DEPARTMENT OF LABOUR

NO. R. 1306 24 NOVEMBER 2017

ANNEXURE "AG1"

EMPLOYERS ORGANISATION FOR HAIRDRESSING, COSMETOLOGY AND BEAUTY MEMBERSHIP FEES WITH EFFECT FROM 1 JANUARY 2017

SUBSCRIPTION FEES

DIVISION	AMOUNT
Southern Gauteng	R458-00
Border	R354-00
Kimberley	R380-00
Eastern Cape	R354-00
Alberton	R458-00
Western Cape	R391-00
Free State	R380-00
North West	R354-00
Kwa Zulu Natal	R354-00
Northern Gauteng	R458-00

BARGAINING LEVY;

R458-00 Nationally

MEMBERSHIP FEE WITH EFFECT FROM DATE OF PUBLICATION OF THE COLLECTIVE AGREEMENT TO WHICH THIS ANNEXURE IS ENCLOSED

Save as provided for in the table above relating to existing members, Legal Owners and First Year Afro Establishments, the membership fees payable by all new members that obtain membership with the EOHCB with effect from date of publication of the collective agreement to which this annexure is enclosed, shall be as follows:

- 1. if the establishment is situated in the Gauteng Province R458.00; and
- 2. all other areas, other than the Gauteng Province R420.00

Legal Owners	R200-00	
First Year Afro Establishments (After First Year ending December 2017, subscriptions will return to regular fees as above)	R250-00	

BARGAINING COUNCIL

ANNEXURE "AG2"

REMUNERATION / BASIC SALARY / WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 101 - BEING THE PROVINCE OF GAUTENG, EXCLUDING THE MAGISTERIAL DISTRICTS OF ALBERTON, PRETORIA, WONDERBOOM, BRONKHORSPRUIT (KUNGWINI) AND CULLINAN

			5	COLLINS												
	EOHCB Subscriptions		œ	458.00												
	Bargaining Levy		×	458.00												
	Basic establishment charge		~	99.41												
	Total minimum charge		82	180.52												
	One Man Band / Rent A Chairs		œ	215.00												
Work	Work Code Description	2016 Salary	-	2017 Salary 6% increase	Uni	Union or Agency Fee	BC Fee Employer		BC Fee Employee	National Pension Fur	al und P	National National Pension Fund Pension Fund		National SPF Employer		National SPF Employee
2002	2002 Barber - Trainee	R 2 084.28	8	2 209.33	R 1	108.00	R 26.51	1 8	75.55	R 132.56	56 R	100	8	11.05	œ	11.05
2004	Barber - Junior	R 2679.79	9 8	2 840.57	8		R 26.51	1 R	75.55	R 170.43	-	R 170.43	8	14.20	R	14.20
2006	2006 Barber - Senior	R 4466.31	1	4 734.29	R	108.00	R 26.51	1 R	75.55	R 284.06	-	R 284.06	8	23.67	~	23.67
3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 3 703.39	9 R	3 925.59	R 1	108.00	R 26.51	1 R	63.62	R 235.54	-	R 235.54	æ	19.63	œ	19.63
3014	3014 Beauty Therapist / Health & Skincare Therapist	R 4254.31	1 8	4 509.57	R 1	108.00	R 26.51	1 8	63.62	R 270.57		R 270.57	2	22.55	œ	22.55
3022	3022 Cleaner - Beauty	R 2853.87	7 R	3 025.10	R 1	108.00	R 26.51	1 R	63.62	R 181.51	51 R	181.51	2	15.13	œ	15.13
2010	2010 General Assistant	R 2996.57	1	3 176.36	R 1	108.00	R 15.91	11	31.81	R 190.58	-	R 190.58	8	15.88	œ	15.88
2012	2012 General Assistant after 5 years	R 3 146.12	2 B	3 334.89 R		108.00	R 15.91	1 8	31.81	R 200.09	99 R	200.09	æ	16.67	~	16.67
2014	2014 General Assistant after 10 years	R 3 295.70	R	3 493.44	R 1	108.00	R 15.91	11	31.81	R 209.61	61 R	19.607	~	17.47	8	17.47
2020	Hairdresser - after 1st year qualified	R 5320.72	2 R	5 639.97	R 1	108.00	R 26.51	1 R	75.55	R 338.40	40 R	338.40	8	28.20	æ	28.20
2022	2022 Hairdresser - Qualified	R 7592.85	SR	8 048.43 R		108.00	R 26.51	1 R	75.55	R 482.91	91 R	482.91	R	40.24	œ	40.24
2024	2024 Hairdresser - Qualified - after 5 years	R 7972.62	2 8	8 450.98	R 1	108.00	R 26.51	1 8	75.55	R 507.06	96 R	8 507.06	8	42.25	~	42.25
2026	2026 Hairdresser - Qualified - after 10 years	R 8352,39	8	8 853.53	R	108.00 R	3 26.51	1 8	75.55	R 531.21	21 R	1 531.21	œ	44.27	œ	44.27
2046	2046 LEARNER - Entry Level	R 2122.60	8	2 249.95	R 1	108.00	R 15.91	1 R	31.81	R 135.00	00 R	135.00	8	11.25	~	11.25
2048	2048 LEARNER - Level 2	R 2451.62	2 R	2 598.72	R	108.00	R 15.91	1 R	31.81	R 155.92	-	R 155.92	R	12.99	8	12.99
2050	2050 LEARNER – Level 3	R 2766.35	S	2 932.33 R		108.00 R	3 19.89	8	43.75	R 175.94	94 R	175.94	œ	14.66	œ	14.66
2022	2052 LEARNER - Level 4	R 3 026.46	8	3 208.05	R 1	108.00	R 19.89	8	43.75	R 192.48	-	192.48	8	16.04	œ	16.04
4000	4000 STUDENTS - Entry Level	R 2122.60	O R	2 249.95	R 1	108.00	R 15.91	1 8	31.81	R 135.00	-	R 135.00	R	11.25	æ	11.25
4001	4001 STUDENTS - Module 2 (Level 1 & 2)	R 2451.62	2 R	2 598.72	R 1	108.00	R 15.91	1 R	31.81	R 155.92	92 R	155.92	8	12.99	œ	12.99
4002	4002 STUDENTS - Module 4 (Level 3 & 4)	R 2766.35	-	2 932.33	R 1	108.00	R 19.89	8	43.75	R 175.94	94 R	175.94	nc m	14.66	æ	14.66
4003	STUDENTS - Module 6 (Level 5 & 6)	R 3 026.46	5 R	3 208.05 R		108.00	R 19.89	8	43.75	R 192.48	-	R 192.48	8	16.04	æ	16.04
3032	3032 Manager - Beauty	R 7191.62	2 R	7 623.12	R 1	108.00	R 26.51	1 8	63.62	R 457.39	39 R	457.39	B R	38.12	æ	38.12
2060	2060 Manager - Hairdresser	R 7556.42	2 R	8 009.81 R 108.00 R	R 1	08.00	3 26.51	1 R	75.55	R 480.59	59 F	R 480.59 R	R R	40.05	æ	40.05

Work	Work Code Description	201	2016 Salary	2017 Salary 6% increase	Age C	Union or Agency Fee	Emp	BC Fee Employer	BC Fee Employee		National National Pension Fund Pension Fund (FE)	National Pension Fur	Section 1	National SPF Employer		National SPF Employee
2902	Manager - Hairdresser after 5 years	æ	7 933.59	R 8 409.61	•	R 108.00	~	26.51	R 7	75.55	R 504.58	R 504.58	88 R	42.05	00	42.05
2064	2064 Manager - Hairdresser after 10 years	×	8 313.36	R 8812.16		R 108.00	R	26.51	R 7	75.55	R 528.73	R 528.73	3 R	44.06	œ	44.06
3030	3030 Manager - only (Beauty Establishment)	œ	5 431.04	R 5756.90 R 108.00	œ	108.00	æ	26.51	R 6	63.62	R 345.41	R 345.41	E1 R	28.78	œ	28.78
2054	2054 Manager - only (Hairdressing)	×	5 703.09	R 6045.27 R		108.00	~	26.51	R 7	75.55	R 362.72 R	R 362.72	2 R	30.23	æ	30.23
2056	Manager - only (Hairdressing) after 5 years	~	5 987.91	R 6347.18	×	108.00	œ	26.51	R	75.55	R 380.83	R 380.83	3 R	31.74	æ	31.74
2058	2058 Manager - only (Hairdressing) after 10 years	œ	6 274.04	R 6 650.49	œ	108.00	œ	26.51	R 7	75.55	R 399.03	R 399.03	3 R	33.25	æ	33.25
3036	3036 Manicurist / Pedicurist / Wax Technician - Unqualified	~	1 563.81	R 1657.64	œ	108.00	œ	26.51	R 6	63.62	R 99.46	R 99.46	. R	8.29	æ	8.29
3040	3040 Nail technician - Unqualified	œ	2 430.35	R 2576.17	œ	108.00	œ	26.51	R 6	63.62	R 154.57 R	R 154.57	7 R	12.88	R	12.88
3084	3084 Nail Technician - Certified	~	2 501.13	R 2 651.20 R 108.00	œ	108.00	×	26.51	R 6	63.62 R	R 159.07 R	R 159.07	17 R	13.26	œ	13.26
3038	Nail technician - Qualified	~	2 917.99 R	R 3 093.07	œ	108.00	æ	26.51	R 6	63.62	R 185.58 R	R 185.58	8 R	15.47	œ	15.47
3087	Massage Therapist - One Year Qualified	R	3 710.00	R 3 932.60 R		108.00	æ	26.51	R 6	63.62	R 235.96 R	R 235.96	16 R	19.66	æ	19.66
2067	Operator - Trainee	2	3 186.46	R 3377.64	œ	108.00	æ	15.91	R 3	31.81	R 202.66 R	R 202.66	96 R	16.89	×	16.89
2068	Operator	R	4 835.59	R 5 125.73 R		108.00	8	15.91	R 3	31.81	R 307.54	R 307.54	4 R	25.63	æ	25.63
2070	Operator - after 5 years	8	5 077.51	R 5382.16	œ	108.00	æ	15.91	R 3	31.81	R 322.93 R	R 322.93	3 R	26.91	æ	26.91
2072	Operator - after 10 years	œ	5 319.42	R 5 638.58	œ	108.00	R	15.91	R 3	31.81	R 338.32 R	R 338.32	12 R	28.19	æ	28.19
2074	Operator - Multi skilled	œ	5 350.63	R 5 671.66	œ	108.00	×	15.91	R 3	31.81	R 340.30 R	R 340.30	O R	28.36	æ	28.36
2076	Operator - Multi skilled - after 5 years	ď	5 618.55	R 5 955.66	æ	108.00	×	15.91	R 3	31.81	R 357.34	R 357.34	4 R	29.78	8	29.78
2078	Operator - Multi skilled - after 10 years	8	5 885.17	R 6 238.28	æ	108.00	8	15.91	R 3	31.81	R 374.30	R 374.30	R	31.19	œ	31.19
3042	Receptionist - Beauty Establishment	R	4 902.27	R 5 196.40	×	108.00	æ	26.51	R 6	63.62	R 311.78	R 311.78	8 R	25.98	œ	25.98
2082	Receptionist - Hairdressing salon	R	5 297.30	R 5615.13	R	108.00	æ	26.51	R 6	63.62	R 336.91	R 336.91	11 R	28.08	~	28.08
2084	Receptionist - Hairdressing salon - after 5 years	×	5 562.62	R 5 896.37	æ	108.00	œ	26.51	R 6	63.62	R 353.78	R 353.78	8 R	29.48	œ	29.48
2086		æ	5 826.64	R 6176.24	œ	108.00	R	26.51	R 6	63.62	R 370.57	R 370.57	17 R	30.88	œ	30.88
3048		~	4 466.31	R 4734.29	æ	108.00	œ	26.51	R 6	63.62	R 284.06	R 284.06	96 R	23.67	×	23.67
3052	Somatologist - B Tech - 4 years	æ	4 883.17	R 5 176.16	R	108.00	×	26.51	R 6	63.62	R 310.57	R 310.57	37 R	25.88	R	25.88
3054		8	5 240.47	R 5 554.90	æ	108.00	æ	26.51	R 6	63.62	R 333.29	R 333.29	9 R	17.77	Ж	27.77
1012	Specific Skilled Stylist	æ	3 012.16	R 3 192.89	æ	108.00	×	26.51	R 7	75.55	R 191.57	R 191.57	37 R	15.96	æ	15.96
1014	Specific Skilled Stylist - after 5 years	æ	3 163.02	R 3 352.80	æ	108.00	R	26.51	R 7	75.55	R 201.17	R 201.17	7 R	16.76	R	16.76
1016	Specific Skilled Stylist - after 10 years	æ	3 313.91	R 3 512,74	æ	108.00	8	26.51	R 7	75.55	R 210.76	R 210.76	16 R	17.56	æ	17.56
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting	æ	2 211.00	R 2343.66	œ	108.00	œ	26.51	R	75.55	R 140.62	R 140.62	52 R	11.72	~	11.72
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 5 years	œ	2 321.55	R 2 460.84	-	R 108.00	œ	26.51	R	75.55	R 147.65	R 147.65	S5	12.30	æ	12.30
1004	-	~	2 432.10	R 2578.02	_	R 108.00	œ	26.51	R	75.55	R 154.68	R 154.68	88	12.89	~	12.89

)	INCI	neare Industry
CIVI.		netalogy - Beauty & Ski
NOITAIN	RGAIN	Hairdressing - Cost

Work	Work Code Description	20	2017 in	Union or Agency Fee	BC Fee Employer	BC Fee Employee	-	National Pension Fund (EE)	-
680	2089 Working Employer (in Salon with Staff)	R 7592.85	R 8 048.43	8	R	«	R		R
2139	2139 Rent A Chair / One Man Band (No Staff)	R 7592.85	R 8 048.43	R 108.00	R 206.00	2	2		
	NOTES								
	THE PERSON NAMED IN COLUMN NAM	An employee who substitutes for any permanent employee who is sick or on leave	o substitutes for	any permane	ent employe	e who is sic	k or on leave	ورا	
	CASUAL EMPLOYEE	Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment	Basic Salary / W	ages shall be	calculated	at the presc	ribed DAILY r	ate	or that co
	*	An employee who works 1 or 2 or 3 days per week	o works 1 or 2 o	r 3 days per v	veek				
	TOO GOET THEFT FOAD	Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment	Basic Salary / W	ages shall be	calculated	at the presc	ribed DAILY	rate f	or that ca
	TAKE TIME EMPLOTEE	Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.	cil not receive the	e lower calculob Category	lated salary will apply.	from the Er	mployer (Salo	NO U	ner), the
		If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.	the deductions v	vill be change unt of days w	ed according vorked.	ly to the low	ver amount fo	rthe	actual ar
	WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND	Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017	a Working Emp	oyer (Work C	20de 2089 A	ND 2139), i	is voluntary fo	I SPF	from 1
	PENSION FUND	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.	ontributions to be able by all Emp	paid by all E	imployees w 6% of the B	vill be 6% of lasic Salary	the Basic Sa of the Employ	lary of t	he Em
		Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week)	age divided by 2	6 working da	ys = Daily R	ate (when e	employee work	ks a 6 d	ay we
	DAILY RATE CALCULATION	Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week)	age divided by 2	1.67 working	days = Daily	y Rate (whe	en employee v	vorks a	5 day
		Basic Salary / Wage divided by 17,33 working days = Daily Rate (when employee works a 4 day week)	age divided by 1	7.33 working	days = Dail	y Rate (whe	in employee w	vorks a 4	day
		Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)	age divided by 1	3 working da	ys = Daily R	ate (when e	employee work	ks a 3 d	ау ме
	SICK PAY FUND	Sick Pay Fund Contributions to be paid by all Employees will be ½% of the Basic Salary of the Employee. Contributions payable by all Employers will be ½% of the Basic Salary of the Employee.	ontributions to b	e paid by all E	Employees v	vill be 1/2% o	of the Basic Sa	alary of	the E

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.1	BARC Er the Haird	BARGAINING COUNCIL		COUNCIL Beauty & Skincare Industry	JNC Scare Indu	= sta				
ork de	Work Code Description	2016 Salary	2017 Salary 6% increase	Union or Agency Fee	BC Fee Employer	BC Fee Employee	Pension Fund	National National Pension Fund	National SPF Employer	National
	COMMISSION EARNERS	All Stylist will be	All Stylist will be paid 40% commission	ission						
		NO STOCK DE	NO STOCK DEDUCTIONS ARE ALLOWED	ALLOWED						
		BC = Bargaining Council	g Council							
		EE = Employee	120							
	ABBREVIATION DESCRIPTIONS	ER = Employer								
		SBF = Sick Benefit Fund	nefit Fund							
		SPF = Sick Pay Fund	Fund							
		Effective from t	Effective from the date of the publication of this Agreement, council levies for new salons and employees registered after the date of publication, will be as follows.	blication of thi	is Agreemen be as follow	t, council ler s.	vies for new	salons and	employees	
	COUNCIL LEVIES FOR NEW SALONS FROM DATE OF PUBLICATION OF THIS AGREEMENT	Employers Employers basic salary,	 Employers to deduct 1.3% Council Levy from each employee's basic salary. Employers to contribute 1.3% Council Levy, calculated on the basis of each individual employee's basic salary, in respect of each employee employed. 	Council Levy 3% Council Le remployee er	from each e evy, calculate mployed.	ed on the ba	basic salary.	idividual emp	loyee's	

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ANNEXURE "HZ"

to the Hairdressing . Cosmetology . Beauty & Skincare Industry

ANNEXURE "AG3"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 102 BEING EAST LONDON, PORT ALFRED, AND ALL OF THE MAGISTERIAL DISTRICTS OF THE EASTERN CAPE PROVINCE (EXCLUDING PORT ELIZABETH, UITENHAGE AND HIMANSDORP

			HOMA	HUMANSDORP)	RP)												
	EOHCB Subscriptions			3	354.00												
	Bargaining Levy				458.00												
	Basic establishment charge			æ	99.41												
	Total minimum charge			8	180.52												
	One Man Band / Rent A Chairs	7 2 1		8	215.00												
Work Code	Work Code Destription	201	2016 Salary	2017 Salary 6% increase	ary 6% ase	Union or Agency Fee	n or y Fee	BC Fee Employer	100	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)		National SPF Emplayer	- /*-	National SPF Employee	4
2002	2002 Barber - Trainee	R 2	2 084.28	R 22	2 209.33	R 108.00	-	R 26.51	1 R	75.55	R 132.56	R 132.56	8 R	11.05	15 R	11.05	In
2004	2004 Barber - Junior	8 2	2 679.79	R 28	2 840.57	R 10	108.00 R	3 26.51	1 8	75.55	R 170.43 R	R 170.43	13 R	14.20	0 R	14.20	0
2006	2006 Barber - Senior	R 4	4 466.31	R 47	4 734.29	R 10	108.00 R	3 26.51	1 R	75.55	R 284.06	R 284.06	96 R	23.67	37 R	23.67	
3020	3020 Beauty Therapist / Health and skincare therapist - Unqualified	R 3	3 144.28	æ	3 332.93	R 10	108.00 R	3 26.51	1 8	63.62	R 199.98 R	R 199.98	8 R	16.66	96 R	16.66	(0
3014	3014 Beauty Therapist / Health & Skincare Therapist	8 3	3 509.80	æ	3 720.39	R 10	108.00 R	3 26.51	1 R	63.62	R 223.22	R 223.22	2 R	18.60	80 R	18.60	0
3022	3022 Cleaner - Beauty	R 2	2354.44	R 24	2 495.71	R 10	108.00	R 26.51	1 R	63.62	R 149.74	R 149.74	74 R	12.48	R 81	12.48	00
2010	2010 General Assistant	R 2	2 426.90	R 25	2 572.52	R 10	108.00 R	15.91	1 R	31.81	R 154.35	R 154.35	35 R	12.86	36 R	12.86	100
2012	2012 General Assistant after 5 years	R 2	2 547.85	æ	2 700.72 R		108.00 R	15.91	1 R	31.81	R 162.04 R	R 162.04	A R	13.50	80 B	13.50	0
2014	2014 General Assistant after 10 years	R 2	2 670.11	R 28	2 830.31	R 10	108.00	R 15.91	1 R	31.81	R 169.82	R 169.82	32 R	14,15	.S.	14.15	10
2020	2020 Hairdresser - after 1st year qualified	R 4	4 570.27	R 48	4 844.49	R 10	108.00 R	3 26.51	1 8	75.55	R 290.67	R 290.67	37 R	24.22	12 R	24.22	~
2022	2022 Hairdresser - Qualified	R S	5 489.78	R 58	5 819.17	R 10	108.00 R	3 26.51	1 R	75.55	R 349.15	R 349.15	.S.	29.10	0 B	29.10	0
2024	2024 Hairdresser - Qualified - after 5 years	R S	5 764.21	R 61	6 110.06	R 10	108.00 R	3 26.51	1 R	75.55	R 366.60	R 366.60	80 R	30.55	S5 R	30.55	in
2026	2026 Hairdresser - Qualified - after 10 years	R 6	6 038.64	R 64	6 400.96	R 10	108.00	R 26.51	1 8	75.55	R 384.06	R 384.06	96 R	32.00	00 R	32.00	0
2046	2046 LEARNER - Entry Level	R 2	2 101.75	R 22	2 227.85	×	108.00 R	15.91	1 R	31.81	R 133.67 R	R 133.67	37 R	11,14	14 R	11.14	-
2048	2048 LEARNER - Level 2	R 2	2 402.19	R 25	2 546.32	R 10	108.00 R	15.91	1 8	31.81	R 152.78	R 152.78	78 R	12.73	73 R	12.73	m
2050	2050 LEARNER - Level 3	R 2	2 697.42	R 28	2 859.27	R 10	108.00	R 19.89	9 R	43.75	R 171.56	R 171.56	8 B	14.30	30 R	14.30	0
2022	2052 LEARNER - Level 4	R 2	2 928.92	R 31	3 104.65	R 10	108.00 R	19.89	8 8	43.75	R 186.28	R 186.28	8 R	15.52	32 R	15.52	2
4000	4000 STUDENTS - Entry Level	R 2	2 101.75	R 22	2 227.85	R 10	108.00 R	15.91	1 8	31.81	R 133.67	R 133.67	57 R	11.14	4 R	11.14	et
4001	4001 STUDENTS - Module 2 (Level 1 & 2)	R 2	2 402.19	R 25	2 546.32	R 10	108.00 F	R 15.91	1 8	31.81	R 152.78	R 152.78	78 R	12.73	73 R	12.73	m
4005	4002 STUDENTS - Module 4 (Level 3 & 4)	R 2	2 697.42	R 28	2 859.27	R 10	108.00 R	3 19.89	9 R	43.75	R 171.56	R 171.56	8 B	14.30	30 R	14.30	0
4003	4003 STUDENTS - Module 6 (Level 5 & 6)	R 2	2 928.92	æ	3 104.65	R 10	108.00 R	19.89	9 R	43.75	R 186.28 R	R 186.28	8 R	15.52	52 R	15.52	2
3032	3032 Manager - Beauty	R S	5 936.80	R 62	6 293.00	R 10	108.00 R	26.51	1 R	63.62	R 377.58	R 377.58	8 R	31.47	17 R	31.47	7
2060	2060 Manager - Hairdresser	R S	5 573.02	R 59	5 907.41	R 10	108.00 R	1	1 R	75.55	R 354.44	R 354.44	14 R	29.54	4 R	29.54	et
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Work Code Description	2016	2016 Salary	2017 Salary 6% increase	Union or Agency Fee	BC Fee Employer	-0.00	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer		National SPF Employee
2062 Manager - Hairdresser after 5 years		5 851.35	R 6 202.43	R 108.00	R 26.51	1 R	75.55	R 372.15	R 372.15	R 31.01	01 R	31.01
2064 Manager - Hairdresser after 10 years	R 63	6 129.68	R 6497.46	R 108.00	R 26.51	-		R 389.85	R 389.85	R 32.49		32.49
3030 Manager - only (Beauty Establishment)		4 480.60	R 4749.43	R 108.00	R 26.51	1 8	63.62	R 284.97	R 284.97	R 23.75		23.75
2054 Manager - only (Hairdressing)	m	739.19	R 3 963.54	R 108.00	R 26.51	1 8	75.55	R 237.81	R 237.81	R 19.82	82 R	19.82
2056 Manager - only (Hairdressing) after 5 years	R 39	926.48	R 4162.07	R 108.00	R 26.51	1 R	75.55	R 249.72	R 249.72	R 20.81	81 R	20.81
2058 Manager - only (Hairdressing) after 10 years	4	113.76	R 4360.59	R 108.00	R 26.51	1 8	75.55	R 261.64	R 261.64	R 21.80	80 R	21.80
3034 Manicurist / Pedicurist / Wax Technician	R 19	1 984.83	R 2103.92	R 108.00	R 26.51	1 R	63.62	R 126.24	R 126.24	R 10.52	52 R	10.52
3036 Manicurist / Pedicurist / Wax Technician -Unqualified	R 1	1 290.14	R 1367.54	R 108.00	R 26.51	1 8	63.62	R 82.05	R 82.05	R 6.84	84 R	6.84
3040 Nail technician - Unqualified	100	2 005.03	R 2125.33	R 108.00	R 26.51	1 R	63.62	R 127.52	R 127.52	R 10.63	53 R	10.63
3084 Nail Technician - Certified		2 063.44	R 2187.25	R 108.00	R 26.51	1 8	63.62	R 131.23	R 131.23	R 10.94	94 R	10.94
3038 Nail technician - Qualified		2 407.34	R 2551.79	R 108.00	R 26.51	1 8	63.62	R 153.11	R 153.11	R 12.76	76 R	12.76
3087 Massage Therapist - One Year Qualified	.0	2 438.00	R 2584.28	R 108.00	R 26.51	1 8	63.62	R 155.06	R 155.06	R 12.92	92 R	12.92
2067 Operator - Trainee	R 22	2 209.71	R 2342.29	R 108.00	R 15.91	1 R	31.81	R 140.54 R	R 140.54	R 11.71	71 R	11.71
2068 Operator	R 27	2 710.43	R 2873.06	R 108.00	R 15.91	1 8	31.81	R 172.38	R 172.38	R 14.37	37 R	14.37
2070 Operator - after 5 years		2 845.69	R 3 016.43	R 108.00	R 15.91	1 8	31.81	R 180.99	R 180.99	R 15.08	80 R	15.08
2072 Operator - after 10 years	35	2 982.26	R 3161.19	R 108.00	R 15.91	1 8	31.81	R 189.67	R 189.67	R 15.81	- 50	15.81
2074 Operator - Multi skilled	R 3	312.60	R 3511.35	R 108.00	R 15.91	1 R	31.81	R 210.68	R 210.68	R 17.56	S6 R	17.56
2076 Operator - Multi skilled - after 5 years	9	3 477.78	R 3 686.44	R 108.00	R 15.91	1 8	31.81	R 221.19	R 221.19	R 18.43	43 R	18.43
2078 Operator - Multi skilled - after 10 years	m	644.25	R 3862.90	R 108.00	R 15.91	1 8	31.81	R 231.77	R 231.77	R 19.31	31 R	19.31
3042 Receptionist - Beauty Establishment	-	4 044.37	R 4287.03	R 108.00	R 26.51	1 R	63.62	R 257.22	R 257.22	R 21.44	44 R	21.44
2080 Receptionist- First year of experience	R 41	4 130.67	R 4378.51	R 108.00	R 26.51	1 R	63.62	R 262.71	R 262.71	R 21.89	89 R	21.89
2082 Receptionist - Hairdressing salon	46.1	4 927.94	R 5 223.62	R 108.00	R 26.51	1 R	63.62	R 313.42	R 313.42	R 26.12	12 R	26.12
2084 Receptionist - Hairdressing salon - after 5 years	R 5	5 173.75	R 5 484.18	R 108.00	R 26.51	1 R	63.62	R 329.05	R 329.05	R 27.42	42 R	27.42
2086 Receptionist - Hairdressing salon - after 10 years	5	422.15	R 5747.48	R 108.00	R 26.51	1 8	63.62	R 344.85	R 344.85	R 28.74	74 R	28.74
3048 Somatologist 3 Years	R 36	684.71	R 3 905.79	R 108.00	R 26.51	1 R	63.62	R 234.35	R 234.35	R 19.53	53 R	19.53
3052 Somatologist B Tech - 4 years	μ,	4 028.61	R 4270.33	R 108.00	R 26.51	1 R	63.62	R 256.22	R 256.22	R 21.35	35 R	21.35
3054 Somatologist - B Tech Laser	R 4	323.39	R 4582.79	R 108.00	R 26.51	1 R	63.62	R 274.97	R 274.97	R 22.91	91 R	22.91
1012 Specific Skilled Stylist	R 2	2 148.57	R 2277.48	R 108.00	R 26.51	1 8	75.55	R 136.65	R 136.65	R 11.39	39 R	11.39
1014 Specific Skilled Stylist - after 5 years	1	2 256.53	R 2391.92	R 108.00	R 26.51	1 R	75.55	R 143.52	R 143.52	R 11.96	96 R	11.96
1016 Specific Skilled Stylist - after 10 years	R 2	363.16	R 2504.95	R 108.00	R 26.51	-	75.55	R 150.30	R 150.30	R 12.	.52 R	12.52
Specific Skilled Stylist - doing only one of the following: Braiding, 1000 Platting, Cutting	R 1	400.73	R 1484.77	R 108.00	R 26.51	~	75.55	R 89.09	R 89.09	R 7.	7.42 R	7.42
Specific Skilled Stylist - doing only one of the following: Braiding,	2	2000		0000	200	,				1 6		

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Code Work Code Description	2016 Salary	2017 Salary 6% increase	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fur (ER)	Pension Fund Pension Fund (EE)	100	National SPF Employer	Natio	National SPF Employee
Specific Skilled Stylist - doing only one of the following: Braiding, 1004 Platting, Cutting after 10 years	R 1541.20	R 1633.67	R 108.00	R 26.51	R 75.55	œ	2 R 98.02	~	8.17	000	8.17
2089 Working Employer (in Salon with Staff)	R 5 489.78 R	R 5819.17		œ	~	×	œ	×	+		
2139 Rent A Chair / One Man Band (No Staff)	R 5 489.78	R 5819.17	R 108.00	R 206.00	R	æ	R	1	174.58	8	i
NOTES											
CASUAL EMPLOYEE	An employee v Remuneration employment	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	or any perma Nages shall	nent emplo be calculate	yee who is sind at the pres	ck or on les	ive Y rate for th	nat catego	ory of		
	An employee w	An employee who works 1 or 2 or 3 days per week	or 3 days pe	rweek							
A.V. De and Date of Street	Remuneration employment	Remuneration / Basic Salary / Wages shall be calculated at the prescribed DALY rate for that category of employment	Vages shall	be calculate	d at the pres	cribed DA	Y rate for th	nat catego	ory of		
PART TIME EMPLOYEE	Should the Cot salary of the Fu	Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.	the lower cal for that Job (Culated sala	ary from the lapply.	Employer (\$	alon owner)	, then the	0)		
	If received, the days worked a	If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.	will be chan nount of days	ged accord worked.	ingly to the lo	ower amour	t for the actu	nome lar	nt of		
WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND		Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017	ployer (Work	Code 208	9 AND 2139)	, is volunta	y for SPF fro	om 1 Jan	Jany		
PENSION FUND	Pension Fund Contributions p	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.	be paid by al	Employees	s will be 6% of Basic Salar	of the Basic y of the En	Salary of the ployee.	e Employ	89		
	Basic Salary / /	Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week)	26 working	Jays = Daily	Rate (when	employee	vorks a 6 da	y week)			
DAILY RATE CALCULATION	Basic Salary //	Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week)	21.67 workir	ng days = D	aily Rate (wh	en employ	e works a 5	day wee	\$		
	Basic Salary / /	Basic Salary / Wage divided by 17.33 working days = Daily Rate (when employee works a 4 day week)	17.33 workir	ng days = D	aily Rate (wh	en employ	e works a 4	day wee	(X		
	Basic Salary / /	Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)	13 working o	Jays = Daily	Rate (when	employee	vorks a 3 da	y week)			
SICK PAY FUND	Sick Pay Fund Contributions p	Sick Pay Fund Contributions to be paid by all Employees will be ½% of the Basic Salary of the Employee. Contributions payable by all Employers will be ½% of the Basic Salary of the Employee.	be paid by a	II Employee	s will be ½% e Basic Sala	of the Basi ry of the En	c Salary of th	he Emplo	yee.		

BARGAINING COUNCIL	Code Work Code Description 2016 Salary 2017 Salary 6% Union or BC Fee BC Fee Pension Fund Pensio	COMMISSION EARNERS ALL Stylist will be paid 40% commission NO STOCK DEDUCTIONS ARE ALLOWED	BC = Bargaining Council	EE = Employee	ABBREVIATION DESCRIPTIONS ER = Employer	SBF = Sick Benefit Fund	SPF = Sick Pay Fund	Effective from the date of the publication of this Agreement, council levies for new salons and employees registered after the date of publication, will be as follows.	AIEOL
COMMISSION EARNERS	ATE OF	ATE OF	ATEOF	ATE OF	ATE OF	ATE OF	ATE OF	LOUIN	PUBLICATION OF THIS AGREEMENT 1. Employers to deduct 1.3% Council Levy from each employee's basic salary.

NNEXURE "H



ANNEXURE "AG4"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 103 BEING KIMBERLEY AND ALL OF THE OTHER MAGISTERIAL DISTRICTS OF THE NORTHERN CAPE.

	EOHCB Subscriptions	[V] >		œ œ	380.00													
1=3	Basic establishment charge	1 0			99.41													
L	Total minimum charge	١۵		œ	180.52													
Ш	One Man Band / Rent A Chairs	1 90		æ	215.00		ď	Î		Н								
Work Code.	Work Code Description	3.3	2016 Salary	2017 Salary 6% Increase	lary 6% ase	Union or Agency Fee		Agency Fee	BC Fee Emplayer	i i	BC Fee Employee		National Pension Fund (ER)	National Pension Fund (EE)	1212	New National SPF Employer	1.75	New National SPF Employee
2002 BE	2002 Barber - Trainee	œ	2 084.28	R 2	2 209.33	R 108.00	8	85.00	R 26	26.51	R 75.55	SS R	132.56	R 132	132.56 R	11.05	35 R	11.05
2004 B	2004 Barber - Junior	æ	2 679.79	R 2	2 840.57	R 108.00	×	35.00	R 26	26.51	R 75.55	55 R	170.43	R 170	170.43 R	14.20	20 R	14.20
2006 8	2006 Barber - Senior	œ	4 466.31		-	R 108.00	-	85.00	R 26	26.51	R 75.55	SS R	284.06	R 284	284.06 R	23.67	37 R	23.67
3020 B	3020 Beauty Therapist / Health and skincare therapist - Unqualified	œ	2 553.54	R 2	2 706.75	R 108.00	W O	85.00	R 26	26.51	R 63.62	32 R	162.41	R 162	162,41 R	13,53	53 R	13.53
3014 B	3014 Beauty Therapist / Health & Skincare Therapist	œ	2850.38	8 3	3 021.41	R 108.00	8	85.00	R 26	26.51	R 63.62	52 R	181.28	R 181	181.28 R	15.11	11 R	15,11
3022 C	3022 Cleaner - Beauty	æ	1912.10		2 026.83	R 108.00	S O	85.00	R 26	26.51	R 63.62	52 R	121,61	R 121	121.61 R	10.13	13 R	10.13
2010 G	2010 General Assistant	æ	1 302.04	8	380.16	R 108.00	8	85.00	R 15	15.91	R 31.81	31 R	82,81	R 82	82.81 R		6.90 R	6.90
2012 G	2012 General Assistant after 5 years	œ	1 364.88	R 1	446.77	R 108.00	R	85.00	R 16	15.91	R 31.81	31 R	86.81	R 86	86.81 R		7.23 R	7.23
2014 G	2014 General Assistant after 10 years	2	1 404.64	8	488.92	R 108,00	8	85.00	R 1	15.91	R 31.81	31 R	89.33	œ	89.33 R		7.44 R	7.44
Z020 H	2020 Hairdresser - after 1st year qualified	œ	2 632,39	R 2	2 790.34	R 108.00	S O	85.00	R 26	26.51	R 75.55	55 R	167.42	œ	167.42 R	13.95	35 R	13.95
2022 H	2022 Hairdresser - Qualified	œ	3 111.00	R 3	297.66	R 108.00	8	85.00	R 26	26.51	R 75.55	55 R	197.86	œ	197.86 R	16.49	49 R	16.49
2024 H.	2024 Hairdresser - Qualified - after 5 years	œ	3 267.08	R 3	463.10	R 108.00	O R	85.00	R 26	26.51	R 75.55	55 R	207.79	œ	207.79 R	17.32	32 R	17.32
2026 H	2026 Hairdresser - Qualified - after 10 years	œ	3 423.15	R 3	628.54	R 108.00	8	85.00	æ	26.51	R 75.55	35 R	217.71	oc	217.71 R	ы	18.14 R	18.14
2046 LE	2046 LEARNER - Entry Level	œ	1516.87	R 1	1 607.88	R 108.00 R	O R	85.00	œ	15.91 R	31.81	81 R	96.47	œ	96.47 R	ľ	8.04 R	8.04
2048 L1	2048 LEARNER - Level 2	œ	1 664.76	R 1	1 764.65 R	R 108.00 R	O R	85.00 R	(i	15.91 R	, ili	31.81 R	105.88 R	100	105.88 R		8.82 R	8.82
2050 LI	2050 LEARNER - Level 3	œ	1 958.68	R 2	2 076.20 R	R 108.00 R	S S	85.00 R	173	19.89 R		43.75 R	124.57 R	100	124.57 R	10.38	38 R	10.38
2052	2052 LEARNER - Level 4	œ	2 161.57 R		2 291.27 R	R 108.00 R	O R	85.00	R	19.89 R		43.75 R	137.48 R	100	137.48 R		11.46 R	11.46
4000 S	4000 STUDENTS - Entry Level	œ	1 516.87 R	-	1 607.88 R	R 108.00 R	8	85.00 R	16	15.91 R		31.81 R	96.47 R		96.47 R		8.04 R	8.04
4001 S	4001 STUDENTS - Module 2 (Level 1 & 2)	8	1 664.76 R	-	1 764.65 R	R 108.00 R	O R	85.00 R		15.91 R		31.81 R	105.88 R		105.88 R		8.82 R	8.82
4002 S	4002 STUDENTS - Module 4 (Level 3 & 4)	œ	1 958.68 R	4	2 076.20 R	R 108.00 R	8	85.00 R		19.89 R		43.75 R	124.57 R		124.57 R	10.38	38 R	10.38
4003 S	4003 STUDENTS - Module 6 (Level 5 & 6)	œ	2 161.57 R		2 291.27 R	R 108.00 R	R	85.00	œ	19.89	R 43.	43.75 R	137.48 R	110.1	137.48 R		46 R	11.46
3032 N	3032 Manager - Beauty	œ	4 821.40 R		5 110.68 R	R 108.00 R	S S	85.00 R		26.51	R 63.	63.62 R	306.64 R	1.1	306.64 R	25.55	SS R	25.55
2060 N	2060 Manager - Hairdresser	œ	4 961.75 R		S 259.46 R	R 108.00 R	S S	85.00	R 2	26.51	R 75.55	55 R	315.57	œ	315.57 R	26.30	30 R	26.30
2062 N	2062 Manager - Hairdresser after 5 years	œ	S 208.86 R		5 521.39 R	R 108.00 R	S S	85.00	R 2	26.51	R 75.55	55 R	331.28	oc.	331.28 R	27.61	61 R	27.61
2064 N	2064 Manager - Hairdresser after 10 years	æ	5 458,58	RS	5 786.09	R 108.00	O R	85.00	R 2	26.51	R 75.55	55 R	347.17	R 347	347.17 R	28.93	93 R	28.93
3030 N	3030 Manager - only (Beauty Establishment)	œ	3 638.79	R 3	3 857.12	R 108.00	0 R	85.00	R 2	26.51	R 63.62	62 R	231.43	œ	231.43 R	19.29	29 R	19.29
2054 N	2054 Manager - only (Hairdressing)	œ	3 839.33	R 4	4 069.69	R 108.00	0 R	85.00	R 2	26.51	R 75.55	55 R	244.18	R 24	244.18 R	20.35	35 R	20.35
2056 N	2056 Manager - only (Hairdressing) after 5 years	œ	4 030.53	R 4	4 272.37 R	R 108.00	O R	85.00	R 2		R 75.	75.55 R	256.34	œ	_		-	2136
2058 N	2058 Manager - only (Hairdressing) after 10 years	œ	4 224.32	æ	4 477.78 R	R 108.00	B	85.00	R 2	26.51	R 75.55	SS	268.67	œ	268.67 R	22.39	39 R	22.39

ANNEXURE "HS"



Wark Code Description	2016 Salary		2017 Salary 6% Increase	Agent	Union or Agency Fee	Agency Fee	BC Fee Employer	- 4	BC Fee Employee	National Pension Fund (ER)	-	National Pension Fund (EE)	New National SPF Employer		New National SPF Employee
3034 Manicurist / Pedicurist / Wax Technician	R 1527.42	2	1 619.06	œ	108.00 R	85.00	æ	26.51 R	63.62	R 97.14	oc.	97.14	R 8.10	S.	8.10
3036 Manicurist / Pedicurist / Wax Technician -Unqualified	R 1047.75	S	1110.61	R 1	108.00 R	85.00	R 26	26.51 R	63.62 R	R 66.64	œ	66.64	R 5.5	5.55 R	5.55
3040 Nail technician - Unqualified	R 1628.33	m	1726.03	œ	108.00 R	85.00	R 26	26.51 R	63.62	R 103.56	æ	103.56	R 8.63	83 83	8.63
3084 Nail Technician - Certified	R 1675.76	8	1776.31	œ	108.00 R	85.00	R 26	26.51 R	63.62	R 106.58	R	106.58	R 8.33	88 R	8.88
3038 Nail technician - Qualified	R 1955.05 R	8	2 072,36 R		108.00 R	85.00 R	'n	26.51 R	63.62	R 124.34	æ	124,34	R 10.36	86 R	10.36
3087 One Year Qualified Message Therapist	R 2438.00 R	8	2 584.28 R		108.00 R	85.00 R	11	26.51 R	63.62	R 155.06	œ	155.06	R 12,92	12 R	12.92
2067 Operator - Trainee	R 1637.85 R	82	1736.12 R		108.00 R	85.00 R		15.91 R	31.81 R	R 104.17	æ	104.17	R 8.68	88	8.68
2068 Operator	R 2206.34	8	2338.72	œ	108.00 R	R 85.00 R		15.91 R	31.81	R 140.32	œ	140.32 R	R 11,69	89 R	11.69
2070 Operator - after 5 years	R 2317.65	SR	2456.71	æ	108.00 R	85.00	R 15	15.91 R	31.81	R 147.40	R	147.40	R 12.28	88	12,28
2072 Operator - after 10 years			2573.28	œ	108.00 R	00'58	R 15	15.91 R	31.81	R 154.40	œ	154.40	R 12.87	S7 R	12.87
2074 Operator - Multi skilled	R 2731.09	8	2 894.96	œ	108.00 R	85.00	R 15	15.91 R	31.81	R 173.70	œ	173.70	R 14.47	17 R	14.47
2076 Operator - Multi skilled - after 5 years	R 2866,26	8	3 038.23 R		108.00 R	85.00	R 15	15.91 R	31.81	R 182.29	œ	182.29	R 15.19	8	15.19
2078 Operator - Multi skilled - after 10 years	R 3 002.75	S.	3 182.91 R	-	108.00 R	85.00 R		15.91 R	31.81	R 190.97	œ	-	R 15.91	31 8	15.91
3042 Receptionist - Beauty Establishment	R 3 284.52	2 8	3 481.59 R	7.0	108.00 R	85.00 R		26.51 R	63.62 R	R 208.90 R	-0	208.90	R 17.41	11 R	17.41
2082 Receptionist - Hairdressing salon	R 2754.65	5 8	2 919.93	œ	108,00 R	85.00	R 26	26.51 R	63.62	œ	œ		П	-	14.60
2084 Receptionist - Hairdressing salon - after 5 years	R 2892.52	2	3 066.07	×	108.00 R	R 85.00	R 26	26.51 R	63.62	R 183.96	œ	-	R 15.33	33	15.33
2086 Receptionist - Hairdressing salon - after 10 years	R 3 030.37	7 R	3 212.19	œ	108.00 R	85.00	R 26	26.51 R	63.62	R 192.73	œ	192.73	R 16.06	_	16.06
3048 Somatologist 3 Years	R 2992.43	3	3 171.98 R		108.00 R	35.00	R 26	26.51 R	63.62	R 190.32	œ	190.32	R 15.86	36 R	15.86
3052 Somatologist B Tech - 4 years	R 3271.72	74 R	3 468.03 R	100	108.00 R	85.00	R 26	26.51 R	63.62	R 208.08	æ	208.08	R 17.34	8	17.34
3054 B Tech Laser Somatologist	R 3511.11	1 8	3721.78 R	100	108.00 R	R 85.00 R		26.51 R	63.62	R 223.31	œ	223.31	R 18.61	51 R	18.61
1012 Specific Skilled Stylist	R 1827.33	13	1 936.97 R	(4.)	108.00 R.	8 85.00 R		26.51 R	75.55 R		116.22 R 1	116.22	69	9.68 R	9.68
1014 Specific Skilled Stylist - after 5 years	R 1918.37	17 R	2 033.47	œ	108.00	R 85.00	R 26	26.51 R	75.55 R	R 122.01	œ	122.01 R		10.17 R	10.17
1016 Specific Skilled Stylist - after 10 years	R 2009.41	11 R	2 129.97	œ	108.00	R 85.00	R 26	26.51 R	75.55	R 127.80	œ	127,80	R 10.65	8	10.65
Specific Skilled Stylist - doing only one of the following: Braiding,	R 1117.21		1 184 24 R		108.00 R	85.00	R 26	26.51 R	75.55	R 71.05	œ	71.05		5.92 R	5.92
Specific Skilled Stylist - doing only one of the following: Braiding. 1004 Platting. Cutfing after 10 years	10	-	1301.42		108.00	R 85.00	R 26	26.51 R	75.55	R 78.09	8	78.09	8	6.51 R	6.51
Specific Skilled Stylist - doing only one of the following: Braiding, 1002 Platting. Cutting after 5 years	R 1173.12	2	1 243.51	oc.	108.00	R 85.00	œ	26.51 R	75.55	R 74.61	~	74.61	8	6.22 R	6.22
2089 Working Employer (in Salon with Staff)	R 3111.00 R	8		œ			8	R	E.	8	œ	ì	R 49.46	46 R	
2139 Rent A Chair / One Man Band (No Staff)	R 3111.00 R	30 R	3 297.66 R		108.00 R	٠ ٧	R 206	206.00 R			œ	7	R 98.93	33	

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CASUAL EMPLOYEE

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PAGE 3

ARGAINING COUNCIL

 Work Code Description	2016 Salary	2017 Salary 6% Increase	Union or Agenty Fee	Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension fund (EE)	New National SPF Employer	New SPF E
	An employee v Remuneration employment	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	or 3 days pe	r week be calculated	at the preso	sribed DAIL	Y rate for tha	it category of		
PART TIME EMPLOYEE	Should the Cor	Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.	the lower ca	iculated salar apply.	y from the E	mployer (Sa	alon owner), t	then the sala	y of the	
	If received, the worked and no	If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.	will be char of days work	iged accordin ced.	gly to the lo	wer amount	for the actua	l amount of o	lays	
WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017	Contributions 1	or a Working Err	ployer (Wor	k Code 2089	AND 2139),	is voluntary	for SPF from	n 1 January	017	
PENSION FUND	Pension Fund Contributions	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.	be paid by a	Il Employees be 6% of the	will be 6% o Basic Salar	f the Basic	Salary of the lloyee.	Employee.		
DAILY RATE CALCULATION	Basic Salary / Basic Salary / Basic Salary / Basic Salary /	Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week) Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week) Basic Salary / Wage divided by 17.33 working days = Daily Rate (when employee works a 4 day week) Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)	26 working 721.67 worki 17.33 working	days = Daily ng days = Da ng days = Da days = Daily	Rate (when ily Rate (whilly Rate (when Rate (when	employee w en employe en employe employee w	orks a 6 day e works a 5 d e works a 4 d orks a 3 day	week) lay week) lay week) week)		
SICK PAY FUND	Sick Pay Fund Contributions	Sick Pay Fund Contributions to be paid by all Employees will be 3% of the Basic Salary of the Employee. Contributions payable by all Employers will be 3% of the Basic Salary of the Employee.	be paid by a	all Employees be ½% of the	will be 1/2% Basic Salar	of the Basic y of the Em	Salary of the ployee.	e Employee.	Ш	
COMMISSION EARNERS	Qualified Hairdresse of 30% commission. Qualified Hairdresse Commission	Qualified Hairdressers / Stylists, which are employees and employed on or after 2010, whom will receive a minimum of 30% commission. Qualified Hairdressers / Stylists, which are employees and employed prior to 2010, whom will receive a minimum 40% Commission.	s, which are s, which are	employees ar	nd employed	on or after prior to 20°	2010, whom will	will receive a	minimum nimum 40%	
	NO STOCK D	NO STOCK DEDUCTIONS ARE ALLOWED	E ALLOWE	9						
	BC = Bargaining Council	ng Council							ſ	
	EE = Employee	e e								
ABBREVIATION DESCRIPTIONS	ER = Employer	· ·								
	SBF = Sick Benefit Fund	enefit Fund								
	SPF = Sick Pay Fund	ay Fund								
COUNCIL LEVIES FOR NEW SALONS FROM DATE OF PUBLICATION OF THIS AGREEMENT	Effective from registered aff 1. Employer 2. Employer	Effective from the date of the publication of this Agreement, council levies for new salons and employees registered after the date of publication, will be as follows. 1. Employers to deduct 1.3% Council Levy from each employee's basic salary. 2. Employers to contribute 1.3% Council Levy, calculated on the basis of each individual employee's basic salary,	ublication of ublication, v % Council L 1.3% Counc	this Agreemed will be as follo evy from each I Levy, calcul	ent, council ws. r employee's	evies for no s basic sala basis of eac	ew salons a ry.	nd employe employee's b	asic salary,	
	in respect o	f each employee	employed.							-

BARGAINING COUNCIL

ANNEXURE "AGS"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 104 BEING PORT ELIZABETH, UITENHAGE AND HUMANSDORP.

EOHCB Subscriptions Bargaining Levy	sic establishment charge	Total minimum charge	One Man Band / Rent A Chairs
	Ba		One

354.00	458.00	99.41	180.52	215.00
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Work Code Vescription	2016 Salary	2017 Salary	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (RE)	New National SPF Employer	New National SPF Employee
2002 Barber - Trainee	R 2 084.28	R 2 209.33	R 108.00	R 26.51	R 75.55	R 132.56	R 132.56	R 11.05	R 11.05
2004 Barber - Junior	R 2679.79	R 2840.57	R 108.00	R 26.51	R 75.55	R 170.43	R 170.43	R 14.20	R 14.20
2006 Barber - Senior	R 4466.31	R 4734.29	R 108.00	R 26.51	R 75.55	R 284.06	R 284.06	R 23.67	œ
3020 Beauty Therapist / Health and skincare therapist - Unqualified	R 2872.59	R 3 044.94	R 108.00	R 26.51	R 63.62	R 182.70	R 182.70	R 15.22	R 15.22
3014 Beauty Therapist / Health & Skincare Therapist	R 3 620.42	R 3837.64	R 108.00	R 26.51	R 63.62	R 230.26	R 230.26	R 19.19	R 19.19
3022 Cleaner - Beauty	R 2 428.64	R 2574.36	R 108.00	R 26.51	R 63.62	R 154.46	R 154.46	R 12.87	R 12.87
2010 General Assistant	R 2579.08	R 2733.82	R 108.00	R 15.91	R 31.81	R 164.03	R 164.03	R 13.67	R 13.67
2012 General Assistant after 5 years	R 2707.82	R 2870.29	R 108.00	R 15.91	R 31.81	R 172.22	R 172.22	R 14.35	R 14.35
2014 General Assistant after 10 years	R 2837.87	R 3 008.15	R 108.00	R 15.91	R 31.81	R 180.49	R 180.49	R 15.04	R 15.04
2020 Hairdresser - after 1st year qualified	R 4436.31	R 4702.49	R 108.00	R 26.51	R 75.55	R 282.15	R 282.15	R 23.51	R 23.51
2022 Hairdresser - Qualified	R 5 037.18	R 5339.41	R 108.00	R 26.51	R 75.55	R 320.36	R 320.36	R 26.70	R 26.70
2024 Hairdresser - Qualified - after S years	R 5 289.50	R 5 606.87	R 108.00	R 26.51	R 75.55	R 336.41	R 336.41	R 28.03	R 28.03
2026 Hairdresser - Qualified - after 10 years	R 5541.32	R 5873.80	R 108.00	R 26.51	R 75.55	R 352.43	R 352.43	R 29.37	R 29.37
2046 LEARNER – Entry Level	R 2 101.75	R 2227.85	R 108.00	R 15.91	R 31.81	R 133.67	R 133.67	R 11.14	R 11.14
2048 LEARNER - Level 2	R 2425.60	R 2571.13	R 108.00	R 15.91	R 31.81	R 154.27	R 154.27	R 12.86	R 12.86
2050 LEARNER - Level 3	R 2722.13	R 2885.46	R 108.00	R 19.89	R 43.75	R 173.13	R 173.13	R 14.43	R 14.43
2052 LEARNER - Level 4	R 2957.54	R 3134.99	R 108.00	R 19.89	R 43.75	R 188.10	R 188.10	R 15.67	R 15.67
4000 STUDENTS - Entry Level	R 2 101.75	R 2227.85	R 108.00	R 15.91	R 31.81	R 133,67	R 133.67	R 11.14	R 11.14
4001 STUDENTS - Module 2 (Level 1 & 2)	R 2425.60	R 2571.13	R 108.00	R 15.91	R 31.81	R 154.27	R 154.27	R 12.86	R 12.86
4002 STUDENTS - Module 4 (Level 3 & 4)	R 2 722.13	R 2885.46	R 108.00	R 19.89	R 43.75	R 173.13	R 173.13	R 14.43	R 14.43
4003 STUDENTS - Module 6 (Level 5 & 6)	R 2957.54	R 3134.99	R 108.00	R 19.89	R 43.75	R 188.10	R 188.10	R 15.67	R 15.67
3032 Manager - Beauty	R 6123.89	R 6491.32	R 108.00	R 26.51	R 63.62	R 389.48	R 389.48	R 32.46	R 32.46

ANNEXURE "He"



Work Code Description	2016 Salary	2017 Salary	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	New National SPF Employer	New National SPF Employee
2060 Manager - Hairdresser	R 5712.18	R 6054.91	R 108.00	R 26.51	R 75.55	R 363.29	R 363.29	R 30.27	R 30.27
2062 Manager - Hairdresser after 5 years	R 5 998.32	R 6358.22	R 108.00	R 26.51	12	R 381.49	R 381.49	R 31.79	
2064 Manager - Hairdresser after 10 years	R 6283.15	R 6 660.14	R 108.00	R 26.51	R 75.55	R 399.61	R 399.61	R 33.30	
3030 Manager - only (Beauty Establishment)	R 4621.80	R 4899.11	R 108.00	R 26.51	R 63.62	R 293.95	R 293.95	R 24.50	œ
2054 Manager - only (Hairdressing)	R 4 705.53	R 4 987.86	R 108.00	R 26.51	R 75.55	R 299.27	R 299.27	R 24.94	-
2056 Manager - only (Hairdressing) after 5 years	R 4 940.95	R 5 237.40	R 108.00	R 26.51	R 75.55	R 314.24	R 314.24	R 26.19	R 26.19
2058 Manager - only (Hairdressing) after 10 years	R 5 176.35	R 5 486.93	R 108.00	R 26.51	R 75.55	R 329.22	R 329.22	R 27.43	R 27.43
3034 Manicurist / Pedicurist / Wax Technician	R 2 047.38	R 2170.22	R 108.00	R 26.51	R 63.62	R 130.21	R 130.21	R 10.85	1
3036 Manicurist / Pedicurist / Wax Technician -Unqualified	R 1330.79	R 1410.63	R 108.00	R 26.51	R 63.62	R 84.64	R 84.64	R 7.05	R 7.05
3040 Nail technician - Unqualified	R 2 068.23	R 2192.32	R 108.00		R 63.62	12	-	-	~
3084 Nail Technician - Certified	R 2 128.47	R 2256.18	R 108.00	R 26.51	R 63.62	R 135.37	R 135.37	R 11.28	-
3038 Nail technician - Qualified	R 2 483.20	R 2 632.19	R 108.00	R 26.51	R 63.62	R 157.93	R 157.93	R 13.16	-
3087 Massage Therapist - One Year Qualified	R 2 438.00	R 2584.28	R 108.00	R 26.51	R 63.62	R 155.06	R 155.06		R 12.92
2067 Operator - Trainee	R 2367.08	R 2 509.10	108.00	R 15.91	R 31.81	R 150.55	100		-
2068 Operator	R 3 009.56	R 3 190.14	R 108.00	R 15.91	R 31.81	R 191.41	R 191.41	R 15.95	R 15.95
2070 Operator - after 5 years	R 3 160.44	R 3350.07	R 108.00	R 15.91	R 31.81	R 201.00	R 201.00	R 16.75	R 16.75
2072 Operator - after 10 years	R 3310.00	R 3 508.60	R 108.00	R 15.91	R 31.81	R 210.52	R 210.52	R 17.54	R 17.54
2074 Operator - Multi skilled	R 3477.78	R 3 585.44	R 108.00	R 15.91	R 31.81	R 221.19	R 221.19	R 18.43	R 18.43
2076 Operator - Multi skilled - after 5 years	R 3 652.06 R	R 3871.18 R	108.00	R 15.91	R 31.81	R 232.27	R 232.27	R 19.36	R 19.36
2078 Operator - Multi skilled - after 10 years	R 3 826.34	R 4055.92	R 108.00 R	R 15.91	R 31.81	R 243,35 R	R 243.35	R 20.28	R 20.28
3042 Receptionist - Beauty Establishment	R 4171.83	R 4422.14 R	R 108.00 R	R 26.51	R 63.62 R	R 265,33 R	R 265.33 R	R 22.11	R 22.11
2080 Receptionist - First year of experience	R 3765.20 R	R 3 991.12 R	R 108.00 R	R 26.51	R 63.62	R 239.47 R	239.47	R 19.96	R 19.96
2082 Receptionist - Hairdressing salon	R 4558.57 R	R 4832.09 R	R 108.00 R	R 26.51	R 63.62 R	R 289.93 R	289.93	R 24.16	R 24.16
2084 Receptionist - Hairdressing salon - after 5 years	R 4786.17 R	R 5073.33 R	R 108.00 R	R 26.51	R 63.62	R 304.40 R	R 304.40	R 25.37	R 25.37
2086 Receptionist - Hairdressing salon - after 10 years	R 5 015.07 R	R 5315.98 R	R 108.00 R	R 26.51	R 63.62 R	R 318.96 R	R 318.96	R 26.58	R 26.58
3048 Somatologist 3 Years	R 3 800.82 R	R 4 028.87 R	R 108.00 R	R 26.51	R 63.62	R 241.73	R 241.73	R 20.14	R 20.14
3052 Somatologist B Tech - 4 years	R 4155.58 R	R 4404.92 R	R 108.00 R	R 26.51	R 63.62	R 264.29 R	R 264.29	R 22.02	R 22.02
3054 Somatologist - B Tech Laser	R 4459.63 R	R 4727.21 R	R 108.00 R	R 26.51	R 63.62	R 283.63 R	R 283.63	R 23.64	R 23.64
1012 Specific Skilled Stylist	R 2191.50	R 2322.99 R	R 108.00 R	R 26.51	R 75.55	R 139.38 R	R 139.38	R 11.61	R 11.61
1014 Specific Skilled Stylist - after 5 years	R 2300.75 R	R 2 438.80 R	108.00	R 26.51	R 75.55	R 146.33 R	R 146.33 R	R 12.19	R 12.19
1016 Specific Skilled Stylist - after 10 years	R 2411.29	R 2555.97 R	R 108.00 R	R 26.51	R 75.55	R 153.36	R 153.36	R 12.78	R 12.78
Specific Skilled Stylist - doing only one of the following: Braiding, 1000 Platting, Cutting	R 1428.05 R	R 1513.74 R	R 108.00 R	R 26.51	R 75.55	R 90.82	R 90.82	R 7.57	R 7.57

Sick Pay Fund Contributions to be paid by all Employees will be ½% of the Basic Salary of the Employee. Contributions payable by all Employers will be ½% of the Basic Salary of the Employee.

SICK PAY FUND

ANNEXURE "HG"

PASE 3

1	SNC	scare Industry
	000	Beauty & Skin
ONA	じとファ	Cosmetology -
NAT	ARGAII	he Hairdressing
	B	POC

Work Code Description	2	2016 Salary	Z017 Salary	A.	Union or Agency Fee		BC Fee Employer	BC Fee Employee		Pension Fund (ER)	-	Pension Fund (EE)	New National SPF Employer	-0.0	New National SPF Employee
Specific Skilled Stylist - doing only one of the following: Braiding, 1002 Platting, Cutting after 5 years	ω 66	1 499.58	R 158	1 589.56	R 108.00	8	26.51	R 75.	75.55 R	95.37	~	95.37	R 7.95	35 R	7.95
Specific Skilled Stylist - doing only one of the following: Braiding, 1004 Platting, Cutting after 10 years	ec.	1 571.12	~	1 665.39	R 108.00	0 R	26.51	1		- 1		99.92	~		8.33
2089 Working Employer (in Salon with Staff)	œ	5 037.18	R 533	S 339.41 F	R	œ				1	-	×	-	-	
2139 Rent A Chair / One Man Band (No Staff)	æ	5 037.18	R 533	5 339.41 F	R 108.00	œ	206.00	R	R		æ		R 160.18	8	
NOTES									١,						
CASHAI EMBLOVEE	An en	An employee who substitutes for any permanent employee who is sick or on leave	no substitut	es for a	ny perm	anent e	mployee	who is	sick or	on leave					
CASOAL EMPLOTEE	Remu	Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment	Basic Sala	ry / Wa	ges shall	pe cal	culated a	at the pre	scribe	d DAILY	rate fo	r that c	ategory of		
	An en	An employee who works 1 or 2 or 3 days per week	to works 1	or 2 or	3 days pe	er week									
	Remu	Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment.	Basic Sala	ry / Wa	ges shall	be cal	sulated a	at the pre	scribe	DAILY	rate fo	r that o	ategory of		
PART TIME EMPLOYEE	Shoul of the	Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.	ncil not reck position for	sive the	lower ca	alculate ory will	d salary apply.	from the	Emplo	yer (Sal	on owr	er), the	en the sala	ζ.	
	if rece	If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.	the deduct	li amou	Il be char	s worke	scording ed.	y to the	lower 8	mount fo	or the	actual a	imount of		
WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND		Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017	r a Working	g Emplo	yer (Wo	k Code	2089 A	ND 2136), is vo	luntary f	for SPF	from 1	January		
PENSION FUND	Pensi	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.	ontribution yable by al	s to be	paid by a	Il Empl be 6%	oyees w	ill be 6% asic Sala	of the	Basic Sa Te Emplo	alary o	f the Er	nployee.	-	
2.3	Basic	Basic Salary / Wage divided by 26 working days = Dally Rate (when employee works a 6 day week)	lage divide	d by 26	working	days=	Daily R	ate (whe	n empl	owee wo	rks a 6	day we	sek)		
DAILY RATE CALCULATION	Basic	Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week) Basic Salary / Wage divided by 17.33 working days = Daily Rate (when employee works a 4 day week)	/age divide	d by 21	.67 work	ing day	s = Daily s = Daily	Rate (w	hen e	npioyee	works	a 5 day a 4 day	/week)		
	Basic	Basic Salary / Wage divided by 13 working days ≂ Daily Rate (when employee works a 3 day week)	'age divide	d by 13	working	days =	Daily R	ate (wher	и етр	oyee wo	rks a 3	day we	sek)		

BARGAINING COUNCIL Tor the Hairdressing - Cosmetology - Beauty & Skincare Industry Tor the Hairdressing - Cosmetology - Beauty & Skincare Industry Tor the Hairdressing - Cosmetology - Beauty & Skincare Industry Tor the Hairdressing - Cosmetology - Beauty & Skincare Industry Tor the Hairdressing - Cosmetology - Beauty & Skincare Industry Tor the Hairdressing - Cosmetology - Beauty & Skincare Industry Tor the Hairdressing - Cosmetology - Beauty & Skincare Industry Tor the Hairdressing - Cosmetology - Beauty & Skincare Industry Tor the Hairdressing - Cosmetology - Beauty & Skincare Industry Tor the Hairdressing - Cosmetology - Beauty & Skincare Industry Tor the Hairdressing - Cosmetology - Beauty & Skincare Industry Toronto Industr	COMMISSION EARNERS NO STOCK DEDUCTIONS ARE ALLOWED BC = Bargaining Council	ABBREVIATION DESCRIPTIONS ER = Employer	SBF = Sick Benefit Fund SPF = Sick Pay Fund	Effective from the date of the publication of this Agreement, council levies for new salons and employees registered after the date of publication, will be as follows.	AKGA	ME Stylist will be possible to stock DED C = Bargaining E = Employee R = Employer BF = Sick Benef FPF = Sick Pay F Thective from the agistered after t	2017 Salary Daild 40% committee Council It Fund Cate of the pub The date of pub	Union or Agency Fee ALLOWED ALLOWED Ilication of thi	Br Fee Employer s Agreement be as follows	BC Fee Employee , council lev	National Pension Fund (ER)	National Pension Fund (EE)		-51/24
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ANNEXURE "AG6"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 105 BEING THE MAGISTERIAL DISTRICT OF ALBERTON

EOHCB Subscriptions	Bargaining Levy	Basic establishment charge	Total minimum charge	One Man Band / Rent A Chairs

458.00	458.00	99.41	180.52	215.00
×	2	œ	æ	8

fork Code Work Code Description	2016 Salary	2	2017 Salary	Ager	Union or Agency Fee	BC Fee Employer	(HICE)	BC Fee Employee	National Pension Fur (ER)	Fund	National National Pension Fund (EE)		New National New National SPF Employer SPF Employee	onal A	PF Em	ational
2002 Barber - Trainee	R 2 084.28	_	R 2 209.33	œ	108.00	R 26.51	R	75,55	R 13	132.56	R 132.56	-	R 11	11.05	R	11.05
2004 Barber - Junior	R 2679.79	_	R 2840.57	8	108.00	R 26.51	1 8	75.55	œ	170.43	R 170.43	-	R 14	14.20	8	14.20
2006 Barber - Senior	R 4466.31	.31 R	4 734.29	œ	108.00	R 26.51	1 8	75.55	R 28	284.06	R 284.06	-	R 23	23.67	R	23.67
3020 Beauty Therapist / Health and skincare therapist - Unqualified	R 3 703.39		R 3925.59	œ	108.00 R	R 26.51	1 R	63.62	R 23	235.54	R 235.54		R 19	19.63	R	19.63
3014 Beauty Therapist / Health & Skincare Therapist	R 4254.31	1.31 R	4 509.57	8	108.00	R 26.51	1 R	63.62	R 27	270.57	R 270.57		R 22	22.55	R	22.55
3022 Cleaner - Beauty	R 2853.87		R 3 025.10	œ	108.00	R 26.51	1	63.62	œ	181.51	R 181	181.51 R	10	15.13	R	15.13
2010 General Assistant	R 1749.04	.04 R	1853.98	×	108.00	R 15.91	1 8	31.81	œ	111.24	R 111.24	24	8	9.27	×	9.27
2012 General Assistant after 5 years	R 1837.02		R 1947.24	~	108.00	R 15.91	1 R	31.81	œ	116.83	R 116.83	.83	R 9	9.74	R	9.74
2014 General Assistant after 10 years	R 192	1925.01	R 2 040.51	œ	108.00	R 15.91	1 R	31.81	œ	122.43	R 122.43	.43	R 10	10.20	8	10.20
2020 Hairdresser - after 1st year qualified	R 3 529.60	-	R 3741.37	æ	108.00	R 26.51	1 R	75.55	œ	224.48	R 224.48	.48	R 18	18.71	æ	18.71
2022 Hairdresser - Qualified	R 4710.08	-	R 4 992.68	×	108.00	R 26.51	1 R	75.55	×	299.56	R 299.56	.56	R 24	24.96	æ	24.96
2024 Hairdresser - Qualified - after 5 years	R 4945.12	_	R 5241.83	œ	108.00	R 26.51	1 R	75.55	œ	314.51	R 314.51		R 26	26.21	×	26.21
2026 Hairdresser - Qualified - after 10 years	R 5 180.16	-	R 5 490.97	œ	108.00	R 26.51	1 R	75.55	R 32	329.46	R 329.46	.46	R 27	27.45	2	27.45
2046 LEARNER - Entry Level	R 1935.52		R 2 051.65	œ	108.00	R 15.91	1 R	31.81	œ	123.10	R 123.10	10	R 10	10.26	æ	10.26
2048 LEARNER - Level 2	R 2287.42	-	R 2424.66	œ	108.00	R 15.91	1 R	31.81	æ	145.48	R 145.48	.48	R 12	12.12	W.	12.12
2050 LEARNER - Level 3	R 2569.73	-	R 2723.91	×	108.00	R 19.89	9 R	43.75	R 16	163.43	R 163.43	_	R 13	13.62	×	13.62
2052 LEARNER - Level 4	R 2819.23	-	R 2 988.38	œ	108.00	R 19.89	9 R	43.75	œ	179.30	R 179.30	30	R 14	14.94	œ	14.94
4000 STUDENTS - Entry Level	R 1935.52	_	R 2051.65	œ	108.00	R 16.51	1 R	33.01	œ	123.10 R	R 123.10	10	R 10	10.26	R	10.26
4001 STUDENTS - Module 2 (Level 1 & 2)	R 2287.42	-	R 2424.66	œ	108.00	R 16.51	1 R	33.01	œ	145.48	R 145.48	.48	R 1	12.12	æ	12.12
4002 STUDENTS - Module 4 (Level 3 & 4)	R 2569.73	_	R 2723.91	æ	108.00	R 20.64	4 R	45.40	×	163.43	R 163.43	.43	R 1	13.62	w.	13.62
4003 STUDENTS - Module 6 (Level 5 & 6)	R 2819.23	-	R 2 988.38	œ	108.00	R 20.64	4 R	45.40	œ	179.30	R 179.30	30	R 14	14.94	2	14.94
3032 Manager - Beauty	R 719	7 196.12	R 7627.88	œ	108.00	R 26.51	1 R	63.62	æ	457.67	R 457.67	129	R 38	38.14	æ	38.14

NEXUKE "HS"

18,28 19.15 19.79 21.76 25.69 17.86 19.65

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ANNEXURE "HS"

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BARGAINING COUNCIL	NAT SAINE	NON Sample	7O 8	Dy - Boant	1100	Skince	Z	Older	18					
Work Code Description		2016 Salary		2017 Salary	~ «	Union or Agency Fee		BC Fee Employer	" E	BC Fee Employee	Pen	National National Pension Fund Pension Fund	Per	National Pension Fund
ager - Hairdresser	8	6 126.92	œ	6 494.53	-	R 108.00	OK.	26.51	~	75.55	8	389.67	×	389.67
ager - Hairdresser after 5 years	œ	6 432.85	-	6 818.83 R 108.00	æ	108.00		26.51		75.55 R	œ	409.13	×	409.13
ager - Hairdresser after 10 years	02	6 738.80 R	œ	7 143.13 R 108.00 R	æ	108,00	æ	26.51 R	æ	75.55	œ	75.55 R 428.59 R 428.59	œ	428.59
ager - only (Beauty Establishment)	œ	5 431.04 R	~	5 756.90 R 108.00 R	œ	108.00	œ	26.51 R	æ	63.62	œ	63.62 R 345.41 R 345.41	œ	345.41
ager - only (Hairdressing)	82	4 959.56 R	œ	5 257.13 R 108.00 R	œ	108.00	œ	26.51 R	œ	75.55	æ	75.55 R 315.43 R 315.43	œ	315.43
ger - only (Hairdressing) after 5 years	~	5 156.84	æ	5 466.25 R	œ	108.00 R	œ	26.51	æ	75.55	œ	75.55 R 327.97 R 327.97	œ	327.97
ager - only (Hairdressing) after 10 years	~	5 402,65	æ	5 726.81 R	œ	108.00 R	œ	26.51	æ	75.55	œ	75.55 R 343.61 R 343.61	œ	343.61
curist / Pedicurist / Wax Technician	~	2 405.85 R	×	2 550.20 R 108.00 R	œ	108.00	œ	26.51 R	œ	63.62	œ	63.62 R 153.01 R 153.01	œ	153.01
curist / Pedicurist / Wax Technician -Unqualified	8	1 563.81 R	8	1657.64 R 108.00 R	œ	108.00	æ	26.51 R	8	63.62 R	œ	99.46 R		99.46
echnician - Unqualified	×	2 430.35	œ	2576.17 R	œ		×	26.51 R	æ	63.62	œ	63.62 R 154.57 R 154.57	œ	154.57
echnician - Certified	8	2 501.13	œ	2 651.20	œ	108.00 R	œ	26.51	×	63.62	8	159.07	×	159.07
echnician - Qualified	R	2 917.99	æ	3 093.07 R	æ	108,00 R	ď	26.51	R	63.62 R	œ	185.58	æ	185.58
sage Therapist - One Year Qualified	R	3 710.00 R	×	3 932.60 R 108.00 R	œ	108.00	æ	26.51 R	œ	63.62	œ	63.62 R 235.96 R 235.96	œ	235.96
ator - Trainee	R	1 662.39 R	œ	1762.13 R 108.00 R	×	108.00	œ	15.91 R	8	31.81	æ	31.81 R 105.73 R 105.73	×	105.73
ator	8	3 285.37 R	œ	3 482.50 R 108.00 R	~	108.00	œ	15.91 R	œ	31.81	œ	31.81 R 208.95 R 208.95	æ	208.95
ator - after 5 years	R	3 449.51	×	3 656.48 R	ď	108.00 R	ď	15.91 R	œ	31.81	œ	31.81 R 219.39 R 219.39	œ	219.39
ator - after 10 years	œ	3 613.64	R	3 830.45 R	æ	108.00 R	æ	15.91	8	31.81	œ	R 229.83	œ	R 229.83
ator - Multi skilled	8	3 733.13 R	æ	3 957.12 R 108.00 R	œ	108.00	æ	15.91 R	œ	31.81	×	31.81 R 237.43 R 237.43	œ	237.43
ator - Multi skilled - after 5 years	8	3 919.59 R	œ	4154.77 R 108.00 R	œ	108.00	œ	15.91 R	œ	31.81	æ	31.81 R 249.29 R 249.29	œ	249.29
ator - Multi skilled - after 10 years	œ	4 106.05 R	×	4 352.41 R 108.00 R	æ	108.00	œ	15.91 R	×	31.81	œ	31.81 R 261.14 R 261.14	æ	261.14
ptionist - Beauty Establishment	R	4 847.68	œ	5 138.54 R	œ	108.00 R	ď	26.51 R	œ	63.62 R	×	308.31 R 308.31	æ	308.31
ptionist - Hairdressing salon	R	3 369.41	œ	3 571.58 R	œ	108.00	×	26.51	×	63.62	œ	R 214.29	œ	214.29
ptionist - Hairdressing salon - after 10 years	R	3 706.87 R	œ	3 929.29 R 108.00 R	œ	108.00	ď	26.51 R	œ	63.62	œ	63.62 R 235.76 R 235.76	œ	235.76
ptionist - Hairdressing salon - after 5 years	œ	-	œ	3 749.73 R 108.00 R	œ	108.00	×		æ	63.62	œ	63.62 R 224.98 R 224.98	œ	224.98
stolopist 3 Years	~	4 466 31 R	α	A 724 79 8 108 00 R	0	108 00	~	27 51 R	à	66 07	œ	66 02 R 284 06 R 284 06	α	284 OF

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Code	Work Code Description	2016 Salary	2017 Salary	Union or Agency Fee	8 E	BC Fee Employer	BC Fee Employee	7	National Pension Fund (ER)	Per	National Pension Fund (EE)		New National New National SPF Employer SPF Employee	New SPF E	Nati
1002	Specific Skilled Stylist - doing only one of the following: Braiding, 1002 Platting, Cutting after 5 years	R 1437.84	R 1524.11	R 108.00	œ	27.51	R 78.40	0	91.45	~	91.45	œ	7.62	02	7.62
2089	2089 Working Employer (in Salon with Staff)	R 4710.08	R 4 992.68		ď					4		1	74.89	2	1
2139	2139 Rent A Chair / One Man Band (No Staff)	R 4710.08	R 4 992.68	R 108.00	ď	206.00	R	02	Ţ	œ		.51	149.78	œ	ľ
	NOTES							1				1			
	CASUAL EMPLOYEE	An employee whemployee when employment	An employee who substitutes for any permanent employee who is sick or on leave employment	r any perma	nent e	mployee	who is si	icko	on leave	m			4		
		An employee wh Remuneration / employment	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	or 3 days per ages shall b	week e calc	oulated a	t the pres	cribe	d DAILY	rate	for that	categ	ny of		
	PART TIME EMPLOYEE	Should the Cou	Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.	he lower call or that Job C	culate	d salary	from the poly.	Emp	oyer (Sa	o uo	wner), th	en the			
		If received, there	If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.	will be chang	ged ac	cordingl	y to the lo	ower	amount f	or th	e actual	атоп	t of		
	WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND	market and the	Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017	oloyer (Work	Code	2089 A	ND 2139)	ts v	oluntary	for S	PF from	1 Jan	iary		
	PENSION FUND	Pension Fund C Contributions pa	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.	e paid by all	Emple e 6%	oyees w	ill be 6% c	of the	Basic S he Empl	alany	of the E	mploy	oj Oj		
		Basic Salary / M	Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week)	26 working d	ays =	Daily Ra	ate (when	emp	loyee wa	orks a	6 day w	veek)			
	DAILY RATE CALCULATION	Basic Salary / W	Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week)	21.67 workin	g day:	s = Daily	Rate (wh	nen e	mployee	Work	sa 5 da	y wee	()		
		Basic Salary / M	Basic Salary / Wage divided by 17.33 working days = Daily Rate (when employee works a 4 day week)	17.33 workin	g day.	s = Daily	Rate (wh	en e	mployee	wor	sa 4 da	y wee	0		
		Basic Salary / W	Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)	13 working d	ays≔	Daily Ra	ate (when	emp	loyee wo	orks	3 day w	(yeek)			
	SICK PAY FUND	Sick Pay Fund (Contributions pa	Sick Pay Fund Contributions to be paid by all Employees will be %% of the Basic Salary of the Employee. Contributions payable by all Employers will be %% of the Basic Salary of the Employee.	se paid by all	Emple 7%	loyees w	ill be ½% asic Salar	of the	e Basic.	Salar	y of the	Emplo	yee.		
	COMMISSION EARNERS	All Stylist will be	All Stylist will be paid 40% commission	nission						6					
_		NO STOCK DE	NO STOCK DEDUCTIONS ARE ALLOWED	ALLOWED									Ī		

Code	Work Code Description	Z016 Salary	2017 Salary	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National National ension Fund Pension Fund (ER) (EE)	National National New National New National Pension Fund SPF Employer SPF Employee (ER)	New Nationa SPF Employe
		BC = Bargaining Council	g Council							
		EE = Employee								
	ABBREVIATION DESCRIPTIONS	ER = Employer								
		SBF = Sick Benefit Fund	efit Fund							
		SPF = Sick Pay Fund	Fund							
		Effective from temployees reg	Effective from the date of the publication of this Agreement, council levies for new salons and employees registered after the date of publication, will be as follows.	ublication of the	is Agreemer	nt, council le I be as follov	vies for new	salons and	71	
	COUNCIL LEVIES FOR NEW SALONS FROM DATE OF PUBLICATION OF THIS AGREEMENT	1. Employers	1. Employers to deduct 1.3% Council Levy from each employee's basic salary.	6 Council Lev	y from each	employee's	basic salary.			
		2. Employers basic salary,	Employers to contribute 1.3% Council Levy, calculated on the basis of each individual employee's basic salary, in respect of each employee employed.	1.3% Council L	evy, calcular imployed.	ted on the b	asis of each i	ndividual en	ployee's	

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ANNEXURE "AG6"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 105 BEING THE MAGISTERIAL DISTRICT OF ALBERTON

EOHCB Subscriptions	Bargaining Levy	Basic establishment charge	Total minimum charge	One Man Band / Rent A Chairs

458.00	458.00	99.41	180.52	215.00
×	æ	ĸ	œ	œ

V Code Description		2016 Salary		2017 Salary	Uni	Union or Agency Fee	E E	BC Fee Employer	BC Fee Employee		National Pension Fund (ER)	National Pension Fund (EE)	-	New National New National SPF Employer SPF Employee	New N	ational
2002 Barber - Trainee	Ī	R 2 084.28	æ	2 209.33	R	108.00	œ	26.51	R 75.55	35 R	132.56	R 132.56	R	11.05	R	11.05
2004 Barber - Junior		R 2679.79	~	2 840.57	R	108.00	œ	26.51	R 75.55	35 R	170.43	R 170.43	œ	14.20	8	14.20
2006 Barber - Senior		R 4466.31	æ	4 734.29	8	108.00	œ	26.51	R 75.55	55 R	284.06	R 284.06	œ	23.67	æ	23.67
3020 Beauty Therapist / Health and skincare therapist - Unqualified		R 3703.39	œ	3 925.59	R	108.00	œ	26.51	R 63.62	52 R	235.54	R 235.54	œ	19.63	œ	19.63
3014 Beauty Therapist / Health & Skincare Therapist		R 4254.31	EK.	4 509.57	8	108.00	ď	26.51	R 63.62	52 R	270.57	R 270.57	œ	22.55	œ	22.55
3022 Cleaner - Beauty	Ē	R 2853.87	œ	3 025.10	œ	108.00	œ	26.51	R 63.62	52 R	181.51	R 181.51	æ	15.13	×	15.13
2010 General Assistant		R 1749.04	œ	1 853.98	R	108.00	œ	15.91	R 31.81	31 R	111.24	R 111.24	R	9.27	œ	9.27
2012 General Assistant after 5 years	Ē	R 1837.02	œ	1 947.24 R		108.00	œ	15.91	R 31.81	31 R	116.83	R 116.83	3 R	9.74	œ	9.74
2014 General Assistant after 10 years	-	R 1925.01	œ	2 040.51	R	108.00	œ	15.91	R 31.81	31 R	122.43	R 122.43	œ	10.20	×	10.20
2020 Hairdresser - after 1st year qualified	Ē	R 3 529.60	œ	3 741.37	۳ 1	108.00	œ	26.51	R 75.55	55 R	224.48	R 224.48	œ	18.71	~	18.71
2022 Hairdresser - Qualified	_	R 4710.08	œ	4 992.68	8	108.00	×	26.51	R 75.55	55 R	299.56	R 299.56	œ	24.96	×	24.96
2024 Hairdresser - Qualified - after 5 years		R 4945.12	œ	5 241.83	R	108.00	R	26.51	R 75.55	55 R	314.51	R 314.51	æ	26.21	8	26.21
2026 Hairdresser - Qualified - after 10 years	Ī	R 5 180,16	œ	5 490.97	8	108.00	œ	26.51	R 75.55	55 R	329.46	R 329.46	æ	27.45	æ	27.45
2046 LEARNER - Entry Level		R 1935.52	œ	2 051.65	8	108.00	æ	15.91	R 31,81	31 R	123.10	R 123.10	œ	10.26	×	10.26
2048 LEARNER - Level 2		R 2287.42	œ	2 424.66	8	108.00	œ	15.91	R 31.81	31 R	145.48	R 145.48	œ	12.12	R	12.12
2050 LEARNER - Level 3		R 2569.73	œ	2 723.91	8	108.00	œ	19.89	R 43.75	75 R	163.43	R 163.43	×	13.62	æ	13.62
2052 LEARNER - Level 4		R 2819.23	œ	2 988.38	R	108.00	×	19.89	R 43.75	75 R	179.30	R 179.30	×	14.94	æ	14.94
4000 STUDENTS - Entry Level		R 1935.52	œ	2 051.65	8	108.00	œ	16.51	R 33.01	01 R	123.10	R 123.10	æ	10.26	œ	10.26
4001 STUDENTS - Module 2 (Level 1 & 2)	3	R 2287.42	œ	2 424.66	œ	108.00	œ	16.51	R 33.01	01 R	145.48	R 145.48	œ	12.12	œ	12.12
4002 STUDENTS - Module 4 (Level 3 & 4)		R 2 569.73	œ	2 723.91	æ	108.00 R	æ	20.64	R 45.40	40 R	163.43	R 163.43	œ	13.62	œ	13.62
4003 STUDENTS - Module 6 (Level 5 & 6)		R 2819.23	œ	2 988,38	R	108.00	æ	20.64	R 45.40	40 R	179.30	R 179.30	œ	14.94	œ	14.94
3032 Manager - Beauty		R 7196.12	œ	7 627.88	æ	108.00 R	œ	26.51	R 63.62	52 R	457.67	R 457.67	æ	38.14	~	38.14

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Work Code Work Code Description	20.	2016 Salary	2017 Salary	٥.	Union or	BC Fee	-	BCFee	Nati	National Pension Fund	National Pension Fund		New National New National	New	National
				Ag	Agency ree	employer		employee	3	(ER)	(EE)	Ž.	mployer	SPE	SPP Employer SPP Employee
2060 Manager - Hairdresser	8	6 126.92	R 6494.53		R 108.00	R 26.51	1 R	75.55	R 3	389.67	R 389.67	7 8	32.47	R	32.47
2062 Manager - Hairdresser after 5 years	æ	6 432.85	R 6818.83	×	R 108.00 R		26.51 R	75.55	R 4	409.13	R 409.13	æ	34.09	œ	34.09
2064 Manager - Hairdresser after 10 years	~	6 738.80	R 7143.13	æ	108.00 R		26.51 R	75.55 R	10.00	428.59	R 428.59	82	35.72	æ	35.72
3030 Manager - only (Beauty Establishment)	æ	5 431.04	R 5756.90	œ	108.00 R		26.51 R	63.62 R	100	345.41 R	R 345.41	1 R	28.78	œ	28.78
2054 Manager - only (Hairdressing)	æ	4 959.56 R	R 5 257.13 R	æ	108.00 R		26.51 R	75.55 R	100	315.43 R	R 315.43 R	æ	26.29 R	œ	26.29
2056 Manager - only (Hairdressing) after 5 years	ď	5 156.84	R 5466.25 R	æ	108.00 R		26.51 R	75.55 R		327.97 R	R 327.97 R	7 R	27.33	æ	27.33
2058 Manager - only (Hairdressing) after 10 years	æ	5 402.65	R 5726.81 R	œ	108.00 R		26.51 R	75.55 R		343.61 R	R 343.61 R	2	28.63	œ	28.63
3034 Manicurist / Pedicurist / Wax Technician	æ	2 405.85	R 2550.20 R	æ	108.00 R		26.51 R	63.62 R	1	153.01 R	R 153.01	2	12.75	œ	12.75
3036 Manicurist / Pedicurist / Wax Technician -Unqualified	8	1 563.81	R 1657.64	×	108.00 R	R 26.51	1 8	63.62 R	(Tr)	99.46 R	R 99.46 R	20	8.29	œ	8.29
3040 Nail technician - Unqualified	æ	2 430.35	R 2576.17		108.00 R	R 26.51	1 R	63.62	œ	154.57	R 154.57	7 R	12.88	æ	12,88
3084 Nail Technician - Certified	œ	2 501.13	R 2651.20	œ	108.00 R	R 26.51	1 K	63.62	R	159.07	R 159.07	7 R	13.26	8	13.26
3038 Nail technician - Qualified	æ	2 917.99	R 3 093.07	œ	108.00	R 26.51	1 R	63.62	R 1	185.58	R 185.58	œ	15.47	œ	15.47
3087 Massage Therapist - One Year Qualified	æ	3 710.00	R 3 932.60	œ	108.00	R 26.51	1 8	63.62	R 2	235.96	R 235.96	8	19.66	œ	19.66
2067 Operator - Trainee	æ	1 662.39	R 1762.13	œ	108.00	R 15.91	1 8	31.81	R 1	105.73	R 105.73	82	8.81	œ	8.81
2068 Operator	æ	3 285.37	R 3 482.50	æ	108.00	R 15.91	1 B	31.81	R 2	208.95	R 208.95	SR	17.41	×	17.41
2070 Operator - after 5 years	æ	3 449.51	R 3 656.48	×	108.00	R 15.91	1 B	31.81	R 2	219.39	R 219.39	8	18.28	œ	18.28
2072 Operator - after 10 years	œ	3 613.64	R 3 830.45	×	108.00	R 15.91	1 8	31.81	R 2	229.83	R 229.83	22	19.15	æ	19.15
2074 Operator - Multi skilled	œ	3 733.13	R 3957.12	×	108.00	R 15.91	1 B	31.81	R 2	237.43	R 237.43	8	19.79	œ	19.79
2076 Operator - Multi skilled - after 5 years	œ	3 919.59	R 4154,77	æ	108.00	R 15.91	1 8	31.81	R 2	249,29	R 249.29	8	20.77	œ	20.77
2078 Operator - Multi skilled - after 10 years	18	4 106.05	R 4352.41	œ	108.00	R 15.91	11 R	31.81	R 2	261.14	R 261.14	8	21.76	œ	21.76
3042 Receptionist - Beauty Establishment	æ	4 847.68	R 5138,54	×	108.00	R 26.51	1 R	63.62	8	308.31	R 308.31	1 R	25,69	œ	25.69
2082 Receptionist - Hairdressing salon	œ.	3 369.41	R 3571.58	œ	108.00	R 26.51	1 B	63.62	R 2	214.29	R 214.29	8	17.86	~	17.86
2086 Receptionist - Hairdressing salon - after 10 years	œ	3 706.87	R 3 929.29	œ	108.00	R 26.51	1 R	63.62	R 2	235.76	R 235.76	8	19.65	œ	19.65
2084 Receptionist - Hairdressing salon - after 5 years	æ	3 537.49	R 3749.73	œ	108.00 R	R 26.51	1 8	63.62	R 2	224.98	R 224.98	œ	18.75	æ	18.75
3048 Somatologist 3 Years	œ	4 466.31	R 4734.29 R	œ	108.00 R		27.51 R	66.02	R 2	284.06	R 284.06 R	8	23.67	œ	23.67
3052 Somatologist B Tech - 4 years	œ	4 883.17	R 5176.16 R	~	108.00 R	R 27.51	1 B	66.02	8 3	310.57	R 310.57	7 R	25.88	æ	25.88
3054 Somatologist - B Tech Laser	œ	5 240.47	R 5 554.90 R	œ	108.00 R	R 26.51	1 8	63.62 R		333.29	R 333.29 R	8	27.77	œ	27.77
1012 Specific Skilled Stylist	os.	2 111.46 R	R 2238.14	œ	108.00 R		27.51 R	78.40 R		134.29	R 134.29 R	8	11.19	œ	11.19
1014 Specific Skilled Stylist - after 5 years	œ	2 2 1 7 . 8 2	R 2350.89 R	æ	108.00 R	R 27.51	1 8	78.40 R		141.05 R	R 141.05 R	8	11.75	œ	11.75
1016 Specific Skilled Stylist - after 10 years	R	2322.86	R 2462.23	~	108.00	R 27.51	1	78.40 R	100	147.73	R 147.73	8	12.31	œ	12.31
Specific Skilled Stylist - doing only one of the following: Braiding, 1000 Platting, Cutting	02	1 369.55	R 1451.72	œ	108.00	R 27.51	~	78.40	oc.	87.10	R 87.10	8	7.26	œ	7.26
Specific Skilled Stylist - doing only one of the following: Braiding,	0	-	-	0	00 001	5		0 40	1		1	-	7 00		7 00
TOO4 LIGHTIPE CALLING ALLEL TO YEARS	- 1	1 2000 12		٤	TOO.OUT	ч		10.40	-1	22.72	1	2	1.30		1.30

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Work Code Description	2016 Salany	2017 Salary	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Func (ER)	National National Pension Fund Pension Fund (ER) (EE)	New National New National SPF Employer SPF Employee	New Na SPF Emp
Specific Skilled Stylist - doing only one of the following: Braiding, 02 Platting, Cutting after 5 years	R 1437.84	R 1524.11	R 108.00	R 27.51	1 R 78.40	R 91.45	R 91.45	R 7.62	œ
89 Working Employer (in Salon with Staff)	R 4710.08	R 4 992.68	8	· «	·	×	R	R 74.89	œ
39 Rent A Chair / One Man Band (No Staff)	R 4710.08	R 4992.68	R 108.00 R	R 206.00	0 R .	R	~	R 149.78	æ
NOTES									١.
CASUAL EMPLOYEE	An employee w employment	An employee who substitutes for any permanent employee who is sick or on leave employment	r any permar	nent emplo	yee who is sid	sk or on leave		i u	
	An employee w Remuneration employment	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	or 3 days per Vages shall t	week e calculate	d at the pres	cribed DAILY	rate for that	category of	
PART TIME EMPLOYEE	Should the Cousalary of the Fu	Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.	the lower cal	culated sal	ary from the E	Employer (Sa	on owner), th	nen the	
	If received, the days worked ar	If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.	will be chan	ged accord worked.	ingly to the lo	wer amount f	or the actual	amount of	
WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND		Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017	ployer (Work	Code 208	9 AND 2139)	is voluntary	or SPF from	1 January	
PENSION FUND	Pension Fund Contributions p	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.	be paid by all ployers will b	Employee e 6% of th	s will be 6% o	of the Basic S y of the Empl	alary of the E	employee.	
,	Basic Salary / /	Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week)	26 working o	lays = Dail	/ Rate (when	employee wo	rks a 6 day v	week)	
DAILY RATE CALCULATION	Basic Salary //	Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week)	21.67 workir	g days = [aily Rate (wh	en employee	works a 5 da	ay week)	
	Basic Salary //	Basic Salary / Wage divided by 17.33 working days = Daily Rate (when employee works a 4 day week)	17.33 workir	g days = [aily Rate (wh	en employee	works a 4 da	ay week)	
	Basic Salary / /	Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)	13 working o	lays = Dail	/ Rate (when	employee wo	irks a 3 day v	week)	
SICK PAY FUND	Sick Pay Fund Contributions p	Sick Pay Fund Contributions to be paid by all Employees will be 1% of the Basic Salary of the Employee. Contributions payable by all Employers will be 1% of the Basic Salary of the Employee.	be paid by a	Il Employee	ss will be ½% ne Basic Sala	of the Basic ry of the Emp	Salary of the loyee,	Employee.	
COMMISSION EARNERS	All Stylist will b	All Stylist will be paid 40% commission	mission						
	NO STOCK DE	NO STOCK DEDUCTIONS ARE ALLOWED	E ALLOWE						

Work Code	Work Code Description	2016 Salary	2017 Salary	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National National New National New National Pension Fund SPF Employer (EE) (EE)	National New Na ension Fund SPF Em	rtional New Nation ployer SPF Employ
		BC = Bargaining Council	g Council						
		EE = Employee							-
	ABBREVIATION DESCRIPTIONS	ER = Employer							
		SBF = Sick Benefit Fund	efit Fund						
		SPF = Sick Pay Fund	Fund						
		Effective from the employees reg	Effective from the date of the publication of this Agreement, council levie employees registered after the date of publication, will be as follows.	ublication of thise date of pub	is Agreemen lication, will	t, council le be as follov	Effective from the date of the publication of this Agreement, council levies for new salons and employees registered after the date of publication, will be as follows.	ns and	
	COUNCIL LEVIES FOR NEW SALONS FROM DATE OF PUBLICATION OF THIS AGREEMENT	1. Employers	1. Employers to deduct 1.3% Council Levy from each employee's basic salary.	Council Levy	from each e	:mployee's	basic salary.		_
		2. Employers basic salary, i	Employers to contribute 1.3% Council Levy, calco basic salary, in respect of each employee employed.	.3% Council L	evy, calculat mployed.	ed on the b	Employers to contribute 1.3% Council Levy, calculated on the basis of each individual employee's basic salary, in respect of each employee employed.	dual employee	s

NNEXURE "HS"

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ANNEXURE "HE"



ANNEXURE "AG7"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE FOR DIVISION 106 BEING THE ENTIRE WESTERN CAPE PROVINCE

R 391.00

EOHCB Subscriptions

	Bargaining Levy	1 2		2	458.00												
ليسة	One Man Band / Rent A Chairs	- 12		~	215.00												
Work Code	Work Cole Description		2016 Salary	2017	2017 Salary 6% Increase	Union or Agency Fee	BC Fee Employer	Emp	BC Fee Fmployee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer		National SPF Employee	SBF Employer	587 En	SBF Employee
2000	2000 Barber - starting 1 month	œ	2 501.13	œ	2 651.20	R 108.00	R 62.52	œ	62.52 F	R 159.07	R 159.07	R 13.26	26 R	13.26	R 150.00	R 1	150.00
2002	2002 Barber - Trainee	œ	2 739.34	œ	2 903.70	R 108.00	R 62.52	œ	62.52 F	R 174.22	R 174.22	R 14.52	52 R	14.52	R 190.00	R 1	190.00
2004	2004 Barber - Junior	œ	3 215.74	æ	3 408.69	R 108.00	R 62.52	œ	62.52 F	R 204.52	R 204.52	R 17.04	04 R	17.04	R 190.00	R 1	190.00
2006	2006 Barber - Senior	œ	4 406.76		4 671.16	R 108.00	R 62.52	œ	62.52 F	R 280.27	R 280.27	R 23.36	36 R	23.36	R 252.00	R 2	252.00
3020	3020 Beauty Therapist / Health and skincare therapist - Unqualified	œ	4 098.74	œ	4 344.66	R 108.00	R 62.52	œ	62.52 F	R 260.68	R 260.68	R 21.72	72 R	21.72	œ	œ	,
3014	3014 Beauty Therapist / Health & Skincare Therapist	œ	5 661.12	œ	6 000 9	R 108.00	R 62.52	œ	62.52	R 360.05	R 360.05	R 30.00	00 R	30.00		×	
3022	3022 Cleaner - Beauty	œ	2 993.85	œ	3 173.48	R 108.00	R 62.52	æ	62.52	R 190.41	R 190.41	R 15.87	87 R	15.87	,	œ	,
2010	2010 General Assistant	œ	3 064.48	œ	3 248.35	R 108.00	R 62.52	œ	62.52 F	R 194.90	R 194.90	R 16.24	24 R	16.24	R 150.00	R	150.00
2018	2018 Hairdresser - No trade test	~	3 881.52	æ	4 114.41	R 108.00 R	R 62.52	œ	62.52 F	R 246.86 R	R 246.86 R	R 20.57	57 R	20.57	R 190.00	R	190.00
2020	2020 Hairdresser - after 1st year qualified	æ	4 387.70 R	G.	4 650.96	R 108.00 R	R 62.52	œ	62.52	R 279.06	R 279.06	æ	23.25 R	23.25	R 252.00	œ	252.00
2022	2022 Hairdresser - Qualified	œ	6 237.35	œ	6 611,59	R 108.00 R	R 62.52	œ	62.52	R 396.70 R	R 396.70	æ	33.06 R	33.06	R 252.00	œ	252.00
2028	2028 Hairdressing Assistant - Entrance (special needs)	æ	2 513.05	œ	2 663.83	R 108.00 R	R 62.52	œ	62.52	R 159.83 R	R 159.83	R 13.32	32 R	13.32	R 190.00	œ	190.00
2030	2030 Hairdressing Assistant - Skilled (special needs)	œ	2 835.81	œ	3 005.96	R 108.00	R 62.52	æ	62.52	R 180.36 R	R 180.36	œ	15.03 R	15.03	R 190.00	œ	190.00
2046	2046 LEARNER - Entry Level	œ	2 295.78	œ	2 433.53	R 108.00	R 32.46	æ	32,46	R 146.01 R	R 146.01	R 12.17	17 R	12.17	R 150.00	œ	150.00
2048	2048 LEARNER - Level 2	œ	2 625.85	œ	2 783.40	R 108.00	R 32.46	8	32.46	R 167.00	R 167,00	R 13.92	92 R	13.92	R 150.00	œ	150.00
2050	2050 LEARNER - Level 3	œ	2 837.77	œ	3 008.03	R 108.00	R 32.46	8	32.46	R 180.48	R 180.48	R 15.04	04 R	15.04	R 150.00	R	150.00
2052	2052 LEARNER - Level 4	œ	3 065.80	æ	3 249.74	R 108.00	R 32,46	œ	32.46	R 194.98	R 194,98	R 16.25	25 R	16.25	R 150.00	R	150.00
3028	3028 Make-up Artist Trainee	œ	3 880.59	œ	4 113.43	R 108.00	R 62.52	ж	62.52	R 246.81	R 246.81	R 20.57	57 R	20.57		œ	,
3026	3026 Make-up Artist	æ	5 515.48	œ	5 846.41	R 108.00	R 62.52	R	62.52	R 350.78	R 350.78	R 29.23	23 R	29.23		œ	•
3032	3032 Manager - Beauty	æ	8 794.21	æ	9321.86	R 108.00	R 62.52	æ	62.52	R 559.31	R 559.31	R 46.61	61 R	46.61	R 150.00	R	150.00
2060	2060 Manager - Hairdresser	œ	7 428.36	œ	7874.07	R 108.00	R 62.52	æ	62.52	R 472.44	R 472.44	R 39.37	37 R	39.37	R 252.00	R 2	252.00
2054	2054 Manager - only (Hairdressing)	œ	6 282.61	œ	6 659.57	R 108.00	R 62.52	œ	62.52	R 399.57	R 399.57	R 33.	33.30 R	33.30	R 252.00	R 2	252.00
3036	3036 Manicurist / Pedicurist / Wax Technician -Unqualified	œ	2 250.86	æ	2 385.91	R 108.00	R 62.52	æ	62.52	R 143.15	R 143.15	R 11.	11.93 R	11.93		œ	9
3034	3034 Manicurist / Pedicurist / Wax Technician	œ	3 199.19	œ	3 391.14	R 108.00	R 62.52	R	62.52	R 203.47	R 203.47	R 16.	16.96 R	16.96		œ	ā
3087	3087 Massage Therapist - One Year Qualified	×	3 710.00 R	œ	3 932.60	R 108.00	R 62.52 R	2	62.52	R 235.96	R 235.96	œ	19.66 R	19.66		œ	g
3040	3040 Nail technician - Unqualified	œ	3 389.75	œ	3 593.14 R	R 108.00 R	R 62.52	R	62.52 R	R 215.59	R 215.59 R	1	17.97 R	17.97		œ	
3084	3084 Nail Technician - Certified	œ	3 491.45	œ	3 700.94	R 108.00	R 62.52	R	62.52	R 222.06 R	R 222.06	œ	18.50 R	18.50		æ	ď
3038	3038 Nail technician - Qualified	æ	5 515.48	æ	5 846.41	R 108.00	R 62.52	R	62.52	R 350,78	R 350.78	×	29.23 R	29.23		æ	ì
2068	2068 Operator	œ	4 251.93	æ	4 507.04	R 108.00	R 62.52	R	62.52	R 270.42	R 270.42	R 22.	22.54 R	22.54	R 190.00	R	190.00

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Work Code Description 2016 Salary	3042 Receptionist - Beauty Establishment R 5 464.12	2080 Receptionist - (Hairdressing) First year of experience R 3 770.76	2082 Receptionist - Hairdressing salon R 4 952.25	2139 Rent A Chair / One Man Band (No Staff) R 6 237.35	3048 Somatologist 3 Years R 6541.47	3052 Somatologist B Tech - 4 years R 7 194.88	4000 STUDENTS - Entry Level R 2 295.78	Level 1 & 2)	4002 STUDENTS - Module 4 (Level 3 & 4)	4003 STUDENTS - Module 6 (Level 5 & 6)	2089 Working Employer (in Salon with Staff) R 6 237.35	NOTES	CASUAL EMPLOYEE An employment of employment	An employee w Remuneration J of employment	PART TIME EMPLOYEE Should the (If received, days worker	WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND 2017	PENSION FUND Contribution	Basic Salar	DAILY RATE CALCULATION Basic Salan	Basic Salar	Basic Salar	SICK PAY FUND SICK PAY FU
2017 Salary 6% Increase	12 R 5 791.97	76 R 3 997.00 R	-	35 R 6 611.59 R	17 R 6933.96 R	88 R 7 626.57	78 R 2433.53	-	77 R 3 008.03 R	80 R 3 249.74 R	35 R 6611.59		An employee who substitutes for any permanent employee who is sick or on leave of employment.	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	Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.	If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.	Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.	Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week)	Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week)	Basic Salary / Wage divided by 17.33 working days = Daily Rate (when employee works a 4 day week)	Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)	Sick Pay Fund Contributions to be paid by all Employees will be ½% of the Basic Salary of the Employee.
Union or Agency Fee	R 108.00 R	R 108.00 R	R 108.00 R	R 108.00 R	R 108.00 R	R 108.00 R	R 108.00 R	R 108.00 R	R 108.00 R	R 108.00 R	R .		for any permane	2 or 3 days per v Wages shall be	the lower calcut for that Job Ca	is will be change mount of days w	mployer (Work (be paid by all Employers will be	y 26 working da	y 21.67 working	y 17.33 working	y 13 working da	o be paid by all
BC Fee BC Employer Emp	62.52 R	62.52 R	62.52 R	206.00 R	62.52 R	62.52 R	32.46 R	32.46 R	32.46 R	32.46 R	R		ant employee w	week calculated at 8	lated salary fro tegory will apply	ed accordingly to	Sode 2089 AND	Employees will I	ys = Daily Rate	days = Daily R	days = Daily R	ys = Daily Rate	Employees will
BC Fee National Pension (E	62.52 R 34	62.52 R 2	62.52 R 3:	œ	62.52 R 4:	62.52 R 4	32.46 R 1	32,46 R 10	32.46 R 1	32.46 R 19	ec ,		ho is sick or	he prescribed	m the Emplo y.	o the lower a) 2139), is vo	c Salary of the	(when empli	ate (when en	ate (when er	(when emply	be ½% of the
National National Pension Fund (EE) (EE)	347.52 R 347.52	239.82 R 239.82	314.96 R 314.96	2	416.04 R 416.04	457.59 R 457.59	146.01 R 146.01	167.00 R 167.00	180.48 R 180.48 R	194.98 R 194.98	. R		n leave	DAILY rate for	yer (Salon owne	nount for the ac	untary for SPF	Basic Salary of the Employee.	iyee works a 6 d	ployee works a	ployee works a	yee works a 3 c	Basic Salary of
Mational SPF Employer	2 R 28.96	2 R 19.99	6 R 26.25	R 99.17	4 R 34.67	9 R 38.13	1 R 12.17	0 R 13.92	8 R 15.04 R	8 R 16.25 R	R 198.35		·	hat category), then the	ual amount of	om 1 January	e Employee.	ay week)	5 day week)	4 day week)	ay week)	the Employee
National SPF Employee	R 28.96	R 19.99	R 26.25	R .	R 34.67	R 38.13	R 12.17	R 13.92	R 15.04 R	R 16.25 R	8												
SBF Employer		R 150.00	R 190.00	R 252.00	R	2	R 150.00	R 150.00 R	R 150.00 R	R 150,00 R	R 252.00												
SBF Employee	В.	R 150.00	R 190.00	R 252.00			œ	R 150.00	R 150.00	R 150.00	R 252.00												

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Work Code Description LEARNERS LEARNERS Work Code Description LEARNERS Work Code Description LEARNERS Deductions for Learners pertaining to SPF, SBF and PF will be computed by SICK BENEFIT FUND CONTRIBUTIONS EMPLOYEE CATEGORY ABBREVIATION DESCRIPTIONS EE = Employee ABBREVIATION DESCRIPTIONS ER = Employer	Deductions for L Deductions for L Deductions for L BC = Bargaining EE = Employee	SCHEME "C" SCHEME "C"	Union or Agency Fee ing to SPF, 9	arree Employer SBF and PF	BC Fee Employee is voluntary will be com	Restonsi Fersion Fund (ER)	Nettonal Penaien fund (EE) 1 January 20	National SPF Employer	Rational Spe Employee	SBF Employer	S8F Employee
	SBF = Sick Benefit Fund SPF = Sick Pay Fund	fit Fund und									
COUNCIL LEVIES FOR NEW SALONS FROM DATE OF PUBLICATION OF THIS AGREEMENT	Effective from the date of the publication of this Agreement, council levies for new salons and employees registered after the date of publication, will be as follows. 1. Employers to deduct 1.3% Council Levy from each employee's basic salary. 2. Employers to contribute 1.3% Council Levy, calculated on the basis of each individual employee's basic salary, in reservet of each employee employed.	date of the pittered after the deduct 1.3% contribute 1	ublication of ne date of programme date of programme date of programme date of programme date date date date date date date dat	this Agreem ublication, v ty from eac Levy, calcu employed.	ent, council will be as foll the employee	levies for ne lows. 's basic salar basis of eac	w salons at y. th individual e	nd employee's			

ANNEXURE "AG8"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 107 BEING THE PROVINCE OF THE FREE STATE.

R 380.00	R 458.00	R 99.41	R 180.5	R 215.0
EOHCB Subscriptions	Bargaining Levy	Basic establishment charge	Total minimum charge	One Man Band / Rent A Chairs
		0000000		

380.00	458.00	99.41	180.52	215.00
œ	ĸ	œ	æ	R

Work Code	Work Code Description	2016	2016 Salary	2017 Salary 6% Increase	2 2	Union or Agency Fee	BC Fee Employer	. 5	BC Fee Employee	č	National Pension Fund (ER)	National Pension Fund (EE)		New National SPF Employer	New h SPF En	New National SPF Employee
2002	2002 Barber - Trainee	R 2	2 084.28	R 2 209.33	œ	108.00	R 26	26.51	R 75.55	8	132.56	R 132.56	œ	11.05	æ	11.05
2004	2004 Barber - Junior	R 2	2 679.79	R 2840.57	æ	108.00	R 26	26.51	R 75.55	R	170.43	8 170.43	R	14.20	×	14.20
2006	2006 Barber - Senior	R 4	4 466.31	R 4734.29	œ	108.00	R 26.	26.51	R 75.55	R	284.06	R 284.06	R	23.67	æ	23.67
3020	3020 Beauty Therapist / Health and skincare therapist - Unqualified	R 2	2 477.32	R 2625.95	œ	108.00	R 26.	26.51	R 63.62	2 R	157.56	R 157.56	R	13.13	R	13.13
3014	3014 Beauty Therapist / Health & Skincare Therapist	R 2	2 765.31	R 2931.23	œ	108.00	R 26.	26.51	R 63.62	Z R	175.87	R 175.87	7 R	14.66	æ	14.66
3022	3022 Cleaner - Beauty	R 1	1855.01	R 1966.31	œ	108.00	R 26	26.51	R 63.62	2 R	117.98	R 117.98	3 R	9.83	æ	9.83
2010	2010 General Assistant	R	1 339.70	R 1420.08	œ	108.00	R 15	15.91	R 31.81	R	85.21	R 85.21	×	7.10	æ	7.10
2012	2012 General Assistant after 5 years	R 1	1 407.29	R 1491.73	œ	108.00	R 15	15.91	R 31.81	1 8	89.50	R 89.50	R	7.46	R	7.46
2014	2014 General Assistant after 10 years	R 1	1 446.25	R 1533.03	œ	108.00	R 15	15.91	R 31.81	I R	91.98	R 91.98	8	7.67	æ	7.67
2020	2020 Hairdresser - after 1st year qualified	R 2	2 632.39	R 2790.34	œ	108.00	R 26	26.51	R 75.55	S R	167.42	R 167.42	a.	13.95	R	13.95
2022	2022 Hairdresser - Qualified	R 3	3 111.00	R 3 297.66	œ	108.00	R 26	26.51	R 75.55	SR	197.86	R 197.86	R	16.49	×	16.49
2024	2024 Hairdresser - Qualified - after 5 years	R 3	3 267.08	R 3463.10	œ	108.00	R 26	26.51	R 75.55	SR	207.79	R 207.79	R	17.32	æ	17.32
2026	2026 Hairdresser - Qualified - after 10 years	R 3	3 423.15	R 3 628,54	œ	108.00	R 26	26.51	R 75.55	5 R	217.71	R 217.71	R	18.14	×	18.14
2046	2046 LEARNER - Entry Level	R 1	1 437.81	R 1524.07	œ	108.00	R 15	15.91	R 31.81	1 R	91.44	R 91.44	R	7.62	æ	7.62
2048	2048 LEARNER - Level 2	R 1	1 437.81	R 1524.07	×	108.00	R 15	18.91	R 31.81	1 R	91.44	R 91.44	æ	7.62	æ	7.62
2050	2050 LEARNER - Level 3	R 1	1 950.89	R 2067.94	œ	108.00	R 19	19.89	R 43.75	R	124.08	R 124.08	8	10.34	~	10.34
2052	2052 LEARNER - Level 4	R 2	2 161.57	R 2291.27 R		108.00	R 19	19.89	R 43.75	S	137.48	R 137.48	8 R	11.46	æ	11.46
4000	4000 STUDENTS - Entry Level	R 1	1 437.81	R 1524.07	æ	108.00	R 15	15.91	R 31.81	1 R	91.44	R 91.44	8	7.62	œ	7.62
4001	4001 STUDENTS - Module 2 (Level 1 & 2)	R 1	1 662.15	R 1761.88	œ	108.00	R 15	15.91	R 31.81	1 R	105.71	R 105.71	R.	8.81	×	8.81
4002	4002 STUDENTS - Module 4 (Level 3 & 4)	R 1	1 950.89	R 2067.94	æ	108.00	R 19	19.89	R 43.75	2	124.08	R 124.08	8	10.34	œ	10.34
4003	4003 STUDENTS - Module 6 (Level 5 & 6)	R 2	2 161.57	R 2291.27	æ	108.00	R 19	19.89	R 43.75	S	137.48	R 137.48	8 R	11.46	×	11,46
3032	3032 Manager - Beauty	R 4	4 677.48	R 4958.13	æ	108.00	R 26	26.51	R 63.62	2 B	297.49	R 297.49	B R	24.79	æ	24.79
2060	2060 Manager - Hairdresser	R 4	4 961.75	R 5 259.46 R		108.00	R 26	26.51 R	R 75.55	R	315.57 R	R 315.57 R	7 R	26.30	œ	26.30

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Work Code	Work Code Description	1	2016 Salary	2017 Salary 6% Increase	- 8	Union or Agency Fee	BC Fee Employer		BC Fee Employee	Pensi	National Pension Fund (ER)	National Pension Fund (EE)	200	New National SPF Employer	New SPF E	New National SPF Employee
2002	2062 Manager - Hairdresser after 5 years	æ	5 208.86	R 5521.39	R	108.00	R 26.51	1 R	75.55	œ	331.28	R 331.28	×	27.61	8	27.61
2064	2064 Manager - Hairdresser after 10 years	oc.	5 458.58	R 5 786.09 R	8	108.00 R	R 26.51	1 R	75.55 R		347.17	R 347.17	-	28.93	œ	28.93
3030	3030 Manager - only (Beauty Establishment)	œ	3 530.17	R 3741.98 R	2	108.00 R	R 26.51		63.62	×	224.52	R 224.52		18.71	œ	18.71
2054	2054 Manager - only (Hairdressing)	æ	3 839.33	R 4 069.69 R	~	108.00 R	R 26.51			nc.	244.18	R 244.18		20.35		20.35
2056	2056 Manager - only (Hairdressing) after 5 years	×	4 030.53	R 4272.37 R	2	108.00 R	R 26.51	1 8	75.55 R		256.34 R	R 256.34		21.36		21.36
2058	2058 Manager - only (Hairdressing) after 10 years	×	4 224.32	R 4477.78 R	8	108.00 R	R 26.51	1 8	75.55	œ	268.67 R	R 268.67 R	~	22.39	æ	22,39
3034	3034 Manicurist / Pedicurist / Wax Technician	œ	1563.81	R 1657.64 R	2	108.00 R	R 26.51	1 R	63.62	×	99,46 R	R 99.46 R	œ	8.29	æ	8.29
3036	3036 Manicurist / Pedicurist / Wax Technician -Unqualified	œ	1016.48	R 1077.46 R	2	108.00 R		26.51 R	63.62	œ	64.65 R		æ	5.39	~	5.39
3040	3040 Nail technician - Unqualified	œ	1579.73	R 1674.51	~	108.00 R		1 8	63.62 R		100.47 R	-	×	8.37	8	8.37
3084	3084 Nail Technician - Certified	æ	1625.73	R 1723.27	R	108.00 R	R 26.51	1 R	63.62 R		103.40 R		œ	8.62	~	8.62
3038	3038 Nail technician - Qualified	œ	1 862.98	R 1974.76 R	æ	108.00 R		26.51 R	63.62	8	118.49 R		œ	9.87	~	9.87
3087	3087 Massage Therapist - One Year Qualified	œ	2 438.00	R 2584.28 R	œ	108.00	R 26.51	1 R	63.62	æ	155.06	R 155.06 R	œ	12.92	œ	12.92
2067	2067 Operator - Trainee	×	1 637.85	R 1736.12	2	108.00	R 15.91	1 R	31.81	œ	104.17	R 104.17	œ	8.68	8	89.8
2068	2068 Operator	œ	2 261.98	R 2397.70 R	æ	108.00	R 15.91	1 8	31.81	œ	143.86	R 143.86	œ	11.99	œ	11.99
2070	2070 Operator - after 5 years	æ	2374.63	R 2517.11	æ	108.00	R 15.91	1 R	31.81	×	151.03	R 151.03		12.59	æ	12.59
2022	2072 Operator - after 10 years	×	2 487.26	R 2 636.50	R	108.00	R 15.91	1 B	31.81	×	158.19	R 158.19	~	13.18	œ	13.18
2074	2074 Operator - Multi skilled	œ	2 796.02	R 2963.78	8	108.00	R 15.91	1 R	31.81	œ	177.83	R 177.83	~	14.82	œ	14.82
2075	2076 Operator - Multi skilled - after S years	œ	2 936.48	R 3112.67	œ	108.00	R 15.91	1 8	31.81	œ	186.76	R 186.76	œ	15.56	×	15.56
2078	2078 Operator - Multi skilled - after 10 years	œ	3 075.62	R 3 260.16	œ	108.00	R 15.91	1 R	31.81	œ	195.61	R 195.61	1	16.30	œ	16.30
3042	3042 Receptionist - Beauty Establishment	×	3 186.48	R 3377.67	æ	108.00		1 8	63.62	œ	-	R 202.66	-	16.89	œ	16.89
2082	2082 Receptionist - Hairdressing salon	œ	2 754.65	R 2919.93	E E	108.00	R 26.51	1 R	63.62	œ	-	R 175.20	~	14.60	œ	14.60
2084	2084 Receptionist - Hairdressing salon - after 5 years	8	2 892.52	R 3 066.07	2	108.00	R 26.51	1 8	63.62	œ	183.96		-	15.33	œ	15.33
2086	2086 Receptionist - Hairdressing salon - after 10 years	æ	3 030.37	R 3212.19	œ	108.00	R 26.51	1 R	63.62	æ	192.73	R 192.73	æ	16.06	œ	16.06
3048	3048 Somatologist 3 Years	æ	2 903.11	R 3077.29	8	108.00	R 26.51	1 R	63.62	æ	184.64	R 184.64	œ	15.39	~	15.39
3052	3052 Somatologist B Tech - 4 years	œ	3 174.05	R 3364.50	R	108.00	R 26.51	1 8	63.62	8	201.87	R 201.87	-	16.82	~	16.82
3054	3054 Somatologist - B Tech Laser	×	3 406.31	R 3 610.69	æ	108.00	R 26.51	-	63.62	~	-		-	18.05	2	18.05
1012	1012 Specific Skilled Stylist	œ	1 490.25	1	-	-	1	-	75.55	œ	-		-	7.90	œ	7.90
1014	1014 Specific Skilled Stylist - after 5 years	æ	1917.07	R 2032.10	R	108.00	R 26.51		75.55	æ	121.93	R 121.93	-	10.16	~	10.16
1016	1016 Specific Skilled Stylist - after 10 years	æ	2 009.41	R 2129.97	×	108.00	R 26.51	1 R	75.55	×	127.80	R 127.80	-	10.65	×	10.65
1000	Specific Skilled Stylist - doing only one of the following: Braiding, 1000 Platting, Cutting	oc.	117.21	R 1184.24	œ	108.00	R 26.51	20	75.55	oc.	-	R 71.05	-	5.92	02	5.92
1002	Specific Skilled Stylist - doing only one of the following: Braiding, 1002 Platting, Cutting after 5 years	~	-		~	_		-		0	-		-	623	α.	633

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(COUNCIL	cauty & Skincare Industry
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Work Code Description	20	2016 Salary	2017 S. Inc	2017 Salary 6% Increase	Union or Agency Fee	n or Fee	BC Fee Employer	8C Fee Employee	10.77	National Pension Fund (ER)	National Pension Fund (EE)	-	New National SPF Employer	
Specific Skilled Stylist - doing only one of the following: Braiding, 04 Platting, Cutting after 10 years	œ	1 227.76 R		1 301.42	R 108.00		R 26.51	R 75.55	8	78.09	R 78.09	~	-	6.51
89 Working Employer (in Salon with Staff)	œ	3 111.00 R		3 297.66								œ	49	49.46
39 Rent A Chair / One Man Band (No Staff)	œ	3 111.00 R	100	3 297.66 R		108.00			-			œ	98	98.93
NOTES														
CASUAL EMPLOYEE	Aner	nployee wh	ho subs	stitutes f	or any p	erman	ent emplo	An employee who substitutes for any permanent employee who is sick or on leave Beautoparism / Basic Salary / Wares shall be calculated at the prescribed DAILY rate for that category of	sick or	on leave	rate for the	to	VIOUS	,,
	empl	Remuneration / employment	Dasic	oalary /	wayes	Silali D	calculat	ar me bie	2000	בועם ה	rate tot ute	1 79	200	5
	An el Remi empl	An employee who works 1 or 2 or 3 days per week Remuneration / Basic Salary / Wages shall be calc employment	ho work Basic S	s 1 or 2 Salary /	or 3 da Wages	ys per shall be	week e calculate	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	escribe	ed DAILY	rate for that	est est	gony	4
PART TIME EMPLOYEE	Shou	Should the Council not receive the lower calculated salary from salary of the Full Time position for that Job Category will apply.	incil not	receive	the low for that	Job Ca	ulated sal	Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.	Emp	oyer (Sa	on owner).	then	the	
	If rec	If received, then the deductions will be changed accordays worked and not the full amount of days worked.	n the de	eduction:	s will be	change days v	ed accord	If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.	lower	amount f	or the actua	al am	o nuc	-
WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND	Cont 2017	ibutions fo	or a Wo	rking En	nployer	(Work	Code 208	Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017	9), is v	oluntary	for SPF fro	E 1	annar	>
PENSION FUND	Pens	ion Fund C	Contribu	utions to by all En	be paid	by all le	Employee 8 6% of th	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.	of the	Basic S the Empl	alary of the oyee.	Emp	loyee.	100
	Basic	Salary / W	Vage di	ivided by	/ 26 WOI	rking de	ays = Dail	Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week)	an em	oloyee wo	orks a 6 day	wee	9	
DAILY RATE CALCULATION	Basic	Salary / W	Vage di Vage di	ivided by	721.67	working	g days = [Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week) Basic Salary / Wage divided by 17.33 working days = Daily Rate (when employee works a 4 day week)	when when	employee	works a 5	day v	eek)	
	Basic	Salary / V	Vage d	ivided by	y 13 wor	rking da	ays = Dail	Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)	an emi	oloyee wo	orks a 3 day	/ wee	0	- 1
SICK PAY FUND	Sick	Pay Fund (Contrib	utions to	be pair	d by all	Employer 3 1/2% of the	Sick Pay Fund Contributions to be paid by all Employees will be ½% of the Basic Salary of the Employee. Contributions payable by all Employers will be ½% of the Basic Salary of the Employee.	% of t	he Basic the Emp	Salary of the	e En	ployee	m

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Work Code

Work Code Description	2016 Salary	2017 Salary 6% Increase	Union or Agency Fee	BC Fee Employer	BC Fee Employee	Pension Fund (ER)	Pension Fund (EE)	SPF Employer SPF Em	SPF Em
	Qualified Haird minimum of 30	Qualified Hairdressers / Stylists, which are employees and employed on or after 2010, whom will receive a minimum of 30% commission.	, which are er	nployees ar	d employed	on or after 2	.010, whom v	will receive a	
COMMISSION EARNERS	Qualified Hairdressers / Sty minimum 40% Commission NO STOCK DEDUCTIONS	Qualified Hairdressers / Stylists, which are employees and employed prior to 2010, whom will receive a minimum 40% Commission NO STOCK DEDUCTIONS ARE ALLOWED	, which are er	mployees ar	pekoldme p	prior to 2010), whom will	receive a	
	BC = Bargaining Council	g Council							
	EE = Employee	ø							
ABBREVIATION DESCRIPTIONS	ER = Employer	×.							
	SBF = Sick Benefit Fund	nefit Fund							
	SPF = Sick Pay Fund	y Fund							
COUNCIL LEVIES FOR NEW SALONS FROM DATE OF	Effective from employees re	Effective from the date of the publication of this Agreement, council levies for new salons and employees registered after the date of publication, will be as follows.	ablication of the date of pu	his Agreeme blication, w	ant, council I	evies for nev	w salons ar	p	
PUBLICATION OF THIS AGREEMENT	Employers Employers Dasic salary.	 Employers to deduct 1.3% Council Levy from each employee's basic salary. Employers to contribute 1.3% Council Levy, calculated on the basis of each individual employee's basic salary in respect of each employee employed. 	.3% Council Lev	y from each Levy, calculi employed.	ated on the	basic salary basis of each	individual e	mployee's	

ANNEXURE "AG9"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 108 BEING THE NORTH-WEST PROVINCE.

EOHCB Subscriptions	œ
Bargaining Levy	œ
Basic establishment charge	~
Total minimum charge	œ
One Man Band / Rent A Chairs	œ

354.00	458.00	99.41	180.52	215.00
æ	×	R	œ	æ

Work			Contract of the contract of th								*	The second second	Targett State of the last	0			
	Work Code Description	- 1441 // - 1441 //	2016 Salary	2017	2017 Salary 6% increase	Ager	Union ar Agency Fee	BC Fee Employer	a 5	BC Fee Employee	Pens	Pension Fund (ER)	Pension Fund (EE)	2	National SPF Employer	-	National SPF Employee
2002 E	2002 Barber - Trainee	œ	2 074.45	œ	2 198.91	2	108.00	R 26	26.51	R 75.55	œ	131.93	R 131.93	33 R	10.99	8	10.99
2004 E	2004 Barber - Junior	œ	2 667.15	œ	2 827.17	R 1	108.00	R 26	26.51	R 75.55	œ	169.63	R 169.63	33 R	14.14	8	14.14
2006 E	2006 Barber - Senior	œ	4 445.24	œ	4 711.96	R	108.00	R 26	26.51	R 75.55	8	282.72	R 282.72	72 R	23.56	8	23.56
3020 E	3020 Beauty Therapist / Health and skincare therapist - Unqualified	×	2 882.89	œ	3 055.87	8	108.00	R 26	26.51	R 63.62	œ	183.35	R 183.35	35 R	15.28	R	15.28
3014 E	3014 Beauty Therapist / Health & Skincare Therapist	8	3 218.02	œ	3 411.11	R	108.00	R 26	26.51	R 63.62	×	204.67	R 204.67	57 R	17.06	S R	17.06
3022	3022 Cleaner - Beauty	æ	2 214.61	œ	2 347.49	R	108.00	R 26	26.51	R 63.62	œ	140.85	R 140.85	35 R	11.74	R	11.74
2010	2010 General Assistant	~	1 901.52	œ	2 015.61	R	108.00	R 15	15.91	R 31.81	×	120.94	R 120.94	34 R	10.08	R	10.08
2012	2012 General Assistant after 5 years	œ	1 996.85	œ	2 116.66	8	108.00	R 15	15.91	R 31.81	œ	127.00	R 127.00	30 R	10.58	S R	10.58
2014	2014 General Assistant after 10 years	œ	2 090.89	œ	2 216.35	8	108.00	R 15	15.91	R 31.81	œ	132.98	R 132.98	38 R	11.08	S R	11.08
2020 F	2020 Hairdresser - after 1st year qualified	~	3 921.55	œ	4 156.84	R	108.00	R 26	26.51	R 75.55	8	249.41	R 249.41	11 R	20.78	8	20.78
2022	2022 Hairdresser - Qualified	œ	5 227.87	œ	5 541.55	R	108.00	R 26	26.51	R 75.55	œ	332.49	R 332.49	19 R	27.71	8	27.71
2024 F	2024 Hairdresser - Qualified - after 5 years	04	5 488.12	œ	5 817.41	8	108.00	R 26	26.51	R 75.55	×	349.04	R 349.04	34 R	29.09	9 R	29.09
2026 F	2026 Hairdresser - Qualified - after 10 years	~	5 750.93	œ	6 095.99	8	108.00	R 26	26.51	R 75.55	œ	365.76	R 365.76	76 R	30.48	8 R	30.48
2046	2046 LEARNER - Entry Level	œ	1 663.18	œ	1762.97	R	108.00	R 15	15.91	R 31.81	I R	105.78	R 105.78	78 R	8.81	8	8.81
2048	2048 LEARNER - Level 2	œ	1 920.85	œ	2 036.10	R	108.00	R 15	15.91	R 31.81	R	122.17	R 122.17	17 R	10.18	×	10.18
2050	2050 LEARNER - Level 3	œ	2 224.87	œ	2 358.36	8	108.00	R 19	19.89	R 43.75	8	141.50	R 141.50	50 R	11.79	9 R	11.79
2052	2052 LEARNER - Level 4	æ	2 487.69	æ	2 636.95	8	108.00	R 19	19.89	R 43.75	æ	158.22	R 158.22	22 R	13.18	8	13.18
4000	4000 STUDENTS - Entry Level	œ	1 663.18	~	1762.97	8	108.00	R 15	15.91	R 31.81	I R	105.78	R 105.78	78 R	8.81	×	8.81
4001	4001 STUDENTS - Module 2 (Level 1 & 2)	œ	1 920.85	æ	2 036.10	R 1	108.00	R 15	15.91	R 31.81	1 B	122.17	R 122.17	17 R	10.18	8	10.18
4002	4002 STUDENTS - Module 4 (Level 3 & 4)	~	2 224.87	×	2 358.36	R 1	108.00	R 19	19.89	R 43.75	8	141.50	R 141.50	50 R	11.79	8	11.79
4003	4003 STUDENTS - Module 6 (Level 5 & 6)	œ	2 487.69	œ	2 636.95	~	108.00	R 19	19.89	R 43,75	S	158.22	R 158.22	22 R	13.18	8 R	13.18
3032	3032 Manager - Beauty	8	5 443.26	æ	5 769.86	8	108.00	R 26	26.51	R 63.62	œ	346.19	R 346.19	19 R	28.85	8	28.85

	COUNCIL	Beauty & Skincare Industry
NATIONAL	BARGAINING	to the Hairdressing - Cosmetology - I

Work Code Description	2016 Salary	2017 Salary 6% increase	Union or Agency Fee	BC Fee Employer	BC Fee Employee	Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	100	National SPF Employee
2060 Manager - Hairdresser	R 5 510.01	R 5 840.61	R 108.00	R 26.51	R 75.55	5 R 350.44	R 350.44	R 29.20	٥ ه	29.20
2062 Manager - Hairdresser after 5 years	R 5785.75	R 6132.89 R	R 108.00 R	R 26.51	R 75.55	5 R 367.97	R 367.97	R 30.66	8 8	30.66
2064 Manager - Hairdresser after 10 years	R 6 061.40 R	R 6 425.08	R 108.00	R 26.51	R 75.55	S R 385.50	R 385.50	R 32.13	3	32.13
3030 Manager - only (Beauty Establishment)	R 4108.12	R 4354.60	R 108.00	R 26.51	R 63.62	2 R 261.28	R 261.28	R 21.77	7 R	21.77
2054 Manager - only (Hairdressing)	R 4574.72	R 4849.21	R 108.00	R 26.51	R 75.55	5 R 290.95	R 290,95	R 24.25	5 R	24.25
2056 Manager - only (Hairdressing) after 5 years	R 4804.04	R 5 092.28	R 108.00	R 26.51	R 75.55	5 R 305.54	R 305.54	R 25.46	.6 R	25.46
2058 Manager - only (Hairdressing) after 10 years	R 5 032.05	R 5333.98	R 108.00	R 26.51	R 75.55	5 R 320.04	R 320.04	R 26.67	7 R	26.67
3034 Manicurist / Pedicurist / Wax Technician	R 1819.82	R 1929.01	R 108.00	R 26.51	R 63.62	2 R 115.74	R 115.74	R 9.65	5 R	9.65
3036 Manicurist / Pedicurist / Wax Technician - Unqualified	R 1182.89	_	R 108.00	R 26.51	R 63.62	2 R 75.23	R 75.23	R 6.27	7 R	6.27
3040 Nail technician - Unqualified	R 1838.35	R 1948.65	R 108.00	R 26,51	R 63.62	2 R 116.92	R 116.92	R 9.74	4 R	9.74
3084 Nail Technician - Certified	R 1891.90		R 108.00	R 26.51	R 63.62	2 R 120.32	R 120.32	R 10.03	3 R	10.03
3038 Nail technician - Qualified	R 2207.21	R 2 339.64	R 108.00	R 26.51	R 63.62	2 R 140.38	R 140,38	R 11.70	0 R	11.70
3087 Massage Therapist - One Year Qualified	R 2 426.50	R 2 572.09	R 108.00	R 26.51	R 63.62	2 R 154.33	R 154.33	R 12.86	8 9	12.86
2067 Operator - Trainee	R 2 525.06	R 2 676.56	R 108.00	R 15.91	R 31.81	1 R 160.59	R 160.59	R 13.38	œ	13.38
2068 Operator	R 3 499.00	R 3 708.94	R 108.00	R 15.91	R 31.81	1 R 222.54	R 222.54	R 18.54	4 R	18.54
2072 Operator - after 10 years	R 3 848.12	R 4 079.01	R 108.00	R 15.91	R 31.81	1 R 244.74	R 244.74	R 20.40	_	20.40
2070 Operator - after 5 years	R 3674.20	R 3 894.65	R 108.00	R 15.91	R 31.81	1 R 233.68	R 233.68	R 19.47	7 B	19.47
2074 Operator - Multi skilled	R 4141.85	R 4390,36	R 108.00	R 15.91	R 31.81	1 R 263.42	R 263.42	R 21.95	S R	21.95
2076 Operator - Multi skilled - after 5 years	R 4349.27	R 4610.23	R 108.00	R 15.91	R 31.81	œ	œ	R 23.05	R	23.05
2078 Operator - Multi skilled - after 10 years	R 4 555.40	R 4828.72	R 108.00	R 15.91	R 31.81	1 R 289.72	R 289.72	œ	-	24.14
3042 Receptionist - Beauty Establishment	R 3 708.15	-	R 108.00	R 26.51	R 63.62	2 R 235.84	R 235.84	R 19.65	S 8	19.65
2082 Receptionist - Hairdressing salon	R 3 701.26	R 3 923.33	R 108.00	R 26.51	R 63.62	2 R 235.40	R 235.40	R 19.62	12 R	19.62
2084 Receptionist - Hairdressing salon - after 5 years	R 3 886.78	R 4119.98	R 108.00	R 26.51	. R 63.62	2 R 247.20	R 247.20	R 20.60	00 R	20.60
2086 Receptionist - Hairdressing salon - after 10 years	R 4 071.00	R 4315.26	R 108.00	R 26.51	R 63.62	2 R 258.92	R 258.92	R 21.58	80	21.58
3048 Somatologist 3 Years	R 3378.38	R 3 581.09	R 108.00	R 26.51	. R 63.62	2 R 214.87	R 214.87	R 17.91	11 R	17.91
3052 Somatologist B Tech - 4 years	R 3581.87	R 3 796.79	R 108.00	R 26.51	. R 63.62	2 R 227.81	R 227.81	R 18.98	-	18.98
3054 Somatologist - B Tech Laser	R 3 963.97	R 4 201.81	R 108.00	R 26.51	R 63.62	2 R 252.11	R 252.11	R 21.01	11 R	21.01
1012 Specific Skilled Stylist	R 1811.33	R 1920.01	R 108.00	R 26,51	R 75.55	5 R 115.20	R 115.20	R 9.60	80 R	9.60
1014 Specific Skilled Stylist - after 5 years	R 1901.52	R 2015.61	R 108.00	R 26.51	R 75.55	5 R 120.94	R 120.94	R 10.08	8 R	10.08
1016 Specific Skilled Stylist - after 10 years	R 1992.99	R 2112.57	R 108.00	R 26.51	R 75.55	S R 126.75	R 126.75	R 10.56	8 9	10.56
Specific Skilled Stylist - doing only one of the following: Braiding, 1000 Platting, Cutting	R 1238.03	R 1312.31	R 108.00	R 26.51	I R 75.55	5 R 78.74	R 78.74	œ	6.56 R	6.56
Specific Skilled Stylist - doing only one of the following: Braiding, 1002 Platting, Cutting after 5 years	R 1 299.88	R 1377.87	R 108.00	R 26.51	I R 75.55	S R 82.67	R 82.67	R 6.89	89 R	6.89



Work			- 51-		10	Union or	BC Fee		BCFee	Nat	National	National	100	National SPF	Natio	National SPF
Code	Work Code Description	2016 Salary		2017 Salary 6% increase	-7.	Agency Fee	Employer		Етріоуее	Pensic (F	Pension Fund (ER)	Pension Fund (EE)	1	Employer	£	Employee
1004	Specific Skilled Stylist - doing only one of the following: Braiding, 1004 Platting, Cutting after 10 years	R 1363	1 363.01 R	1 444.79	~	R 108.00	R 26.51	51 R	75.55	œ	86.69	R 86.69 R	8	7.22	œ	7.22
2089	2089 Working Employer (in Salon with Staff)	R 5 227.87		R 5 541.55	æ	4	2	~	1	œ	ž		×	83.12	×	*
2139	2139 Rent A Chair / One Man Band (No Staff)	R 5227.87	-	R 5 541.55	ac.	108.00	R 206.00	00 R		œ	3	R	æ	166.25	æ	'
	NOTES															
	CASUAL EMPLOYEE	An employee Remuneratio employment	e who	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.	ny per es sh	manent all be ca	employe	e who	is sick or prescribe	on les	Y rate	for that cal	tegory	ъ		
		An employed Remuneration	e who	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	days es sh	all be ca	ek liculated	at the	prescribe	d DAI	Y rate	for that ca	tegory	of		
	PART TIME EMPLOYEE	Should the the Full Tim If received,	Counc e posi then th	Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply. If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days.	lower atego	calculation will a	ted salan pply. according	y from gly to th	the Emple	oyer (S	salon or t for the	wner), ther e actual an	the si	alary of		
	WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND	Contribution	is for 8	Frontest and risk and amount of day more con-	er (W	ork Cod	le 2089 /	ND 2	39), is vo	oluntar	y for SI	PF from 1.	Januar	y 2017	_	
	PENSION FUND	Pension Fu Contribution	nd Co	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.	ers w	y all Emy vill be 69	ployees 1	Aill be	5% of the alary of t	Basic he Em	Salary	of the Em	ployee			
		Basic Salar	y/Wa	Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week)	worki	ng days	= Daily F	Rate (w	hen emp	loyee	works a	6 day wee	ek)			
	DAILY RATE CALCULATION	Basic Salar Basic Salar	y/wa	Basic Salary / Wage divided by 21.87 working days = Daily Rate (when employee works a 5 day week) Basic Salary / Wage divided by 17.33 working days = Daily Rate (when employee works a 4 day week)	67 WC	orking da	ays = Dai	lly Rate ly Rate	(when e	mploy	ee work	ks a 5 day	week)			
		Basic Salar	y/wa	Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)	worki	ng days	= Daily F	Rate (w	hen emp	loyee	works	3 day we	ek)			
	SICK PAY FUND	Sick Pay Fu	and Cc	Sick Pay Fund Contributions to be paid by all Employees will be ½% of the Basic Salary of the Employee. Contributions payable by all Employers will be ½% of the Basic Salary of the Employee.	paid t	y all Em	ployees % of the	will be Basic	1/2% of the	the En	ic Salar	ry of the Er	пріоуе	ø		

1	COUNCIL	v & Skincare Industry
FIONAL	UZZ	g · Cosmetology · Beauty
AN	BARGA	the Hairdressin

Vork	Work Code Description	2016 Salary	2017 Salary 6% increase	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee
		Qualified Haird minimum of 30	Qualified Hairdressers / Stylists, which are employees and employed on or after 2010, whom will receive a minimum of 30% commission.	ch are emplo	yees and er	nployed on c	or after 2010,	whom will re	ceive a	
	COMMISSION EARNERS	Qualified Hairdressers / Sty minimum 40% Commission NO STOCK DEDUCTIONS	Qualified Hairdressers / Stylists, which are employees and employed prior to 2010, whom will receive a minimum 40% Commission NO STOCK DEDUCTIONS ARE ALLOWED	ch are emplo LOWED	yees and er	nployed prio	r to 2010, wh	om will recei	œ œ	
		BC = Bargaining Council	g Council							-
	0	EE = Employee	ďi.							
	ABBREVIATION DESCRIPTIONS	ER = Employer								
		SBF = Sick Benefit Fund	nefit Fund							
		SPF = Sick Pay Fund	y Fund							
V		Effective from registered after	Effective from the date of the publication of this Agreement, council levies for new salons and employees registered after the date of publication, will be as follows.	ation of this A	greement, of as follows.	council levies	s for new sal	ons and en	ployees	
	COUNCIL LEVIES FOR NEW SALONS FROM DATE OF PUBLICATION OF THIS AGREEMENT	Employers Employers salary, in res	 Employers to deduct 1.3% Council Levy from each employee's basic salary. Employers to contribute 1.3% Council Levy, calculated on the basis of each individual employee's basic salary, in respect of each employee employed. 	uncil Levy fro Council Levy se employed.	om each em	ployee's bas on the basis	ic salary. s of each indiv	ridual emplo	/ee's basic	



ANNEXURE "AG10"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING FOR DIVISION 109 BEING THE ENTIRE KWA-ZULU NATAL PROVINCE

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Work	Work Code Description	-	2016 Salary	72	2017 Salary	Union or Agency Fee	or Agency Fee	BC Fee Employer	yer	BC Fee Employee	ă	National Pension Fund (ER)	Pens	National Pension Fund (EE)	N E	National SPF Employer	S. m	National SPF Employee
2002	2002 Barber - Trainee	~	2 739.34 R	3	2 903.70	8	108.00	R 6	66.12 R	3 66.12	~	188.74	œ	188.74	8	14.52	œ	14.52
2004	2004 Barber - Junior	~	3 811.25	œ	4 039.93	œ	108.00	R 6	66.12 R	3 66.12	œ	262.60 R		262.60	æ	20.20	œ	20.20
2006	2006 Barber - Senior	œ	5 716.88	æ	68.6509	R 1	108.00	R 6	66.12 R	3 66.12	œ	393.89	æ	393.89	æ	30.30	œ	30.30
3020	Beauty Therapist / Health and skincare therapist - 3020 Unqualified	œ	2 977.54 R	~	3 156.19 R		108.00 R	- 1	66.12 R	8 66.12	œ	205.15 R		205.15	~	15.78	~	15.78
3014	3014 Beauty Therapist / Health & Skincare Therapist	~	4 168.56	œ	4 418.67	R 1	108.00 R	i i k	66.12 R	3 66.12	R	287.21 R		287.21	æ	22.09	æ	22.09
3022	3022 Cleaner - Beauty	œ	3 087.11	ď	3 272.34	R	108.00	R 6	66.12 R	8 66.12	R	212.70	æ	212.70	×	16.36	æ	16.36
2010	2010 General Assistant	œ	2 117.63	æ	2 244.68	æ	108.00	R 5	54.10 R	3 54.10 R	R	145.90 R	100	145.90	æ	11.22	×	11.22
2022	2022 Hairdresser - no trade test	œ	3 513.50	×	3 724.31	æ	108.00	R 6	66.12 R	8 66.12 R	R	242.08 R		242.08	œ	18.62	œ	18.62
2020	2020 Hairdresser - After 1st year qualified	æ	3 532.56	ĸ	3 744.51	œ	108.00	R 6	66.12 R	t 66.12 R	R	243.39	æ	243.39	æ	18.72	œ	18.72
2016	2016 Hairdresser - Qualified	œ	5 053.48	æ	5 356.68 R	n	108.00	R 6	66.12 R	8 66.12 R	8	348.18 R		348.18	œ	26.78	æ	26.78
2046	2046 LEARNER - Entry Level	~	2346.61	œ	2 487.40 R		108.00	R 6	66.12 R	8 66.12 R	8	161.68	œ	161.68	œ	12.44	æ	12.44
2048	2048 LEARNER - Level 2	œ	2 471.36	œ	2 619.64 R		108.00	R 5	54.10 R	3 54.10 R	R	170.28	œ	170.28	æ	13.10	œ	13.10
2050	2050 LEARNER – Level 3	~	2714.32	×	2877.18	×	108.00	R 6	66.12 R	3 66.12	œ	187.02	æ	187.02	×	14.39	æ	14.39
2022	2052 LEARNER – Level 4	œ	3 006.13	æ	3 186.50	R	108.00	R 6	66.12 R	3 66.12	R	207.12	æ	207.12	œ	15.93	œ	15.93
4000	4000 STUDENTS - Entry Level	~	2 346.61	×	2 487.40	~	108.00	R 6	66.12 R	3 66.12	R	161.68	œ	161.68	œ	12.44	œ	12.44
4001	4001 STUDENTS - Module 2 (Level 1 & 2)	œ	2 471.36	œ	2 619.64	~	108.00	8	66.12 R	R 66.12 R	R	170.28	œ	170.28	œ	13.10	œ	13.10
4002	4002 STUDENTS - Module 4 (Level 3 & 4)	œ	2 714.32	æ	2877.18	×	108.00	R 6	66.12 R	3 66.12	R	187.02	œ	187.02	œ	14.39	æ	14.39
4003	4003 STUDENTS - Module 6 (Level 5 & 6)	œ	3 006.13	~	3 186.50 R		108.00	R 6	66.12 R	3 66.12 R	R	207.12	~	207.12	œ	15.93	œ	15.93
3028	3028 Make-un Artist Trainee	~	2 977 54 R	a	2 156 19 R		108 00 B		GE 17 B	3 66 17 R	~	205 15 R		205 15 B	a	15 78 R	~	15 78

ANNEXURE "H9"

Work	Work Code Description	2	2016 Salary	20	2017 Salary	Union	Union or Agency		BC Fee			Na	National Pension Fund	Na	National Pension Fund	Nat	National SPF	Nat	National SPF
Code							9	5	Employer	5	Employee		(ER)		(EE)	5	employer	5	cmpioyee
3026	3026 Make-up Artist	œ	4 168.56	æ	4 418.67	~	108.00	œ	66.12	œ	66,12	R	287.21	R 2	287.21	2	22.09	œ	22.09
3036	3036 Manicurist / Pedicurist / Wax Technician -Unqualified	~	1 905.63	œ	2 019.96 R	œ	108.00	œ	54.10 R	œ	54.10	R 1	131.30 R		131.30	~	10.10	~	10.10
3034	3034 Manicurist / Pedicurist / Wax Technician	ď	2 858.44	~	3 029.94	~	108.00	æ	66.12	œ	66.12	8	196.95	R 1	196.95	æ	15.15	æ	15.15
3040	3040 Nail technician - Unqualified	æ	3 009.00	œ	3 189.54	8	108.00	œ	66.12	æ	66.12	R 2	207.32 R		207.32	æ	15.95	œ	15.95
3084	3084 Nail Technician - Certified	æ	3 096.64	~	3 282.44	œ	108.00	œ	66.12	æ	66.12	R	213.36	R 2	213.36	œ	16.41	œ	16.41
3038	3038 Nail technician - Qualified	æ	4 049.45	æ	4 292.42	æ	108.00	œ	66.12	œ	66.12	R 2	279.01	R 2	279.01	œ	21.46	œ	21.46
3087	3087 Massage Therapist - One Year Qualified	œ	2 438.00	8	2 584.28	~	108.00	œ	66.12	R	66.12	R 1	167.98	8	167.98	æ	12.92	œ	12.92
2067	2067 Operator - Trainee	œ	2 613.09	œ	2 769.88	œ	108.00	R	66.12	R	66.12	8	180.04	R 1	180.04	œ	13.85	œ	13.85
2068	2068 Operator	æ	3 087.11	œ	3 272.34	œ	108.00	~	66.12	8	66.12	R 2	212.70	R 2	212.70	R	16.36	œ	16.36
2074	2074 Operator - Multi skilled	æ	3 085.93	8	3 394.52	œ	108.00	æ	66.12	œ	66.12	8	220.64	~	220.64	æ	16.97	œ	16.97
3042	3042 Receptionist - Beauty Establishment	œ	3 984.61	8	4 223.69	œ	108.00	×	66.12	×	66.12	R	274.54	R 2	274.54	œ	21.12	œ	21.12
2082	2082 Receptionist - Hairdressing salon	æ	4 099.48	œ	4 345.44	œ	108.00	æ	66.12	æ	66.12	R 2	282.45	R 2	282.45	œ	21.73	œ	21.73
3048	3048 Somatologist 3 Years	œ	5 121.37	œ	5 428.65	æ	108.00	R	66.12	ď	66.12	œ	352.86	R 3	352.86	œ	27.14	œ	27.14
3052	3052 Somatologist B Tech - 4 years	œ	5 776.43	æ	6 123.01	R	108.00	æ	66.12	œ	66.12	2	398.00		398.00	æ	30.62	æ	30.62
1012	1012 Specific Skilled Stylist	œ	2 118.81	æ	2 245.94	œ	108.00	œ	54.10	œ	54.10 R	2.71	145.99	R 1	145.99	œ	11.23	œ	11.23
į (į	Specific Skilled Stylist - doing only one of the		00000				00		2 2 2	-			AF 33	0	AE 33	٥	11 10	٥	11 10
1000	1000 following: Braiding, Platting, Cutting	×	2 109.29		2 235.85	×	108.00	×	24.10	×	24.10	2	145.33	2	145.35	c 0	11.10	-	77.70
2089	2089 Working Employer (in Salon with Staff)	œ	5 053.48	×	5 356.68											r	80.35		1
2139	2139 Rent A Chair / One Man Band (No Staff)	œ	5 053.48	ď	5 356.68	œ	108.00									œ	160.70	Ц	

National SPF Employer PAGES

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	National Pension Fund (EE)
	National Pension Fund (ER)
ICIL Industry	BC Fee Employee
COUN	BC Fee Employer
Beaut	Union or Agency Fee
NAL ING osmetology	2017 Salary
NATIC SAIN fressing • 6	2016 Salary
BARGA to the Hairdress	
	Work Code Description

Work

NOIES	
	An employee who substitutes for any permanent employee who is sick or on leave
CASUAL EMPLOYEE	Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment
	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
PART TIME EMPLOYEE	Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.
	If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.
WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND	Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017
PENSION FUND	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.
	Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week)
DAILY RATE CALCULATION	Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week) Basic Salary / Wage divided by 17.33 working days = Daily Rate (when employee works a 4 day week)
	Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)

)	COUNCIL	auty & Skincare Industry
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Work	Work Code Description	2016 Salary	2017 Salary		Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee
	SICK PAY FUND	Sick Pay Fund Contributions to be paid by all Employees will be ½% of the Basic Salary of the Employee. Contributions payable by all Employers will be ½% of the Basic Salary of the Employee.	d Contributi payable by	ons to	be paid by a	all Employed be ½% of th	es will be ½% he Basic Sala	of the Basic ry of the Em	Salary of the ployee.	e Employee.	
SICK	SICK BENEFIT FUND CONTRIBUTIONS as from 1 OCTOBER 2017	TOBER 2017		1							
	CATEGORY		SCHEME "A"		SCHEME "B" Member only	SCHEME "81" Member +1	SCHEME "B2" Member +2	"B3" Member +3			
	EMPLOYER CONTRIBUTION		R 70	70.00 F	R 70.00	R 70.00	R 70.00	R 70.00			
	EMPLOYEE CONTRIBUTION		R 100	100.001 R	1.00	175.00 R 313.00		R 441.00 R 580.00			
		BC = Bargaining Council	ing Council								
		EE = Employee	9								
	ABBREVIATION DESCRIPTIONS	ER = Employer	<u></u>								
		SBF = Sick Benefit Fund	enefit Fund	laar.							
		SPF = Sick Pay Fund	ay Fund								
		Effective from the date of the publication of this Agreement, council levies for new salons and employees registered after the date of publication, will be as follows.	the date o	f the partie	ublication of	this Agreer	nent, council will be as foll	levies for ne ows.	ew salons a	pu	
3	OF PUBLICATION OF THIS AGREEMENT	1. Employer 2. Employer	s to deduces to contri	t 1.39	6 Council Le 1.3% Council	evy from eat	 Employers to deduct 1.3% Council Levy from each employee's basic salary. Employers to contribute 1.3% Council Levy, calculated on the basis of each individual employee's 	s basic salar basis of eac	y. h individual e	smployee's	
		basic salary	in respec	t of ea	basic salary, in respect of each employee employed	employed.					

BARGAINING COUNCIL

ANNEXURE "AG11"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 112 BEING THE MAGISTERIAL DISTRICTS OF PRETORIA, WONDERBOOM - WORKING 40 HOURS

1 1 1	EOHCB Subscriptions /Bargaining Levy	Bargaining Levy	Salon Charge	One Man Band / Rent A Chairs
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458.00	458.00	207.99	215.00
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Work Code	2016 Salary	Valle? CIDS	Weekly Rate	Daily Rate	Union or Agency Fee	- 5	BC Fee Employee	National Pension Fund (ER)		National Pension Fund (EE)	National SPF Employer	Yer	National SPF Employee	al SPF yyee
2000 Barber - starting 1 month	R 2 620.24	R 2777.45	R 640.95	R 128.19	R 108.00	æ	45.69	R 166.65	æ	166.65	R 1	13,89	R 1	13.89
2002 Barber - Trainee	R 2977.54	R 3 156.19 R	728.36	R 145.67	R 108.00	æ	45.69	R 189.37	œ	189.37	R 1	15.78	R 1	15.78
2004 Barber - Junior	R 4 049.45	R 4 292,42	R 990.57	R 198.11	R 108.00	R	82.96	R 257.55	œ	257.55	R 2	21.46	R 2	21.46
2006 Barber - Senior	R 5 955.08	R 6312.38	R 1456.72	R 291.34	R 108.00	æ	82.96	R 378.74	œ	378.74	3	31.56	R 3	31.56
3020 Beauty Therapist / Health and skincare therapist - Unqualified	R 3 575.71	R 3 790.25 R	R 874.68 R	R 174.94 R	R 108.00	æ	82.96 R	R 227.42 R	100	227.42	R 1	18.95	R	18.95
3014 Beauty Therapist / Health & Skincare Therapist	R 4 938.24	R 5 234.54	R 1207.98	R 241.60 R	R 108.00	R	82.96	R 314.07	ď	314.07	R 2	26.17	R 2	26.17
3022 Cleaner - Beauty	R 2 612.21	R 2768.94	R 638.99	R 127.80	R 108.00	R	82.96	R 166.14	æ	166.14	R	13.84	8	13.84
2011 General Assistant - Part Time	R 2 031.59	R 2153.48	R 496.96	R 99.39	R 108.00	R	45.69	R 129.21	œ	129.21	R 1	10.77	8	10.77
2010 General Assistant	R 2 636.14	2 636.14 R 2 794.30	R 644.84 R	R 128.97	R 108.00	R	45.69	R 167.66	œ	167.66	R 1	13.97	R	13.97
2021 Hairdresser - after 1st year qualified - Part Time	R 2 799.86	R 2967.85	R 684.89	R 136.98	R 108.00	R C	82.96	R 178.07	æ	178.07	R 1	14.84	R	14.84
2020 Hairdresser - after 1st year qualified	R 4 196.66	R 4448.46	R 1026.57	R 205.31	R 108.00	R	82.96	R 266.91	ĸ	266.91	R 2	22.24	R 2	22.24
2023 Hairdresser - Qualified - Part Time	R 3963.65	R 4 201.47	R 969.58	R 193.92	R 108.00	R	82.96	R 252.09	æ	252.09	R 2	21.01	R 2	21.01
2022 Hairdresser - Qualified	R 5963.73	R 6321.55	R 1458.83	R 291.77	R 108.00	R	82.96	R 379.29	œ	379.29	R	31.61	3	31.61
2046 LEARNER - Entry Level	R 2 541.67	2 541.67 R 2 694.17	R 621.74	R 124.35	R 108.00	R	45.69	R 161.65	œ	161.65	R 1	13.47	2	13.47
2048 LEARNER - Level 2	R 2748.24	R 2913.14	R 672.27	R 134.45	R 108.00	R	45.69	R 174.79	×	174.79	R 1	14.57	R	14.57
2050 LEARNER - Level 3	R 3 034.13	R 3216.18	R 742.20 R	R 148.44	R 108.00	R	45.69	R 192.97	æ	192.97	R 1	16.08	R	16.08
2052 LEARNER - Level 4	R 3 346.49	R 3547.28	R 818.61	R 163.72	R 108.00	R	45.69	R 212.84	×	212.84	R 1	17.74	R	17.74
4000 STUDENTS - Entry Level	R 2 541.67	R 2 694.17	R 621.74	R 124.35	R 108.00) R	45.69	R 161.65	œ	161.65	R 1	13.47	8	13.47
4001 STUDENTS - Module 2 (Level 1 & 2)	R 2748.24	R 2913.14	R 672.27	R 134.45 R	R 108.00	R	45.69 R	R 174.79	æ	174.79	8	14.57	R	14.57
4002 STUDENTS - Module 4 (Level 3 & 4)	R 3 034.13	R 3 216.18	R 742.20	R 148.44	R 108.00	R	45.69	R 192.97	æ	192.97	R	16.08	2	16.08
4003 STUDENTS - Module 6 (Level 5 & 6)	R 3 346.49	R 3547.28	R 818.61	R 163.72	R 108.00	R	45.69	R 212.84	~	212.84	2	17.74	~	17.74
3028 Make-up Artist Trainee	R 3 385.53	R 3 588,67	R 828.16	R 165.63	R 108.00	R	82.96	R 215.32	×	215.32	R	17.94	8	17.94
3026 Make-up Artist	R 4812.55	R 5 101.30	4812.55 R 5101.30 R 1177.23 R	R 235.45 R	R 108.00	æ	82.96 R	R 306.08	œ	306.08	R	25.51	R	25.51

ANNEXURE "HIG"

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Work Code Description	2016 Salary	2017 Salary	Weekly Rate	Daily Rate	Union or Agency Fee		BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer		National SPF Employee
3032 Manager - Beauty	R 7 674.14	R 8 134.58	R 1877.23	R 375.45	S R 108.00	æ	82.96	R 488.07	R 488.07	R 40.67	67 R	40.67
2060 Manager - Hairdresser	R 7937.36	R 8413.61	R 1941.62	R 388.32 R	2 R 108.00	æ	86.56	R 504.82	R 504.82	R 42.07	07 R	42.07
2054 Manager - only (Hairdressing)	R 7748.43	R 8 213.34	R 1895.40 R	R 379.08 R	3 R 108.00	R	86.56	R 492.80	R 492,80	R 41.07	07 R	41.07
3036 Manicurist / Pedicurist / Wax Technician - Unqualified	R 1963.55	R 2 081.37		R 96.06	S R 108.00	æ	82.96 R	R 124.88	R 124.88	R 10.41	41 R	10.41
3034 Manicurist / Pedicurist / Wax Technician	R 2 791.05	R 2958.52	R 682.74	R 136.55 R	5 R 108.00	œ	82.96 R	R 177.51	R 177.51	R 14	14.79 R	14.79
3040 Nail technician - Unqualified	R 3 013.11	R 3 193.90	R 737.06	R 147.41	I R 108.00	~	82.96	R 191.63	R 191.63	R 15.97	97 R	15.97
3084 Nail Technician - Certified	R 3 103.51	R 3 289.72	R 759.17	R 151.83	3 R 108.00	~	82.96	R 197.38	R 197.38	×	16.45 R	16.45
3038 Nail technician - Qualified	R 4812.55	R 5 101.30	R 1177.23	R 235.45	S R 108.00	æ	82.96	R 306.08	R 306.08	æ	25.51 R	25.51
3087 Massage Therapist - One Year Qualified	R 3 710.00	R 3 932.60	R 907.53	R 181.51 R	I R 108.00	æ	82.96	R 235.96	R 235.96	R 19.	19.66 R	19.66
2066 Operator - Trainee - Part Time	R 1846.44	R 1957.22	R 451.67	R 90.33	3 R 108.00	æ	63.72	R 117.43	R 117.43	R 9	9.79 R	9.79
2067 Operator - Trainee	R 2770.90	R 2937.16	R 677.81	R 135.56	5 R 108.00	×	63.72	R 176.23	R 176.23	œ	14.69 R	14.69
2069 Operator - Part Time	R 2 792.32	R 2959.85	R 683.05	R 136.61	I R 108.00	æ	63.72	R 177.59	R 177.59	R 14	14.80 R	14.80
2068 Operator	R 4 190.35	R 4 441.77	R 1025.03	R 205.01	1 R 108.00	œ	63.72	R 266.51	R 266.51	R 22	22.21 R	22.21
3042 Receptionist - Beauty Establishment	R 4765.69	R 5 051.63	R 1165.77	R 233.15	5 R 108.00	æ	82.96	R 303.10	R 303.10	R	25.26 R	25.26
2083 Receptionist - Hairdressing salon - Part Time	R 3 268.39	R 3464.50 R	R 799.51	R 159.90 R	0 R 108.00	œ	82.96	R 207.87	R 207.87	R 17.	17.32 R	17.32
2082 Receptionist - Hairdressing salon	R 4 905.75	R 5 200.10	R 1 200.03	R 240.01	1 R 108.00	œ	82.96	R 312.01	R 312.01	R 26	26.00 R	26,00
3048 Somatologist 3 Years	R 5 708.05	R 6 050.53	R 1396.29	R 279.26	6 R 108.00	æ	82.96	R 363.03	R 363.03	~	30.25 R	30.25
3052 Somatologist B Tech - 4 years	R 6277.15	R 6 653.78	R 1535.50 R	R 307.10	D R 108.00	×	82.96	R 399.23	R 399.23	R 33	33.27 R	33.27
Specific Skilled Stylist - doing only one of the following: Braidin 1000 Platting, Cutting	ng, R 2 605.91 R	R 2 762.27	R 637.45	R 127.49	9 R 108.00	œ	82.96	R 165.74	R 165.74	DC.	13.81 R	13.81
Specific Skilled Stylist - doing only one of the following: Braidin 1001 Platting, Cutting - Part Time	ing, R 1738.10	R 1842.39	R 425.17	R 85.03	3 R 108.00	~	82.96	R 110.54	R 110.54	8	9.21 R	9.21
2089 Working Employer (in Salon with Staff)	R 5963.73	R 6321.55	R 1458.83	R 291.77	7					R 94	94.82	
2139 Rent A Chair / One Man Band (No Staff)	R 5963.73	R 6321.55	R 1458.83 R	R 291.77 R	7 R 108.00	0				R 189.65	.65	

NOTES

CASUAL EMPLOYEE Remuneration / Basic Salary / Wages shall be calculated at the prescribed		
	CASUAL EMPLOYEE	
		Remuneration / Basic Salary / Wages shall be calculated at the prescribed

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Work Code Déscription Ode	2016 Salary	2017 Salary	Weekly Rate	Daily Rate	Union or Agency Fee	BC Fee Employee	Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPE Employee
	An employee	who works 1	An employee who works 1 or 2 or 3 days per week	s per week						
	Remuneration DAILY rate for two thirds of	Remuneration / Basic Salary DAILY rate for that category two thirds of the basic wage,	Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment. 3 Days per week is calculated at two thirds of the basic wage.	ent. 3 Days	ated at the pr per week is c	escribed alculated at				
PART TIME EMPLOYEE	Should the C (Salon owner will apply.	ouncil not rece), then the sal	Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.	r calculated s	salary from the	e Employer o Category				
	If received, the amount for the worked.	nen the deductive actual amou	If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.	shanged acco	ordingly to the	lower unt of days				
WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND		Contributions for a Working Employer (voluntary for SPF from 1 January 2017	Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017	Vork Code 2	089 AND 213	si '(6				
PENSION FUND	Pension Fun Basic Salary 6% of the Ba	d Contribution of the Employ sic Salary of the	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.	y all Employ tions payable	ees will be 69 s by all Emplo	6 of the yers will be				
	Basic Salary employee wo	Basic Salary / Wage divided by employee works a 6 day week)	Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week)	ing days = D	aily Rate (wh	5				
DAILY RATE CALCULATION	Basic Salary employee wo Basic Salary employee wo	Basic Salary / Wage divided by employee works a 5 day week) Basic Salary / Wage divided by employee works a 4 day week)	Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week) Basic Salary / Wage divided by 17.33 working days = Daily Rate (when employee works a 4 day week)	orking days =	= Daily Rate (when				
	Basic Salary employee wo	Basic Salary / Wage divided by employee works a 3 day week)	Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)	ing days = D	ally Rate (wh	Le Control				
SICK PAY FUND	Sick Pay Fur Basic Salary 1/2% of the B	d Contribution of the Employ asic Salary of	Sick Pay Fund Contributions to be paid by all Employees will be ½% of the Basic Salary of the Employee. Contributions payable by all Employers will be ½% of the Basic Salary of the Employee.	by all Employ	yees will be ½ e by all Emplo	% of the yers will be				
COMMISSION EARNERS	Qualified Ha	irdressers / St	Qualified Hairdressers / Stylists, which are employees will receive a minimum of 30% commission - THIS IS APPLICABLE ONLY TO AFRO SALONS	are employer	Y TO AFRO	SALONS				
	NO STOCK	DEDUCTIONS	NO STOCK DEDUCTIONS ARE ALLOWED	WED						

BA	BARGAINING COUNCIL	NAL INAL osmetolog	y-Beauty	OUP 2 Skincar	CIndustry					
Work Code Description	2016 Salary	2017 Salary	Weekly Rate	Daily Rate	Union or Agency Fee	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee
	BC = Bargaining Council	ing Council								
	EE = Employee	9								
ABBREVIATION DESCRIPTIONS	ER = Employer	-to								
	SBF = Sick Benefit Fund	enefit Fund								
	SPF = Sick Pay Fund	ay Fund								
	Effective from new salons be as follows:	and employe	Effective from the date of the publication of this Agreement, council levies for new salons and employees registered after the date of publication, will be as follows.	of this Agree after the da	ement, counc ate of public	il levies for ation, will				
COUNCIL LEVIES FOR NEW SALONS FROM DATE OF PUBLICATION OF THIS AGREEMENT	1. Employe salary.	rs to deduct	 Employers to deduct 1.3% Council Levy from each employee's basic salary. 	Levy from ea	ach employe	e's basic				
	2. Employe each indivic employed.	rs to contribu	 Employers to contribute 1.3% Council Levy, calculated on the basis of each individual employee's basic salary, in respect of each employee employed. 	icil Levy, cali	culated on th of each empl	e basis of oyee				

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ANNEXURE "AG12"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 113 BEING THE MAGISTERIAL DISTRICTS OF PRETORIA, WONDERBOOM, RUSTENBURG, BRITS, MANKWE AND THE ENTIRE LIMPOPO AND MPUMALANGA PROVINCES - WORKING 45 HOURS

ubscriptions	gaining Levy	salon Charge	tent A Chairs
EOHCB	Ba		One Man Band / R

Work Code Description	2016 Salary	2017 Salary	Weekly Rate	Daily Rate	Hourly Rate	Union or Agency Fee	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee
2000 Barber - starting 1 month	R 2669.67	R 2 829.85	R 653.05	R 108.84	R 12.09	R 108.00	R 45.69	R 169.79	R 169.79	R 14.15	R 14.15
2002 Barber - Trainee	R 3 033.72	R 3215.74	+-	R 123.68	R 13.74	R 108.00	R 45.69 R	R 192.94	R 192.94	R 16.08	R 16.08
2004 Barber - Junior	+	1	1 009.26	R 168,21	R 18.69	R 108.00	R 82.96	R 262.40	R 262.40	R 21.87	R 21.87
2006 Barber - Senior		9	1 484.20	R 247.37	27.49	R 108.00	R 82.96	R 385.89	R 385.89	R 32.16	R 32,16
3020 Beauty Therapist / Health and skincare therapist - Unqualified		R 4344.67	R 1002.62 R	167.10	R 18.57	R 108.00	R 82.96 R	R 260.68	R 260.68	R 21.72	R 21.72
3014 Beauty Therapist / Health & Skincare Therapist	R 5661.12	R 6 000.79	1384.81	R 230.80	R 25.64	R 108.00	R 82.96	R 360.05	R 360.05	R 30.00	R 30.00
3022 Cleaner - Beauty	R 2 993.85	1	R 732.35	R 122.06	R 13.56	R 108.00	R 82.96	R 190.41	R 190.41	R 15.87	R 15.87
2011 General Assistant - Part Time	R 2 069.90	R 2194.10 R	R 506.33 R	84.39	R 9.38	R 108.00	R 45.69	R 131.65	R 131.65	R 10.97	R 10.97
2010 General Assistant	R 2 685.88	R 2847.03	R 657.01 R	R 109.50 R	12.17	R 108.00	R 45.69 R	R 170.82 R	170.82	R 14.24	R 14.24
2021 Hairdresser - after 1st year qualified - Part Time	R 2852.69	R 3 023.85	R 697.82	R 116.30	R 12.92	R 108.00	R 82.96 R	181.43	R 181.43	R 15.12	R 15,12
2020 Hairdresser - after 1st year qualified	R 4275.84	R 4532.39	R 1045.94		R 19.37	R 108.00	R 82.96	R 271.94	R 271.94	R 22.66	R 22.66
2023 Hairdresser - Qualified - Part Time	R 4 038.43	R 4280.74 R	R 987.87 R	164.64	R 18.29	R 108.00	R 82.96	R 256.84	R 256.84	R 21.40	R 21.40
2022 Hairdresser - Qualified	R 6076.25	R 6440.82 R	1486.36	R 247.73 R	27.53	R 108.00 R	R 82.96 R	R 386.45 R	R 386,45	R 32.20	R 32.20
2046 LEARNER - Entry Level	R 2589.63	R 2745.01	633.47	R 105.58	R 11.73	R 108.00	R 45.69	R 164.70	R 164.70	R 13.73	R 13.73
2048 LEARNER - Level 2	R 2800.09	R 2968.09	R 684.95	R 114,16	R 12.68	R 108.00	R 45.69	R 178.09	R 178.09	R 14.84	R 14.84
2050 LEARNER - Level 3	R 3091.38 R	3 276.87	R 756.21	R 126.03	R 14.00	R 108.00	R 45.69 R	R 196.61	R 196.61	R 16.38	R 16.38
2052 LEARNER - Level 4	R 3 409.63	R 3 614.21	R 834,05	R 139.01	R 15.45	R 108.00	R 45.69	R 216.85	R 216.85	R 18.07	R 18.07
4000 STUDENTS - Entry Level	R 2589.63	R 2745.01	R 633.47	R 105.58	R 11.73	R 108.00	R 45.69	R 164.70	R 164.70	R 13.73	R 13.73
4001 STUDENTS - Module 2 (Level 1 & 2)	R 2 800.09 R	R 2 968.09 R	684.95	R 114.16 R	12.68	R 108.00	R 45.69	R 178.09	R 178.09	R 14.84	R 14.84
4002 STUDENTS - Module 4 (Level 3 & 4)	R 3 091.38 R	3 275.87 R	R 756,21 R	R 126.03 R	R 14.00 R	R 108.00	R 45.69 R	R 196.61	R 196.61	R 16.38	R 16.38
4003 STUDENTS - Module 6 (Level 5 & 6)	R 3 409.63	R 3614.21	R 834.05	R 139.01	R 15.45	R 108.00	R 45.69 R	R 216.85 R		R 18.07	œ
3028 Make-up Artist Trainee	R 3 880.59	R 4113.42	R 949.26	R 158.21	R 17.58 R	R 108.00	R 82,96	R 246.81	R 246.81	R 20.57	R 20.57
3026 Make-up Artist	R 5515,48	R 5846.41	R 1349.18 R	R 224.86 R	R 24.98 R	R 108.00	R 82.96	R 350.78	R 350.78	R 29.23	R 29.23
3032 Manager - Beauty	R 8794.21	R 9321.86	R 2151.21	R 358.54 R	R 39.84 R	R 108.00 R	R 82.96 R	R 559.31	R 559.31	R 46.61	R 46.61
2060 Manager - Hairdresser	R 8 087.57	R 8572.82	R 1978.36	R 329.73	R 36.64	R 108.00 R	R 86.56 R	R 514.37	R 514.37	R 42.86	R 42.86
2054 Manager - only (Hairdressing)	R 7894.64	R 8368.31	R 1931.16	R 321.86	R 35.76	R 108.00	R 86.56	R 502.10	R 502.10	R 41.84	R 41.84
3036 Manicurist / Pedicurist / Wax Technician -Unqualified	R 2.250.86	R 2385.91	R 550.60 R	R 91.77	R 10.20	R 108.00	R 82.96	R 143.15	R 143.15	R 11.93	R 11.93
3034 Manicurist / Pedicurist / Wax Technician	R 3 199.19	R 3391.14	R 782.58 R	R 130.43 R	14.49	R 108.00 R	R 82.96 R	R 203.47	R 203.47	R 16.96	R 16.96
3040 Nail technician - Unqualified	R 3389.75	R 3 593.14	R 829.19	R 138.20	R 15.36	R 108.00	R 82.96	R 215.59	R 215.59	R 17.97	R 17.97

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Code	Work Code Description	2016 Salary	2017 Salary	Weekly Rate	Daily Rate	Hourly Rate		Union or Agency B	BC Fee Employee	National Pension Fund (ER)		National Pension Fund (EE)	National SPF Employer	77	National SPF Employee
3084 Nail Technician - Certified	ertified	R 3491.45	R 3700.94	R 854.07 R	142.34	R 15.	15.82 R	108.00	R 82.96	œ	222.06 R	222.06	R 18.50	8	18.50
3038 Nail technician - Qualified	ualified	R 5515.48 R	8 5846.41 R	R 1349.18 R	224.86	R 24.	24.98 R	108.00 R	3 82.96	2	350.78 R	350.78	R 29.23 R	S. R.	29.23
3087 Massage Therapist - One Year Qualified	- One Year Qualified	R 3710.00 R	3 932.60 R	R 907.53 R	151.26 R		16.81 R	108.00 R	R 82.96 R		235.96 R	235.96	R 19.66	œ	19.66
2066 Operator - Trainee - Part Time		R 1881.27 R	1 994.14	R 460.19 R	76.70	80	8.52 R	108.00 R	3 63.72	8	119.65 R	119.65	R 9.97	7 R	9.97
2067 Operator - Trainee		2 823.18	R 2992,57	R 690.60 R	115.10 R		12.79 R	108.00 R	3 63.72	œ	179.55 R	179.55	R 14.96 R	S. R	14.96
2069 Operator - Part Time		R 2845.00 R	3 3015.70 R	R 695.94 R	115.99 R		12.89 R.	108.00 R	٦ 63.72	æ	180.94 R	180.94	R 15.08	8 8	15.08
2068 Operator		R 4269.42 R	4 525.58	R 1044.37 R	174.06 R		19.34 R	108.00 R	3 63.72	8	271,53 R	271.53	R 22.63	3 K	22.63
3042 Receptionist - Beauty Establishment		5 464.12	5 791.97	и .	222.77			108.00 R	3 82.96	œ	347.52 R	347.52	R 28,96	S R	28.96
2083 Receptionist - Hairo	art Time	3 330.07	3 529.88	814.59	135.77	Ü.	15.09 R	108.00 R	3 82.96	œ	211.79 R	211.79	R 17.65	R	17.65
2082 Receptionist - Hairdressing salon		Ι.	\$ 298.21	R 1	203.78 R	43	22.64 R	108.00 R	82.96	œ	317.89 R	317.89	R 26.49	9 R	26.49
3048 Somatologist 3 Years			6 933.96	œ	266.69	R 29.	29.63 R	108.00 R	R 82.96	R	416.04 R	416.04	R 34.67	7 R	34.67
3052 Somatologist B Tech - 4 years	:h - 4 years	7 194.88	7 626.57		293.33	R 32.	32.59 R	108.00 R	R 82.96	R	457.59 R	457.59	R 38.13	8	38.13
Specific Skilled Styli	Specific Skilled Stylist - doing only one of the following: Braiding. Plattine. Cutting	R 2 605.91	R 2762.27	R 637.45 F	R 106.24	R 11	11.80 R	108.00	R 82.96	œ	165.74 R	165.74	R 13.82	S.	13.81
Specific Skilled Styl	Specific Skilled Stylist - doing only one of the following: Braiding,		1												
1001 Platting, Cutting - Part Time	Part Time	R 1738.10	R 1842.39	R 425.17 F	R 70.86	×	7.87 R	108.00	R 82.96	æ	110.54 R	110.54	И	8	9.21
2089 Working Employer (in Salon with Staff)	(in Salon with Staff)	R 6076.25	R 6440.82 R	R 1486.36 R	247.73	R 27.	27.53		1				R 96.61	-1	
2139 Rent A Chair / One Man Band (No Staff)	Man Band (No Staff)	R 6076.25	R 6440.82 R	1 486.36	R 247.73	R 27.	27.53 R	108.00					R 193.22	2	
	NOTES														
		An employee w	no substitutes	An employee who substitutes for any permanent employee who is sick or on leave	ant employee	who is sic	k or on le	ave							
	CASUAL EMPLOYEE	Remuneration / Basic Sa category of employment	Basic Salary	Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment	e calculated a	t the preso	aribed DA	ILY rate fo	t that						
		An employee w	ho works 1 or	An employee who works 1 or 2 or 3 days per week	week										
	The second second	Remuneration category of em	Basic Salary bloyment, 3 D	Remuneration / Basic Salary / Wages shall be calculated at the prescribed DALLY rate for that category of employment. 3 Days per week is calculated at two thirds of the basic wage.	e calculated a	t the press	cribed DA of the ba	ILY rate for sic wage.	rthat						
	PART TIME EMPLOYEE	Should the Cou	ncil not receive Full Time po	Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.	ulated salary b Category w	from the E	:mployer (Salon own	er), then						
		If received, the amount of days	the deduction	If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked.	ed according nt of days won	y to the lor	wer amou	nt for the a	ctual	-1					
WORKING EMPLC	WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND		or a Working E	Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017	Code 2089 A	ND 2139).	is volunt	ary for SPF	from 1						
	PENSION FUND	Pension Fund (Employee, Co	Contributions t	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.	Employees w	III be 6% o 6% of the	f the Basi Basic Sal	ic Salary of ary of the b	the Employee,						

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Work Code Octobulon	ZDE Salary 2027 Salary	siary Weekly Fate	Doily Rate	Hourly Rate	Union or Agency Fee	6C Fee Employee	National Pension Fund (ER)	National Penaton Fund (EE)	National SPF Employer
DAILY RATE CALCULATION	Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week) Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week) Basic Salary / Wage divided by 17.33 working days = Daily Rate (when employee works a 4 day week) Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)	ivided by 26 working ivided by 21.57 work ivided by 17.35 work ivided by 13 working	days = Daily Raing days = Daily ing days = Daily days = Daily Ra	ate (when emp , Rate (when e , Rate (when e	loyee works a 6 mployee works mployee works	a 5 day a 5 day a 4 day			
SICK PAY FUND	Sick Pay Fund Contributions to be paid by all Employees will be 15% of the Basic Salary of the Employee. Contributions payable by all Employers will be 15% of the Basic Salary of the Employee.	utions to be paid by one payable by a	all Employees will be	vill be ½% of th	ne Basic Salary sic Salary of the	of the Employee.			
COMMISSION EARNERS	Qualified Hairdressers / Stylists, which are employees will receive a minimum of 30% commission - THIS IS APPLICABLE ONLY TO AFRO SALONS NO STOCK DEDUCTIONS ARE ALLOWED	s / Stylists, which are employees will receive a minim THIS IS APPLICABLE ONLY TO AFRO SALONS IONS ARE ALLOWED	BLE ONLY TO	receive a min AFRO SALOI	imum of 30% o NS	ommission -			
	BC = Bargaining Council	icil							
	EE = Employee								
ABBREVIATION DESCRIPTIONS	ER = Employer								
	SBF = Sick Benefit Fund	nd							
	SPF = Sick Pay Fund					1			
TO THE GROUP OF STREET HOUSE	Effective from the date of the publication of this Agreement, council levies for new salons and employees registered after the date of publication, will be as follows.	of the publication of d after the date of p	this Agreemen ublication, will	t, council levie be as follows.	s for new salo	ns and			
COUNCIL LEVIES FOR NEW SALONS FROM DATE OF PUBLICATION OF THIS AGREEMENT	Employers to deduct 1.3% Council Levy fram each employer Employers to contribute 1.3% Council Levy, calculated on the miployer's basic salary, in respect of each employee.	 Employers to deduct 1.3% Council Levy from each employee's basic salary. Employers to contribute 1.3% Council Levy, calculated on the basis of each individual employees basic salary in respect of each employee employee. 	evy from each all Levy, calculated the molovee er	employee's basiced on the basic moloyed.	sic salary. s of each indivi	dual			

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TIONAL COUNCIL

ANNEXURE "AG13"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 114 BEING THE MAGISTERIAL DISTRICT OF BRONKHORSTSPRUIT AND CULLINAN

EOHCB Subscriptions	Crel												
Bargaining Levy Salon Charge	N 40	R 458.00											
One Man Band / Rent A Chairs		R 215.00											
Work code Work Code Description	2016 Salary	2017 Səlary	Weekly Rate	Daily Rate	Hourly Rate	Union or Agency Fee	BC Fee Employer	BC.Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	New National SPF Employer	-	New National SPF Employee
2000 Barber - starting 1 month	R 1802.03	R 1910.15	R 440.81	R 73.47	R 8.16	R 108.00	R 45.69	R 47.41	R 114.61	I R 114.61	R 9.	9.55 R	9.55
2002 Barber - Trainee	R 2047.76	R 2170.63	R 500.92	R 83.49	R 9.28	R 108.00	R 45.69	R 47,41	R 130.24	1 R 130.24	œ	85 R	10.85
2004 Barber - Junior	R 2784,96	R 2952.06	R 681.25	R 113.54	R 12.62	R 108.00	R 82.96	R 86.09	R 177.12	2 R 177.12	R 14.76	76 R	14.76
2006 Barber - Senior	R 4095.52	R 4341.25	R 1001.84	R 166.97	R 18.55	R 108.00	R 82.96	R 86.09	R 260.48	3 R 260.48	R 21.71	71 R	21.71
3020 Beauty Therapist / Health and skincare therapist - Unqualified	2 529.31	R 2 681.07	R 618.71	R 103.12	R 11.46	R 108.00	R 82.96	R 86.09	R 160.86	5 R 160.86	R 13.41	41 R	13.41
3014 Beauty Therapist / Health & Skincare Therapist	R 3 492.69	R 3 702.25	R 854.37	R 142.40	R 15.82	R 108.00	R 82.96	R 86.09	R 222.14	t R 222.14	R 18.51	51 R	18.51
3022 Cleaner - Beauty	R 1884.30	R 1997.36	R 460,93	R 76.82	R 8.54 R	108.00	R 82.96 R	R 86.09	R 119.84 R	1 R 119.84 R		9.99 R	9.99
2011 General Assistant - Part Time	R 1435.97	R 1522.13	R 351,26	R 58.54	R 6.50 R	108.00	R 45.69 R	R 47.41 R	R 91.33 R	3 R 91.33 R		7.61 R	7.61
2010 General Assistant	R 1864.58	R 1976.46 R	R 456.11 R	R 76.02 R	R 8.45 R	R 108.00 R	R 45.69 R	R 47.41 R	R 118.59 R	9 R 118.59 R		9.88 R	9.88
2021 Hairdresser - after 1st year qualified - Part Time	R 1980.08 R	R 2 098.88 R	R 484.36 R	R 80.73 R	R 8.97 R	R 108.00 R	R 82.96 R	R 86.09 R	R 125.93 R	3 R 125.93 R		10,49 R	10.49
2020 Hairdresser - after 1st year qualified	R 2968.19 R	R 3146.28 R	R 726.07 R	R 121.01 R	R 13.45 R	R 108,00 R	R 82.96 R		86.09 R 188.78 R	8 R 188.78 R		15.73 R	15.73
2023 Hairdresser - Qualified - Part Time	R 2 803.93 R	R 2972.17 R	R 685.89 R	R 114.32 R		12.70 R 108.00 R	R 82.96 R		86.09 R 178.33 R	3 R 178.33 R		14.85 R	14.86
2022 Hairdresser - Qualified	R 4218.08 R	R 4471.16 R	R 1031.82 R	R 171.97 R	R 19.11 R	R 108.00 R	R 82.96 R	R 86.09 R	R 268.27 R	7 R 268.27 R		22.36 R	22.36
2046 LEARNER – Entry Level	R 1797.84 R	R 1905.72 R	R 439.78 R	R 73.30 R	R 8.14 R	R 108.00 R	R 45.69 R	R 47.41 R	R 114.34 R	-1		9.53 R	9.53
2048 LEARNER - Level 2	R 1942.86 R	R 2059.44 R	R 475.26 R	R 79.21 R	R 8.80 R	R 108.00 R	R 45.69 R	R 47.41	R 123.57	7 R 123.57 R	R 10.30	30 R	10,30
2050 LEARNER - Level 3	R 2145.62 R	R 2274.36 R	R 524.86 R	R 87.48 R	R 9.72 R	R 108.00 R	R 45.69 R	R 47.41	R 136,46 R	6 R 136.46 R	R 11.37	37 R	11.37
2052 LEARNER - Level 4	R 2366.33 R	R 2 508.31 R	R 578.85 R	R 96.47 R	R 10.72 R	108.00	R 45.69	R 47.41	R 150.50 R	0 R 150.50	R 12.54	54 R	12.54
4000 STUDENTS - Entry Level	R 1797.84 R	R 1905.72 R	R 439.78 R	R 73.30 R	R 8.14 R	108.00	R 45.69 R	R 47.41	×	4 R 114.34	œ	-	9.53
4001 STUDENTS - Module 2 (Level 1 & 2)	R 1942.86 R	R 2 059.44 R	R 475.26 R	R 79.21 R	R 8.80 R	108.00	R 45.69 R	R 47.41	R 123.57	7 R 123.57	R 10.30	30 R	10.30
4002 STUDENTS - Module 4 (Level 3 & 4)	R 2145.62	R 2274.36 R	R 524.86	R 87.48	R 9.72	R 108.00	R 45.69	R 47.41	R 136.46	6 R 136.46	R 11.37	37 R	11.37
4003 STUDENTS - Module 6 (Level 5 & 6)	R 2366.33	R 2508.31	R 578.85	R 96.47	R 10.72	R 108.00	R 45.69	R 47.41	R 150.50	0 R 150.50	R 12.54	54 R	12.54
3028 Make-up Artist Trainee	R 2395.85	R 2539.61	R 586.07	R 97.68	R 10.85	R 108.00	R 82.96	R 86.09	R 152.38	8 R 152,38	R 12.70	70 R	12.70
3026 Make-up Artist	R 3.403.21	R 3 607.41	R 832.49	R 138.75	R 15.42	R 108.00	R 82.96	R 86.09	R 216.44	4 R 215.44	R 18.04	04 R	18.04
3032 Manager - Beauty	R 5 426,92	R 5752,54	R 1327,52	R 221.25	R 24.58	R 108.00	R 82.96	R 86.09	R 345.15	5 R 345.15	œ	76 R	28.76
2060 Manager - Hairdresser	R 5 614.27	R 5 951,12	R 1373.35	R 228.89	R 25.43	R 108.00	R 86.56	R 89.83	œ	œ		29.76 R	29.76
2054 Manager - only (Hairdressing)	R 5 530.88	R 5 862.73	R 1352.95	R 225.49	R 25.05	R 108.00 R	R 86.56	R 89.83 R	1 R 351.76	6 R 351.76 R		29.31 R	29.31
3036 Manicurist / Pedicurist / Wax Technician -Unqualified	R 1388.50	R 1471.81	R 339.65	R 56.61	R 6.29	R 108.00 R	R 82.96 R	R 86.09 R		88.31 R 88.31 R		7.36 R	7,36
3034 Manicurist / Pedicurist / Wax Technician	R 1973.67	R 2 092.09 R	R 482.79	R 80.47	R 8.94	R 108.00 R	R 82.96 R		R 125.53 R	3 R 125.53 R		10.46 R	10.46
3040 Nail technician - Unqualified	R 2 091.70	R 2217.20 R	R 511.67	R 85.28	R 9.48 R				- 1			11.09 R	11.09
3084 Nail Technician - Certified	R 2154.45 R	R 2 283.72	R 527.02 R	R 87.84 R	R 9.76 R	R 108.00 R	R 82.96 R	R 86.09 R	9 R 137.02 R	2 R 137.02 R		11.42 R	11.42

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1000 Platting, Cutting Specific Skilled Stylist - doing only one of the following: Braiding.

1001 Platting, Cutting - Part Time 2089 Working Employer (in Salon with Staff)

433.20 R 72.20 R 8.02 R 108.00 1031.82 R 171.97 R 19.11 1031.82 R 171.97 R 19.11 R 108.00

1877.16 R 4471.16 R 4471.16 R

1770.91 R 4 218.08 R 4 218.08 R

23.53 14.19

6.92 10.39 10.47 15.70 17.87 12.36 18.56 21.39 23.53

6.92 R 10.39 R 10.47 R 15.70 R 17.87 R 12.36 R 18.56 R 21.39 R

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ANNIEDURE "HES"

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3038 Nail technician - Qualified	æ	3 403.21 R	3 607.41 R		832,49 R 138.75 R	R 15.4	12 R	15.42 R 108.00 R	10	82,96 R	86.09 F	86.09 R 216.44 R 216.44	2	216.44	-
3087 Massage Therapist - One Year Qualified	œ	R 3710.00 R	3 932,60 R		907.53 R 151.26 R		R R	16.81 R 108.00 R	82.96 R	100	86.09 F	86.09 R 235.96 R 235.96	R	235.96	-
2066 Operator - Trainee - Part Time	œ	1 305.08 R	1383.39 R		319.25 R 53.21 R 5.91 R 108.00 R 63.72 R 66.12 R 83.00 R 83.00	R 5.9	11 R	108.00 R	63.72	R	66.12 F	83.00	S R	83.00	-
2067 Operator - Trainee	œ	R 1959.54 R	2 077.11 R		479.34 R 79.89 R	R 8.8	80	8.88 R 108.00 R		R	66.12 F	63.72 R 66.12 R 124.63 R 124.63	8	124.63	-
2069 Operator - Part Time	œ	1974.94 R	2 093.44 R		483,10 R 80,52 R 8.95 R 108.00 R	R 8.9	SR	108.00 R		R	66.12 F	63.72 R 66.12 R 125.61 R 125.61	1 R	125.61	-
2068 Operator	œ.	2 963.06 R	3.140.84 R	724.82 R	R 120.80	R 13.4	12 R	120.80 R 13.42 R 108.00 R		63.72 R	66.12 F	66.12 R 188.45 R 188.45	8	188.45	_
3042 Receptionist - Beauty Establishment	cc	3 371.74 R	3 574.05 R	824.79 R	R 137.46 R		17 R	15.27 R 108.00 R		82.96 R	86.09	36.09 R 214.44 R 214.44	8	214.44	-
2083 Receptionist - Hairdressing salon - Part Time	œ	2 332.98 R	2472.95 R	\$70.69 R	R 95.11 R		7 B	10,57 R 108.00 R	82.96 R		86.09 F	86.09 R 148.38 R 148.38	8	148.38	_
2082 Receptionist - Hairdressing salon	œ	3 502.03 R	3 712.15 R		856.66 R 142.78 R 15.86 R 108.00 R	R 15.8	36 R	108.00 R		R	86.09	82.96 R 86.09 R 222.73 R 222.73	8	222.73	
3048 Somatologist 3 Years	æ	R 4036,36 R	4 278.55 R		987.36 R 164.56 R 18.28 R 108.00 R	R 18.2	8 B	108.00 R		8	86.09	82.96 R 86.09 R 256.71 R	1 R	256.71	_
3052 Somatologist B Tech - 4 years	œ	4 440.37 R	4 706.79 R 1 086.19 R 181.03 R 20.11 R 108.00 R	1 086.19	R 181.03	R 20.1	1 8	108.00 R		×	86.09 F	82.96 R 86.09 R 282.41 R 282.41	H H	282,41	-
Specific Skilled Stylist - doing only one of the following: Braiding,	,		STOCK OF TO	-				00 000	90 00		0000	170.7	0	170.34	-

cool acciving chiployer (in Salon With Stall)	The state of the s
2139 Rent A Chair / One Man Band (No Staff)	R 4218.08 R 4471.16 R 1031.82 R 171.97 R 19.11 R 108.00
NOTES	
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 perminents.
	An employee who works 1 or 2 or 3 days per week 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 Remployment, 3 Days per week is calculated at two thirds of the basic wage.
PART TIME EMPLOYEE	Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.
	if received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked.
WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BANI	WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017
PENSION FUND	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.
	Basic Salary / Wage divided by 28 working days = Daily Rate (when employee works a 6 day week)
DAILY RATE CALCULATION	Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week)
	Basic Salary / Wage divided by 17.33 working days = Dally Rate (when employee works a 4 day week)
	Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)
SICK PAY FUND	Sick Pay Fund Contributions to be paid by all Employees will be ½% of the Basic Salary of the Employee. Contributions payable by all Employers will be ½% of the Basic Salary of the Employee.

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BARG	orthe Hairdro

COMMISSION EARNERS	Qualified Hairdressers / Stylists, which are employees will receive a minimum of 30% commission - THIS IS APPLICABLE ONLY TO AFRO SALONS
	NO STOCK DEDUCTIONS ARE ALLOWED
	BC = Bargaining Council
	EE = Employee
ABBREVIATION DESCRIPTIONS	ER = Employer
	SBF = Sick Benefit Fund
	SPF = Sick Pay Fund
TO THE BOOK OF THE	Effective from the date of the publication of this Agreement, council levies for new salons and employees registered after the date of publication, will be as follows.
PUBLICATION OF THIS AGREEMENT	Employers to deduct 1.3% Council Levy from each employee's basic salary. Employers to contribute 1.3% Council Levy, calculated on the basis of each individual employee's basic salary, in respect of each employee amployee.

achigo inc

Annexure "AG14"



Fax: 086 585 0314 P O Box 1963, ROODEPOORT, 1725 Tel: 086 142 7227 e-mail: exemption@hcsbc.co.za

READ THESE REQUIREMENTS BEFORE APPLYING FOR EXEMPTION AS PER CLAUSE 6 OF THE AGENCY SHOP COLLECTIVE AGREEMENT

- 6.1 General exemption from any provision of the National Main Collective Agreement
- 6.1.1 An application for the exemption of any provisions contained in this Agreement by a party shall be heard by the Council's Exemption Committee. An application for the exemption of any of the provisions contained in this Agreement by a non-party shall be heard by an Independent Exemption Committee consisting of 2 (two) Commissioners accredited in accordance with the provisions of section 128 of the Act.
- 6.1.2 The Exemption Committee shall consist of 3 (three) persons, 1 (one) each appointed from each of the parties to this Agreement and a Council Employee.
- 6.1.3 An application for exemption shall be in writing and made to the CEO of the Council in the form as set forth in **Annexure D** hereto.
- 6.1.4 All applications for exemption shall be supported by such supporting documentation as may be indicated or required by the Exemption Committee, from time to time, in order to properly assess the application for exemption.
- 6.1.5 The application for exemption shall be considered by the Exemption Committee/Independent Exemption Committee within 30 (thirty) days after the date upon which the application has been received by the CEO of the Council.
- 6.1.6 The decision of the Exemption Committee/Independent Exemption Committee of the Council shall be in writing and shall be made available to the Applicant within 14 (fourteen) days of the application being heard or considered by the Exemption Committee/Independent Exemption Committee.
- 6.1.7 The person or entity moving for the application for exemption ("the Applicant") may request the Exemption Committee/Independent Exemption Committee that the application for exemption be amplified by means of oral argument on the date upon which the Exemption Committee/Independent Exemption Committee considers the application, failing which the Exemption Committee/Independent Exemption Committee will consider the application for exemption on the basis of the written application and supporting documents, submitted.
- 6.1.8 All applications shall comply with the following, being:-

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6.1.8.1 it shall be fully motivated; 6.1.8.2 be accompanied by the required supporting documentation; 6.1.8.3 applications that adversely affect any rights and obligations of Employees, will not be considered unless the Employees or their representatives have been properly consulted and their views fully recorded in the application; 6.1.8.4 a presentation reflecting the objectives and strategies to be adopted by the Applicant during the exemption period, to rectify the non-compliance with this Agreement and indicating a time frame for such objectives and strategies to be achieved; 6.1.8.5 the time period for which exemption is required. 6.1.9 In considering an application for exemption, the Exemption Committee/Independent Exemption Committee shall, amongst others, consider, but shall not be limited to, the following criteria:-6.1.9.1 the Applicant's past record of compliance with the provisions of this Agreement and previous exemption granted; 6.1.9.2 any special circumstances that may exist; 6.1.9.3 any precedent that might be set as a result of the granting of the exemption; 6.1.9.4 the interest of the sector with specific reference to:-6.1.9.4.1 unfair competition; 6.1.9.4.2 collective bargaining. 6.1.9.5the interest of Employees with specific reference to:-6.1.9.5.1 exploitation; 6.1.9.5.2 job preservation. 6.1.9.6the interest of the Applicant with specific regard to:-6.1.9.6.1 financial stability; 6,1,9.6.2 operational requirements. 6.2 **Exemption from Pension Fund** 6.2.1 Should an application for exemption be moved for, for exemption from the HSBI Pension Fund, the following information and/or documentation, in addition to those set forth in clause 6.1 above shall be provided by the Applicant, being:-6.2.1.1 written confirmation that Employees are members of the alternative pension fund; 6.2.1.2 written confirmation that the alternative fund is a registered pension fund in terms of the Pension Fund Act ("PFA"); 6.2.1.3 a pension exemption application form duly completed by the broker of the alternative pension fund;

the extent of monthly contribution of each member towards the alternative pension fund

and proof that the contribution of both the Employer and Employee are made.

6.2.1.4

6.3 Appeals

- 6.3.1 In accordance with the provisions of the Act, the Council hereby establishes an independent body, to be known as the Exemptions Appeal Board to consider appeals from both a party or non-party against a refusal of a party or non-party's application for exemption from the provisions of this Agreement and the withdrawal of such exemption by the Council.
- 6.3.2 An Applicant may lodge an appeal with the Exemptions Appeal Board against the Exemption Committee's/Independent Exemption Committee refusal for an application for exemption from the provisions of this Agreement or the withdrawal of such an exemption by the Council.
- 6.3.3 All appeals shall be lodged within 14 (fourteen) days as from the date upon which the Exemption Committee's/Independent Exemption Committee decision on the application for exemption has been made available to the Applicant or the exemption withdrawn and shall be heard by the Exemptions Appeal Board with 30 (thirty) days of being lodged.
- 6.3.4 Any appeal shall be in writing and shall contain the following:-
- 6.3,4.1 grounds of appeal;
- 6.3.4.2 all supporting documentation which will be used in support of the appeal;
- 6.3.4.3any other relevant information or documentation that may assist the Exemption Appeal Board to arrive at a conclusion.
- 6.3.5 Any appeal may be amplified by oral argument.
- 6.3.6 The criteria for the consideration of an appeal will be the criteria as set forth in clause 6.3.4 above.
- 6.3.7 The Exemption Appeal Board's finding on appeal shall be in writing and shall be made available to the Applicant within 14 (fourteen) days from such appeal being heard.
- 6.3.8 The Exemption Appeal Board shall consist of at least 3 (three) persons, of which 1 (one) shall be a Commissioner accredited in accordance with the provisions of section 128 of the Act, and 2 (two) other suitable persons, depending on the factual argument of the Appeal, from the panel approved by the Council from time to time.

6.4 The granting of exemption or withdrawal thereof

- 6.4.1 When exemption is granted by the Exemption Committee/Independent Exemption Committee or, on appeal by the Exemption Appeal Board, such exemption shall expressly specify:-
- 6.4.1.1 any conditions subject to which the exemption is granted;
- 6.4.1.2 the period during which the exemption is to operate;
- 6.4.1.3 the circumstances, if any, in which the exemption may be withdrawn.
- 6.4.2 The CEO shall furnish the Applicant, should exemption be granted in favour of such Applicant, with a letter of exemption recording the:-
- 6.4.2.1 full name of the person/s in whose favour exemption is granted;

- 6.4.2.2 provisions of this Agreement from which exemption are granted;
- 6.4.2.3 conditions subject to which exemption is granted;
- 6.4.2.4 period during which exemption is to operate;
- 6.4.2.5 circumstances in which it may be withdrawn, if any.
- 6.4.3 Should circumstances dictate and permit, the Council may withdraw the exemption granted, the CEO of the Council shall notify the Applicant thereof, by furnishing it with at least 7 (seven) days' notice.
- 6.4.4 The Applicant may appeal the resolution by the Council to withdraw the exemption granted in accordance with the provisions of clause 6.4.3 above.

APPLICATION FOR EXEMPTION

ANNEXURE 'D'

SA	AL REF NO _			AGEN	T		-
(P	ETAILS OF T lease tick the b s the applicant	ox with an X	Where applicable)				
	The employe	er					
	The employe	ee					
	ВОНСВ Ме	mber					
E	Non EOHC	B Member					
	Rent-a-Chai	r / Working E	mployer (no staff)				
Name &	Surname of Ap	pplicant:					-b
ID / Pass	port Number	-			Date of Birth:		2
Designat							->
Salon Na	me:	- 41	S	Salon Code			-
Physical	Address:						_
Postal Ad	ddress:				_Code:	1.	
			Cell				
Fax No:_			e-mail address				
Employe Union	e's name/s:	Initials	Id/Passport No	Date of	e-mail	Cell	Address
Y/N	Sumanic	muais	Id/Tusspect Ite	Birth		Phone	
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agree to abide by the outcome.	
gnature:	Date:
ull Name and Surname:	
	demonstrate and consecutive and about service of the medition
NATURE OF EXEMPTION:	
lPay lesser basic salary:	
RESCIBED SALARY:	R
URRENT SALARY:	R
ROPOSED SALARY:	Δ
ERIOD OF EXEMPTION	
NACE OF EMERIN TION	
Pay lesser commission	
RESCRIBED COMMISSION:	
URRENT COMMISSION:	
ROPOSED COMMISSION:	
ERIOD OF EXEMPTION	
Pay basic plus commission ASIC	
COMMISSION	
ERIOD OF EXEMPTION	
Part and the state of the state	
Pay commission only	
COMMISSION	
ERIOD OF EXEMPTION	
ve a brief description of salary structure	and financial support documentation:
	*
Sick Pay Fund Membership:	

Payslip attached:	□ Y	ES 🗆	NO
Alternative Medi	ical Aid: 🗆 Y	ES 🗆	NO
Please include p contributions ac			yslip where payment are made in terms of SBF ement
☐ Pension Fund	d Membership:		
Fund contributi Alternative Fun	roof of Alternations according to	tive Fund an o Collective	NO od payslip where payment are made in terms of Pension Agreement and comparison between the HBSI Fundand FUND BROKER APPLICATION FORM
☐ Hours of Wo	rk:		
PRESCRIBED H	HOURS		
CURRENT HOU			
PROPOSED HO	URS		
PERIOD OF EX	EMPTION		
PERIOD OF EX MOTIVATION Close Shop: Region: Employer: Employee:		□Pretoria □NO □NO	a
PERIOD OF EX MOTIVATION Close Shop: Region: Employer: Employee: Describe EXEMPTION P	□W/Cape □YES □YES	□NO	a
PERIOD OF EX MOTIVATION Close Shop: Region: Employer: Employee: Describe	□W/Cape □YES □YES	□NO	a

Any	y special circumstances that may exist:
_	
Any	precedent that might be set as a result of the granting of the exemption:
The	interest of the sector with specific reference to:- Unfair competition
	Collective bargaining.
The	interest of Employees with specific reference to:-
	Exploitation
	Job preservation

Financial stability	
Operational requires	unents
B. DID CONSULTATION TAK ☐ YES ☐ NO	KE PLACE BETWEEN EMPLOYER ANDEMPLOYEE/S:
Briefly state the outcome of that consu	ultation:
	YES NO
Do you require and Interpreter: If YES, please indicate preferred language Signatures: Employer:	43.77
If YES, please indicate preferred langu	43.77
If YES, please indicate preferred langu	43.77
If YES, please indicate preferred language Signatures: Employer: Full Name and Surname: Employee:	43.77

Briefly state the outcome of that consultation	1:
Signatures: UASA Official:	
Full Name and Surname:	
EOHCB Official:	
Full Name and Surname:	
Date of Consultation:	
5. MOTIVATION FOR EXEMPTIO	ON:
22 L.A. 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015, 2015	
6. I have herewith attached the required follo	
6. I have herewith attached the required follo	owing documents together with my application:
6. I have herewith attached the required follo	owing documents together with my application: se tick where appropriate) nt for the past three months if application is for salary;
6. I have herewith attached the required follow (Pleas) Copy of the business Financial Statement	owing documents together with my application: se tick where appropriate) nt for the past three months if application is for salary;
6. I have herewith attached the required follow (Pleas) Copy of the business Financial Statement I have indicated in my application the performancial Copy of the alternative Medical Aid	owing documents together with my application: se tick where appropriate) nt for the past three months if application is for salary;
6. I have herewith attached the required follow (Pleas) Copy of the business Financial Statement I have indicated in my application the period Copy of the alternative Medical Aid Copy of the proof that SPF/SBF payment	owing documents together with my application: se tick where appropriate) nt for the past three months if application is for salary; eriod on which exemption is applied for;

Signature:	Date:
Full Name and Surname:	
(APPLICANT I)	
Signature:	Date:
Full Name and Surname:	
(RESPONDENT 1)	
Signature:	Date:
Full Name and Surname:	
(APPLICANT 2)	
Signature:	Date:
(RESPONDENT 2)	
Signature:	Date:
Full Name and Surname:	
(APPLICANT 3)	
Signature:	Date:
(RESPONDENT 3)	
Signature:	Date:
Full Name and Surname:	
(APPLICANT 4)	
Signature:	Date:
Full Name and Surname:	
(RESPONDENT 4)	

N.B: NOTE THAT IN THE EVENT THAT THE APPLICANT IS NOT SATISFIED WITH THE DECISION OF THE EXEMPTION COMMITTEE THE APPLICANT IS ENTITLED TO APPEAL AGAINST THE OUTCOME <u>WITHIN 30 DAYS</u> AFTER IT BECAME KNOWN.



Fax: (011) 760-1274 P O Box 1963, ROODEPOORT, 1725

Registration Number / Salon Reference Number Tel: (011) 760-1685 352 ONTDEKKERS ROAD, FLORIDA PARK, 1724

HAIRDRESSING BEAUTY AND SKINCARE INDUSTRY PENSION FUND

BROKER EXEMPTION APPLICATION FORM

Name of Company / Salon Name	м.
Address	
Telephone Number	
E-mail Address	
Facsimile Number	
Contact Person	
application will be considered if this employees concerned. Exemption to penefits are superior to those of the certain specific criteria is met as de	e fill in the above and details required below. No exemption form is not duly completed and Annexure A signed by all will only be considered if the company has an existing Fund whose Council's Fund. Retirement Annuities will only be considered if fined in Board's exemption policy.
application will be considered if this employees concerned. Exemption to penefits are superior to those of the certain specific criteria is met as de	form is not duly completed and Annexure A signed by all will only be considered if the company has an existing Fund whose Council's Fund. Retirement Annuities will only be considered if
application will be considered if this employees concerned. Exemption v	form is not duly completed and Annexure A signed by all will only be considered if the company has an existing Fund whose Council's Fund. Retirement Annuities will only be considered if

Kindly complete (or arrange for your financial consultant to complete) the checklist overleaf and attach	1
a copy of the company scheme rules as proof.	

Date of Application:

CONTRIBUTIONS	HBSI Pension Fund (HCSBC Members)	FUND APPLYING FOR EXEMPTION
Employer % (as % of salary / wage)	6.00% (6.5% KZN)	
Employee % (as % of salary / wage)	6.00% (6.5% KZN)	
TOTAL %	12.00% (13% KZN)	
Less Total Administration Costs (Including Fund Costs and Collection Fees)	1.880%	
Less Death and Disability Benefits	0.980%	
Net amount to members' retirement account as % of salaries / wages	9.140%	

BENEFITS	HBSI Pension Fund (HCSBC Members)	FUND APPLYING FOR EXEMPTION
Death Benefits	Share of Fund, plus 3x Annual Pensionable Salary	
Retirement Benefits	Share of Fund	
Disability Benefits	Share of Fund plus 3x Annual Pensionable Salary after 6 months waiting period	
Resignation / Retrenchment / Dismissal Benefits	Share of Fund	

Fil	11	Pension	Fund	documentation	of F	und anniving	for even	ntion must	he attached
ru	и.	Pension	runa	documentation	OFF	und applying	ioi exem	ipuon must	pe attached,

Name of Person Completing Form:	
Designation of Person Completing Form:	
Telephone Number:	

Signature

On completion, please return to Stephen Delport CEO at stephen@hcsbc.co.za

List of Employees (each Employee to sign a letter of understanding, see example below)

s	URNAME	FIRST NAME/S	I.D. NUMBER	BARGAINING COUNCIL NO.	SIGNATURE OF EMPLOYEE
				1 = 1	

Example of letter to be signed by every E	Employee:
-------------------------------------------	-----------

"I, Hereby declare that I understand consequences of the application of Exemption of the HBSI Pens	
Fund.	4-
I agree to abide by the outcome.	
Signature: Date:	
Full Name and Surname;	
	, ,,