4002	STUDENT – UNIT STANDARDS - Core Unit Standard Level 3	R 85,00	R 17,70	R 38,93	R 8,68	R 17,36	R 104,18	each
107	4003	STUDENT – UNIT STANDARDS - Core Unit Standard Level 4	R 85,00	R 17,70	R 38,93	R 9,62	R 19,24	R 115,43	each
107	2082	Receptionist - Hairdressing salon	R 85,00	R 23,59	R 56,62	R 12,26	R 24,52	R 147,10	each
107	2084	Receptionist - Hairdressing salon - after 5 years	R 85,00	R 23,59	R 56,62	R 12,87	R 25,74	R 154,46	each
107	2086	Receptionist - Hairdressing salon - after 10 years	R 85,00	R 23,59	R 56,62	R 13,49	R 26,97	R 161,82	each
		OPERATOR							
107	2067	Operator - Trainee	R 85,00	R 14,16	R 28,31	R 7,15	R 14,31	R 85,84	each
107	2068	Operator - after 1 year training	R 85,00	R 14,16	R 28,31	R 9,88	R 19,76	R 118,55	each
107	2070	Operator - after 5 years	R 85,00	R 14,16	R 28,31	R 10,37	R 20,74	R 124,46	each
107	2072	Operator - after 10 years	R 85,00	R 14,16	R 28,31	R 10,86	R 21,73	R 130,36	each
107	2074	Operator - Multi skilled	R 85,00	R 14,16	R 28,31	R 12,21	R 24,42	R 146,54	each
107	2076	Operator - Multi skilled - after 5 years	R 85,00	R 14,16	R 28,31	R 12,83	R 25,65	R 153,90	each
107	2078	Operator - Multi skilled - after 10 years	R 85,00	R 14,16	R 28,31	R 13,43	R 26,87	R 161,20	each
107	2010	General Assistant	R 85,00	R 14,16	R 28,31	R 5,96	R 11,92	R 71,54	each
107	2012	General Assistant after 5 years	R 85,00	R 14,16	R 28,31	R 6,26	R 12,52	R 75,15	each
107	2014	General Assistant after 10 years	R 85,00	R 14,16	R 28,31	R 6,44	R 12,87	R 77,23	each
		MANICURIST & BEAUTY CULTURIST APPOINTED BEFORE 2013							
107	3000	Manicurist/Beauty Culturist- First three months of experience	R 85,00	R 14,16	R 28,31	R 5,63	R 11,25	R 67,51	each
107	3002	Manicurist/Beauty Culturist- Second three months of experience	R 85,00	R 14,16	R 28,31	R 6,55	R 13,09	R 78,55	each
107	3004	Manicurist/Beauty culturist - Third three months of experience	R 85,00	R 17,70	R 38,93	R 8,17	R 16,34	R 98,07	each
107	3008	Manicurist/Beauty culturist - Thereafter	R 85,00	R 23,59	R 56,62	R 12,17	R 24,33	R 145,99	each
107	3010	Manicurist/Beauty culturist after 5 years	R 85,00	R 23,59	R 56,62	R 12,77	R 25,55	R 153,28	each
107	3012	Manicurist/Beauty culturist after 10 years	R 85,00	R 23,59	R 56,62	R 13,38	R 26,76	R 160,57	each
		BEAUTY SECTOR APPOINTED FROM 2013							
107	3034	Manicurist / Pedicurist / Wax Technician (NQF3)	R 85,00	R 23,59	R 56,62	R 6,96	R 13,92	R 83,51	each
107	3036	Manicurist / Pedicurist / Wax Technician -Unqualified	R 85,00	R 23,59	R 56,62	R 4,52	R 9,05	R 54,28	each
107	3038	Nail technician (NQF4)	R 85,00	R 23,59	R 56,62	R 8,29	R 16,58	R 99,48	each
107	3040	Nail technician - Unqualified	R 85,00	R 23,59	R 56,62	R 7,23	R 14,47	R 86,81	each
107	3014	Beauty Therapist / Health & Skincare Therapist (NQF5)	R 85,00	R 23,59	R 56,62	R 12,31	R 24,61	R 147,67	each
107	3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 85,00	R 23,59	R 56,62	R 11,02	R 22,05	R 132,29	each

107	3048	Somatologist 3 Years (NQF6)	R 85,00	R 23,59	R 56,62	R 12,92	R 25,84	R 155,03	each
107	3050	Somatologist 3 Years - Unqualified	R 85,00	R 23,59	R 56,62	R 8,86	R 17,72	R 106,33	each
107	3052	Somatologist B Tech - 4 years (NQF7)	R 85,00	R 23,59	R 56,62	R 14,12	R 28,25	R 169,49	each
107	3054	B Tech Laser Somatologist	R 85,00	R 23,59	R 56,62	R 15,16	R 30,32	R 181,90	each
107	3030	Manager - only (Beauty salon)	R 85,00	R 23,59	R 56,62	R 15,71	R 31,42	R 188,51	each
107	3032	Manager - Beautician	R 85,00	R 23,59	R 56,62	R 20,81	R 41,63	R 249,78	each
107	3022	Cleaner - Beauty	R 85,00	R 23,59	R 56,62	R 8,25	R 16,51	R 99,06	each
107	3042	Receptionist - Beauty salon	R 85,00	R 23,59	R 56,62	R 14,59	R 29,19	R 175,11	each
		CASUAL EMPLOYEE	Contributions for casual / part time employees shall be as specified for that category of employee above.						
		PART TIME EMPLOYEE							

ANNEXURE NN

HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER A)											
CONTRIBUTION SCHEDULE (Clause 22)											
SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND hbsi PENSION FUND CONTRIBUTIONS FOR THE MAGISTERIAL DISTRICT OF KIMBERLEY which falls within Area 5											
(Effective from the date of coming into operation of the agreement)											
Work Code	CATEGORY	UNION / AGENCY	BARGAINING COUNCIL			SICK PAY FUND			Pens. Fund		
			Employer	Employee		Employer	Employee		(equal contributions by employer and employee)		
EOHCB Subscriptions - S. GAUTENG											
Basic establishment charge											
			R 88,48								
			R 160,66								
			R 186,18								
	</										

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103	3054	B Tech Laser Somatologist	R 85,00	R 23,59	R 56,62	R 15,62	R 31,25	R 187,49	each
103	3030	Manager - only (Beauty salon)	R 85,00	R 23,59	R 56,62	R 16,19	R 32,39	R 194,31	each
103	3032	Manager - Beautician	R 85,00	R 23,59	R 56,62	R 21,46	R 42,91	R 257,46	each
103	3022	Cleaner - Beauty	R 85,00	R 23,59	R 56,62	R 8,51	R 17,02	R 102,11	each
103	3042	Receptionist - Beauty salon	R 85,00	R 23,59	R 56,62	R 15,04	R 30,08	R 180,50	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 TRADE (CHAPTER C)

ANNEXURE A

SALARY SCALES FOR HAIRDRESSING 2014: FROM THE DATE OF COMING INTO OPERATION OF THE AGREEMENT TO DECEMBER 2014

SALARY SCALES FOR HAIRDRESSING 2014: HAIRDRESSING TRADE KWAZULU NATAL DURBAN, INANDA AND PINETOWN

Codes	CATEGORY	SALARY 2014	WEEKLY	DAILY	HOURLY	Increased Levies - ER(2014) 7%	Increased Levies - EE(2014) 7%	TOTAL PENSION 13%	PENSION EMPLOYER 6.5%	PENSION EMPLOYEE 6.5%
2016	Hairdresser - Master Certificate	R 4 497,58	R 1 037,91	R 207,58	R 25,95	R 58,85	R 58,85 R 4 497,58	R 584,69	R 292,34	R 292,34
2022	Hairdresser - Qualified	R 3 127,00	R 721,62	R 144,32	R 18,04	R 58,85	R 58,85 R 3 127,00	R 406,51	R 203,26	R 203,26
2020	Hairdresser - after 1st year qualified	R 3 143,96	R 725,53	R 145,11	R 18,14	R 58,85	R 58,85 R 3 143,96	R 408,71	R 204,36	R 204,36
3008	Manicurist/Beauty culturist - Thereafter (Pre 2013)	R 2 542,94	R 586,84	R 117,37	R 14,67	R 58,85	R 58,85 R 2 542,94	R 330,58	R 165,29	R 165,29
2067	Operator - Trainee	R 2 325,64	R 536,69	R 107,34	R 13,42	R 58,85	R 58,85 R 2 325,64	R 302,33	R 151,17	R 151,17
2068	Operator - after 1 year training	R 2 747,52	R 634,05	R 126,81	R 15,85	R 58,85	R 58,85 R 2 747,52	R 357,18	R 178,59	R 178,59
2074	Operator - Multi skilled	R 2 746,46	R 633,80	R 126,76	R 15,85	R 58,85	R 58,85 R 2 746,46	R 357,04	R 178,52	R 178,52
2010	General Assistant	R 1 884,68	R 434,93	R 86,99	R 10,87	R 48,15	R 48,15 R 1 884,68	R 245,01	R 122,50	R 122,50
2082	Receptionist - Hairdressing salon	R 3 648,52	R 841,97	R 168,39	R 21,05	R 58,85	R 58,85 R 3 648,52	R 474,31	R 237,15	R 237,15
	Part Time									
2049	LEARNER – UNIT STANDARDS - Core Unit Standard Level 2 - Part Time	R 2 199,50	R 507,58	R 101,52	R 12,69	R 48,15	R 48,15 R 2 199,50	R 285,94	R 142,97	R 142,97
2051	LEARNER – UNIT STANDARDS - Core Unit Standard Level 3 - Part Time	R 2 415,74	R 557,48	R 111,50	R 13,94	R 58,85	R 58,85 R 2 415,74	R 314,05	R 157,02	R 157,02
2053	Core Unit Standard Level 4 - Part Time	R 2 675,44	R 617,41	R 123,48	R 15,44	R 58,85	R 58,85 R 2 675,44	R 347,81	R 173,90	R 173,90
	Full Time									
2048	LEARNER – UNIT STANDARDS - Core Unit	R 2 199,50	R 507,58	R 101,52	R 12,69	R 48,15	R 48,15 R 2 199,50	R 285,94	R 142,97	R 142,97

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SALARY SCALES FOR HAIRDRESSING 2014: HAIRDRESSING TRADE KWAZULU NATAL DURBAN, INANDA AND PINETOWN

	CATEGORY	SALARY 2014	WEEKLY	DAILY	HOURLY	Increased Levies - ER(2014) 7%	Increased Levies - EE(2014) 7%	TOTAL PENSION 12%	PENSION EMPLOYER 6,5%	PENSION EMPLOYEE 6,5%
3034	Manicurist / Pedicurist / Wax Technician (NQF3)	R 2 544,00	R 587,08	R 117,42	R 14,68	R 58,85	R 58,85 R 544,00	R 305,28	R 152,64	R 152,64
3036	Manicurist / Pedicurist / Wax Technician - Unqualified	R 1 696,00	R 391,39	R 78,28	R 9,78	R 48,15	R 48,15 R 696,00	R 203,52	R 101,76	R 101,76
3038	Nail technician (NQF4)	R 3 604,00	R 831,70	R 166,34	R 20,79	R 58,85	R 58,85 R 604,00	R 432,48	R 216,24	R 216,24
3040	Nail technician - Unqualified	R 2 756,00	R 636,00	R 127,20	R 15,90	R 58,85	R 58,85 R 756,00	R 330,72	R 165,36	R 165,36
3026	Make-up Artist	R 3 710,00	R 856,16	R 171,23	R 21,40	R 58,85	R 58,85 R 710,00	R 445,20	R 222,60	R 222,60
3028	Make-up Artist Trainee	R 2 650,00	R 611,54	R 122,31	R 15,29	R 58,85	R 58,85 R 650,00	R 318,00	R 159,00	R 159,00
3014	Beauty Therapist / Health & Skincare Therapist (NQF5)	R 3 710,00	R 856,16	R 171,23	R 21,40	R 58,85	R 58,85 R 710,00	R 445,20	R 222,60	R 222,60
3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 2 650,00	R 611,54	R 122,31	R 15,29	R 58,85	R 58,85 R 650,00	R 318,00	R 159,00	R 159,00
3048	Somatologist 3 Years (NQF6)	R 4 558,00	R 1 051,85	R 210,37	R 26,30	R 58,85	R 58,85 R 558,00	R 546,96	R 273,48	R 273,48
3050	Somatologist 3 Years - Unqualified	R 3 286,00	R 758,31	R 151,66	R 18,96	R 58,85	R 58,85 R 286,00	R 394,32	R 197,16	R 197,16
3052	Somatologist B Tech - 4 years (NQF7)	R 5 141,00	R 1 186,39	R 237,28	R 29,66	R 58,85	R 58,85 R 141,00	R 616,92	R 308,46	R 308,46
3022	Cleaner - Beauty	R 2 747,52	R 634,05	R 126,81	R 15,85	R 58,85	R 58,85 R 747,52	R 329,70	R 164,85	R 164,85
3024	Cleaner - Beauty - Trainee	R 1 786,10	R 412,18	R 82,44	R 10,30	R 48,15	R 48,15 R 786,10	R 214,33	R 107,17	R 107,17
3042	Receptionist - Beauty salon	R 3 649,58	R 842,22	R 168,44	R 21,06	R 58,85	R 58,85 R 649,58	R 437,95	R 218,97	R 218,97

EOHCB Membership Contribution for 2014: R300-00
 UASA Membership Contribution for 2014: R85-00
 Council Basic Establishment Charge for 2014: R186,18

HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER B)

ANNEXURE H

SALARY SCALES FOR HAIRDRESSING 2014: FROM THE DATE OF COMING INTO OPERATION OF THE AGREEMENT TO DECEMBER 2014

PENSION CONTRIBUTIONS FROM THE DATE OF COMING INTO OPERATION OF THE AGREEMENT TO- DEC 2014

ANNEXURE "H"

SALARY SCALES FOR HAIRDRESSING 2014: PRETORIA, WONDERBOOM (40 HOURS).

CATEGORY	SALARY 2014	SALARY 2012	WEEKLY	DAILY	HOURLY	Increased Levies - EE(2014) 7%	SALARY 2014	TOTAL PENSION 12%	PENSION EMPLOYER 6%	PENSION EMPLOYEE 6%
Hairdresser - after 1st year qualified	R 3 735,01	R 3 332,00	R 861,93	R 172,39	R 21,55	R 73,83	R 3 735,01	R 448,20	R 224,10	R 224,10
Hairdresser - after 1st year qualified - Part Time	R 2 491,87	R 2 223,00	R 575,05	R 115,01	R 14,38	R 73,83	R 2 491,87	R 299,02	R 149,51	R 149,51
Hairdresser - Qualified	R 5 307,70	R 4 735,00	R 1 224,86	R 244,97	R 30,62	R 73,83	R 5 307,70	R 636,92	R 318,46	R 318,46
Hairdresser - Qualified - Part Time	R 3 527,63	R 3 147,00	R 814,07	R 162,81	R 20,35	R 73,83	R 3 527,63	R 423,32	R 211,66	R 211,66
Operator - after 1 year training	R 3 729,40	R 3 327,00	R 860,64	R 172,13	R 21,52	R 56,71	R 3 729,40	R 447,53	R 223,76	R 223,76
Operator - Trainee	R 2 466,09	R 2 200,00	R 569,10	R 113,82	R 14,23	R 56,71	R 2 466,09	R 295,93	R 147,97	R 147,97
Operator - after 1 year training - Part Time	R 2 485,15	R 2 217,00	R 573,50	R 114,70	R 14,34	R 56,71	R 2 485,15	R 298,22	R 149,11	R 149,11
Operator - Trainee - Part Time	R 1 643,32	R 1 466,00	R 379,23	R 75,85	R 9,48	R 56,71	R 1 643,32	R 197,20	R 98,60	R 98,60
Receptionist - Hairdressing salon	R 4 366,10	R 3 895,00	R 1 007,57	R 201,51	R 25,19	R 73,83	R 4 366,10	R 523,93	R 261,97	R 261,97
Receptionist - Hairdressing salon - Part Time	R 2 908,86	R 2 595,00	R 671,28	R 134,26	R 16,78	R 73,83	R 2 908,86	R 349,06	R 174,53	R 174,53
General Assistant	R 2 346,15	R 2 093,00	R 541,42	R 108,28	R 13,54	R 40,66	R 2 346,15	R 281,54	R 140,77	R 140,77
General Assistant - Part Time	R 1 808,10	R 1 613,00	R 417,26	R 83,45	R 10,43	R 40,66	R 1 808,10	R 216,97	R 108,49	R 108,49
Manager - only (Hairdressing)	R 6 896,08	R 6 152,00	R 1 591,42	R 318,28	R 39,79	R 77,04	R 6 896,08	R 827,53	R 413,77	R 413,77
Manager - Hairdresser	R 7 064,23	R 6 302,00	R 1 630,22	R 326,04	R 40,76	R 77,04	R 7 064,23	R 847,71	R 423,85	R 423,85
LEARNER – UNIT STANDARDS - Entry Level	R 2 262,08	R 2 018,00	R 522,02	R 104,40	R 13,05	R 40,66	R 2 262,08	R 271,45	R 135,72	R 135,72
LEARNER – UNIT STANDARDS - Core Unit	R 2 445,92	R 2 182,00	R 564,45	R 112,89	R 14,11	R 40,66	R 2 445,92	R 271,45	R 135,72	R 135,72

EOHCB Membership Contributions for 2014: R358-00
UASA Membership Contributions for 2014: R85-00
Council Basic Establishment Charge for 2014: R186,18

ANNEXURE I

ANNEXURE "I"

SALARY SCALES FOR HAIRDRESSING 2014: PRETORIA, WONDERBOOM (45 HOURS).

PENSION CONTRIBUTIONS FROM THE DATE OF COMING INTO OPERATION OF THE AGREEMENT TO-DEC 2014

CATEGORY	SALARY 2014	SALARY 2012	WEEKLY	DAILY	HOURLY	Increased Levies - EE(2014) 7%	SALARY 2014	TOTAL PENSION 12%	PENSION EMPLOYER 6%	PENSION EMPLOYEE 6%
Hairdresser - after 1st year qualified	R 3 805,48	R 3 332,00	R 878,19	R 175,64	R 21,95	R 73,83	R 3 805,48	R 456,66	R 228,33	R 228,33
Hairdresser - after 1st year qualified - Part Time	R 2 538,89	R 2 223,00	R 585,90	R 117,18	R 14,65	R 73,83	R 2 538,89	R 304,67	R 152,33	R 152,33
Hairdresser - Qualified	R 5 407,84	R 4 735,00	R 1 247,97	R 249,59	R 31,20	R 73,83	R 5 407,84	R 648,94	R 324,47	R 324,47
Hairdresser - Qualified - Part Time	R 3 594,19	R 3 147,00	R 829,43	R 165,89	R 20,74	R 73,83	R 3 594,19	R 431,30	R 215,65	R 215,65
Operator - after 1 year training	R 3 799,76	R 3 327,00	R 876,88	R 175,38	R 21,92	R 56,71	R 3 799,76	R 455,97	R 227,99	R 227,99
Operator - Trainee	R 2 512,62	R 2 200,00	R 579,84	R 115,97	R 14,50	R 56,71	R 2 512,62	R 301,51	R 150,76	R 150,76
Operator - after 1 year training - Part Time	R 2 532,04	R 2 217,00	R 584,32	R 116,86	R 14,61	R 56,71	R 2 532,04	R 303,84	R 151,92	R 151,92
Operator - Trainee - Part Time	R 1 674,32	R 1 466,00	R 386,39	R 77,28	R 9,66	R 56,71	R 1 674,32	R 200,92	R 100,46	R 100,46
Receptionist - Hairdressing salon	R 4 448,48	R 3 895,00	R 1 026,58	R 205,32	R 25,66	R 73,83	R 4 448,48	R 533,82	R 266,91	R 266,91
Receptionist - Hairdressing salon - Part Time	R 2 963,75	R 2 595,00	R 683,95	R 136,79	R 17,10	R 73,83	R 2 963,75	R 355,65	R 177,82	R 177,82
General Assistant	R 2 390,42	R 2 093,00	R 551,64	R 110,33	R 13,79	R 40,66	R 2 390,42	R 286,85	R 143,43	R 143,43
General Assistant - Part Time	R 1 842,21	R 1 613,00	R 425,13	R 85,03	R 10,63	R 40,66	R 1 842,21	R 221,07	R 110,53	R 110,53
Manager - only (Hairdressing)	R 7 026,20	R 6 152,00	R 1 621,44	R 324,29	R 40,54	R 77,04	R 7 026,20	R 843,14	R 421,57	R 421,57
Manager - Hairdresser	R 7 197,91	R 6 302,00	R 1 661,07	R 332,21	R 41,53	R 77,04	R 7 197,91	R 863,75	R 431,87	R 431,87
LEARNER - UNIT STANDARDS - Entry Level	R 2 304,76	R 2 018,00	R 531,87	R 106,37	R 13,30	R 40,66	R 2 304,76	R 276,57	R 138,29	R 138,29
LEARNER - UNIT STANDARDS - Core Unit Standard Level 2	R 2 492,07	R 2 182,00	R 575,10	R 115,02	R 14,38	R 40,66	R 2 492,07	R 299,05	R 149,52	R 149,52
LEARNER - UNIT STANDARDS - Core Unit Standard Level 3	R 2 751,32	R 2 409,00	R 634,93	R 126,99	R 15,87	R 40,66	R 2 751,32	R 330,16	R 165,08	R 165,08
LEARNER - UNIT STANDARDS - Core Unit Standard Level 4	R 3 034,56	R 2 657,00	R 700,29	R 140,06	R 17,51	R 40,66	R 3 034,56	R 364,15	R 182,07	R 182,07
Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting	R 2 319,25	R 2 069,00	R 535,22	R 107,04	R 13,38	R 73,83	R 2 319,25	R 278,31	R 139,15	R 139,15
Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting - Part Time	R 1 546,91	R 1 380,00	R 356,98	R 71,40	R 8,92	R 56,71	R 1 546,91	R 185,63	R 92,81	R 92,81
Barber - starting 1 month	R 2 376,00	new	R 548,31	R 109,66	R 13,71	R 40,66	R 2 376,00	R 285,12	R 142,56	R 142,56
Barber - Trainee	R 2 700,00	new	R 623,08	R 124,62	R 15,58	R 40,66	R 2 700,00	R 324,00	R 162,00	R 162,00
Barber - Junior	R 3 672,00	new	R 847,39	R 169,48	R 21,18	R 73,83	R 3 672,00	R 440,64	R 220,32	R 220,32

EOHCB Membership Contributions for 2014: R358-00
UASA Membership Contributions for 2014: R85-00
Council Basic Establishment Charge for 2014: 186,18

ANNEXURE J

ANNEXURE "J"

PENSION CONTRIBUTIONS FROM THE DATE OF COMING INTO
OPERATION OF THE AGREEMENT TO - DEC 2014

SALARY SCALES FOR HAIRDRESSING 2014: KUNGWINI, CULLINAN AND BRONKHORSTSPRUIT MAGISTERIAL DISTRICTS (45 HOURS).

CATEGORY	SALARY 2014	SALARY 2012	WEEKLY	DAILY	HOURLY	Increase d Levies EE(2014) 7%	SALARY 2014	TOTAL PENSIO N 12%	PENSION EMPLOYEE R 6%	PENSION EMPLOYEE E 6%
Hairdresser - after 1st year qualified	R 2 641,68	R 2 313,00	R 609,62	R 121,92	R 15,24	R 73,83	R 2 641,68	R 317,00	R 158,50	R 158,50
Hairdresser - after 1st year qualified - Part Time	R 1 762,26	R 1 543,00	R 406,68	R 81,34	R 10,17	R 73,83	R 1 762,26	R 211,47	R 105,74	R 105,74
Hairdresser - Qualified	R 3 754,08	R 3 287,00	R 866,33	R 173,27	R 21,66	R 73,83	R 3 754,08	R 450,49	R 225,24	R 225,24
Hairdresser - Qualified - Part Time	R 2 495,49	R 2 185,00	R 575,89	R 115,18	R 14,40	R 73,83	R 2 495,49	R 299,46	R 149,73	R 149,73
Operator - after 1 year training	R 2 637,11	R 2 309,00	R 608,57	R 121,71	R 15,21	R 56,71	R 2 637,11	R 316,45	R 158,23	R 158,23
Operator - Trainee	R 1 743,98	R 1 527,00	R 402,46	R 80,49	R 10,06	R 56,71	R 1 743,98	R 209,28	R 104,64	R 104,64
Operator - after 1 year training - Part Time	R 1 757,69	R 1 539,00	R 405,62	R 81,12	R 10,14	R 56,71	R 1 757,69	R 210,92	R 105,46	R 105,46
Operator - Trainee - Part Time	R 1 161,52	R 1 017,00	R 268,04	R 53,61	R 6,70	R 56,71	R 1 161,52	R 139,38	R 69,69	R 69,69
Receptionist - Hairdressing salon	R 3 116,79	R 2 729,00	R 719,27	R 143,85	R 17,98	R 73,83	R 3 116,79	R 374,02	R 187,01	R 187,01
Receptionist - Hairdressing salon - Part Time	R 2 076,34	R 1 818,00	R 479,16	R 95,83	R 11,98	R 73,83	R 2 076,34	R 249,16	R 124,58	R 124,58
General Assistant	R 1 659,47	R 1 453,00	R 382,96	R 76,59	R 9,57	R 40,66	R 1 659,47	R 199,14	R 99,57	R 99,57
General Assistant - Part Time	R 1 278,01	R 1 119,00	R 294,93	R 58,99	R 7,37	R 40,66	R 1 278,01	R 153,36	R 76,68	R 76,68
Manager - only (Hairdressing)	R 4 922,46	R 4 310,00	R 1 135,96	R 227,19	R 28,40	R 77,04	R 4 922,46	R 590,69	R 295,35	R 295,35
Manager - Hairdresser	R 4 996,68	R 4 375,00	R 1 153,09	R 230,62	R 28,83	R 77,04	R 4 996,68	R 599,60	R 299,80	R 299,80
LEARNER – UNIT STANDARDS - Entry Level	R 1 600,08	R 1 401,00	R 369,25	R 73,85	R 9,23	R 40,66	R 1 600,08	R 192,01	R 96,01	R 96,01
LEARNER – UNIT STANDARDS - Core Unit Standard Level 2	R 1 729,14	R 1 514,00	R 399,04	R 79,81	R 9,98	R 40,66	R 1 729,14	R 207,50	R 103,75	R 103,75
LEARNER – UNIT STANDARDS - Core Unit Standard Level 3	R 1 909,59	R 1 672,00	R 440,68	R 88,14	R 11,02	R 40,66	R 1 909,59	R 229,15	R 114,58	R 114,58

LEARNER – UNIT STANDARDS - Core Unit Standard Level 4	R 2 106,03	R 844,00	R 486,01	R 97,20	R 12,15	R 40,66	R 2 106,03	R 252,72	R 126,36	R 126,36
Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting	R 2 382,26	R 2 069,00	R 549,76	R 109,95	R 13,74	R 73,83	R 2 382,26	R 285,87	R 142,94	R 142,94
Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting - Part Time	R 1 576,10	R 1 380,00	R 363,72	R 72,74	R 9,09	R 56,71	R 1 576,10	R 189,13	R 94,57	R 94,57
Barber - starting 1 month	R 1 603,80	new	R 370,11	R 74,02	R 9,25	R 40,66	R 1 603,80	R 192,46	R 96,23	R 96,23
Barber - Trainee	R 1 822,50	new	R 420,58	R 84,12	R 10,51	R 40,66	R 1 822,50	R 218,70	R 109,35	R 109,35
Barber - Junior	R 2 478,60	new	R 571,99	R 114,40	R 14,30	R 73,83	R 2 478,60	R 297,43	R 148,72	R 148,72
Barber - Senior	R 3 645,00	new	R 841,16	R 168,23	R 21,03	R 73,83	R 3 645,00	R 437,40	R 218,70	R 218,70
STUDENT – UNIT STANDARDS - Entry Level	R 1 600,08	new	R 369,25	R 73,85	R 9,23	R 40,66	R 1 600,08	R 192,01	R 96,01	R 96,01
STUDENT – UNIT STANDARDS - Core Unit Standard Level 2	R 1 729,14	new	R 399,04	R 79,81	R 9,98	R 40,66	R 1 729,14	R 207,50	R 103,75	R 103,75
STUDENT – UNIT STANDARDS - Core Unit Standard Level 3	R 1 909,59	new	R 440,68	R 88,14	R 11,02	R 40,66	R 1 909,59	R 229,15	R 114,58	R 114,58
STUDENT – UNIT STANDARDS - Core Unit Standard Level 4	R 2 106,03	new	R 486,01	R 97,20	R 12,15	R 40,66	R 2 106,03	R 252,72	R 126,36	R 126,36

EOHCB Membership Contributions for 2014: R358-00

UASA Membership Contributions for 2014: R85-00

Council Basic Establishment Charge for 2014: R186,18

ANNEXURE K

ALARY SCALES FOR BEAUTY 2014: FROM THE DATE OF COMING INTO OPERATION OF THE AGREEMENT TO DECEMBER 2014

PENSION
CONTRIBUTIONS
FROM THE DATE OF
COMING INTO
OPERATION OF THE
AGREEMENT TO-
DEC 2014

ANNEXURE "K"

SALARY SCALES FOR BEAUTY 2014: PRETORIA, WONDERBOOM (40 HOURS).

Code	CATEGORY	SALARY 2014	SALARY 2012	WEEKLY	DAILY	HOURLY	Increased Levies - EE(2014) 7%	SALARY 2014	TOTAL PENSION 12%	PENSION EMPLOY ER 6%	PENSION EMPLOY EE 6%
3034	Manicurist / Pedicurist / Wax Technician (NQF3)	R 2 484,03	R 2 216,00	R 573,24	R 114,65	R 12,74	R 73,83	R 2 484,03	R 298,08	R 149,04	R 149,04
3036	Manicurist / Pedicurist / Wax Technician - Unqualified	R 1 747,56	R 1 559,00	R 403,29	R 80,66	R 8,96	R 73,83	R 1 747,56	R 209,71	R 104,85	R 104,85
3038	Nail technician (NQF4)	R 4 283,15	R 3 821,00	R 988,43	R 197,69	R 21,97	R 73,83	R 4 283,15	R 513,98	R 256,99	R 256,99
3040	Nail technician - Unqualified	R 3 013,11	R 2 688,00	R 695,34	R 139,07	R 15,45	R 73,83	R 3 013,11	R 361,57	R 180,79	R 180,79
3026	Make-up Artist	R 4 283,15	R 3 821,00	R 988,43	R 197,69	R 21,97	R 73,83	R 4 283,15	R 513,98	R 256,99	R 256,99
3028	Make-up Artist Trainee	R 3 013,11	R 2 688,00	R 695,34	R 139,07	R 15,45	R 73,83	R 3 013,11	R 361,57	R 180,79	R 180,79
3014	Beauty Therapist / Health & Skincare Therapist (NQF5)	R 4 523,03	R 4 035,00	R 1 043,78	R 208,76	R 23,20	R 73,83	R 4 523,03	R 542,76	R 271,38	R 271,38
3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 3 182,37	R 2 839,00	R 734,40	R 146,88	R 16,32	R 73,83	R 3 182,37	R 381,88	R 190,94	R 190,94
2090	Students	R 0,00	R 0,00	R 0,00	R 0,00	R 0,00	R 73,83	R 0,00	R 0,00	R 0,00	R 0,00
3048	Somatologist 3 Years	R 5 228,11	R 4 664,00	R 1 206,50	R 241,30	R 26,81	R 73,83	R 5 228,11	R 627,37	R 313,69	R 313,69

ANNEXURE L**ANNEXURE "L"**

PENSION CONTRIBUTIONS FROM THE DATE OF COMING INTO
OPERATION OF THE AGREEMENT TO- DEC 2014

SALARY SCALES FOR BEAUTY 2014: PRETORIA, WONDERBOOM (45 HOURS).

	CATEGORY	SALARY 2014	SALARY 2012	WEEKLY	DAILY	HOURLY	Increased Levies - EE(2014) 7%	SALARY 2014	TOTAL PENSION 12%	PENSION EMPLOYER 6%	PENSION EMPLOYEE 6%
3034	Manicurist / Pedicurist / Wax Technician (NQF3)	R 2 847,26	R 2 493,00	R 657,06	R 131,41	R 14,60	R 73,83	R 2 847,26	R 341,67	R 170,84	R 170,84
3036	Manicurist / Pedicurist / Wax Technician -Unqualified	R 2 003,25	R 1 754,00	R 462,29	R 92,46	R 10,27	R 73,83	R 2 003,25	R 240,39	R 120,19	R 120,19
3038	Nail technician (NQF4)	R 4 908,75	R 4 298,00	R 1 132,80	R 226,56	R 25,17	R 73,83	R 4 908,75	R 589,05	R 294,53	R 294,53
3040	Nail technician - Unqualified	R 3 453,71	R 3 024,00	R 797,02	R 159,40	R 17,71	R 73,83	R 3 453,71	R 414,45	R 207,22	R 207,22
3026	Make-up Artist	R 4 908,75	R 4 298,00	R 1 132,80	R 226,56	R 25,17	R 73,83	R 4 908,75	R 589,05	R 294,53	R 294,53
3028	Make-up Artist Trainee	R 3 453,71	R 3 024,00	R 797,02	R 159,40	R 17,71	R 73,83	R 3 453,71	R 414,45	R 207,22	R 207,22
3014	Beauty Therapist / Health & Skincare Therapist (NQF5)	R 5 185,13	R 4 540,00	R 1 196,58	R 239,32	R 26,59	R 73,83	R 5 185,13	R 622,22	R 311,11	R 311,11
3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 3 647,87	R 3 194,00	R 841,82	R 168,36	R 18,71	R 73,83	R 3 647,87	R 437,74	R 218,87	R 218,87
2090	Students	R 0,00	R 0,00	R 0,00	R 0,00	R 0,00	R 73,83	R 0,00	R 0,00	R 0,00	R 0,00
3048	Somatologist 3 Years (NQF6)	R 5 991,46	R 5 246,00	R 1 382,66	R 276,53	R 30,73	R 73,83	R 5 991,46	R 718,98	R 359,49	R 359,49
3050	Somatologist 3 Years - Unqualified	R 4 215,49	R 3 691,00	R 972,81	R 194,56	R 21,62	R 73,83	R 4 215,49	R 505,86	R 252,93	R 252,93
3052	Somatologist B Tech - 4 years (NQF7)	R 6 589,92	R 5 770,00	R 1 520,76	R 304,15	R 33,79	R 73,83	R 6 589,92	R 790,79	R 395,40	R 395,40
3032	Manager - Beautician	R 7 826,81	R 6 853,00	R 1 806,20	R 361,24	R 40,14	R 73,83	R 7 826,81	R 939,22	R 469,61	R 469,61
3022	Cleaner - Beauty	R 2 664,52	R 2 333,00	R 614,89	R 122,98	R 13,66	R 73,83	R 2 664,52	R 319,74	R 159,87	R 159,87
3042	Receptionist - Beauty salon	R 5 004,69	R 4 382,00	R 1 154,94	R 230,99	R 25,67	R 73,83	R 5 004,69	R 600,56	R 300,28	R 300,28

EOHCB Membership Contributions for 2014: R358-00

UASA Membership Contributions for 2014: R85-00

Council Basic Establishment Charge for 2014: R186,18

ANNEXURE M

ANNEXURE "M"
PENSION CONTRIBUTIONS FROM THE DATE OF COMING INTO OPERATION OF THE AGREEMENT TO- DEC 2014
SALARY SCALES FOR BEAUTY 2014: KUNGWINI, BRONKHORSTSPRUIT, CULLINAN MAGISTERIAL DISTRICTS (45 HOURS).

	CATEGORY	SALARY 2014	SALARY 2012	WEEKLY	DAILY	HOURLY	Increased Levies - EE(2014) 7%	SALARY 2014	TOTAL PENSION 12%	PENSION EMPLOYER 6%	PENSION EMPLOYEE 6%
3034	Manicurist / Pedicurist / Wax Technician (NQF3)	R 1 756,56	R 1 538,00	R 405,36	R 81,07	R 9,01	R 73,83	R 1 756,56	R 210,79	R 105,39	R 105,39
3036	Manicurist / Pedicurist / Wax Technician - Unqualified	R 1 235,76	R 1 082,00	R 285,18	R 57,04	R 6,34	R 73,83	R 1 235,76	R 148,29	R 74,15	R 74,15
3038	Nail technician (NQF4)	R 3 028,85	R 2 652,00	R 698,97	R 139,79	R 15,53	R 73,83	R 3 028,85	R 363,46	R 181,73	R 181,73
3040	Nail technician - Unqualified	R 2 131,16	R 1 866,00	R 491,81	R 98,36	R 10,93	R 73,83	R 2 131,16	R 255,74	R 127,87	R 127,87
3026	Make-up Artist	R 3 028,85	R 2 652,00	R 698,97	R 139,79	R 15,53	R 73,83	R 3 028,85	R 363,46	R 181,73	R 181,73
3028	Make-up Artist Trainee	R 2 132,30	R 1 867,00	R 492,07	R 98,41	R 10,93	R 73,83	R 2 132,30	R 255,88	R 127,94	R 127,94
3014	Beauty Therapist / Health & Skincare Therapist (NQF5)	R 3 199,02	R 2 801,00	R 738,24	R 147,65	R 16,41	R 73,83	R 3 199,02	R 383,88	R 191,94	R 191,94
3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 2 251,08	R 1 971,00	R 519,48	R 103,90	R 11,54	R 73,83	R 2 251,08	R 270,13	R 135,06	R 135,06
2090	Students	R 0,00	R 0,00	R 0,00	R 0,00	R 0,00	R 73,83	R 0,00	R 0,00	R 0,00	R 0,00
3048	Somatologist 3 Years (NQF6)	R 3 696,98	R 3 237,00	R 853,16	R 170,63	R 18,96	R 73,83	R 3 696,98	R 443,64	R 221,82	R 221,82
3050	Somatologist 3 Years - Unqualified	R 2 601,71	R 2 278,00	R 600,40	R 120,08	R 13,34	R 73,83	R 2 601,71	R 312,21	R 156,10	R 156,10
3052	Somatologist B Tech - 4 years (NQF7)	R 4 067,02	R 2 561,00	R 938,55	R 187,71	R 20,86	R 73,83	R 4 067,02	R 488,04	R 244,02	R 244,02
3032	Manager - Beautician	R 4 829,94	R 4 229,00	R 1 114,61	R 222,92	R 24,77	R 73,83	R 4 829,94	R 579,59	R 289,80	R 289,80
3022	Cleaner - Beauty	R 1 677,02	R 1 440,00	R 387,01	R 77,40	R 8,60	R 73,83	R 1 677,02	R 201,24	R 100,62	R 100,62
3042	Receptionist - Beauty salon	R 3 088,24	R 2 704,00	R 712,68	R 142,54	R 15,84	R 73,83	R 3 088,24	R 370,59	R 185,29	R 185,29

EOHCB Membership Contributions for 2014: R358-00

UASA Membership Contributions for 2014: R85-00

Council Basic Establishment Charge for 2014: R186,18

HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER D)

ANNEXURE A

SALARY SCALES FOR HAIRDRESSING 2014: FROM THE DATE OF COMING INTO OPERATION OF THE AGREEMENT TO DECEMBER 2014

PENSION FUND CONTRIBUTIONS FROM THE DATE OF COMING INTO OPERATION OF THE AGREEMENT TO DEC 2014

SALARY SCALES FOR HAIRDRESSING 2014: HAIRDRESSING TRADE CAPE PENINSULA.

CODE	CATEGORY	SALARY 2014	WEEKLY	DAILY	HOUR LY	Increas ed Levies - ER(201 4) 7%	Increas ed Levies - EE(201 4) 7%	Continge ncy Levy ER Only	SALAR Y 2014	TOTAL PENS ION 12%	PENSION EMPLOY ER 6%	PENSIO N EMPLOY EE 6%
2022	Hairdresser - Qualified	R 5 551,22	R 1 281,06	R 213,51	R 23,72	R 55,64	R 55,64	R 138,78	R 5 551,22	R 666,15	R 333,07	R 333,07
2020	Hairdresser - after 1st year qualified	R 3 905,04	R 901,17	R 150,20	R 16,69	R 55,64	R 55,64	R 97,63	R 3 905,04	R 468,60	R 234,30	R 234,30
2018	Hairdresser - No trade test	R 3 454,54	R 797,21	R 132,87	R 14,76	R 55,64	R 55,64	R 86,36	R 3 454,54	R 414,54	R 207,27	R 207,27
2068	Operator - after 1 year training	R 3 784,20	R 873,28	R 145,55	R 16,17	R 51,36	R 51,36	R 94,61	R 3 784,20	R 454,10	R 227,05	R 227,05
2010	General Assistant	R 2 727,38	R 629,40	R 104,90	R 11,66	R 51,36	R 51,36	R 68,18	R 2 727,38	R 327,29	R 163,64	R 163,64
2082	Receptionist - Hairdressing salon	R 4 407,48	R 1 017,12	R 189,52	R 18,84	R 51,36	R 51,36	R 110,19	R 4 407,48	R 528,90	R 264,45	R 264,45
2080	Receptionist- First year of experience	R 3 355,96	R 774,46	R 129,08	R 14,34	R 51,36	R 51,36	R 83,90	R 3 355,96	R 402,72	R 201,36	R 201,36
2060	Manager - Hairdresser	R 6 611,22	R 1 525,68	R 254,28	R 28,25	R 55,64	R 55,64	R 165,28	R 6 611,22	R 793,35	R 396,67	R 396,67
2054	Manager - only (Hairdressing)	R 5 591,50	R 1 290,36	R 215,06	R 23,90	R 55,64	R 55,64	R 139,79	R 5 591,50	R 670,98	R 335,49	R 335,49
2028	Hairdressing Assistant - Entrance (special needs)	R 2 236,60	R 516,14	R 86,02	R 9,56	R 55,64	R 55,64	R 55,92	R 2 236,60	R 268,39	R 134,20	R 134,20
2030	Hairdressing Assistant - Skilled (special needs)	R 2 523,86	R 582,43	R 97,07	R 10,79	R 55,64	R 55,64	R 63,10	R 2 523,86	R 302,86	R 151,43	R 151,43
2000	Barber - starting 1 month	R 2 226,00	R 513,70	R 85,62	R 9,51	R 55,64	R 55,64	R 55,65	R 2 226,00	R 267,12	R 133,56	R 133,56
2002	Barber - Trainee	R 2 438,00	R 562,62	R 93,77	R 10,42	R 55,64	R 55,64	R 60,95	R 2 438,00	R 292,56	R 146,28	R 146,28
2004	Barber - Junior	R 2 862,00	R 660,47	R 110,08	R 12,23	R 55,64	R 55,64	R 71,55	R 2 862,00	R 343,44	R 171,72	R 171,72
2006	Barber - Senior	R 3 922,00	R 905,08	R 150,85	R 16,76	R 55,64	R 55,64	R 98,05	R 3 922,00	R 470,64	R 235,32	R 235,32
2034	Module 1	R 2 185,30	R 504,30	R 84,05	R 9,34	R 28,89	R 28,89		R 2 185,30	R 262,24	R 131,12	R 131,12

EOHCB Membership Contributions for 2014: R337.00
 JJASA Membership Contributions for 2014: R85.00
 Council Basic Establishment Charge for 2014: R186,18
 Council Renewal Charge for 2014: R267.50
 Council Registration Fee for 2014: R535.00