DEPARTMENT OF EMPLOYMENT AND LABOUR

NOTICE 2856 OF 2024

LABOUR RELATIONS ACT, 1995

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

I, NOMAKHOSAZANA METH, Minister of Employment and Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto which was concluded in the National Bargaining Council for the Hairdressing Cosmetology Beauty and Skincare Industry, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 2025.

MS N METH, MP

MINISTER OF EMPLOYMENT AND LABOUR

DATE: 18 November 2024

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995

UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI EMBONINI YOKULUNGISWA KWEZINWELE, UBUHLE KANYE NOKUNAKEKELWA KWESIKHUMBA: UKWELULWA KWESIVUMELWANO PHAKATHI KWABAQASHI NABASEBENZI ESICHIBIYELAYO NESIYINGQIKITHI SELULELWA KULABO ABANGEYONA INGXENYE YASO

Mina, NOMAKHOSAZANA METH, uNgqongqoshe Wezemisebenzi Nezabasebenzi, lapha ngokwesigaba 32(2) soMthetho Wobudlelwano kwezabaSebenzi ka 1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa uMkhandlu Kazwelonke Wokuxoxisana Kwabaqashi Nabasebenzi Embonini Yokulungiswa Kwezinwele, Ubuhle kanye Nokunakekelwa Kwesikhumba, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995, esibopha labo abasenzayo, sizobopha abanye abaqashi nabasebenzi kuleyomboni kusukela ngoMsombuluko wesibili emva kosuku lokushicilelwa kwalesiSaziso kuze kube isikhathi esiphela mhlaka 31 kuZibandlela 2025.

MS N METH, MP

UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI

USUKU: 18 November 2024

SCHEDULE

NATIONAL BARGAINING COUNCIL FOR THE HAIRDRESSING, COSMETOLOGY, BEAUTY AND SKINCARE INDUSTRY

MAIN COLLECTIVE AMENDING AGREEMENT

made and entered into in accordance with the provisions of the Labour Relations Act No.66 of 1995, by and between

Employers' Organisation for Hairdressing, Cosmetology and Beauty

(hereinafter referred to as the "Employers' Organisation") on the one part

and

UASA-The Union

(hereinafter referred to as the "Union") on the other part

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

to amend the Consolidated Main Collective Agreement extended to non-parties, published under Government Notice R 4108, Government Gazette No. 49759, dated 24 November 2023.

1. SCOPE OF APPLICATION

1.1 The terms of this Agreement shall be observed in the Hairdressing, Cosmetology, Beauty and Skincare Industry ("the Industry") in the Republic of South Africa.

For the purpose hereof

"Hairdressing, Cosmetology, Beauty and Skincare Industry" means the trade in which employers and their employees are associated for the purpose of rendering hairdressing and cosmetology services in any establishment;

"Barber or Barbering Services" means an employee that renders one or more or all of the following services in an establishment being: Clipper cuts, dry and wet razor shaving, treatment of facial and neck hair including beards and moustaches, hot towel treatments, facial massages, wet and dry cutting of hair, singeing and dry or wet blow drying of hair but specifically excludes any chemical services. The barbering services shall:

- (i) be performed predominantly on male clients;
- (ii) constitute at least 95% of all services rendered by an employee to clients;
- (iii) can only be rendered when the salon provides barbering services to its clients.

"Beauty and Skincare Industry" means the industry in which employers and its employees render "cosmetology services" which include but are not limited to cosmetic camouflage, spa treatments, tattooing, and/or painting of the face or any part of the body features; whether by permanent, semi-permanent or temporary means in any establishments where such services are rendered to members of the public.

"Cosmetology services" means any one or more or a combination of the operations generally and usually performed by nail technicians or beauty culturists or cosmeticians or cosmetologists or skincare therapists or somatologists or aestheticlan or hairdresser.

"Establishment" means any place or premises from which hairdressing, cosmetology, beauty and/or skincare services are rendered but excluding canvas or sail gazebos or if such services are rendered in open space, unless chemicals are used in the execution of the hairdressing, cosmetology, beauty and/or skincare services rendered, in which event all such places or premises shall be considered to be an establishment.

"Hairdressing" means any one or more of the following services usually performed by a person in an establishment, and includes, but is not limited to-

- (a) any service to the scalp or the hair of the head or face, including the following:
 - (i) shampooing, cleansing, conditioning and treating;
 - (ii) chemical reformation of the hair including permanent waving, relaxing and straightening of the hair;
 - (iii) hair colouring, including tinting, dyeing and colouring by means of permanent, semi-permanent or temporary processes, including the use of colour rinses, shampoos, gels or mousses; and lightening by means of tints, bleaches, highlights or high lifting tints or toners;

- (iv) hair cutting and shaping;
- hair styling, designing, shaping, curling, waving, including blow drying, styling, tonging, crimping, straightening and silking;

Whether or not any apparatus, appliance, heat, preparation or substance is used in any of these operations;

- (a) massage or stimulative treatment of the face, scalp or neck;
- (b) adding hair, either natural or artificial, including hair extensions, board work, pastiche, wig making, or performing any of the above operations on any wig or hairpiece to be worn by any person; and
- (c) trichology and trichological treatment, including the treatment of abnormalities and disorders of the hair and scalp.
- 1.2 Notwithstanding the provisions of clause 1.1, the terms of this Agreement shall:
- 1.2.1 apply only to Employees for whom a Basic Salary or Wage or Commission are specified in this Agreement and to the employers of such Employees; and
- 1.2.2 apply to Learners/Students only in so far as they are not inconsistent with the provisions of the Skills Development Act, 1998 or any contract entered into or any condition fixed thereunder.

2. PERIOD OF OPERATION

- 2.1 The Agreement shall come into operation:-
- 2.1.1 in respect of the renumeration / basic salary / wages and contributions relating to parties, as set forth in Annexure "H" hereto, as from the 1st of June 2023 up until 31 December 2025; and
- 2.1.2 in all other respects in relation to both parties and non-parties, on such date determined by the Minister of Employment and Labour to be the effective date, on

which this Agreement shall become binding on parties and non-parties, or the date on which the Minister of Employment and Labour declines to extend this Agreement to non-parties, on which this Agreement shall become binding on parties, and shall remain in force until the 31st of December 2025.

2.1.3 in so far as any provision contained in this Main Collective Amending Agreement is in conflict with the provisions of the National Minimum Wage Act, Act 9 of 2018 ("NMWA"), the provisions of the NMWA will prevail.

3. CLAUSE 28: LEARNERSHIP AND STUDENT CONTRACTS

- 3.1 Substitute the following for Sub-Clause 28.2.3:
 - "28.2.3 in accordance with a learnership contract prescribed by SSETA"
- 4. ANNEXURE G
- 4.1 The deletion of Annexure G.
- 5. ANNEXURE H
- 5.1 Substitute Annexure H with the attached Annexure H.
- 6. ANNEXURE I
- 6.1 Substitute Annexure I with the attached Annexure I.

Signed for and on behalf of the parties on (Date)

SIGNED ON THIS LATA DAY OF SEPTEMBER 2024

Dane Frost - Chairperson

FOR: EOHCB

The Employers' Organisation

DCF

Johan Steyn - Vice Chairperson

FOR: UASA-THE UNION

L. Brothwell

The Union

Lou-Ann Brothwell - General Secretary

NATIONAL BARGAINING COUNCIL

ANNEXURE H1"

BARGAINING COUNCIL

Sept. High price of Skingary Books & Skingary Inductive

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M, BRONKHORSPRUIT (KUNGWINI	
WONDERBOOM,	

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R 3,474.88 R 5,254.27 R 1,212.53 R 26.55 R 4,045.40 R 8 5,254.27 R 1,212.53 R 26.55 R 4,045.40 R 5,524.27 R 1,212.53 R 26.55 R 5,637.55 R 5,637.55 R 1,300.98 R 26.91 R 5,637.55 R 5,637.55 R 1,300.98 R 26.91 R 6,533.79 R 5,234.27 R 1,212.53 R 26.55 R 7,235.87 R 5,234.27 R 1,212.53 R 26.92 R 7,235.88 R 6,593.96 R 1,257.79 R 33.51 R 7,235.88 R 7,235.88 R 1,273.90 R 37.20 R 7,235.88 R 7,235.88 R 1,273.90 R 37.20 R 7,235.88 R 7,235.88 R 1,257.39 R 37.20 R 7,235.88 R 7,235.88 R 1,257.39 R 37.20 R 8,024.39 R 1,256.39 R 1,257.39 R 37.20 R 8,024.39 R 1,253.30 R 1,259.39 R 1,259.30 R 37.20 R 8,024.39 R 7,233.30 R 1,259.39 R 37.30 R 8,024.39 R 7,233.30 R 1,250.39 R 37.30 R 8,024.39 R 7,233.30 R 1,250.39 R 37.30 R 8,024.39 R 7,233.30 R 1,250.39 R 39.30 R 8,034.39 R 7,233.30 R 1,250.39 R 32.30 R 8,039.33 R 1,250.33 R 1,250.33 R 34.23 R 8,039.33 R 1,250.33 R 34.23 R 34.23 R 8,038.93 R 1,250.33 R 34.23 R 34.23 R 8,038.93 R 1,250.33 R 34.24 R 34.2	technician - Unqualified	2					œ	æ		~	~		2
R 4,054,03 R 5,254,27 R 1,212.53 R 26,55 R 3,828.53 R 5,254,27 R 1,212.53 R 26,55 R 4,327,01 R 5,637.55 R 1,300.59 R 28,51 R 4,327,01 R 5,637.55 R 1,212.53 R 28,51 R 6,233.79 R 6,533.79 R 1,212.53 R 28,51 R 7,253.53 R 6,233.66 R 1,597.78 R 35,41 R 7,253.53 R 7,256.08 R 1,673.90 R 37,20 R 7,661.42 R 7,661.42 R 1,766.03 R 41,15 R 8,004.99 R 8,004.99 R 1,665.94 R 31,13 R 8,004.99 R 1,750.33 R 1,750.34 R 31,13 R 7,255.13 R 7,255.13 R 1,750.34 R 31,13 R 8,004.99 R 7,253.56 R 1,665.94 R 31,13 R 8,004.99 R 7,253.51 R 1,750.34 R 38,00 R 8,004.99 R 7,253.51 R 1,750.34 R 38,00 R 8,004.99 R 7,253.51 R 1,750.34 R 38,00 R 8,004.90 R 7,255.13 R 1,750.34 R 40,74 R 8,004.90 R 6,686.04 R 1,356.52 R 31,23 R 8,005.90 R 6,866.05 R 1,356.52 R 31,23 R 9,005.90 R 6,866.05 R 3,556.05 R 31,23 R 9,005.90 R 6,866.05 R 3,556.25 R 31,23 R 9,005.90 R 9,005.90 R 31,23 R 9,0	Technician - Certified	2			- 1	26.95	œ	~		~	ec.		~
R 5,532.5 R 5,542.7 R 1,212.5 R 26.55 R 5,637.5 R 5,637.5 R 1,212.5 R 26.55 R 6,537.5 R 5,637.5 R 1,212.5 R 26.55 R 6,537.7 R 5,637.7 R 1,212.2 R 26.55 R 6,537.7 R 5,242.7 R 1,212.3 R 26.55 R 7,242.8 R 1,221.2 R 26.55 R 7,242.8 R 1,521.6 R 26.57 R 7,253.5 R 7,253.5 R 1,527.7 R 37.20 R 7,261.8 R 7,661.4 R 7,661.4 R 1,768.0 R 37.40 R 8,024.9 R 8,024.9 R 1,242.6 R 37.40 R 8,024.9 R 6,644.7 R 1,242.6 R 37.40 R 8,024.9 R 7,263.5 R 1,265.9 R 37.40 R 7,223.5 R 7,233.6 R 1,265.9 R 37.40 R 7,263.5 R 7,283.5 R 1,756.4 R 37.40 R 7,263.5 R 7,283.5 R 1,756.4 R 37.40 R 7,263.5 R 7,283.5 R 1,756.4 R 37.40 R 7,963.1 R 1,265.5 R 1,756.4 R 37.40 R 7,963.1 R 1,265.2 R 1,756.4 R 37.40 R 6,686.6 R 6,686.6 R 1,356.6 R 31.2 R 6,698.6 R 6,688.6 R 1,356.2 R 31.2 R 6,686.6 R 6,688.6 R 1,356.2 R 31.2 R 6,686.6 R 6,688.6 R 31.2 R 7,586.6 R 6,688.6 R 31.2 R 7,586.1 R 7,586.1 R 1,356.5 R 31.2 R 7,965.1 R 7,586.1 R 31.2 R 7,965.1 R 7,586.1 R 31.2 R 7,965.1 R 7,586.1 R 31.2 R 6,686.6 R 6,688.6 R 31.2 R 7,586.6 R 6,688.6 R 31.2 R 7,586.1 R 7,586.1 R 31.2 R 7,986.1 R 7,986.1	technician - Qualified	Œ				R 26.95	œ	~		~	~		2
R 5,637.55 R 5,647.55 R 1,300.98 R 26.93 S R 4,427.01 R 5,243.56 R 1,211.53 R 26.93 S R 6,293.79 R 7,253.53 R 7,253.53 R 37.20 a-after 10 years R 7,256.08 R 7,256.08 R 1,563.20 R 37.20 a-fter 10 years R 7,256.08 R 7,666.42 R 1,756.03 R 37.20 a-fter 10 years R 7,661.42 R 7,666.42 R 1,156.30 R 41.15 hing salon - after 5 years R 7,224.39 R 1,254.39 R 41.15 A years R 7,284.13 R 7,284.40 R 1,256.24 R 30.20 R 7,284.13 R 7,285.13 R 7,285.13 R 1,256.24 R 30.74 R 7,285.13 R	sage Therapist - entry level	æ				æ	œ	œ	~	~	ec.		*
8 4427.01 R 5,284.27 R 1,215.53 R 26.93 9 4427.01 R 5,234.67 R 1,221.63 R 35.11 9 6,523.66 R 7,253.53 R 7,254.60 R 37.20 -effer 5 years R 7,255.53 R 7,255.60 R 37.20 -effer 10 years R 7,661.42 R 7,661.42 R 1,768.31 R 41.15 Ing salon R 7,024.39 R 6,684.70 R 1,665.94 R 41.15 Ing salon R 7,223.36 R 7,223.64 R 31.20 R 41.15 R 7,223.36 R 7,223.36 R 7,243.46 R 41.15 R 7,223.36 R 7,243.46 R 33.00 R 7,243.47 R 7,243.46 R 33.00 R 7,045.17 R 7,945.17	sage Therapist	2			1,300.98	R 28.91	œ	~	œ	~		~	ac.
s R 6,593.79 R 1,521.65 R 33.81 s -after 5 years R 7,295.68 R 1,521.65 R 33.81 - after 5 years R 7,295.68 R 7,296.08 R 7,296.08 R 1,683.72 R 37.20 - after 10 years R 7,296.08 R 7,296.08 R 1,683.72 R 37.24 Ing salon R 7,243.93 R 1,660.39 R 34.15 R 7,223.56 R 7,223.56 R 7,223.56 R 34.25 Ing salon R 7,283.15 R 7,283.56 R 1,566.39 R 37.04 Ing salon R 7,283.15 R 7,283.56 R 1,566.39 R 37.04 R 7,283.15 R 7,283.15 R 7,585.15 R 7,595.15 R 3,596.34 R 37.34 R 7,095.17	ator - Trainee	æ			1,212.53	R 26.95	oc.	æ	œ				~
s R 6,923.66 R 6,923.66 R 1,597.78 R 35.51 -after 5 years R 7,258.53 R 7,266.08 R 7,661.42 R 7,661.42 R 1,766.03 R 37.20 ring salon R 7,661.42 R 7,661.42 R 1,766.03 R 39.20 ring salon R 7,661.42 R 7,661.42 R 1,262.13 R 31.23 ring salon R 7,266.43 R 7,661.43 R 1,262.94 R 39.20 ring salon R 7,235.86 R 7,242.64 R 37.20 R 7,285.13 R 7,283.13 R 1,750.43 R 38.90 ring salon alter 10 years R 7,285.13 R 7,285.13 R 1,750.43 R 30.73 R R 7,285.13 R 7,285.13 R 1,750.43 R 30.74	ator	-		~	œ		œ	æ	oc.	œ			2
R 7,235.53 R 7,255.53 R 1,573.90 R 7,20.00 R 37,20 after 5 years	rator - after 5 years	cal.					œ.	œ.	æ	œ		~	œ
R 7,296.08 R 7,296.08 R 1,683.72 R 37.43 R 7,661.42 R 7,661.42 R 1,686.03 R 35.29 R 8,002.49 R 8,002.49 R 1,851.93 R 34.21 R 8,002.49 R 6,684.70 R 1,685.19 R 34.21 R 8,002.49 R 6,684.70 R 1,666.94 R 34.21 R 7,223.66 R 7,223.36 R 1,666.94 R 37.04 R 8,002.49 R 7,585.15 R 1,750.43 R 38.90 R 8,002.40 R 1,666.94 R 34.24 R 8,002.21 R 1,833.22 R 40.74 R 8,009.23 R 1,536.65 R 34.24 R 8,009.23 R 1,536.65 R 34.24 R 9,002.21 R 1,336.65 R 9,002.21 R 1,336.65 R 9,002.21 R 1,336.65 R 9,002	rator - after 10 years	æ.					œ	~	~	œ		œ	~
Operator - Multi skilled - after 5 years R 7,661.42 R 1,768.42 R 1,768.03 R 39.29 Operator - Multi skilled - after 10 years Receptionist - Beauty Establishment R 8,024.39 R 1,758.133 R 41.15 Receptionist - Hairdressing salon R 7,223.45 R 7,223.46 R 37.23.46 R 37.23.46 R 37.23.46 R 37.04 R 38.90 Receptionist - Hairdressing salon R 7,285.15 R 7,285.12 R 1,750.43 R 37.04 R 38.90 Receptionist - Hairdressing salon R 7,285.15 R 7,285.12 R 1,750.43 R 38.90 Receptionist - Hairdressing salon R 7,095.17 R 7,995.17 R 1,750.43 R 38.90 Receptionist - Hairdressing salon R 7,095.17 R 7,995.17 R 1,750.43 R 38.90 Somatologies - Means R 6,090.23 R	rator - Multi skilled	cas.		oc	05	æ	R 158.00	œ	~	~			œ
Receptionist - Hardressing salon - after 10 years R (2024.39) R (2024.39) </td <td>rator - Multi skilled - after 5 years</td> <td>···</td> <td></td> <td></td> <td>~</td> <td>R 39.29</td> <td>R 158.00</td> <td>~</td> <td>2</td> <td>8</td> <td></td> <td>æ</td> <td>~</td>	rator - Multi skilled - after 5 years	···			~	R 39.29	R 158.00	~	2	8		æ	~
Receptionist - Beauty Establishment R 6,684.70 R 1,542.64 R Receptionist - Hairdressing salon - after 5 years R 7,223.36 R 7,223.36 R 1,566.94 R Receptionist - Hairdressing salon - after 10 years R 7,585.15 R 7,285.15 R 1,794.31 R 1,794.31 R 1,794.31 R 2,699.23 R 1,794.31 R 1,794.01 R 1,794.31 R 1,794.31 R 1,794.31 R 1,794.31 R 1,794.31 R 1,794.31 R 1,794.41 R 1,794.01 R <td>rator - Multi skilled - after 10 years</td> <td>-</td> <td></td> <td></td> <td>œ</td> <td>æ</td> <td>8 R 158.00</td> <td>R</td> <td>8</td> <td>~</td> <td></td> <td>~</td> <td>œ</td>	rator - Multi skilled - after 10 years	-			œ	æ	8 R 158.00	R	8	~		~	œ
Receptionist - Hairdressing salon R 7,223.36 R 7,233.36 R 1,666.94 R Receptionist - Hairdressing salon - after 10 years R 7,585.15 R 7,585.15 R 1,750.43 R Receptionist - Hairdressing salon - after 10 years R 7,945.17 R 7,945.17 R 1,833.52 R Somatologist - 3 Years R 6,090.23 R 1,405.45 R R 1,405.45 R 1,405.45 <t< td=""><td>optionist - Beauty Establishment</td><td>-</td><td></td><td></td><td>œ</td><td>~</td><td></td><td>R 86.90</td><td>R 86.90</td><td></td><td>3 R 401.08</td><td>2</td><td>8</td></t<>	optionist - Beauty Establishment	-			œ	~		R 86.90	R 86.90		3 R 401.08	2	8
R 7,585.15 R 7,585.15 R 1,750.43 R R 7,945.17 R 7,945.17 R 1,833.52 R R 6,090.23 R 1,405.45 R R 6,688.66 R 1,535.62.1 R	ptionist - Hairdressing salon	-		22	œ	R 37.04	R 158.00	æ	æ	~		œ	æ
R 7,945.17 R 7,945.17 R 1,833.52 R R 6,090.23 R 6,090.23 R 4,090.23 R 7,900.23 R 7,900.23 R 7,900.23 R 7,900.23 R 8,000.23 R 7,900.23 R 9,000.23 R 9,000.2	ptionist - Hairdressing salon - after 5 years			R	W.	æ	R 158.00	R 98.61	R 98.61	œ		œ	~
R 6,090.23 R 6,090.23 R 1,405.45 R R 6,638.66 R 6,638.66 R 1,536.62 R	ptionist - Hairdressing salon - after 10 years	-	7,945.17	æ	~	8	R 158.00	R	R	œ		œ	œ
R 6.658.66 R 6.658.66 R 1,536.62 R	atologist - 3 Years	_	\$ 6,090.23	2	œ			8	œ	~		æ	~
in annual in ann	atologist - B Tech - 4 years	-	3 6,658.66		~		8 R 158.00	R 86.56	R 86.56		R 399.52	R 33.29 R	33.29

ANNEXURE "H1"



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

	EOHCB Subscriptions	See Annexure C											
	* Basic establishment charge	S Amineway											
	Total minimum charge *	~	Changed	Changed to WMM less etc. Pension Contribution	reson contrain	DO							
18	Wick Cale Deciplor	2024 Salany Contribution Wage Parasics Fundand Council Nea	2026 Prescribed Ware Include Calcomy		2024 Hourty Rote SSL/Pe ***	2024 Union Fee	St. Nee Ell 13% of Contributing Wage	ACTOREE TONGO	2024 National Persion Lines (EQ) Committees	on 2024 National ing Pension Fund (EE) Contributing Wage	**************************************	2024 National SPF Employer based on Minimum Wage	2024 National SPE Employee based on Minimum Wage
3054	2004 Commencer - B Tork Jacon	R 7.145.88	R 7.145.28	R 1.549.06	R 36.65	R 158.00	R 92.90	R 92.90	R 428.75	~	428.75 R	35.73	R 35.73
1012	1012 Specific Skilled Stylist	R 4,184.86	04	R 1,212.53	26,95	R 158.00	R 54.40	~	æ	æ	251.09 R		
1014	1014 Specific Skilled Stylist - after 5 years	4,394.45	04	R 1,212.53	R 26.95	R 158.00	R 57.13	R 57.13	R 263.67	œ	263.67 R		
1016	1016 Specific Skilled Stylist - after 10 years	R 4,604.09 R	R 5,254,27	R 1,212.53	R 26.95	R 158.00	R 59.85	R 59.85	R 276.25	~	276.25 R	26.27	R 26.27
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting	R 3,071.79	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 39.93	R 39.93	R 184.31	œ	184.31 R	26.27	R 26.27
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 5 years	R 3,225.38	R 5,254.27	R 1,212.53 R	26.92	R 158.00 R	41.93	R 41.93	R 193.52	ec.	193.52 R	26.27	R 26.27
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 10 years	R 3,378.97	R 5,254.27	œ	nd	R 158.00	R 43.93	R 43.93	R 202.74	œ	202.74 R		R 26.27
2089	2089 Working Employer (in Salon with Staff)		R 10,353.57	R 2,389.30	R 53.10 R	,	٠.	R	ď	æ	. R	155.30	~
	NOTES	An employee who substitutes for any permanent employee who is sick or on leave	itutes for any perman	ant employee who is	sick or on leave								
	CASUAL EMPLOYEE	Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment	lary / Wages shall be	calculated at the pre	scribed HOURLY ra	ate for that ca	tegory of employment						
	PAKT TIME EMPLOYEE	An employee who works 1 or 2 or 3 or 4 days per week. Remineration Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment Should the Council not receive the vera calculation for the fault should be calculated by the fault if received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked if received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked is	s 1 or 2 or 3 or 4 days slary / Wages shall be eceive the lower calca fuctions will be change	per week calculated at the pre rlated salary from the	escribed HOURLY rate Employer (Salon a lower amount for	ate for that ca owner), then the actual an	An employee who works I or 2 or 3 or 4 days per week Remuneration/ Basic Salary/ Wages shall be calculated at the prescribed HOURLY rate for that category of employment Should the Council not receive the lower calculated sharp from the Employer (Solon owner), then the salary of the Full Time position for that Lob Category will apply, Should the Council not receive the lower calculated sharp from the Employer (Solon owner), then the salary of the Full Immount of days worked. The early all 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.	ne position for that Jol nd not the full amount	Category will apply of days worked.				
	WORKING EMPLOYERS	Contributions for a Working Employer (Work Code 2089), is voluntary for SPF from 1 January 2017	king Employer (Work	Code 2089), is volun	tary for SPF from 1	January 2017							
	PENSION FUND	Pension Fund Contribut	ions to be paid by all E	imployees will be 6%	6 of the Basic Salan	y of the Emplo	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employeee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.	rable by all Employers v	vill be 6% of the Bas	c Salary of the E	:mployee.		
	DAILY RATE CALCULATION	Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day	ded by 4,3333 divided	by 45 = HOURLY Rai	te multiply by hour	s worked on t	the day						
	COMMISSION EARNERS	All Stylist will be paid 40% commission NO STOCK DEDUCTIONS ARE ALLOWED, VAT AND LOYALTY CARD FEES SHALL BE DEDUCTABLE	3% commission S ARE ALLOWED. VAT	AND LOYALTY CAR	D FEES SHALL BE D	EDUCTABLE							
		BC = Bargaining Council									٠.		
		EE = Employee											
	ABBREVIATION DESCRIPTIONS	EX = Employer									,		
		SPF = Sick Pay Fund											
	LEARNERS	Learners to also include any apprentices	any apprentices										
	UNION FEE / AGENCY FEE	Union Members: Union benefit) Non- Union Members:	Fee equates to R 158	.00 per month per m	nember. For member and a second	bers who join membership	Union Members: Union fee equates to R 158.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R 129.00 per month per member (Excluding the funeral benefit). Non-Union Members: Non-Union members gays an Agency Fee equal to the Union membership fees currently R 158.00 per person per month but with no UASA benefits.	0, the Union Fee equat per person per manth	es to R 129.00 per m but with no UASA be	onth per memb	er (Excludin	the funeral	
	2024 Hourly Rate - Minimum Wage 45k/Per week	The minimum wage and learnership allowances prescribed by the Nationa contributions. Salary scales and learnership allowances that are based on Pension Fund contribution of the Employer is factored into the calculation The hourly rate or weekly allowance plus the employer portion of the Pen	and learnership allor r scales and learners ution of the Employ tekly allowance plus	wances prescribed hip allowances th: er is factored into the employer por	l by the National at are based on the the calculation.	Minimum Whe prescribe	The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMW) Commission are calculated taking into account the Employer's Pension Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMW as the Pension Fund contribution of the Employer is factored into the calculation. The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NMW Commission.	ion are calculated ta an hourly rate or w ay not be less than t	king into account i eekly rate that is le ne minima prescril	the Employer's ess than the ar bed by the NM	Pension Fi nount of th	e NMW as the sion.	
	2025 Amendments	* Kindly note that this schedule will be amended wef 0.1 Jan 2005 as follows: - Wages/Salaries - 6% increase (subject to CPI not exceeding or falling below - Council fees for all areas will be 1.3% * NMW adjustments which usually take place wef 0.1 March	Kindly note that this schedule will be amended wef 01 Jan 2025 as follows: - Wages/Salaries - 6% increase [subject to CPI not exceeding or falling below 6% by 2%) - Council fees for all areas will be 1.3% NMW adjustments which usually take place wef 0.1 March	to CPI not exceed to CPI not exceed	an 2025 as follow ling or falling bek h	s: ow 6% by 2%							

SARGAINING

ANNEXURE "H2"

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

EOHCB Subscriptions | See Annexure C

pargainin	s Levy See	Bargaining Levy See Annexure C										
* Basic establishment charge	arge *											
Total minimum charge *	arge *		Changed to NMW less ER Pension Contribution	Viess &R Pension	n Contribution							
Work Code Work Code Description	3 4	2024 Salany Contribution Wage Petision Find and Council Fees	72	2024 Weekly Rate	2024 Hourly Rate 45h/Per week	2003	R. Fee ER - 1.3% of Contributing Wage	BCTee EE 13% of Contributing Wage	2024 National Persion Fund (ER) Contributing Wage	2028 National Pension Fund (EE) Contributing Wage	2024 National SPE Enployer based on Mitalinum Wage	2024 Nacional SP Employee based on Minimum Wage
3089 Aesthetic Therapist	~	8,291.56 R	R 8,291.56	R 1,913.45	R 42.52	R 158.00	R 107.79	R 107.79	R 497.49	R 497.49	R 41.46	R 41.46
2002 Barber - Trainee	~	2,868.67 R		œ					~	œ	œ	~
2004 Barber - Junior	æ	3,688.29	R 5,254,27	25	R 25,95	R 158.00			~	ac	œ	œ
2006 Barber - Senior	œ	6,033.32 R	R 6,033,32	~	R 30.94		R 78.43		_		~	200
3036 Beauty Technologist - Unqualified	œ	1,775.66	R 5,271.52	R 1,216.51	R 27.03	R 158.00	R 23.08	R 23.08	R 106.54	R 106.54	-	
3034 Beauty Technologist - Qualified	œ	5,254.27	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 68.31		-		-	~
3020 Beauty and Skincare Therapist - Unqualified	œ	4,327.59 R	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 56.26	R 56.26	-	R 259.66	æ	-
3014 Beauty and Skincare Therapist	æ	4,830.67 R	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 62.80	R 62.80	-		-	R 26.27
3022 Salon Assistant	æ	3,240.51 R	R 5,254.27	R 1,212.53	R 26,95	R 158.00	R 42.13	R 42.13	R 194.43	R 194.43	R 26.27	R 26.27
4018 Drybar Worker	œ	4,887.63 R	R 5,254.27	R 1,212.53 R	R 26.95	R 158.00	R 63.54	R 63.54	-	R 293.26	-	R 26.27
2010 General Assistant	~	3,340.24 R	R 5,254,27	R 1,212.53 R	R 26.95	R 158.00	R 43.42	R 43.42	-	R 200.41	R 26.27	R 26.27
2012 General Assistant after 5 years	æ	3,506.70	R 5,254,27	R 1,212.53	R 25.95	R 158.00	R 45.59	R 45.59	R 210.40	R 210.40		R 26.27
2014 General Assistant after 10 years	œ	3,674.97 R	R 5,254,27	R 1,212.53	R 26.95	R 158.00	R 47.77	R 47.77	R 220.50	R 220.50	R 26.27	R 26.27
2020 Hairdresser - 1st year after qualified	œ	5,443.27	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 70.76	R 70.76	_	R 326.60	-	R 26.27
2022 Hairdresser - Qualified	~	6,538.42 R	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 85.00	R 85.00	R 392.31	R 392.31	R 26.27	R 26.27
2024 Hairdresser - Qualified - after 5 years	~	6,865.26	R 5,254,27	R 1,212.53	R 26.95	R 158.00	R 89.25	R 89.25	_	R 411.92		R 26.27
2026 Hairdresser - Qualified - after 10 years	œ	7,192.12	12 R 5,254,27	R 1,212.53 R	R 26.95	R 158.00	R 93.50	R 93.50	R 431.53	R 431.53	R 26.27	R 26.27
2046 LEARNER - Entry Level	œ		R 1,798.62	R 415.07 R	R 9.22	R 158.00			R	8	R 8.99 R	R 8.99
2048 LEARNER - Level 2	œ		R 3,597.03	R 830.09	R 18.45	R 158.00		R .			R 17.99	R 17.99
2050 LEARNER - Level 3	8		R 5,545,58	R 1,279.76	R 28.44	R 158.00			· «		R 27.73	000
2052 LEARNER Level 4	æ	4,069.21	R 7,906.95. R	R 1,824.69	R 40.55	R 158.00	R 52.90	R 52.90	R 244.15	R 244.15	R 39.53	R 39.53
3032 Manager - Beauty	~	8,019.72 R	R 8,019.72	R 1,850.72	R 41.13	R 158.00	R 104.26	R 104.26	R 481.18	R 481.18	R 40.10 R	R 40.10
2060 Manager - Hairdresser	æ	6,637.56	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 86.29	R 86.29	R 398.25	R 398.25	R 26.27	R 26.27
2062 Manager - Hairdresser after 5 years	œ	6,969.05 R	R 5,254,27	R 1,212.53	R 26.95	R 158.00	R 90.60	R 90.60	R 418.14	R 418.14	R 26.27	R 26.27
2064 Manager - Hairdresser after 10 years	œ	7,300.55 R	R 5,254,27	R 1,212.53	R . 26.95	R 158.00	R 94.91	R 94.91	R 438.03	R 438.03	R 26.27	R 26.27
3030 Manager - only (Beauty Establishment)	8	6,052.62	R 6,052.62	R 1,396.77	R 31.04	R 158.00	R 78.68	R 78.68	R 363.16	R 363.16	R 30.26	R 30.26
2054 Manager - only (Hairdressing)	æ	5,146.39	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 66.90	R 66.90	R 308.78	R 308.78	R 26.27	R 26.27
2056 Manager - only (Hairdressing) after 5 years	æ	5,254.27	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 68.31	R 68.31	R 315.26	R 315.26	_	R 26.27
2058 Manager - only (Hairdressing) after 10 years	œ	5,254.27 R	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 68.31	R 68.31	R 315.26	R 315.26	R 26.27	R 26.27
3040 Nail technician - Unqualified	æ	2,759.60	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 35.87	R 35.87	R 165.58	R 165.58	R 26.27	R 26.27
3084 Nail Technician - Certified	æ	2,839.99	R 5,254.27	R 1,212.53	R 25.95	R 158.00	R 36.92	R 36.92	R 170.40	R 170.40	R 26.27	R 26.27
3038 Nail technician - Qualified	~	3,313.32	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 43.07	R 43.07	R 198.80	R 198.80	R 26.27	R 26.27
3088 Massage Therapist - entry level	œ	2,634.23	R 5,254,27	R 1,212.53	R 26.95	R 158.00	R 34.24	R 34.24	R 158.05	R 158.05	R 26.27	R 26.27
3087 Massage Therapist	~	4,887.63	R 5,254.27 R	R 1,212.53	22	26.95 R 158.00	R 63.54	R 63.54	R 293.26	R 293.26	R 26.27	

ANNEXURE "H2"

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 HUMANSDORP).

EOHCB Subscriptions See Annexure C	See Annexure C											
Bargaining Levy	Bargaining Levy See Annexure C											
* Basic establishment charge												
Total minimum charge *		Changed	to NMW le	Changed to NMW less ER Pension Contribution	Contribution							
Topicisa a sing your	2024 Salary - Combibition Wage Persion Fund and Coundi Fees	2024. Present bed Wa- for SPE Colcool)		2020 Weekly Rate	2024 Hourly Rate 45h/Per week	2024 Upind Fee	BC Fee FR 1,3% of Contributing Wage	BC Fee E - 1.3% of Contributing Wage	2024 National Persion Fund (ER) Contributing Wage	2024 National Pension Fund [E] Cottributing Wage	2024 harbonal SPE Employer based on Militinger Wage	2024 National SP Employee based of Whitnian Wage
	R 304131		5.254.27 R	1 212 53	R 26.95	R 158.00	R 39.54	R 39.54	R 182.48	R 182.48	R 26.27	R 26.27
2000 Operation - Hannes	m	-	5,254.27 R	-		R 158.00		R 48.50	R 223.83	R 223.83	R 26.27	R 26.27
2000 Operator after 5 years	6		-	-		00		R 50.92	R 235.00	R 235.00	R 26.27	R 26.27
2072 Operator - after 10 upark	4		5,254,27 R	1,212.53		R 158.00	R 53.36	R 53.36	R 246.28	R 246.28	R 26.27	R 26.27
2074 Operator - Multi skilled	4	œ.	5,254.27 R	1,212.53	R 25.95	R 158.00	R 59.27	R 59.27	R 273.56	R 273.56	R 26.27	. ~
2076 Operator - Multi skilled - after 5 years	4	24°	5,254.27 R	1,212.53 R	R 26.95	R 158.00	R 62.23	R 62.23	R 287.20	R 287.20	R 26.27	~
2078 Operator - Multi skilled - after 10 years	S	nc.	5,254.27 R	1,212.53 R		26.95 R 158.00	R 65.20	R 65.20	R 300.94	R 300.94	R 26.27	R 26.27
2042 Recentionist - Reauty Establishment	R 5,254.27	œ	5,254.27 R	1,212.53	R 26.95	R 158.00	R 68.31	R 68.31	R 315.26	R 315.26	R 26.27	R 26.27
2080 Repentionist- First year of experience	5	*	5,254.27 R	1,212.53 R		26.95 R 158.00	R 68.31	R 68.31	R 315.26	R 315.26	R 26.27	R 26.27
2082 Recentionist - Hairdressing salon	R 6,656.91	22	6,656.91 R	1,536.22	R 34.14	R 158.00	R 86.54	R 86.54	R 399.41	R 399.41	R 33.28	R 33.28
2084 Receptionist - Hairdressing salon - after 5 years	R 6,988.97	DE.	6,988.97 R	1,612.85	R 35.84	R 158.00	R 90.86	R 90.86	R 419.34	R 419.34	R 34.94	~
2086 Recentionist - Hairdressing salon - after 10 years	R 7,324.52	CC	7,324.52. R	1,690.29	R 37.56	R 158.00	R 95.22	R 95.22	R 439.47	R 439.47	R 36.62	~
3048 Somatologist 3 Years	R 5,071.40 R	. R	5,254.27 R	1,212.53	R . 25.95	R 158.00	R 65.93	R 65.93	R 304.28	R 304.28	R 26.27	œ
3052 Somatologist B Tech - 4 years	2	25	5,254.27 R	1,212.53	R 26.95	R 158.00	R 68.31	R 68.31	R 315.26	R 315.26	~	œ
3054 Somatologist - B Tech Laser	R 5,840.25 R	px	5,840.25 R	1,347.76 R	R 29.95	R 158.00	R 75.92	R 75.92	R 350.42	R 350.42	R 29.20	œ
1012 Specific Skilled Stylist	R 2,957.15 R	e:	5,254.27 R	1,212.53 R	R . 26.95	R 158.00	R 38.44	R 38.44	R 177.43	R 1.77.43	æ	æ
1014 Specific Skilled Stylist - after 5 years	R 3,105.75 R	82	5,254.27 R	1,212.53 R	R 26.95	R 158.00	R 40.37	R 40.37	R 186.34	R 186.34	R 26.27	æ
1016 Specific Skilled Stylist - after 10 years	R 3,252.51	æ	5,254,27 R	1,212.53	R 25.95	R 158.00	R 42.28	R 42.28	R 195.15	R 195.15	R 26.27	R 26.27
Specific Skilled Stylist - doing only one of the following: Braiding, 1000 Platting. Cutting	R 1,927.87	# 4	5,262.39. R	1,214.41	R 26.99	R 158.00	R 25.06	R 25.06	R 115.67	R 115.67	R 26.31	. R 26.31
Specific Skilled Stylist - doing only one of the following: Braiding, 1002 Platting. Cutting after 5 years	R 2,024.54	~	5,256.59 R	1,213.07	R 26.96	R 158.00	R 26.32	R 26.32	R 121.47	R 121.47	R 26.28	R 26.28
Specific Skilled Stylist - doing only one of the following: Braiding,	R 2.121.21	ec.	5,254,27 R	1,212.53	R 26.95 R	R 158.00	R 27.58	R 27.58	R 127.27	R 127.27	R 26.27	R 26.27
account of the state of the Calon wideh Confil	7		7415 87 R	171137	R 38.03		02		8	~	R 111.24	~



ANNEXURE "H2"

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 HUMANSDORP).

	EOHCB Subscriptions See Annexure C	Barbaring See Annexure C						
	Basic establishment charge *	*						
	Total minimum charge *	*	Changed to NMM less ER Pension Contribution					
Š	News Code Description	2024 Salany Contribution Wag Persision Fanal and Council Fees	2002 Prescribert Wager Jose Weight Found (1904) Found Halle (2005 Unideo Ser P. Per Service) (2005 Unideo Ser P. Per Service)	SCFee Gr. 13% of SCFee Er. 13% of Contibuting Wage Contributing Wage	2004 National 35 or Pension Fund (ER) Wate Contributing Wage	2024 Netional Person Eurol (EE) Contributing Wage	2024 National SPF Employer Sessed on Minimum Wage	2024 National SPI Employee based o Minimum Wage
	NOTES							
	CASUAL EMPLOYEE	An employee who su Remuneration / Basi	An employee who substitutes for any permanent employee who is sick or on leave Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment	ategory of employment				
	PART TIME EMPLOYEE	An employee who w Remuneration / Basi Should the Council n If received, then the	An employee who works 1 or 2 or 3 or 4 days per week Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY 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.	category of employment n the salary of the Full Time smount of days worked and	position for that Job Categ	ory will apply. . worked.		
	WORKING EMPLOYERS	Contributions for a V	Contributions for a Working Employer (Work Code 2089), is voluntary for SPF from 1 January 2017	77				
	PENSION FUND	Pension Fund Contri	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.	loyee. Contributions payab	e by all Employers will be 6	% of the Basic Salary	of the Employee.	
	DAILY RATE CALCULATION	Basic Salary / Wage	Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day	the day				
	COMMISSION EARNERS	All Stylist will be paid 30% commission NO STOCK DEDUCTIONS ARE ALLOWE	All Stylist will be paid 30% commission NO STOCK DEDUCTIONS ARE ALLOWED. VAT AND LOYALTY CARD FEES SHALL BE DEDUCTABLE					
		BC = Bargaining Council						
	ABBREVIATION DESCRIPTIONS	ER = Employer						
		SPF = Sick Pay Fund						
L.	LEARNERS	Learners to also include any apprentices	e any apprentices					
	TIMION SEE / AGENTY ESE	Union Members: Union Fee ec (Excluding the funeral benefit)	Union Members: Union Fee equates to R 158.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R 129.00 per month per member (Excluding the funeral benefit)	n UASA after the age of 60, t	he Union Fee equates to R	129.00 per month p	er member	
	THE PROPERTY AND ADDRESS OF THE PARTY AND ADDR	Non- Union Member	Inion Members: Non-Union members pays an Agency Fee equal to the Union membership fees currently R 158.00 per person per month but with no UASA benefits.	p fees currently R 158.00 pe	r person per month but wi	th no UASA benefits.		
]	2024 Hourly Rate - Minimum Wage 45h/Per week	The minimum wag Fund contribution amount of the NN The hourly rate or Commission.	The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMW) Commission are calculated taking into account the Employer's Pension Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMW as the Pension Fund contribution of the Employer is factored into the calculation. The state of the NMW as the Pension Fund contribution of the Pension Fund contribution together, may not be less than the minima prescribed by the NMW Commission.	Wage (NMW) Commissio escribed minima may inc o the calculation. ontribution together, may	n are calculated taking ir ude an hourly rate or w not be less than the mir	nto account the Em eekly rate that is le nima prescribed by	oployer's Pension sss than the the NMW	
	2025 Amendments	* Kindly note that - Wages/Salaries - Council fees fo * NMW adjustme	 Kindly note that this schedule will be amended wef 0.1 Jan 20.25 as follows: Wages/Salaries - 6% increase (subject to CPI not exceeding or falling below 6% by 2%) Council fees for all areas will be 1.3% NMW adjustments which usually take place wef 0.1 March 	(%)				



ANNEXURE "H3"

EOF	EOHCB Subscriptions See Ann	See Annexure C										
	Bargaining Levy See Anr	See Annexure C										
Basic establ	Basic establishment charge *	~										
Totaln	Total minimum charge *	8	Changed to NI	Changed to NMW less ER Pension Contribution	ion Contribution	Section of the second						
Work Code Destription		2004 Salary Contribution Wage Pentiton Fund and Council Fees	2024 Prescribed Wage - for SPF Cald only	c 2024 Weekly Rate	2024 Hourly Rate- 45h/Per week	2024 Union Fee	BC Fee FR - 13% of Contributing Wage	BC Fee EE - 13% of Contributing Wage	2024 National Pension Fund (EM) Contributing Wage	2024 National Pension Fund (EE) Contributing Wage	2024 National SPE Employer based off Minimum Wage	Z024 National SPE Employee based on Minimum Wage
3089 Aesthetic Therapist		R 8,291.56	R 8,291.56	R 1,913.45	R 42.52	R 158.00	R 107.79	R 107.79	R 497.49	R 497.49	R 41.46	R 4146
2002 Barber - Trainee		2,868.67		~	œ	158.00		œ	~	00		000
2004 Barber - Junior		R 3,688.29 R	R 5,254.27	R 1,212.53		-		~	~	02	000	~
2006 Barber - Senior		R 6,033.32 R	R 6,033.32	R 1,392.31	R 30.94	R 158.00	R 78.43	œ	~	~	~	~
3034 Beauty Technologist - Qualified		R 5,254.27	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 68.31	R 68.31	R 315.26	R 315.26	R 26.27	R 26.27
3036 Beauty Technologist - Unqualified		R 1,442.05 R	R 5,291.54	R 1,221.13	R 27.14	R 158.00	R 18.75	R 18.75	R 86.52	-	R 26.46	-
3020 Beauty and Skincare Therapist - Unqualified		R 3,514.53		r R 1,212.53	R 26.95	R 158.00	R 45.69	R 45.69	R 210.87	-	R 26.27	
3014 Beauty and Skincare Therapist			R. 5,254.27	R 1,212.53	R 26.95	R 158.00	R 51.00	R 51.00	R 235.39	_	R 26.27	R 26.27
3022 Salon Assistant				œ	R 26.95	R 158.00	R 34.21	R 34.21	R 157.90	R 157.90	R 26.27	R 26.27
4018 Drybar Worker		-1		œ	R 26.95	R 158.00	R 63.54	R 63.54	R 293.26	R 293.26	R 26.27	R 26.27
2010 General Assistant				R 1,216.29	R 27.03	R 158.00	R 23.30	R 23.30	R 107.52	-	R 26.35	R 26.35
2012 General Assistant after 5 years				œ	R 27.00	R 158.00	R 24.42	R 24.42	R 112.71	R 112.71	R 26.33	R 26.33
2014 General Assistant after 10 years		R 1,933.26 R	R 5,262.06	R 1,214.33	R 26.99	R 158.00	R 25.13	R 25.13	R 116.00	_	R 26.31	R 26.31
2020 Hairdresser - 1st year after qualified		3		œ		R 158.00	R 47.10	R 47.10	R 217.38	R 217.38	R 26.27	R 26.27
2022 Hairdresser - Qualified			1	~	26.95	R 158.00	R 55.66	R 55.66	R 256.91	R 256.91	R 26.27	R 26.27
2024 Hairdresser - Qualified - after 5 years				~	R 26.95	R 158.00	R 58.46	R 58.46	R 269.80	-	R 26.27	R 26.27
2026 Hairdresser - Qualified - after 10 years		4,711.42	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 61.25	R 61.25	R 282.68	R 282.68	R 26.27	R 26.27
2046 LEARNER - Entry Level			R 1,798.52	æ		R 158.00				R	R 8.99	æ
2048 LEARNER - Level 2				œ	R 18.45	R 158.00			~		R 17.99	R 17.99
2050 LEARNER - Level 3				R 1,279.76 R	28.44	R 158.00		В.			R 27.73	8
2052 LEARNER - Level 4		3,003.12	130	œ	R 40.58	R 158.00	R 39.04	R 39.04	R 180.19		R 39.57	R 39.57
3032 Manager - Beauty			R 6,512.99	~	33.40	R 158.00	R 84.67	R 84.67	R 390.78	R 390.78	R 32.56	R 32.56
2060 Manager - Hairdresser		5,		æ	26.95	R 158.00	R 76.82	R 76.82	R 354.57	R 354.57	R 26.27	R 26.27
2062 Manager - Hairdresser after 5 years		R 6,203.84 R	R 5,254.27	R 1,212.53 R	26.95	R 158.00	R 80.65	R 80.65	R 372.23	R 372.23	R 26.27	R 26.27
2064 Manager - Hairdresser after 10 years		R 6,501.25	R 5,254.27	R 1,212.53 R	26.95	R 158.00	R 84.52	R 84.52	R 390.08	R 390.08	R 26.27	R 26.27
3030 Manager - only (Beauty Establishment)		R 5,008.20	R 5,254.27	R 1,212.53 R	26.95	R 158.00	R 65.11	R 65.11	R 300.49	R 300.49	R 26.27	R 26.27
2054 Manager - only (Hairdressing)		R 5,254.27	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 68.31	R 68.31	R 315.26	R 315.26	R 26.27	R 26.27
2056 Manager - only (Hairdressing) after 5 years		R 5,254.27	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 68.31	R 68.31	R 315.26	-	R 26.27	R 26.27
2058 Manager - only (Hairdressing) after 10 years		R 5,706.43		œ	29.26	R 158.00	R 74.18	R 74.18	R 342.39	R 342.39	R 28.53	R 28.53
3040 Nail technician - Unqualified			R 5,254.27	R 1,212.53 R	26.95	R 158.00	R 29.13	R 29.13	R 134.47	R 134.47	R 26.27	R 26.27
3084 Nail Technician - Certified		R 2,306.41	R 5,254.27	æ	R 26.95	R 158.00	R 29.98	R 29.98	R 138.38	R 138.38	R 26.27	R 26.27
3038 Nail technician - Qualified		R 2,690.81	R 5,254,27	~	R 26.95	R 158.00	R 34.98	R 34.98	R 161.45	R 161.45	R 26.27	R 26.27
3088 Massage Therapist - entry level		R 2,634.23 R	R 5,254.27	R 1,212.53 R	R 26.95	R 158.00	R 34.24	R 34.24	R 158.05	R 158.05	R 26.27	R 26.27
2007 Maccodo Thoraviet		400100										

BARGAINING COUNCIL

ANNEXURE "H3"

EOHCB Subscriptions See Annexure C	See Annexure	C									
Bargaining Levy See Ann	See Annexure C	C									
Basic establishment charge *	œ										
Total minimum charge *	~	- Changed to	NMW less ER P	Changed to NMW less ER Pension Contribution	on Section						
Work Code Discrete Line	2024 Salary - Contribution Wage- Pension Fund and Coundi Fees		2004 Prescribed Wage - for SPF Calc 2004 Weekly Bate anity	2024 Hourly Rate-	2022 Uslan	BCFee-FR- 3.3% of Contributing Wage	BC Fee EE - 13% of Contributing Wage	2024 National Pension Fund (EM) Contributing Wage	2024 National Pension Fund (EE) - Contributing Wage	2024 National SP Employer based on Minimum Wage	2024 National SPF Employee based on Minimum Wage
2067 Operator - Trainee	R 2,254.24	4 R 5,254.27	27 R 1,212.53	53 R. 26.95	R 158.00	R 29.31	R 29.31	R 135.25	R 135.25	R 26.27	R 26.27
2068 Operator	R 3,036.67	7 R 5,254.27	.27 R 1,212.53	.53 8 26.95	R 158.00	R 39.48	R 39.48	R 182.20	R 182.20	R 26.27	R 26.27
2070 Operator - after 5 years	R 3,189.87	7 R 5,254.27	.27 R 1,212.53	.53 R . 26.95	R 158.00	R 41.47	R 41.47	R 191.39	R 191.39	R 26.27	R 26.27
2072 Operator - after 10 years	R 3,341,23 R	3 8 5,254.27	œ	1,212,53 R 26.95	R 158.00	R 43.44	R 43.44	R 200.47	R 200.47	R 26.27	R 26.27
2074 Operator - Multi skilled	R 3,758.91	1 R 5,254.27	.27 R 1,212.53	.53 R 26.95	R 158.00	R 48.87	R 48.87	R 225.53	R 225.53	R 26.27	R 26.27
2076 Operator - Multi skilled - after 5 years	R 3,944.94 R	4 R. 5,254.27	~	1,212.53 R 26.95	R 158.00	R 51.28	R 51.28	R 236.70	R 236.70	R 26.27	R 26.27
2078 Operator - Multi skilled - after 10 years	R 4,132.79 R	9 R 5,254.27	œ	1,212.53 R . 26.95	R 158.00	R 53.73	R 53.73	R 247.97	R 247.97	R 26.27	R 26.27
3042 Receptionist - Beauty Establishment	R 4,520.60 R	0 R 5,254.27	œ	1,212.53 R 26.95	R 158.00	R 58.77	R 58.77	R 271.24	R 271.24	R 26.27	R 26.27
2082 Receptionist - Hairdressing salon	R 3,791.33 R		5,254.27 R 1,212	1,212.53 R 26.95	R 158.00	R 49.29	R 49.29	R 227.48	R 227.48	R 26.27	R 26.27
2084 Receptionist - Hairdressing salon - after 5 years	R 3,981.08 R		5,254,27 R 1,212	1,212.53 R . 26.95	R 158.00	R 51.75	R 51.75	R 238.86	R 238.86	R 26.27	R 26.27
2086 Receptionist - Hairdressing salon - after 10 years	R 4,170.81 R		5,254.27 R 1,212	1,212.53 R 26.95	R 158.00	R 54.22	R 54.22	R 250.25	R 250.25	R 26.27	R 26.27
3048 Somatologist 3 Years	R 4,118.60 R	0 R 5,254.27	æ	1,212.53 R 26.95	R 158.00	R 53.54	R 53.54	R 247.12	R 247.12	R 26.27	R 26.27
3052 Somatologist B Tech - 4 years	R 4,503.00 R		5,254,27 R 1,212	1,212.53 R 26.95	R 158.00	R 58.54	R 58.54	R 270.18	R 270.18	R 26.27	R 26.27
3054 Somatologist - B Tech Laser	R 4,832.48	8 R. 5,254.27	27 R 1,212.53	.53 R . 26.95	R 158.00	R 62.82	R 62.82	R 289.95	R 289.95	R 26.27	R 26.27
1012 Specific Skilled Stylist	R 2,515.03	3 R 5,254.27	27 R 1,212.53	.53 R 26.95	R 158.00	R 32.70	R 32.70	R 150.90	R 150.90	R 26.27	R 26.27
1014 Specific Skilled Stylist - after 5 years	R 2,640.32	2 R 5,254,27	27 R 1,212.53	.53 R 26.95	R 158.00	R 34.32	R 34.32	R 158.42	R 158.42	R 26.27	R 26.27
1016 Specific Skilled Stylist - after 10 years	R 2,765.63	3 R. 5,254.27	27 R 1,212.53	.53 R . 26.95	F R 158.00	R 35.95	R 35.95	R 165.94	R 165.94	R 26.27	R 26.27
1000 Specific Skilled Stylist - doing only one of the following: Braiding, Platting. Cutting	R 1,537.66	6 R 5.285.80	.80 R 1.219.81	81 R 27.11	R 158.00	R 19.99	R 19.99	R 92.26	R 92.26	R 26.43	R 26.43
1004 Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 10 years	R 1,689.81	•	œ	œ	~		ec ec	- K	~		
1002 Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 5 years	R 1,614.61	1 R 5,281.18	18 R 1,218.74	.74 R 27.08	R 158.00	R 20.99	R 20.99	R 96.88	R 96.88	R 26.41	R 26.41
2000 Morbins Employer fin Colon with Chaff	1		ı		l						



ANNEXURE "H3"

	EOHCB Subscriptions See Annexure C	ns See Annexure C							
	Bargaining Lev	Bargaining Levy See Annexure C							
	Basic establishment charge *	× .							
	Total minimum charge *	~	Changed to NMW less ER Pension Contribution						
e Cele	More construction	Contribution Wage Contribution Wage Person Sind and Council Fees	2003 Protectional Waterbly Table (2003 Hours Fatter (2019) Protection (2019) Protect	2002 Union D. Free Er. 1355 of Eds. Contributing Waye	BCTee EC 13% of Contributing Wase	2024-National Pension Fund (ER) Contributing Wage	2024 National Rension rund (EE) Contributing Wage	2024 Hartonal SP: Employer based on Minimies Wage	2024 National SPF Employee based on Minimum Wage
	NOTES								
	CASUAL EMPLOYEE	An employee who Remuneration / Ba	An employee who substitutes for any permanent employee who is sick or on leave Remuneration / Basic Salany / Wages shall be calculated at the prescribed HOURLY rate for that category of employment	leave URLY rate for that category of	employment				
	PART TIME EMPLOYEE	An employee who Remuneration / Ba Should the Council If received, then th	An employee who works 1 or 2 or 3 or 4 days per week Remuneration / Basic Salary / Wages shall be calculated at the prescribed DALY 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. Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the deductions will be changed accordingly to the lower amount for the actual amount of days worked.	JLY rate for that category of e (Salon owner), then the salar vunt for the actual amount of	nployment / of the Full Time po: days worked and not	sition for that Job Ca t the full amount of d	tegory will apply. lays worked.		
	WORKING EMPLOYERS	Contributions for a	Contributions for a Working Employer (Work Code 2089), is voluntary for SPF from 1 January 2017	from 1 January 2017					
	PENSION FUND	Pension Fund Cont	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.	ic Salary of the Employee. Cor	tributions payable b	y all Employers will b	be 6% of the Basic S	alary of the Employee	
	DAILY RATE CALCULATION	Basic Salary / Wag	Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day	by hours worked on the day					
	COMMISSION EARNERS	Qualified Hairdress Qualified Hairdress NO STOCK DEDUC	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 30% Commission NO STOCK DEDUCTIONS ARE ALLOWED. VAT AND LOYALTY CARD FEES SHALL BE DEDUCTABLE	ter 2010, whom will receive a 2010, whom will receive a mit LL BE DEDUCTABLE	minimum of 30% cor iimum 30% Commiss	nmission. sion			
		BC = Bargaining Council	ouncil						
		EE = Employee							
	ABBREVIATION DESCRIPTIONS	SBF = Sick Benefit Fund	Find						
		SPF = Sick Pay Fund	ıd						
	LEARNERS	Learners to also in	Learners to also include any apprentices						
	UNION FEE / AGENCY FEE	Union Members: L benefit)	Union Members: Union Fee equates to R 158.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R 129.00 per month per member (Excluding the funeral benefit)	r members who join UASA aft	er the age of 60, the	Union Fee equates t	o R 129.00 per moi	ath per member (Excl	ding the funeral
		Non- Union Memb	Non-Union Members: Non-Union members pays an Agency Fee equal to the Union membership tees currently K 138.00 per person per month out with no uscan beneficial.	Union membership tees curr	entry K 158.00 per p	serson per montn au	t with the UASA Den	ents.	
	2024 Hourly Rate - Minimum Wage 45h/Per week	The minimum w contributions. S Pension Fund co	The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMW) Commission are calculated taking into account the Employer's Pension Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMW as the Pension Fund contribution of the Employer is factored into the calculation. The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NMW Commission.	tional Minimum Wage (NN ed on the prescribed minimation. Pension Fund contribution	1W} Commission a a may include an h n together, may no	ire calculated takir hourly rate or wee ot be less than the	into account the kly rate that is less minima prescribe	e Employer's Pensic s than the amount o sd by the NMW Con	in Fund of the NMW as tl imission.
	2025 Amendments	* Kindly note th - Wages/Salari - Council fees f * NMW adjustm	*Kindly note that this schedule will be amended wef 01 Jan 2025 as follows: *Wages/Salaries - 6% increase (subject to CPI not exceeding or falling below 6% by 2%) - Council fase for all areas will be 1.3% *NANW adjustments which usually take place wef 01 March	follows: ing below 6% by 2%)					



ANNEXURE "H4"

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

EOHCB Subs	EOHCB Subscriptions See	e Annexure C											T
Bargair	Bargaining Levy See	e Annexure C											
Basic establishment charge *	t charge *												
Total minimum charge *	charge *		Changed to NN	Changed to NMW 2024 less ER Pension Contribution	ension Contril	ution							
inia konje	3.4 m	2024 Salany- ritribution Wage emition Found and Council Free	2024 Prescribed Wage for SPF Calc only	PP 2004 Weekly fath	2024 flourly Rate 451/7er	2026 Union	Science SR-13% of Contributing Wage	8CFee E-13% of Contributing Wage	2024 National Pension Fund (ER) Contributing Wage	2024 National Pension Emil (E) Commenting Wage	2024 National SPE Employer based oil Marimum Wage	2024 National SPE Employee based on Minimum Wage	A S P
2000 Asstable Theresist	~ ~	8 291 56	R 8291.56	56 R 1913.45	s R 42.52	R 158.00	R 107.79	R 107.79	R 497.49	R 497.49	R 41.46	œ	41.46
2005 Accurate merapise	α α	2.868.67		02	200	00		-	R 172.12	R 172.12	R 26.27	æ	26.27
2002 Barber - Irainee	2 00	3.688.29		000		00	R 47.95	-	R 221.30	R 221.30	R 26.27	æ	26.27
2004 Barber - Janior		6.033.32	92	00		R 158.00	R 78.43	R 78.43	R 362.00	R 362.00	2	œ	30.17
2026 Resulty Technologist - Unqualified	~	1.831.61	Œ	œ	t R 27.02	R 158.00	R 23.81	R 23.81	R 109.90	R 109.90	R 26.34	œ	26.34
2024 Resulty Technologist - Oualified	000	5.254.27	04		3 R 26.95	R 158.00	R 68.31	R 68.31	R 315.26	æ	~	æ	26.27
2020 Results and Skincare Theranist - Unqualified	000	3,953.65	OC.	~	3 R 26.95	R 158.00	R 51.40	R 51.40	R 237.22	R 237.22	8	œ	26.27
3014 Reauty and Skincare Therabist	02	4,982.92	æ	æ		R 158.00	R 64.78	R 64.78	R 298.98	R 298.98	R 26.27	~	26.27
2022 Calon desistant	00	3.342.63	600	~	3 R 26.95	R 158.00	R 43.45	R 43.45	R 200.56	R 200.56	R 26.27	æ	26.27
A018 Darbar Worker	000	4,887.63		œ		œ	R 63.54	R 63.54	R 293.26	æ	R 26.27	œ	26.27
2010 General Action	000	3.549.68	cc	œ	3 R . 26.95	R 158.00	R 46.15	R 46.15 R	R 212.98	R 212.98	R 26.27 R	R	26.27
2010 General Accistant after 5 years	. «	3,726.88	TOE	~		œ	R 48.45	R 48.45	R 223.61	R 223.61	æ	~	26.27
2014 Concerd Assistant offer 10 years	02	3.905.87 B		00			R 50.78	R 50.78	R 234.35	R 234.35 R	R 26.27 R	8	26.27
2020 Hairdrescer - 1st year after qualified	2	5,283,72		~		œ		R 68.69 R	R 317.02	R 317.02 R		œ	26.27
2022 Hairdrassar - Ottalified	00	5,999.37	000	œ	3 R 26.95	R 158.00	R 77.99	R 77.99	R 359.96	R 359.96	R 26.27 R	œ	26.27
2024 Hairdrasser - Qualified - after 5 years	~	6,299.87	oc.		3 R 26.95	R 158.00	R 81.90	R 81.90	R 377.99	R 377.99	~	2	26.27
2026 Hairdracear - Oualified - after 10 years	00	6.599.80	æ	27 R 1,212.53 R	3 R 26.95	R 158.00	R 85.80	R 85.80	R 395.99	R 395.99	R 26.27 R	R	26.27
2046 FARNER - Entry Love	8		OC.	~	7 R 9.22	R 158.00			8	В.	R 8.99	8	8.99
2048 FARNER - Level 2	~				9 R 18.45	R 158.00		·	8	٠ حد	R 17.99	æ	17.99
2050 LEARNER - Level 3	8		R 5,545,58	58 R 1,279.76 R	5 R 28.44	R 158.00	В.	8	. ·				27.73
2052 LFARNER - Level 4	œ	4,108.97	7 R 7,906,95	95 R 1,824.69 R	9 R 40.55	R 158.00	R 53.42	R 53.42	R 246.54	~		æ	39.53
3032 Manager - Beauty	œ	8,272.45	000	45 R 1,909.04 R	4 R 42.42	R 158.00	R 107.54	8	œ	oc.		æ	41.36
2060 Manager - Hairdresser	8	6,803.30 R	R 5,254.27	27 R 1,212.53 R	3 R. 26.95	R 158.00	R 88.44	R 88.44	R 408.20	R 408.20 R		<u>«</u>	26.27
2062 Manager - Hairdresser after 5 years	œ	7,144.09 R	3 R 5,254.27	27 R 1,212.53 R	3 R 26.95	R 158.00	R 92.87	R 92.87	æ	R		7 R	26.27
2064 Manager - Hairdresser after 10 years	~			œ	3 R 26.95	R 158.00	R 97.28	R 97.28	R 449.00	æ		7 R	26.27
2020 Manager - only (Reauty Establishment)	~			~	9 R 32.02	R 158.00	R 81.16	R 81.16	R 374.60	R 374.60 R		R R	31.22
2054 Manager - only (Hairdraceing)	~		7 R 6,356.47	47 R 1,466.89	9 R 32.60	R 158.00	R 82.63	R 82.63	R 381.39	8	~	8 8	31.78
2056 Manager - only (Hairdressine) after 5 years	8			~	8 R 34.23	R 158.00	R 86.77	R 86.77	R 400.47	æ		7 R	33.37
2058 Manager - only (Hairdressine) after 10 years	02		8 R 6,592.48	48 R 1,613.66 R	6 R 35.86	R 158.00	R 90.90	R 90.90	æ	æ		S S	34.96
3040 Nail technician - Unqualified	8		8 R 5,254.27	27 R 1,212.53	3 R 26.95	R 158.00	R 37.01	R 37.01	æ	œ		7 R	26.27
3084 Nail Technician - Certified	œ	2,929.49 R		5,254.27 R 1,212.53 R	3 R 26.95	R 158.00	R 38.08	R 38.08	~	~		26.27 R	26.27
3038 Nail technician - Oualified	œ	3,417.72 R	2 R 5,254.27	.27 R 1,212.53 R	3 R 26.95	R 158.00	R 44.43	œ	~	~	œ	7 R	26.27
3088 Massage Therapist - entry level	~	2,634.23 R		5,254.27 R 1,212.53 R	3 R 26.95	R 158.00	æ	8	æ	æ	~	7 R	26.27
2007 Marray Thompiet	œ	4,887.63 R		5,254.27 R 1,212.53 R	3 R 26.95 R	R 158.00	R 63.54	R 63.54 R	R 293.26	R 293.26	5 R 26.27	7 R	26.27



ANNEXURE "H4"

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

Work code 2007 Operator - Trainee	Basic establishment charge *	vy See Annexure C	cure C													
Work Code 2067 Operate	Basic establishment charge															
Mork Code 2067 Operate		*														
Mort Code 2007 Operate	Total minimum charge *	*	0	hanged to	NWW 2024	1 less ER Pens	Changed to NMW 2824 less ER Pension Contribution	tion		(S. 200)						
2067 Operat	More code Description	2824 Selany Commission Wage Pariston Fund and Council Fee	A CANA	2024 Prescribet Wage		2021 Meetly 1215	2024 Hourty Rabe - 45h/Per week	2024 Enlor	SC Fee ER - 1.3% of Contributing Ways		BC Fee EE- 13% of Contributing Wage	2024 National Pension Fund (ER) Contributing Wage	2024 National N Pension Fund [EC] ge Contributing Wage	2 San 1-2 3	2024 National SPE Employer based on Militimum Mage	2024 National SPF Employee based on Minimum Wage
	or - Trainee	R 3	3,257.90 R		5,254,27 R	1,212.53 R	R . 26.95 R	R 158.00	2	42.35 R	42.35	R 195.47	œ	195.47 R	26.27	R 26.27
2068 Operator		8	4,142.18 R		5,254,27. R	1,212.53 #	R Z6.95	R 158.00	~	53.85 R	53.85	R 248.53	œ	248.53 R	26.27	R 26.27
2070 Onerate	2070 Operator - after 5 years		4,349.84 B		5,254.27 R	1,212.53 R	26.95	R 158.00	~	56.55 R	56.55	R 260.99	~	260.99 R	26.27 R	R 26.27
2072 Operate	2072 Operator - after 10 years		4,555.68 R		5,254.27 R	1,212.53 R	26.95	R 158.00	~	59.22 R	59.22	R 273.34	œ	273.34 R	26.27	R 26.27
2074 Operate	2074 Operator - Multi skilled		4,786.59 R		5,254,27 R	1,212.53	R 26.95	R 158.00	R	62.23 R	62.23	R 287.20	œ.	287.20 R		
2076 Operation	2076 Operator - Multi skilled - after 5 years		5,026.47 R		5,254.27 R	1,212.53 R	26.95	R 158.00	æ	65.34 R	65.34	R 301.59	~	301.59 R		
2078 Operati	2078 Operator - Multi skilled - after 10 years		5,254.27 R		5,254.27 R	1,212.53 R	26.95	R 158.00	R	68.31 R	68.31	R 315.26	~	315.26 R	26.27	R 26.27
3042 Recepti	3042 Receptionist - Beauty Establishment	R	5,635.52 R		5,635.52 R	1,300.51 R	R 28.90 R	R 158.00	~	73.26 R	73.26	R 338.13	æ	338.13 R	28.18	
2080 Recepti	2080 Receptionist - First year of experience		5,182.19 R		5,254.27 R	1,212.53 R	26,95	R 158.00	æ	67.37 R	67.37	R 310.93	~	310.93 R	26.27 R	
2082 Recent	2082 Recentionist - Hairdressing salon		6,157.95 R		6,157.95 R	1,421.08 R	31.58	R 158.00	æ	80.05 R	80.05	R 369.48	~	369.48 R	30.79 R	
2084 Recent	2084 Recentionist - Hairdressing salon - after 5 years		6,465.39 R		6,465.39 R	1,492.03	R 33.16 R	R 158.00	~	84.05 R	84.05	R 387.92	~	387.92 R	32.33 R	
2086 Recent	2086 Recentionist - Haindressing salon - after 10 years		6,774.61 R		6,774.61 R	1,563.38	R 34.74	R 158.00	~	88.07 R	88.07	R 406.48	œ	406.48 R	33.87 R	
3048 Somato	3048 Somatologist 3 Years		5,231.21 R		5,254.27 R	1,212.53	R - 26.95	R 158.00	œ	68.01 R	68.01	~	313.87 R 3	313.87 R	26.27 R	
3052 Somato	3052 Somatologist B Tech - 4 years		5,254.27 R		5,254.27 R	1,212.53	R 26.95	R 158.00	æ	68.31 R	68.31	R 315.26	~	315.26 R		
3054 Somato	Somatologist - B Tech Laser		6,024.30 R		6,024,30 R	1,390.23	R 30.89	R 158.00	×	78.32 R	78.32	R 361.46	~	361.46 R	30.12	R 30.12
1012 Specific	1012 Specific Skilled Stylist		3,016.24 R		5,254.27 R	1,212.53	R 26.95	R 158.00	æ	39.21 R	39.21	~	œ	180.97 R		
1014 Specific	1014 Specific Skilled Stylist - after 5 years		3,166.61 R		5,254.27 R	1,212.53 R	. 26.95	R 158.00	~	41.17 R	41.17	œ	œ	190.00 R		
1016 Specific	1016 Specific Skilled Stylist - after 10 years	R 3	3,318.75 R		5,254.27 R	1,212.53	R 26.95	R 158.00	œ	43.14 R	43.14	R 199.12	œ	199.12 R	26.27	R 26.27
Specifi 1000 Braidin	Specific Skilled Stylist - doing only one of the following: 1000 Braiding, Platting, Cutting	α. 	1,965.48		5,260.13 R	1,213.89	R 26.98	R 158.00	œ	25.55 R	25.55	R 117.93	œ	117.93 R	26.30	R 26.30
Specifi 1002 Braidin	Specific Skilled Stylist - doing only one of the following: 1002 Braiding, Platting, Cutting after 5 years	8 2	2,063.93 R		5,254.27 R	1,212.53	R 26.95	R 158.00	~	26.83 R	26.83	R 123.84	œ	123.84 R	26.27	R 26.27
Specifi 1004 Braidin	Specific Skilled Stylist - doing only one of the following: 1004 Braiding Platting Cutting after 10 years	R 2	2,162.39 R		5,254.27 R	1,212.53 R	R 26.95 R	R 158.00	oc.	28.11 R	28.11	R 129.74	œ	129.74 R	26.27	R 26.27
2089 Workin	2089 Working Employer (in Salon with Staff)		6,804.48 R		6,804.48 R	1,570.28	R 34.90					R	œ	- R	102.07	æ



ANNEXURE "H4"

EOHCB Subscriptions	B Subscriptions See Annexure C								
100	2								
Basic establishment charge	charge *								
Total minimum charge	charge *	Changed to NMW	Changed to NMW 2024 less EH Pension Contribution	lion					
Note trade processing	2024 Salany Contribution Wage Pension Enni and Council ress	2024 Prescribed Wage for SPP Calcook	2004 (bound) 2004 (bound) 2004 (bound) 2004 (State Collection)	2024 Union BC Fee Fee Control	REFEE ER 13% of SEFEE EF 13% of Promontivate (ER) Continuing Wage Contributing Wage Contributing Wage		2024 National Persion fine (EE) Contributing Wage	2028 Sational Self- Employer based on Minimum Wage	2024 Narkonal SPF Employee based on Minimum Wage
NOTES									
CASUAL EMPLOYEE	An employee who: Remuneration / Ba	ubstitutes for any perm sic Salary / Wages shall	An employee who substitutes for any permanent employee who is sick or on leave Remuneration / Basic Salany / Wages shall be calculated at the prescribed HOURLY rate for that category of employment	n feave OURLY rate for that co	tegory of employment				
PART TIME EMPLOYEE	An employee who Remuneration / Ba Should the Council If received, then the	An employee who works 1 or 2 or 3 or 4 days per week Remuneration / Basic Salary / Wages shall be calculated Should the Council not receive the lower calculated sala if received, then the deductions will be changed accord	An employee who works 1 or 2 or 3 or 4 days per week Remunerstion / Basic Salary / Wages shall be calcusted at the prescribed HOURLY rate for that category of employment Should the Council not receive the lower calcusted salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply, Should the Council not receive the lower raculated 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.	DURLY rate for that ca er (Salon owner), then nount for the actual a	tegory of employment the salary of the Full Time po nount of days worked and no	sition for that Job Ca	tegory will apply. Jays worked.		
WORKING EMPLOYERS	Contributions for a	Working Employer (Wo	Contributions for a Working Employer (Work Code 2089), is voluntary for SPF from 1 January 2017	F from 1 January 201					
PENSION FUND	Pension Fund Cont Employee.	Tbutions to be paid by a	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.	sic Salary of the Empl	oyee. Contributions payable t	y all Employers will t	be 6% of the Basic S	alary of the	
DAILY RATE CALCULATION	Basic Salary / Wage	divided by 4.3333 divid	Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day	by hours worked on	the day				
COMMISSION EARNERS	All Stylist will be pa	All Stylist will be paid 30% commission NO STOCK DEDUCTIONS ARE ALLOWED. \	All Stylist will be paid 30% commission NO STOCK DEDUCTIONS ARE ALLOWED. VAT AND LOYALTY CARD FEES SHALL BE DEDUCTABLE	ALL BE DEDUCTABLE					
	BC = Bargaining Council	ncil							
ARBREVIATION DESCRIPTIONS	EE = Employee ER = Employer								
	SBF = Sick Benefit Fund SPF = Sick Pay Fund	nug							
LEARNERS	Learners to also inc	Learners to also include any apprentices							
UNION FEE / AGENCY FEE	Union Members: Union Fee eq (Excluding the funeral benefit) Non- Union Members: Non-Union	nion Fee equates to R 1 ral benefit)	Union Members: Union Fee equates to R 158.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R 129.00 per month per member [Excluding the funeral benefit] Non-Union Members: Non-Union members mass an Assenz Fee equal to the Union members have a long one month but with no UASA benefits.	or members who join to Union membership	JASA after the age of 60, the feet currentive 158.00 ner ne	Union Fee equates to	o R 129.00 per mont with no UASA benel	h per member	
2024 Hourly Rate - Minimum Wage 45h/Per week		ge and learnership all tributions. Salary sca of the NMW as the Pr r weekly allowance pl	The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMM) Commission are calculated taking into account the Employer's Pension Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMW as the Pension Fund contribution of the Employer is factored into the calculation. The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NMW Commission.	tional Minimum Wistonal Minimum Wistonal are based on Employer is factor Pension Fund cont	ge (NMW) Commission are the prescribed minima may ed into the calculation. ribution together, may not	calculated taking i include an hourly be less than the mi	into account the E rate or weekly rat inima prescribed I	mployer's e that is less by the NMW	
2025 Amendments	* Kindly note tha - Wages/Salarie - Council fees ft * NMW adjustme	Kindly note that this schedule will be: - Wages/Salaries - 6% increase (subject - Council fees for all areas will be 1.3% NMW adjustments which usually take	* Kindly note that this schedule will be amended wef 01 Jan 2015 as follows: - Wages/Salaries - 6% increase (subject to CPI not exceeding or falling below 6% by 2%) - Council fees for all areas will be 1.3% * NMW adjustments which usually take place wef 01 March	follows: ng below 6% by 2%)					



ANNEXURE "H5"

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

EOHCB Subscriptions		See Annexure C												
Bargain	Bargaining Levy 5	See Annexure C												
Basic establishment charge *	charge *													
Total minimum charge *		R												
See the second of the second o			Changed to	NAMES 20.	Changed to NMW 2024 less ER Pension Contribution	sion Contribu	ution							
Work Code Description:		2024 Salany- Contribution Wage Pension band and Council Feet	2021 Prescribed Wage for SPE Calc only		2024 Weekly Rate	2024 Hourty Rute - 45h/Per week	2024 Union Fee	BC Fee ER-1.3% of Contributing Wage		BC Fee EE - 13% of Pa	2024 National Pension Fund (ER) - Contributing Wage	2024 National Pension Fund (EE) - Contributing Wage	2024 National SPF Employer based on Minimum Wage	2024 National SP Employee Nation Minimum Wage
3089 Aesthetic Therapist	40 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	8.291.56	8	8.291.56 R	1.913.45	R 42.52	R 158.00	R 107.79	79 R	107.79 R	497.49	R 497.49	R 41.46	R 41.46
2002 Barber - Trainee	~	2,895.73	F. 55	5,254.27 R	1,212.53 🛣	R 26.95 R	R 158.00 R		37.64 R	37.64 R	173.74	R 173.74	R 26.27	~
2004 Barber - Junior									48.40 R	48.40 R	223.39		R 26.27	œ
2006 Barber - Senior		6,090.23	R 5,	6,090.23 R	1,405.45 R	R 31.23	R 158.00	œ	79.17 R	79.17 R	365.41	R 365.41	R 30.45	R 30.45
3036 Beauty Technologist - Unqualified	æ	2,172.63	R . 5,	5,254.27 R	1,212.53 R	R 26.95 R	R 158.00	æ	28.24 R	28.24 R	130.36	R 130.36	R 26.27	R 26.27
3034 Beauty Technologist - Qualified		5,254.27	R 5,	5,254.27 R	1,212.53	8 26.95	R 158.00	æ	68.31 R	68.31 R	315.26	R 315.26	R 26.27	R 26.27
3020 Beauty and Skincare Therapist - Unqualified		5,145.20 R		5,254.27 R	1,212.53 🛊	₩ 26.95. R	R 158.00 R	R 66.89	89 R	66.89 R	308.71	R 308.71	R 26.27	R 26.27
3014 Beauty and Skincare Therapist		5,801.15	R 5,	5,801.15 R	1,338.74 R	R 29.75	R 158.00	œ	75.41 R	75.41 R	348.07	R 348.07	R 29.01	R 29.03
3022 Salon Assistant	Œ.	3,964.95	R . 5,	5,254.27 R	1,212.53 B	100	R 158.00	R 51.	51.54 R	51.54 R	237.90	R 237.90	R 26.27	R 26.27
4018 Drybar Worker	u.	4,887.63	R 5,	5,254.27 R	1,212.53	8 26.95	R 158.00 R		63.54 R	63.54 R	293.26	R 293.26	R 26.27	R 26.27
2010 General Assistant	4-	2,429.98		5,254,27 R		R 26.95	R 158.00 R		31.59 R	31.59 R	145.80	R 145.80		R 26.27
2012 General Assistant after 5 years		2,552.22	R 5,	5,254.27 R	1,212.53 R	9.0	R 158.00 R	R 33.18	18 R	33.18 R	153.13	R 153.13		R 26.27
2014 General Assistant after 10 years		2,674.46	R . 5,	5,254.27 R	1,212.53 R	3	26.95 R 158.00 R	R 34.77	77 R	34.77 R	160.47	R 150.47	R 26.27	R 26.27
2020 Hairdresser - 1st year after qualified	4	4,903.75	R 5,	5,254.27 R	1,212.53 8	di	R 158.00 R	R 63.75	75 R	63.75 R	294.23	R 294.23	R 26.27	æ
2022 Hairdresser - Qualified		5,662.70	R. 5,	5,254.27 R	1,212.53 🕏	R 26.95 R	R 158.00 R		73.62 R	73.62 R	339.76	R 339.76	R 26.27	R 26.27
2024 Hairdresser - Qualified - after 5 years		5,945.28	R 5,	5,254.27 R	1,212.53 🕱	26.95	R 158.00	~	77.29 R	77.29 R	356.72	R 356.72		~
2026 Hairdresser - Qualified - after 10 years	4	6,227.85	R S,	5,254.27 R	1,	56.92	ď		80.96 R	80.96 R	373.67	R 373.67	~	8
2046 LEARNER - Entry Level	æ	,		1,798.62 R		9.22		·	œ					œ
2048 LEARNER - Level 2			e,	3,597.03 R				· cc	œ			,		æ
2050 LEARNER - Level 3	œ						œ		œ				œ	æ
2052 LEARNER - Level 4				7,906.95 R		2	œ		50.92 R	50.92 R			~	æ
3032 Manager - Beauty				_			œ	8	56 R	127.56 R			œ	~
2060 Manager - Hairdresser							œ.			95.76 R	441.97		œ	œ
2062 Manager - Hairdresser after 5 years	4.					4	R 158.00			100.54 R				œ
2064 Manager - Hairdresser after 10 years			er.	5,254.27 R			R 158.00			105.32 R	486.10	R 486.10 R	R 26.27	œ
3030 Manager - only (Beauty Establishment)		7,405.73		7,405.73 R			R 158.00 R		96.27 R	96.27 R	444.34	R 444.34	R 37.03	œ.
2054 Manager - only (Hairdressing)	_	6,762.83		6,762.83 R	1,560.66 R	R 34.68	R 158.00	R 87.	87.92 R	87.92 R	405.77	R 405.77 R	R 33.81	R 33.81
2056 Manager - only (Hairdressing) after 5 years		7,031.83	R T,	7,031.83 R	1,622.74 R		R 158.00 R		91.41 R	91.41 R	421.91	R 421.91 R	R 35.16	«
2058 Manager - only (Hairdressing) after 1.0 years			R 7,	7,367.02 R	1,700.10 R	R 37.78	œ		95.77 R	95.77 R	442.02	R 442.02 R	R 36.84	œ
3040 Nail technician - Unqualified		3,376.54	S.	5,254.27 R		R 26.95	R 158.00 R		43.90 R	43.90 R		R 202.59 R	R 26.27	œ
3084 Nail Technician - Certified	_		8 5,	5,254.27 R		R 26.95	R 158.00	R 45.	45.17 R	45.17 R	208.49	R 208.49	2	æ
3038 Nail technician - Qualified		R 4,054.03	, S,	5,254.27 R		R 26.95	R 158.00	R	52.70 R	52.70 R	243.24	R 243.24	R 26.27	R 26.27
3088 Massage Therapist - entry level	-		3,	5,254,27 R	1,212.53 R	R 26.95	R 158.00	æ	49.77 R	49.77 R	229.71	R 229.71 R	R 26.27	R 26.27
3087 Massage Therapist		5,268.74	8	5,268.74 R	1,215.87 R	R 27.02	R 158.00	œ	68.49 R	68.49 R	316.12	R 316.12	R 26.34	R 26.34
2067 Operator - Trainee		R 2,309.59	8 5,	5,254.27 R	1,212.53 R	R 26.95	R 158.00	œ	30.02 R	30.02 R	138.58	R 138.58	R 26.27	R 26.27
2068 Operator	-	R 4,564.44	R S,	5,254.27 R	1,212.53 R	R 26.95	R 158.00	œ	59.34 R	59.34 R	273.87	R 273.87	R 26.27	R 26.27
2070 Operator - after 5 years		4,792.47	R 5,	5,254.27 R	1,212.53 R	R 26.95	R 158.00	æ	62.30 R	62.30 R	287.55	R 287.55 R	R 26.27 R	R 26.27
2072 Operator - after 10 years		R 5,020.50				R 26.95	R 158.00 R		65.27 R	65.27 R	301.23	R 301.23 R		œ
2074 Operator - Multi skilled		5,186.52	R 5,	5,254.27 R	1,212.53 R	R 26.95 R	R 158.00		67.42 R	67.42 R	311.19	æ	R 26.27 R	R 26.27



ANNEXURE "H5"

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

EOHCB Subscriptions See Annexure C	See Annexure C										
Bargaining Levy	Bargaining Levy See Annexure C										
Basic establishment charge *	œ										
Total minimum charge * R	œ										
		Changed to NMW 2024 Tess ER Pension Contribution	2024 Tess ER Pen	sion Contribut	tion	の一般が大いの	33				
Work citie Work case beer ignore.	2024 Salary - Contribution Wage- Pension Fund and Council Fees	2024 Prescribed Wage for SPF Calc only	2024 Wenkly Rate	2024 Hourly Rute - 45h/Per week	2024 Union Fot	BC Fee ER - 1.3% Contributing Wa	BC Fee ER - 1.3% of BC Fee EE - 1.3% of Contributing Wage Contributing Wage	2024 National Pension Fund (ER) - Contributing Wage	2024 National Pension Fund (EE) Contributing Wage	2024 National SPE Employer based on Minimum Wage	2024 National SPE Employee based on Minimum Wage
2076 Operator - Multi skilled - after 5 years	R 5,254.27	R 5,254,27	R 1,212.53 R	26.95	R 158.00	R 68.31	1 R 68.31	R 315.26	R 315.26	R 26.27	R 26.27
2078 Operator - Multi skilled - after 10 years	R 5,254.27	R 5,254.27. R	R 1,212.53 R	3/4 5/5	28.95 R 158.00	R 68.31	11 R 68.31	R 315.26	02	~	R 26.27
3042 Receptionist - Beauty Establishment	R 6,610.26 R	R 6,610.26	R 1,525.46 R	33.90	R 158.00	R 85.93	13 R 85.93	R 396.62	R 396.62	8	R 33.05
2082 Receptionist - Hairdressing salon	R 4,681.20 R	R 5,254,27 R	R 1,212.53 #	R 26.95 R	R 158.00	R 60.86	16 R 60.86	R 280.87	R 280.87 R		R 26.27
2086 Receptionist - Hairdressing salon - after 10 years	R 5,150.04 R	R 5,254.27 R	R 1,212.53 R	R 2695	R 158.00	R 66.95	IS R 66.95	R 309.00	R 309.00	~	R 26.27
2084 Receptionist - Hairdressing salon - after 5 years	R 4,914.71 R	R 5,254.27 R		26.95	R 158.00	R 63.89	9 R 63.89	84	œ	~	œ
3048 Somatologist 3 Years	R 6,090.23 R	R 6,090,23 R	R 1,405.45 R	31.23	R 158.00	R 79.17	.7 R 79.17	R 365.41	~	~	cc.
3052 Somatologist B Tech - 4 years	R 6,658.66 R	R 6,658,66 R	R 1,536.62 R	34.15	R 158.00	R 86.56	6 R 86.56	œ	œ	200	R 33.29
3054 Somatologist - B Tech Laser	R 7,145.88 R	R 7,145.88. R	R 1,649.06 R	36.65	R 158.00	R 92.90	10 R 92.90	8	œ	8	R 35.73
1012 Specific Skilled Stylist	R 2,933.49 R	R 5,254,27 R	R 1,212.53 R	26.95	R 158.00	R 38.14	4 R 38.14	~	œ	~	R 26.27
1014 Specific Skilled Stylist - after 5 years	R 3,081.26 R	R 5,254.27 R	R 1,212.53 🖹	R 26.95 R	R 158.00	R 40.06	6 R 40.06	R 184.88	œ	œ	R 26.27
1016 Specific Skilled Stylist - after 10 years	R 3,227.21	R 5,254,27	R 1,212.53 #	R 26.95 R	R 158.00	R 41.95	IS R 41.95	R 193.63	~	~	R 26.77
Specific Skilled Stylist - doing only one of the following: 1000 Braidine. Platting. Cutting	R 1902 75 R	T 362 896			200 001	2, 2,	20.00				
Specific Skilled Stylist - doing only one of the following:		1						-	4		7C.07
1004 Braiding, Platting, Cutting after 10 years	R 2,092.49	B 5,254,27	R 1,212.53	R 25.95	26.95 R 158.00	R 27.20	0 R 27.20	R 125.55	R 125.55	R 26.77	76.27
Specific Skilled Stylist - doing only one of the following:											
1002 Braiding, Platting, Cutting after 5 years	R 1,997.62 R	R 5,258,20	R 1,213.44	R 26.97	26.97 R 158.00	R 25.97	7 R 25.97 R	R 119.86	R 119.86	R 26.29	R 26.29
2089 Working Employer (in Salon with Staff)	R 6,422.64 R	R 6.422.64 R	R 1.482.16 R	R 32.94						a	



ANNEXURE "H5"

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

				Thainged to NANV 2024 locs SEP Person Countributions 2024 for SEC archivity to Constitution Section Countribution Ways 4 Constitution Ways Cons
See Annexure C	See Annexure C			2024 Salery Confliction Wage Persons forms and Coandi Fees
EOHCB Subscriptions See Annexure C	Bargaining Levy See Annexure C	Basic establishment charge *	Total minimum charge *	

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 HOI IRIY rate for that category in semi-learned and the prescribed HOI IRIY rate for that category in semi-learned at the prescribed HOI IRIY rate for that category in semi-learned at the prescribed HOI IRIY rate for that category in semi-learned at the prescribed HOI IRIY rate for that category in semi-learned at the prescribed HOI IRIY rate for that category is set to be a semi-learned at the prescribed HOI IRIY rate for that category is set to be a semi-learned at the prescribed HOI IRIY rate for that category is set to be a semi-learned at the prescribed HOI IRIY rate for that category is set to be a semi-learned at the prescribed HOI IRIY rate for that category is set to be a semi-learned at the prescribed HOI IRIY rate for that category is set to be a semi-learned at the prescribed HOI IRIY rate for that category is set to be a semi-learned at the prescribed HOI IRIY rate for the prescribed HOI IRIY rate for that category is set to be a semi-learned at the prescribed HOI IRIY rate for that category is set to be a semi-learned at the prescribed HOI IRIY rate for the prescribed HOI IRIX rate for the prescribed HOI IRIX rate for the prescribed HO
PART TIME EMPLOYEE	An employee who works 1 or 2 or 3 or 4 days per week Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY 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 lob Category will apply.
WORKING EMPLOYERS	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. Frontihinthore for a Wholivian Employer Black Contractions in the form of the full amount of days worked.
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. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.
DAILY RATE CALCULATION	Basic Salany / Wage divided by 4,3333 divided by 45 = HOURLY Rate multiply by trours worked on the day.
COMMISSION EARNERS	All Stylist will be paid 40% commission NO STOCK DEDUCTIONS ARE ALLOWED. VAT AND LOYALTY CARD FEES SHALL BE DERLICTARIF
	BC = Bargaining Council
	EE Employee
ABBREVIATION DESCRIPTIONS	Employer care strick bandet curd
	SOFT SOFT SOFT SOFT SOFT SOFT SOFT SOFT
LEARNERS	Learners to also include any apprentices
UNION FEE / AGENCY FEE	Union Mambers: Union Fee equates to R 158.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R 129.00 per month per member (Excluding the funeral benefit)
	Non-Union Members: Non-Union members pays an Agency Fee equal to the Union membership fees currentyR 158.00 per person per month but with no 114 Ca benefits
2024 Hourly Rate - Minimum Wage 45h/Per week	The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMWJ) Commission are calculated taking into account the Employer's Pension Fund contributions. Salary stales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMW as the Pension Fund contribution of the Employer is factored into the calculation. The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NMW Commission.
2025 Amendments	* Kindly note that this schedule will be amended wet 01 Jan 2025 as follows: - Wages/Salaries - 6% increase (subject to CPI not exceeding or falling below 6% by 2%) - Council fees for all areas will be 1.3% * NAVW adjustments which usually take place wef 01 March

ANNEXURE "H6"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE FOR DIVISION 106 BEING THE MAGISTERIAL DISTRICTS OF CAPE TOWN, WYNBERG, SIMONSTAD AND BELVILLE

EOHCB Subscriptions See Annexure C Bargaining Levy See Annexure C

View Crist Description	2024 Salary - Contribution Wage Pension Fund and Countil Fees	2004 Prescriber Water for SPF Colo	1	2024 Hourry Rate- 45h/Per week	2024 Union	BC Fee ER - 1.3% of Contributing Wage	MCDeedle Case	2024 National Persion Fund [ER]- Contributing Wage	2024 National Pension Fund (EE)- Contributing Wage		2024 National SPF 2024 National SPF Employer based on Employee based on Minimum Wage Minimum Wage	SBF Employer - No New Member, from 02/002/0021	Sal Employee - No New Dembers from 81/01/2021
	20,000								475 3.75	34		100	
		1	=	-	R 136.00	K 107.79		K 491.49	K 497.45	2	K 41.46	*	×
1 month	R 3,474.88		œ	R 26,95	R 158.00	R 45.17	R 45.17	R 208.49	R 208.49	R 26.27	R 26.27 R	R 150.00	R 150.00
a	R 3,805.82	R 5,254.27	R 1,212.53 R	R 25.95	R 158.00	R 49.48	R 49.48	R 228.35	R 228.35	R 26.27	R 26.27	R 190.00	R 190.00
2004 Barber - Junior	R 4,467.70	R. 5,254.27. R	R 1,212.53 R	26.95	R 158.00	R 58.08	R 58.08	R 268.06	R 268.06	R 26.27	R 26.27 R		
2006 Barber - Senior	R 6,009.03	R 6,009.03	R 1,386.71	R 30.82	R 158.00	R 78.12		R 360.54	~	R 30.05			2
ogist - Unqualified			1		158.00			R 187.63		R 76.37			
					R 158.00				. 0	e 02			
Unqualified	R 5,254.27		ш		R 158.00					R 26.77	1		
			~		R 158.00 R		2			R 38.60			
3022 Salon Assistant			œ		œ		œ			R 26.27			
4018 Drybar Worker	R 4,887.63	R 5,254,27 R	R 1,212.53 R	R. 26.95	R 158.00 R			293.26	~	R 26.27			
2010 General Assistant	R 4,257.55	R 5,254.27 R	R 1,212.53 R	R 26.95	R 158.00 R	55.35	œ	255.45	œ	R 26.27	26.27	R 150.00	R 150.00
2018 Hairdresser - No trade test	R 5,254.27	R 5,254,27 R	R 1,212.53 R	R 26.95	R 158.00 R	68.31		R 315.26		R 26.27	R 26.27		œ
2020 Hairdresser - 1st year after qualified	R 5,983.04	R 5,983.04 R	R 1,380.71 R	R 30.68	R 158.00 R	R 77.78 R		R 358.98 R		R 29.92	R 29.92		œ
	R 8,505.21	R 8,505,21 R	R 1,962.76 R	R 43.62	œ	-	-		R 510.31	R 42.53	42.53		
ls)	R 3,491.43	R 5,254.27 R	R 1,212.53 R	R 26.95	R 158.00 R	R 45.39 R	R 45.39 R		R 209.49	R 26.27	26.27		
Skilled (special needs)	R 3,939.85	R 5,254.27 R	R 1,212.53	R 26.95	R 158.00 R	R 51.22	œ	R 236.39	R 236.39	R 26.27	26.27		
evel		R 1,798.62 R	R 415.07 R	9.22	R 158.00 R					8.99	R 8.99	R 150.00	œ
		R. 3,597.03 R	R 830.09 R	R 18.45 R	R 158.00 R					17.99	17.99		02
		R 5,545,58 R	R 1,279.76 R	28.44	R 158.00 R					R 27.73 R	R 27.73 R		R 150.00
	R 4,259.38	R 7,906.95 R	R 1,824.69	R 40.55	R 158.00	R 55.37	R 55.37	R 255.56	R 255.56	~			
Trainee	R 5,254.27	R 5,254.27 R		R . 26.95 R	R 158.00 R	R 68.31	R 68.31 R	R 315.26	R 315.26	R 26.27			
	R 7,520.88	R 7,520.88 R	R 1,735.60 R		38.57 R 158.00 R	77.79	R 97.77	R 451.25	R 451.25	œ	R 37.60		
	R 11,991.73	R 11,991.73 R			R 158.00 R	R 155.89	R 155.89 R	719.50	R 719.50	œ	59.96	R 150.00	R 150.00
	R 10,129.27	R 10,129,27	R 2,337.54 R	R 51.95	R 158.00 R	R 131.68	R 131.68	R 607.75	R 607.76	R 50.65	R 50.65 R	R 252.00 R	R 252.00
		R 8,556.93			R 158.00 R	R 111.37 R	R 111.37 R	R 514.02	R 514.02	R 42.83	R 42.83	R 252.00	R 252.00
- entry levei					26.95 R 158.00 R		R 49.77	R 229.71	R 229.71	R 26.27 R	R 26.27		
			- 1		27.02 R 158.00 R	R 68.49	R 68.49 R	R 316.12	R 316.12	R 26.34 R	R 26.34		
ed		R 5,254.27 R		R 26.95	R 158.00 R	R 61.22	R 61.22		R 282.57	R 26.27	R 26.27		
	R 4,850.75	R 5,254.27	R 1,212.53	R 26.95	R 158.00 R	R 63.06	R 63.06	R 291.04	R 291.04	R 26.27	R 26.27		
nician - Qualified	R 7,520.88	R 7,520,88		œ	R 158.00 R	R 97.77 R	R 97.77	R 451.25	R 451.25	R 37.60	R 37.60		
	R 5,797.90	R 5,797.90 R	R 1,337.99	R 29.73 R	R 158.00 R	R 75.37 R	R 75.37	R 347.87	R 347.87	R 28.99	R 28.99	R 190.00	R 190.00
	R 7,450.84	R 7,450.84 R	R 1,719.44	R 38.21 R	R 158.00 R	R 96.86	R 96.86	R 447.05	R 447.05	R 37.25	R 37.25		
year of experience	R 5,238.80	R 5,254.27 R	R 1,212.53	R 26.95	R 158.00 R	R 68.10	R 68.10	R 314.33	R 314.33	R 26.27	R 26.27 R	R 150.00	R 150.00
ssing salon	R 6,752.85	R 6,752.85	R 1,558.36	R 34.63	R 158.00 R	R 87.79	R 87.79	R 405.17	R 405.17	R 33.76	R 33.76	R 190.00	00:
3048 Somatologist 3 Years	R 8,919.91	R 8,919.91	R 2,058.46	R 45.74 R	R 158.00 R	R 115.96	R 115.96	R 535.19	R 535.19	R 44.60			
	R 9,810.90	R 9,810.90 R	R 2,264.07 R	R 50.31	R 158.00 R	R 127.54	R 127.54		R 588.65		R 49.05		
Specific Skilled Stylist - doing only one of the following: 1000 Braidine Plattine Cuttine	R 1 703 96	637523	1 217 51	20.75	150 00	37 55	27.00	7007	70.007				
					20000	2	~	×	_	X 79.38			

ANNEXURE "H6"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE FOR DIVISION 106 BEING THE MAGISTERIAL DISTRICTS OF CAPE TOWN, WYNBERG, SIMONSTAD AND BELVILLE

RCSection 13% of a Contributing Wage Changed to NMW 2024 fess pension Contribution 2036 Prescriber Mages Sec 207 Cap vale EOHCB Subscriptions See Annexure C Bargaining Levy See Annexure C Work Code

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 HOIRIY rate for that rate and or amalument
PART TIME EMPLOYEE	An employee who works 1 or 2 or 3 or 4 days per week Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY 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.
MOBING EMBLOSES	in 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 CHIPLOTERS	Contributions for a Working Employer (Work Code 2089), 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.
DAILY RATE CALCULATION	Basic Salary / Wage divided by 4.3333 divided by 45 = HDURLY Rate multiply by home worked on shodow
SICK BENEHT FUND CONTRIBUTIONS	The Ball III on a work in the Ball
EMPLOYEE CATEGORY	SCHEME "C"
ADULT DEPENDANT (each) R	R 130.00
CHILD DEPENDANT (each) R	
	BC = Bargaining Council
	EE = Employee
ABBREVIATION DESCRIPTIONS	ER = Employer
	SBF = Sick Benefit Fund
	SPF = Sick Pay Fund
LEARNERS	Learners to also include any apprentices
UNION FEE / AGENCY FEE	Union Members: Union Fee equates to R 138.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R129.00 per month per member (Excluding the funeral benefit)
	Non-Union Members: Non-Union members pays an Agency fee equal to the Union membership fees currently R 158.00 per person per month but with no UASA benefits.
2024 Hourly Rate - Minimum Wage 45h/Per week	The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMW) Commission are calculated taking into account the Employer's revision Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMW as the Pension Fund American for the Commission and the amount of the NMW as the Pension Fund American Fund Commission as a second control of the Commission and the Commission are calculated and the Employee's representation of the Commission and the Commission are calculated and the Employee's representation and the Commission are calculated as a second control of the Commission and the Commission and the Commission are calculated as a second control of the Commission and the Commission are calculated as a second control of the Commission and the Commission are calculated as a second control of the Commission and the Commission are calculated as a second control of the Commission and the Commission are calculated as a second control of the Commission and the Co
	The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NMW Commission.
	* Kindly note that this schedule will be amended wef 01 Jan 2025 as follows:
2025 Amendments	- Wages/Salaries - 6% increase (subject to CPI not exceeding or falling below 6% by 2%)
	- Control lees for all areas will be 1.3%
	White declarations which usually take place wet 01. March



ANNEXURE "H7"

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

Basic establishment charge * Total minimum charge *		J Odlino										
Basic establishme Total minim	Bargaining Levy See Annexure C	CAME										
Total minim	ent charge * R	,										
· · · · · · · · · · · · · · · · · · ·	Total minimum charge * R	•	Changed to NM	Changed to NMW 2024 less FR Pension Contribution	ension Contribu	filon						
Mort Code Perciption	Actic Contribution	2024 Selary: fribution Wage instor Fund and Council Fees	2024 Prescribed Wage for SPF Calc only	200 Marie	2024 Hourly Bate 45h/Per week	2011 5 CO2	BCFee FR 13% of Contributing Wage	BCFee EE - 13% of Contributing Wage	2024 National Person Fund (EI) - Contributing Wage	7024 National Pension Fund (EE) Contributing Wage	2024 National Str Employer based on Witimum Wage	2024 National SPS Employee based on Windmum Wage
3089 Aesthetic Therapist	R	8,291.56	R 8,291.56	6 R 1,913.45	R 42.52	R 158.00	R 107.79	R 107 79	R 497.49	D 707 A0	0 41.45	S. S
2002 Barber - Trainee	82	2,868.67	R 5,254.27	7 R 1.212.53	8 26.95	158.00			: 0			
2004 Barber - Junior	æ	3,688.29		~		158.00			= a	4 0	75.25 D	7.02. A
2006 Barber - Senior	Ä			œ		158.00			2 02			
3036 Beauty Technologist - Unqualified	æ	1,399.02 R		000	in:	158.00			2 00	2 02		
3034 Beauty Technologist - Qualified	æ	5,254.27 R	1 5,254.27	æ	m	158.00			. ~	2		
3020 Beauty and Skincare Therapist - Unqualified	ac.	3,409.62	R 5,254,27	7. R 1,212.53	R 26.95	R 158.00	R 44.33		~	2		
3014 Beauty and Skincare Therapist	œ	3,806.00 18	5,254.27	7 R 1,212.53	R 26.95	R 158.00	R 49.48	R 49.48	œ	000		
3022 Salon Assistant	œ	2,553.12 R	T 5,254.27	7 R 1,212.53	R 26.95	R 158.00			œ	000		
4018 Drybar Worker	œ	4,887.63 R	8 5,254.27 R	1,212.53	R 26.95	R 158.00	R 63.54		œ	02		
2010 General Assistant	œ	1,843.88 18	5,267.43	R 1,215.57	R 27.01	R 158.00	R 23.97		œ	~		
2012 General Assistant after 5 years	œ	1,936.90 R	5,261.84	F R 1,214.28 R	26.98	R 158.00	R 25.18	R 25.18	R 116.21			
2014 General Assistant after 10 years	œ		5,258.63	R 1,213.54	R . 26.97	R 158.00	R 25.88	R 25.88	œ	œ		
2020 Hairdresser - 1st year after qualified	~			R 1,212.53	R 26.95	R 158.00	R 47.10	R 47.10	R 217.38			
2022 Hairdresser - Qualified	œ	-		r R 1,212.53	R. 26.95	R 158.00	R 55.66	R 55.66	R 256.91	R 256.91	R 26.27	
2024 Hairdresser - Qualified - after 5 years	~			œ	R . 26.95	R 158.00	R 58.46	R 58.46	R 269.80	R 269.80		
2026 Hairdresser - Qualified - after 10 years	~	4,711.42 R		R 1,212.53	26.95	R 158.00	R 61.25	R 61.25	R 282.68	R 282.68	R 26.27	R 26.27
2046 LEAKINEK ENTTY LEVEL	œ			R 415.07	9.22	158.00		1	,		R 8.99	R 8.99
2040 LEANNEN LEVEL Z	oc .			R 830.09	R 18.45	R 158.00					R 17.99	R 17.99
2050 LEANNER - LEVEL 3	œ 1	_		œ	28.44	158.00			. 8		R 27.73	R 27.73
AGOO CTI IDENTS - Entry AGOO	ac 4	3,003.12 R		R 1,826.15	40.58	158.00	R 39.04	R 39.04	R 180.19	R 180.19	R 39.57	R 39.57
4004 CTIDENTE - Modulo 2 (Land 1 9. 2)	× (R 415.07	9.22	158.00					R 8.99	R 8.99
AND STIDENTS MANAGES (LEVEL 1 & 2)	×			R 830.09	18.45						R 17.99	R 17.99
ACOLS STODENTS - Module 4 (Level 5 & 4)	02	_		R 1,279.76	28.44	-		R .			R 27.73	R 27.73
4003 STODENIS - Module o (Level 3 & 0)				R 1,826.15		R 158.00	R 39.04	R 39.04	R 180.19	R 180.19	R 39.57	R 39.57
3032 Manager - Beauty		6,318.58 R	6,318.58	I R 1,458.15	R 32.40	R 158.00	R 82.14	R 82.14	R 379.11	R 379.11	R 31.59	
2060 Manager - Hairdresser		5,909.53 R	5,254.27	R 1,212.53	R 26.95	R 158.00	R 76.82	R 76.82	R 354.57			
2062 Manager - Hairdresser after 5 years		6,203.84 R	5,254,27	R 1,212.53	R 26.95	R 158.00	R 80.65	R 80.65	R 372.23	R 372.23	R 26.27	R 26.27
2064 Manager - Hairdresser after 10 years		6,501.25 R	5,254.27	R 1,212.53	R 26,95	R 158.00	R 84.52	R 84.52	R 390.08			
3030 Manager - only (Beauty Establishment)	œ	4,858.71 R	5,254.27	R 1,212.53	R 26.95	R 158.00	R 63.16	R 63.16	R 291.52			
2054 Manager - only (Hairdressing)		5,254.27 R		R 1,212.53	R 26.95	R 158.00	R 68.31	R 68.31	R 315.26			
2056 Manager - only (Hairdressing) after 5 years		5,254.27 R	5,254.27	R 1,212.53	R 26.95	R 158.00	R 68.31	R 68.31	R 315.26			
2058 Manager - only (Hairdressing) after 10 years	æ	5,706.43 R	5,706.43 R	R 1,316.88 R	R 29.26 R	R 158.00	R 74.18		~			



ANNEXURE "H7"

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

EOHCB Subscriptions See An	See Annexure C	rec										
Bargaining Levy See An	See Annexure C	re C										
Basic establishment charge *	æ	•										
Total minimum charge *	œ	- Cha	nged to NMM	2024 less FR	Changed to NMW 2024 less ER Pension Contribution	tion		িহন				
rot-Coule. Work Gras Description	2026 Salary Contribution Wage Pension Fluid and Coundil Fees	ATT STERRED STER	2024. Prescribed Wage	2024 Weekly Rate	2024 Hourly Rate 45h/Per week	2024 Union	BC Fee ER: 1.3% of Contributing Wage	BCFee Et 13% of Contribution Wage	2024 National Petation Fund (ER) Cortifluting Wage	2024 National Periodic fund (EL) Contributing Wage	2024 Serional SF Employee based on Minimum Wage	2024 National Spi Employee based on Minimum Wage
TOWN TO SHARM STANDARD TO SHARM SHAR	R 2.1	2.174.24 R	5.254.27	R 1.212.53	3 8 26.95	R 158.00	R 28.27	R 28.27	R 130.45	R 130.45	R 26.27	R 26.27
3084 Nail Technician - Certified		-	5,254,27		O#	~	œ	~	R 134.25	R 134.25		R 26.27
3038 Nail technician - Qualified		-	5,254.27	R 1,212.53	-	R 158.00	R 33.33	1 R 33.33	R 153.85	R 153.85	R 26.27	R 26.27
3088 Massage Therapist - entry level	R 2,6	2,634.23 R	5,254,27	R 1,212.53	3 R 26.95	R 158.00	R 34.24	I R 34.24	R 158.05	R 158.05	R 26.27	R 26.27
3087 Massage Therapist	R 5,2	5,225.64 R	5,254.27	R 1,212.53	3 R 26.95	R 158.00	R 67.93	R 67.93	R 313.54	R 313,54	R 26.27	R 26.27
2067 Operator - Trainee	R 2,2	2,254.24 R	5,254.27	R 1,212.53	3 R 26.95	R 158.00	R 29.31	R 29.31	R 135.25	R 135.25	R 26.27	R 26.27
2068 Operator	R 3,1:	3,113.26 R	5,254,27	R 1,212.53	3 R 26.95	R 158.00	R 40.47	R 40.47	R 186.80	R 186.80	R 26.27	R 26.27
2070 Operator - after 5 years		3,268.29 R	5,254.27	R 1,212.53	3 R 26.95	R 158.00	R 42.49	R 42.49	R 196.10	R 196.10	R 26.27	R 26.27
2072 Operator - after 10 years		-	5,254.27	R 1,212.53	3 R 26.95	R 158.00	R 44.50	R 44.50	R 205.40	R 205.40	R 26.27	R 26.27
2074 Operator - Multi skilled	R 3,8	3,848.27 R	5,254.27	R 1,212.53	3 8 26.95	R 158.00	R 50.03	8 R 50.03	R 230.90	R 230.90	R 26.27	R 26.27
2076 Operator - Multi skilled - after 5 years	R 4,0	4,041.58 R	5,254.27	R 1,212.53	3 R 26.95	R 158.00	R 52.54	I R 52.54	R 242.50	R 242.50	R 26.27	R 26.27
2078 Operator - Multi skilled - after 10 years	R 4,2	4,233.10 R	5,254.27	R 1,212.53	3 R 26.95	R 158.00	R 55.03	8 R 55.03	R 253.99	R 253.99	R 26.27	R 26.27
3042 Receptionist - Beauty Establishment	R 4,3	4,385.67 R	5,254.27	R 1,212.53	3 R 26.95	R 158.00	R 57.01	I R 57.01	R 263.14	R 263.14	R 26.27	R 26.27
2082 Receptionist - Hairdressing salon	R 3,7	3,791.33 R	5,254.27	R 1,212.53	3 R 26.95	R 158.00	R 49.29	8 R 49.29	R 227.48	R 227.48	R 26.27	R 26.27
2084 Receptionist - Hairdressing salon - after 5 years	R 3,9	3,981.08 R	5,254.27	R 1,212.53	3 R 26.95	R 158.00	R 51.75	5 R 51.75	R 238.86	R 238.86	R 26.27	R 26.27
2086 Receptionist - Hairdressing salon - after 10 years	R 4,1	4,170.81 R	5,254.27	R 1,212.53	3 R 26.95	R 158.00	R 54.22	2 R 54.22	R 250.25	R 250.25	R 26.27	R 26.27
3048 Somatologist 3 Years	R 3,9	3,995.66 R	5,254.27	R 1,212.53	3 R 26.95	R 158.00	R 51.94	t R 51.94	R 239.74	R 239.74	R 26.27	R 26.27
3052 Somatologist B Tech - 4 years	R 4,3	4,368.57 R	5,254.27	R 1,212.53	3 R 26.95	R 158.00	R 56.79	9 R 56.79	R 262.11	R 262.11	R 26.27	R 26.27
3054 Somatologist - B Tech Laser	R 4,6	4,688.23 R	5,254.27	R 1,212.53	3 R . 26.95	R 158.00	R 60.95	5 R 60.95	R 281.29	R 281.29	R 26.27	R 26.27
1012 Specific Skilled Stylist	R 2,0	2,051.09 R	5,254.99	R 1,212.70	0 R 26.95	R 158.00	R 26.66	3 R 26.66	R 123.07	R 123.07	R 26.27	R 26.27
1014 Specific Skilled Stylist - after 5 years	R 2,6	2,638.54 R	5,254.27	R 1,212.53	3 R 26.95	R 158.00	R 34.30) R 34.30	R 158.31	R 158.31	R 26.27	R 26.27
1016 Specific Skilled Stylist - after 10 years	R 2,7	2,765.63 R	5,254.27	R 1,212.53	3 R 26.95	R 158.00	R 35.95	5 R 35.95	R 165.94	R 165.94	R 26.27	R 26.27
Specific Skilled Stylist - doing only one of the following: Braiding, 1000 Platting, Cutting	œ	1,537.66 R	5,285.80	R 1,219.81	1 R 27.11	R 158.00	R 19.99	8 19.99	R 92.26	R 92.26	R 26.43	R 26.43
Specific Skilled Stylist - doing only one of the following: Braiding, 1002 Platting. Cutting after 5 years	œ	1,614 60 R	5,281.18	R 1,218.74	4 R 27.08	R 158.00	R 20.99	3 R 20.99	R 96.88	R 96.88	R 26.41	R 26.41
Specific Skilled Stylist - doing only one of the following: Braiding.		-	-									
1004 Platting, Cutting after 10 years			2,276.61	¥	×	H 158.00	K 21.97	/ K 21.9/	K TOL.39	K TOT-33		R 20.38
2089 Working Employer (in Salon with Staff)	R 4,2	4,281.79 R	5,378,06	R 1,241.10	0 8 27.58						R 80.67	

BARGAINING COUNCIL EACH PROCESSION SCHOOL OF THE FREE STATE.

ANNEXURE "H7"

HOTES NOTES NO	EOHCB Subscript	EOHCB Subscriptions See Annexure C
MOTES Average to the templorer who additioned the templorer the templorer who additioned the templorer who additioned the templorer who additioned the templorer the templorer who additioned the templorer the templorer than additioned the templorer than a	Racic actahlichment chari	of Remember
NOTES HACTORISE STATES OF THE PROPERTY OF THE	Total minimum chan	R - Changed to NIMW 2024 less ER Pension Contribution
	Riciale Verificate Description	2004 Everyther Wage 2004 Weekly have Ashre week 2004 White Back 2004 White Contributing Wage
	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 HOURLY rate for that category of employment
		An employee who works 1 or 2 or 3 or 4 days per week Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY 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	Contributions for a Working Employer (Work Code 2089), 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.
	DAILY RATE CALCULATION	Basic Salary / Water divided by 4.3333 divided by 453 HOURLY Rate multiply by hours worked on the day
	COMMISSION EARNERS	Qualified Hairdressers / Stylists, which are employees and employeed on or after 2010, whom will receive a minimum of 30% commission. Qualified Hairdressers / Stylists, which are employees and employeed orior to 2010, whom will receive a minimum 30% Commission.
		NO STOCK DEDUCTIONS ARE ALLOWED. VAT AND LOYALIT CARD FEES SHALL BE DEDUCTABLE
		BC = Bargaining Council
	ABBREVIATION DESCRIPTIONS	EE Employee
		SBF = Sick Benefit Fund
	STATE OF THE PARTY	SPE SIGK PRIVATE AND SPECIAL S
	LINION FEE / AGENIN' FEE	Union Members: Union fee equates to R.158.00 per month per member. For members who join UASA after the age of 60, the Union fee equates to R.129.00 per month per member [Excluding the funeral blond per member of the funeral blond per month per member of the funeral blond per member of the funeral
		Non-Union Members: Non-Union members pays an Agency Fee equal to the Union membership fees currently R.158.00 per person per month but with no UASA benefits.
	2024 Hourly Rate - Minimum Wage 45h/Per week	The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMW) Commission are calculated taking into account the Employer's Pension Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMW as the Pension Fund contribution of the Employer is factored into the calculation. The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NMW Commission.
* NMW adjustments which usually take place wef 01 March	2025 Amendments	* Kindly note that this schedule will be amended wef 01 Jan 2025 as follows: - Wages/Salaries - 6% increase (subject to CPI not exceeding or falling below 6% by 2%) - Countil fases for all areas will be 1 3%
		* NMW adjustments which usually take place wef 01 March



ANNEXURE "H8"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 108 BEING THE NORTH-WEST PROVINCE (EXCLUDING RUSTENBURG, BRITS AND MANKWE)

EOHCB Subscri	EOHCB Subscriptions See Annexure C										
Bargainin	Bargaining Levy See Annexure C										
Basic establishment charge *	narge * R -										
Total minimum charge *	narge * R	Changed to	NMW 2024 less I	Changed to NMW 2024 less ER Pension Contribution.	ution						
Work Code Description	2024 Salany- Conformation Wage- Pension Fund and Countil Fees	2024 Prescribed Wager to SPFCold only	2028 Weekly faile	2024 Hourly Rate 45th Per week	2024 Union Fee	BC Fee ER - 13% of Contributing Wage	BC Fee EE - 2.3% of Contributing Wage	2024 National Pension Fund (ER) Contributing Wage	2024 National Pension Fund (EE) Contributing Wage	2024 National SFE Employer based on Minimum Wage	2024 National SPF Employee based on Minimum Wage
3089 Aesthetic Therapist	R 8,291.56 R	R 8,291.56 R	R 1,913.45 R	R 42.52	R 158.00	R 107.79	R 107.79	R 497.49	R 497.49	R 41.46	R 41.46
2002 Barber - Trainee		R. 5,254,27	R 1,212.53 R	R 26.95	R 158.00	R 37.12	R 37.12	R 171.31	R 171.31	R 26.27	R 26.27
2004 Barber - Junior		R 5,254.27 R	R 1,212.53 R	R 26.95	R 158.00	R 47.72	R 47.72	R 220.25	R 220.25	R 26.27	R 26.27
2006 Barber - Senior		R 6,004.86	R 1,385.75 R	R 30.79	R 158.00	R 78.06	R 78.06	R 360.29	R 360.29	R 30.02	R 30.02
3036 Beauty Technologist - Unqualified	R 1,628.05 R	R 5,280.38 R	R 1,218.56 R	R 27.08	R 158.00	R 21.16	R 21.16	R 97.68	R 97.68	R 26.40	R 26.40
3034 Beauty Technologist - Qualified	5,254	R 5,254,27 R	R 1,212.53 R	R 26.95	R 158.00	R 68.31	R 68.31	R 315.26	R 315.26	R 26.27	R 26.27
3020 Beauty and Skincare Therapist - Unqualified	R 3,967.84 R	R 5,254.27	R 1,212.53 R	R. 26.95 R	R 158.00	R 51.58	R 51.58	R 238.07	R 238.07	R 26.27	R 26.27
3014 Beauty and Skincare Therapist	R 4,429.09 R	R 5,254.27	R 1,212.53 R	R 26.95	R 158.00	R 57.58	R 57.58	R 265.75	R 265.75	R 26.27	R 26.27
3022 Salon Assistant	R 3,048.06 R	R 5,254.27	R 1,212.53	8 . 26.95	R 158.00	R 39.62	R 39.62	R 182.88	R 182.88	R 26.27	R 26.27
4018 Drybar Worker	R 4,887.63 R	R 5,254,27	R 1,212.53	R 26.95	R 158.00	R 63.54	R 63.54	R 293.26	R 293.26	R 26.27	R 26.27
2010 General Assistant	R 2,617.14 R	R 5,254.27	R 1,212.53 R	R 26.95	R 158.00	R 34.02	R 34.02	R 157.03	R 157.03	R 26.27	R 26.27
2012 General Assistant after 5 years	R 2,748.34 R	R 5,254.27	R 1,212.53 R	R 26,95	R 158.00	R 35.73	R 35.73	R 164.90	R 164.90	R 26.27	R 26.27
2014 General Assistant after 10 years	R 2,877.78 R	R 5,254.27	R 1,212.53 R	R . 26.95	R 158.00	8 37.41	R 37.41	R 172.67	R 172.67	R 26.27	R 26.27
2020 Hairdresser - 1st year after qualified	R 5,254.27 R	R 5,254,27	R 1,212.53 R	R 26.95	R 158.00	R 68.31	R 68.31	R 315.26	R 315.26	R 26.27	R 26.27
2022 Hairdresser - Qualified	R 6,226.48 R	R 5,254.27	R 1,212.53 R	R 26.95	R 158.00	R 80.94	R 80.94	R 373.59	R 373.59	R 26.27	R 26.27
2024 Hairdresser - Qualified - after 5 years	R 6,536.44 R	R 5,254.27	R 1,212.53 R	R 26.95	R 158.00	R 84.97	R 84.97	R 392.19	R 392.19	R 26.27	R 26.27
2026 Hairdresser - Qualified - after 10 years	R 6,849.45	R 5,254.27	R 1,212.53 R	R . 26.95	R 158.00	R 89.04	R 89.04	R 410.97	R 410.97	R 26.27	R 26.27
2046 LEARNER - Entry Level		R 1,798.62	R 415.07 R	R 9.22	R 158.00	В.			R .	R 8.99	R 8.99
2048 LEARNER - Level 2	В.	R 3,597.03	R 830.09	R 18.45	R 158.00	В .		В.		R 17.99	R 17.99
2050 LEARNER - Level 3	. ~	R 5,545.58	R 1,279.76 R	R 28.44	R 158.00			. ~		R 27.73	R 27.73
2052 LEARNER - Level 4	R 3,456.20 R	R 7,906.95	R 1,824.69	R 40.55	R 158.00	R 44.93	R 44.93	R 207.37	R 207.37	R 39.53	R 39.53
3032 Manager - Beauty	R 7,353.03 R	R 7,353.03	R 1,696.87	R 37.71	R 158.00	R 95.59	R 95.59	R 441.18	R 441.18	R 36.77	R 36.77
2060 Manager - Hairdresser	R 6,562.51 R	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 85.31	R 85.31	R 393.75	R 393.75	R 26.27	R 26.27
2062 Manager - Hairdresser after 5 years	R 6,890.92 R	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 89.58	R 89.58	R 413.46	R 413.46	R 26.27	R 26.27
2064 Manager - Hairdresser after 10 years	R 7,219.22	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 93.85	R 93.85	R 433.15	R 433.15	R 26.27	R 26.27
3030 Manager - only (Beauty Establishment)	R 5,254.27	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 68.31	R 68.31	R 315.26	R 315.26	R 26.27	R 26.27
2054 Manager - only (Hairdressing)	R 6,179.77	R 6,179.77 R	R 1,426.11	R 31.69	R 158.00	R 80.34	R 80.34	R 370.79	R 370.79	R 30.90	R 30.90
2056 Manager - only (Hairdressing) after 5 years	R 6,489.54	R 6,489.54	R 1,497.60	R 33.28	R 158.00	R 84.36	R 84.36	R 389.37	R 389.37	R 32.45	R 32.45
2058 Manager - only (Hairdressing) after 10 years	R 6,797.55 R	R 6,797.55 R	R 1,568.68 R	R 34.86	R 158.00	R 88.37	R 88.37	R 407.85	R 407.85	R 33.99	R 33.99

ANNEXURE "H8"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 108 BEING THE NORTH-WEST PROVINCE (EXCLUDING RUSTENBURG, BRITS AND MANKWE)

EOHCB Subscript	EOHCB Subscriptions See Annexure C	C									
Bargaining	Bargaining Levy See Annexure	C									
Basic establishment charge *	rge * R										
Total minimum charge *	rge * R	- Change	d to NMW 2024 le	Changed to NMW 2024 less ER Pension Contribution	ution						
Work Code	2024 Salary- Contribution Wage- Pension Fund and Council Fees	2024 Prescribed Wage for SPF Calc	20024 Weekly Rate	ce 2024 Houriy Bate 45h/Perweek	2024 Cirilon	BC Fee ER - 1.3% of Contributing Wage	BC Fee ER - 1.3% of BC Fee EE - 1.3% of Contributing Wage Contributing Wage	2024 National Pension Fund (ER) - Contributing Wago	2024 National Pension Fund (EE) - Contributing Wage	2024 National SPF Employer based din Minimum Wage	2024 Mational SPF Employee based on Minimum Wage
3040 Nail technician - Unqualified	R 2,530.19 R	19 R 5,254.27	27 R 1,212.53	53 R 26.95 R	R 158.00	R 32.89	R 32.89	R 151.81	R 151.81	R 26.27	R 26.27
3084 Nail Technician - Certified	R 2,603.89 R		5,254.27 R 1,212.	1,212.53 R 26.95	R 158.00	R 33.85 R				~	R 26.77
3038 Nail technician - Qualified	R 3,037.86 R	36 R 5,254.27	R	1,212.53 R 26.95	œ					~	
3088 Massage Therapist - entry level	R 2,634.23 R	23 R 5,254.27	œ	1,212.53 R 26.95	R 158.00	R 34.24	R 34.24	R 158.05		~	
3087 Massage Therapist	R 4,887.63 R	53 R 5,254.27	æ	1,212.53 R 26.95	R 158.00	R 63.54	R 63.54	R 293.26	R 293.26		
2067 Operator - Trainee		33 R 5,254.27	œ	1,212.53 R 26.95	R 158.00	R 45.18	R 45.18	R 208.52	R 208.52	R 26.27	R 26.27
2068 Operator	R 4,815.81 R		5,254.27 R 1,212.53 R	53 R . 26.95	R 158.00	R 62.61	R 62.61	R 288.95	R 288.95	R 26.27	R 26.27
2072 Operator - after 10 years	R 5,254.27 R		5,254.27 R 1,212.	1,212.53 R 26.95 R	R 158.00	R 68.31	R 68.31			~	
2070 Operator - after 5 years	R 5,056.94	œ	5,254.27 R 1,212.53 R	53 R 26.95 R	R 158.00	R 65.74	R 65.74	R 303.42	R 303.42	R 26.27	R 26.27
2074 Operator - Multi skilled	R 5,254.27 R		5,254.27 R 1,212.	1,212.53 R. 26.95 R	R 158.00	R 68.31	R 68.31	R 315.26	R 315.26	R 26.27	R 26.27
2076 Operator - Multi skilled - after 5 years	R 5,875.2:	1 R	5,875,21 R 1,355.83 R	83 R 30.13 R	R 158.00	R 76.38	R 76.38	R 352.51	R 352.51	œ	
2078 Operator - Multi skilled - after 10 years	R 6,153.66 R	56 R 6,153.66 R	66 R 1,420.09 R	09 R 31.56 R	R 158.00	R 80.00	R 80.00 R	R 369.22	R 369.22	R 30.77	R 30.77
3042 Receptionist - Beauty Establishment			5,254.27 R 1,212.53 R	53 R 26.95 R	R 158.00	R 66.35	R 66.35 R	R 306.22	R 306.22	R 26.27	R 26.27
2082 Receptionist - Hairdressing salon	R 5,094.18 R	٠.	5,254.27 R 1,212.	1,212.53 R 26,95 R	R 158.00	R 66.22	R 66.22	R 305.65	R 305.65	R 26.27	R 26.27
2084 Receptionist - Hairdressing salon - after 5 years	R 5,254.27	œ	5,254.27 R 1,212.53 R	53 R 26.95	R 158.00	R 68.31	R 68.31	R 315.26	R 315.26	R 26.27	R 26.27
2086 Receptionist - Hairdressing salon - after 10 years	R 5,254.27	œ	5,254.27 R 1,212.53 R	53 R 26,95	R 158.00	R 68.31	R 68.31	R 315.26	R 315.26	R 26.27	R 26.27
3048 Somatologist 3 Years	R 4,649.80 R		5,254.27 R 1,212.53 R	53 R 26,95	R 158.00	R 60.45	R 60.45	R 278.99	R 278.99	R 26.27	R 26.27
3052 Somatologist B Tech - 4 years		æ	5,254.27 R 1,212.53 R	53 R 26.95	R 158.00	R 64.09	R 64.09	R 295.79	R 295.79	R 26.27	R 26.27
3054 Somatologist - B Tech Laser		a		1,212.53 R 26.95	R 158.00	R 68.31	R 68.31	R 315.26	R 315.26	R 26.27	R 26.27
1012 Specific Skilled Stylist	R 2,493.00	æ	5,254.27 R 1,212.53 R	53 R 26,95	R 158.00	R 32.41	R 32.41	R 149.58	R 149.58	R 26.27	R 26.27
1014 Specific Skilled Stylist - after 5 years	R 2,617.14	14 R 5,254.27	27 R 1,212.53 R	53 8 26,95	R 158.00	R 34.02	R 34.02	R 157.03	R 157.03	R 26.27	R 26.27
1016 Specific Skilled Stylist - after 10 years	R 2,743.03	3 R 5,254.27	27 R 1,212.53	53 R 26,95	R 158.00	R 35.66	R 35.66	R 164.58		~	R 26.27
Specific Skilled Stylist - doing only one of the following:											
1000 Braiding, Platting, Cutting	R 1,703.95	15 R 5,275.82	82 R 1,217.51	51 R 27.06	R 158.00	R 22.15	R 22.15	R 102.24	R 102.24	R 26.38	R 26.38
Specific Skilled Stylist - doing only one of the following:											
1002 Braiding, Matting, Cutting arter 5 years	R 1,789.07	1/ R 5,278.71	71. R 1,216.33	33 R 27.03	R 158.00	R 23.26	R 23.26	R 107.34	R 107.34	R 26.35	R 26.35
Specific Skilled Stylist - doing only one of the following: 1004 Braiding, Platting, Cutting after 10 years	R 1,875.96	96 R 5,265,50	50 R 1.215.12	12 8 27.00	R 158.00	R 24.39	PS 70 39	112 SE	R 117 56	R 76.33	P 76 33
2089 Working Employer (in Salon with Staff)	R 7,062.07 R			~							



ANNEXURE "H8"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 108 BEING THE NORTH-WEST PROVINCE (EXCLUDING RUSTENBURG, BRITS AND MANKWE)

EOHCB Subscript	EOHCB Subscriptions See Annexure C
Bargaining	Bargaining Levy See Annexure C
Basic establishment charge *	. Z
Total minimum charge *	* R - Changed to NN/W 2024 less ER Pension Cortotiution
Work Code Toda	Date Sciency Date (neutrolibries) Date (neutrolibri
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 mescribed HOI RRY rate for that category of employment
PART TIME EMPLOYEE	An employee who works 1 or 2 or 3 or 4 days per week Remuneration / Basic Salary / Wages shall be calculated at the prescribedHOURLY rate for that category of employment Should the Council not receive the lower calculated salary from the Employee; Show on which then the calculated salary from the Employee; Show on which the calculated salary from the Should the calculated salary from the Should the calculated salary from the Should will apply.
WORKING EMPLOYERS	Contributions for a Working Employer (Work Code 2089), is voluntary for a Transaction of the Contributions for a Working Employer (Work Code 2089), is voluntary for a Transaction of the Contributions for a Working Employer (Work Code 2089), is voluntary for a Transaction of the Contributions for a Working Employer (Work Code 2089), is voluntary for a Transaction of the Contribution o
PENSION FUND	Persistent Fund Contributions to be paid by all Employees will be bas of the Basic Salary of the Employee. Contributions payable by all Employees will be basic Salary of the
DAILY RATE CALCULATION	Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day
COMMISSION EARNERS	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 30% Commission NO STOCK DEDUCTIONS ARE ALLOWED. VAT AND LOYALTY CARD FEES SHALL BE DEPUICTARE
	BC = Bargaining Council
ABBREVIATION DESCRIPTIONS	EE = Employee ER = Employee ER = Employer
	SBF = Sick Benefit Fund SPF = Sick Pay Fund
LEARNERS	Learners to also include any apprentices
UNION FEE / AGENCY FEE	Union Members: Union Fee equates to R 158.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R 129.00 per month per member (Excluding the funeral benefit)
	Non-Union Members: Non-Union members pays an Agency Fee equal to the Union membership fees currently 8.158.00 per person per month but with no UASA benefits.
2024 Hourly Rate - Minimum Wage 45h/Per week	The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMW) Commission are calculated taking into account the Employer's Pension Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMW as the Pension Fund contribution of the Employer is factored into the calculation. The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NMW Commission.
2025 Amendments	* Kindly note that this schedule will be amended wef 01 Jan 2025 as follows: - Wages/Salaries - 6% increase (subject to CPI not exceeding or falling below 6% by 2%) - Council fees for all areas will be 1.3% * NMW adjustments which usually take place wef 01 March



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

ANNEXURE "H9"

Bargaining Let	Bargaining Levy See Anneutre C									-											
		Changed to biblish for	Changes to MMMCless SR Pension Contribution	MÉSOS .								Scheme "A"		Scheme 'B'	Scheine 18. Meinber Scheine 18. Meinber 12. Scheine 19. Meinber 12. Scheine 19. Meinber	heme 'B" Me	ember +1. Sc	cheme "B" NA	ember +2 S	heme "B". A	éiriber 43
	Zidi kalang Commission Wage Person Francis Commission Commission	2004 Prejection was	Scool Windshift Surfe	A Section 1	MOSt Union of				2004 factorial Pendon Fund [ES] - Contributing Mage	MAX Markens Services (Services Services		1	N-Mg	H	NOMEN SECTION	F. See See See See See See See See See Se	8	2007/2018 See 127 Englose	Jan By	Ster 100 Employee	Nate No.
3089 Aesthetic Therapist	R 8,291.56	8 8,291.56	R 1,913.45	R 42.52 R	158.00 R	107.79 R	8 67.70I	538.95	20865		A1 46	8	00000	2000	**	200			· v		
2002 Barber - Trainee	R 3,805.82	# 5,254,27 R	1,212.53	R 26.95 R			49.48	247.38	247.38	26.27		20.00	1000	20.00	20.00	9 9 9	313 m a	8 6	447.00	M 00.07	1
2004 Barber - Junior	R 5,254.27 R	5,254.27	R 1,212.53 R	R 25.95 R	158.00 R		68.31 R		341.53			R 70.00	100.00	20.02				200	441.00		
2006 Barber - Senior	R 7,795.50 R	R 7,755.30 R	1,798.98	R 39.98 R		"	101.34		506.71	38.38		20.07	1000	2000	175.00			20.00			
3036 Beauty Technologist - Unqualified	R 2,647.53	R 5,254.27	R 1,212.53 R	1	158.00 R		34.42			26.77		20.07	900	20.02	27.			2000			1
3034 Beauty Technologist - Qualified	R 5,254.27 R	5,254,27	R 1,212.53 R	R 25.95 R	158.00 R				341.53	26.27		20.07	10000	70.00	175.00			20.00		N.00	1
3020 Beauty and Skincare Therapist - Unqualified	R 4,135.76	R 525427	R 1,212.53 R	R . 26.95 R	158.00 R				268.89			A 70.00	100.001	20.00	175.00			200			280.00
3014 Beauty and Skincare Therapist	R 5,684.22 R	5,684,22	R 1,311.75 R	R 29.15 R	158.00 R	73.89 R				28.42		R 70.00	100.00	20.00	175.00			2002		2000	1
3022 Salon Assistant	R 4,288.99	R 5,254,27 R	1,212,53	R 76.95 R	158.00 R	55.76 R						R 70.00	100.00	70.00	175.00			20.00			
4018 Drybar Worker	R 4,887.63	R 5,254.77	R 1,212.53 R	8 76.95 R	158.00 R	63.54 R	63.54 R	317.70 R	317.70			R 70.00	100.00	20.00	175.00			20.02			
2010 General Assistant	R 2,942.06 #	R SZSAZY R	R 1,212.53 R	8 26.95 R	158.00 R	38.25 R	38.25 R		191.23			R 70.00	100.00	20.00	175.00			0002			
2022 Hairdresser - no trade test	R 4,881.38	R 5,254.27 R	R 1,212.53 B	3 25.95 R	158.00 R	63.46 R	63.46 R	317.29 R	317.29 F	R 26.27 R		R 70.00		70.00	175.00			70.00			
2020 Hairdresser - 1st year after qualified	R 4,907.86 R	5,254.27	R 1,212.53 R	26.95 R	158.00 R	63.80 R	63.80 R	319.01 R	319.01	R 26.27 R			R 100,00 R		1	70.00 R		20.00			
2016 Hairdresser - Qualified	R 6,890.89	R . 6,890.89	R 1,590.22 R	35.34 R	158.00 R	89.58 &	89.58 R	447.91 R	447.91	R 34.45 R	34.45	R 70.00 R	100.00 R	70.00 R		70.00 R	313.00 R	70.00	441.00 R		1
2046 LEARNER - Entry Level	ď	R 1,798.62	R 415.07 R	8 9.22 R	158.00 R		,	ac		R 8.99 R		æ			175.00	70.00 R		70.00			
2048 LEARNER Level 2		R 3597.03	R 830.09 R	18.45 R	158.00 R		ec.			R 17.99 R	17.99	R 70.00 R	100.00 R		175.00 R						
2050 LEARNER Lovel 3	œ	R 5,545.58	R 1,279.76 R	28.44 R	158.00 R	œ.				R 27.73 R	27.73	~			175.00						280 00
2052 LEARNER - Level 4	R 4,176.48	8 7,906.95	R 1,824.69 R.	40.55 R	158.00 R	54.29 R	54.29 R	271.47 R	271.47	R 39.53 R		R 70.00		20.00	175.00						1
3032 Manager - Beauty	R 7,353.03	8 7,353.03 R	R 1,696.87 R	R 37.71 R	158.00 R	95.59 R	95.59 R	477.95 R	477.95												
2060 Manager - Hairdresser	R 6,562.51	8 5,254.27	R 1,212.53 8	16.95 R	158.00 R	85.31 R		426.56 R	426.56	R 26.27 R										-	
3030 Manager - only (Beauty Establishment)	R 5,254.27 R	5,254.27	R 1,212.53 R		158.00 R			341.53	341.53	26.27						-	-		-		
2054 Manager - only {Hairdressing}	R 6,179.77 R	R 6,179,77 R	R 1,426.11 R		158.00 R	80.34 R	80.34 R		401.68	30.90						-				-	T
3028 Make-up Artist Trainee	R 4,136.76	8 5,254.27	R 1,212.53 R	26.95 R	158.00 R	53.78 R	53.78 R	268.89 R	268.89	R 26.27 R	26.27	8 70.00 R	R 100.001 R	20.00	175.00 8	8 00 02	313.00 8	9 00 00	9 00 00	0000	90,000
3026 Make-up Artist	R 5,684.22 R	5,684,22	R 1,311.75 R	29.15 R	158.00 R	73.89 R	73.89 R		369.47	28.42	28.42	70.00	100.00	20.00					441 00 8		280.00
3040 Nail technician - Unqualified	R 4,180.47	R 525427	R 1,212.53 R	1	158.00 R	54.35 R	S4.35 R	271.73 R	271.73 R	R 26.27 R	26.27	R 70.00 R	100.00 R		175.00 R						580.00
3084 Mail Technician - Certified	R 4,302.23	R 5,254,27	R 1,212.53 R	26.95 R	158.00 R	SS.93 R	55.93 R	279.65 R	279.65 R	R 26.27 R	26.27	R 70.00 R	300.00 R	70.00 R	175.00 R	70.00 R	313.00 R	70.00 R	441.00 R	70.00 R	280.00
3038 Nail technidan - Qualified	5,254.27	8 5,254.27 R	R 1,212.53 B	76.95 R	158.00 R	68.31 R	68.31 R	341.53 R	341.53 R	3 26.27 R	26.27	R 70.00 R	100.00	70.00 R	175.00 R	70.00 R	313.00 R	70.00 R	441.00 R	70.00 R	280.00
SUSS Massage Therapist - entry level	R 2,634.23	8 5,254.27 R	R 1,212.53 R	26.95 R	158.00 R	34.24 R	34.24 R	171.22 R	171.22 R	26.27 R	26.27	R 70.00 R	100.00 R	70.00 R	175.00 R	70.00 R	313.00 R	70.00 R	441.00 R	70.00 R	580.00
3087 Massage Therapist	4,887.63	8 5,254,37 R	R 1,212.53 R		158.00 R	63.54 R	63.54 R	317.70 R	317.70 R	3 26.27 R	26.27	R 70.00 R	100.00		175.00 R	70.00 R		70.00 R	441.00 R		580.00
2067 Operator - Trainee	3,630.43	8 5,254.27 F	R 1,212.53 R	26,95 R	158.00 R	47.20 R	47.20 R	235.98 R	235.98 R	3 26.27 R	26.27	R 70.00 R	100.00 R	70.00 R	175.00 R	70.00 R	313.00 R	70.00 R	441.00 R	70.00 R	280.00
2068 Operator	R 4,288.99	R 5,254.27 R	R 1,212.53 R	76.95 R	158.00 R	55.76 R	55.76 R	278.78 R	278.78 R	3 26.27 R	26.27	R 70.00 R	100.00	70.00 R		70.00 R	313.DO R	70.00 R	441.00 R	70.00 R	580.00
2074 Operator - Multi skilled	R 4,449.13	R 5,254.27 R	R 1,212.53 R	26.95 R	158.00 R	57.84 R	57.84 R	289.19 R	289.19 R	3 26.27 R	26.27	R 70.00 R	100.00 R	70.00 R	175.00 R	70.00 R				70.00 R	580 00
3042 Neceptionist - Beauty Establishment	R 5,254.27	R 5,254.27 R	R 1,212.53 R	26.95 R	158.00 R	68.31 R	68.31 R	341.53 R	341.53 8	26.27 R	26.27	R 70.00 R	100.00 R	70.00 R	175.00 R	70.00 R	313.00 R	70.00 R	441.00 R		280.00
2082 Receptionist - Haindnessing salon	R 5,254.27	R 5,254.27 R	R 1,212.53 R	26.95 R	158.00 R	68.31 R	68,31 R	341.53 R	341.53 R	t 26.27 R	26.27	R 70.00 R	100.00	70.00 R		70.00 R	313.00 R	70.00 R	441.00 R		580.00
3048 Somatologist 3 Years	R 6,983.47	R 6,983.47 R	R 1,611.58 R	35.81 R	158.00 R	90.79 8	90.79 R	453.93 R	453.93 R	34.92 R		R 70,00 R	100.00		175.00 R						580.00
3052 Somatologist B Tech - 4 years	R 7,876.70	R 7,876.70 R	R 1,817.71 R	40.39 R	158.00 R	102.40 R	102.40 R	S11.99 R	511.99 R	39.38 R	39.38	R 70.00 R		70.00 R		70.00 R					280.00
1012 Specific Skilled Skylist Specific Skilled Skylist - doing only one of the following:	R 2,943.71	B 5,254.27	R 1,212.53 R	26.95 8	158.00 R	38.27 R	38.27 R	191.34 8	191.34 R	1 26.27 R	26.27	R 70.00 R		70.00 R		70.00 R			441.00 R		280.00
1000 Braiding, Platting, Cutting	R 2,930.49 R	R 525427 R	R 1,212.53 R	26.95 R	158.00 R	38.10 R	38.10 R	190.48 R	190.48 R	1 26.27 R	26.27	R 70.00 R		70.00 R		70.00 R	313.00 8	20.00	8 00 199		280 00
2089 Working Employer (in Salon with Staff)	R 6,890.89 R	R 6,890.89 R	R 1,590.22 R	35.34			-		00	1		170.00	1								

ANNEXURE "H9"			Scheine "B" Member 42 Scheine "B" Member 43 Scheine "B" Member 45 Schein	Andreas Company and Andrea																
BARGAINING COUNCIL	REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING FOR DIVISION 109 BEING THE ENTRE KWA-ZULU NATAL PROVINCE	EOHCS subscriptions! See American C. Bargaining Levy See American C.	Chairend to WMW less ER Presion Contribution	MATION STATES CONTINUED TO STATE STATES OF THE PROPERTY OF THE		TE An englower Was backforder for my permanent among the ensembled HOUNT can be trained and environment of the permanent among the ensembled HOUNT can be "that cannow or environment among the calculate as the ensembled HOUNT can be "that cannow or environment among the permanent amon			Persion fund Constructions to be paid by all component will be ESN of the CONTRIBUTIONS Salary of the (Imployee, Constitutions payable by all components will be ESNs of the East-Salary of the (Imployee).		SICK REHEIT FLUID CONTINEUT/DIOS.—NO NEW MEMBERS TO JOHN FROM 2029	SOHBNE "81" SCHBNE "82" SCHBNE "82" SCHBNE "83" Member +3 Member +3 Member +3	<u>EMERICACIONTESITURA R. 7300 R</u>	* Bargaining Council	Elle Impliquee Elle Impliquee FITONIS Elle Implique Green elle Elle Implique Green elle Elle Elle Implique Green elle Elle Elle Elle Elle Green elle Elle Elle Green elle Gre	larmer to also bedude any apprentices	Union Members: Union Fee equate Lold Oper month per member. For members who join Union, when the age of 60, the Union Fee equates use 120.00 per month per member (Excitating the funeral benefit). Note Union Members should-knin members pays an Agency Fee equal to the Union membership fee section one month but with no LUCA benefit.		Individy note that this schedule will be amended well 0.1 km 20. Valego/Spatier Sook remease (aubiest to CPI not exceeding o come feet for all areas will be 1.3% Ordand feet for all areas with a 1.3% MAMW alignationats which usually take piace well 0.1 March	
		23		Marchine Distribution	NOTES	CASUAL EMPLOYEE	PAKT TIME EMPLOYEE	WORKING EMPLOYERS	PENSION FUND	DAILY RATE CALCULATION	SICK BENEFIT FUND CONTRIBUTIONS - N	CATEGORY	EMPLOY		ASBREVIATION DESCRIPTIONS	LEARNERS	UNION FEE / AGENCY FEE	2024 Hourly Rate - Minimum Wage 45h/Per week	2025 Amendments	

	HEMONEHATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING, 45 HOURS BEAUTY AND 25 HOURS PART TIME WONDERBOOM - WORKING 40 HOURS HAIRDRESSING, 45 HOURS BEAUTY AND 25 HOURS PART TIME	IEDULE HAIRI A - WORKING	40 HOURS	OSMETOL(JGY BEAU ING, 45 HO	URS BEAL	KINCARE P	HOURS PAR	TIME			(Cis or rac	Ť
EOHCB Subscriptions	EOHCB Subscriptions /Bargaining Levy See Annexure C	O U											
	Salon Charge * R												
		Changed to NN	Changed to NAMN less ER Pension Confribution	on Contribution									
and the second s	Oostsister Contribution Wage Pension Frend and Control Feat	2025 Prescribed Wage for SPF Calc only		2024 Hourly faste -404/Per week, Beauty 45h/Perweek Part time 25h/Perweek	P. B. Ber P. B.	* BC Fee Ell - Salon Reg pre Noul? - 1.3% @ 90% on Contributing Wage	"BCFec & Salon Neg pre Pool/7 12K on Contribute Wage	* BC Fee ER Salon Rog after Novid?* (3% of Contributing 1	R. Fee EE - Salon Rig after Nox 177- 1.3% of Contributing	2024 Institutal Person fund (ER). Contributing Wage	2024 National Pension Fand (III) Contibuting Wage	2025 National SP: Employe: Based on Michaello Mode	2004 National SPE Employee Speed on Minimum Wage
3089 Aesthetic Therapist	R 8,291.56	6 R 8,291.56	R 1,913.45	R 42.52	R 158.00 R	97.01 R	107.79	R 107.79	R 107.79	R 497.49	R 497.49	R 41.46	R 41.4
2000 Barber - starting 1 month			1,077.81	R 25.95	R 158.00 R	42.59 R	47.32	47.32	œ		218.42		R 23.35
2002 Barber - Trainee	П			26.95	R 158.00 R	48.40 R			ac	248.21	248.21	23.35	
2004 Barber - Junior		ľ	e	26,95	R 158.00 R	56.96 R	63.29		63.29	292.11	292.11	23.35	
2006 Barber - Senior	R 8,120,31 R.	1 K 8,120,31 R	R 1,873,93 R	76.85	46.85 R 158.00 R	95.01 R	105.56	R 105.56 R	105.56	487.22	R 487.22	R 40.60	R 40.60
3034 Beauty Technologist - Qualified		4 00	1	26.55	R 158.00 R	60.58 R				310.67	310.67	25.89	
3020 Beauty and Skincare Therapist - Unqualified		ė.	П	26.95	R 158.00 R	58.12 R	84.58				298.07	26.27	
3014 Beauty and Skincare Therapist					34.53 R 158.00 R	78.78 R	87.54				404.03	33.67	R 33.67
3022 Salon Assistant	R 3,629.20 R	œ	R 1,077.81 R		26.95 R 158.00 R	42.46 R				217.75	R 217.75	23.35	
4018 Drybar Worker		.	1,077.81	R 26.95	R 158.00 R	50.83 R			56.48	260.67	R 260,67		
2011 General Assistant - Part Time		- 1		26.95	R 158.00 R	33.02 R				169.35	œ	14.60	
2010 General Assistant	R 3,662.44 R	e	1	26.95	26.95 R 158.00 R	42.85 R			47.61	219.75	R 219.75	23.35	
2021 Hardresser - 1st year after quantied - Part Time		A B SELF. SS K	881.05 K	35.24	35.24 K 158.00 K	44.67 R	49.63 R	R 49.63 R	49.63	229.07	229.07	19.09	
2023 Hairdresser - Dualified - Part Time	R 5.404.81 B				49.89 R 158.00 R	63.24 R				374.79	R 343.35	R 28.61	R 28.51
2022 Hairdresser - Qualified	1	1.1			46.92 R 158.00 R	95.15 R	105.72			487.93	R 487.93	40.66	
2046 LEARNER - Entry Level	æ	R 1,798.62	œ		10.38 R 158.00 R							8.39	
2048 LEARNER - Level 2	œ	×	830.09		20.75 R 158.00 R				,	·		R 17.99	
2050 LEARNER - Level 3		e=	-	-	158.00 R							R 27.73 R	
2052 LEARNER - Level 4		e:		45.62	R 158.00 R	54.40 R	60.44			278.96	278.96	39,53	
3028 Make-up Artist Trainee	R 4,703.60	0 R 5,254,27 R	R 1,212.53 R		26.95 R 158.00 R	55.03 R				282.22	œ 6	26.27	R 26.27
3025 Manager - Resity	R 10 464 41 B	- "			33.00 K 138.00 K	122 43 R	135 OA B	R 85.51 R	85.51 K	593./4	8 393./4	32.81	8 32.81
2060 Manager - Hairdresser					62.44 R 158.00 R	126.63 R				649.40	649.40	54.12	
2054 Manager - only (Hairdressing)		×	R 2,438.26	<u>م</u>	60.96 R 158.00 R	123.62 R				633.94	œ	52.83	
3040 Nail technician - Unqualified		22		·	26.95 R 158.00 R	48.98 R					œ	26.27	
3084 Nail Technician - Certified	R 4,311.78	8 R 5,254.27	R 1,212.53	R 26.95 R	R 158.00 R	50.45 R	S6.05 R						
3038 Nail technician - Qualified			R 1,514.40 R	33.65	33.65 R 158.00 R	76.78 R		85.31	85.31	393.74	393.74	32.81	
3088 Massage Therapist - entry level	R 3,828.53 R		R 1,212.53	-	26,95 R 158.00 R	44.79 R				229.71	229.71	26.27	1
3087 Massage Therapist	R 5,254.				26.95 R 158.00 R	61.47 R		R 68.31 R		315.26	315.26	26.27	
2066 Operator - Trainee - Part Time	R 2,565.7	9 R 2,919.04	R 673.63	R . 25,95 R	R 158.00 R	30.01 R			R 33.35 R	153.92	R	14.60	
2067 Operator - Trainee			۲,		26,95 R 158.00 R	45.04 R		R 50.05 R		230.98	R 230.98	R 23.35	R 23.35
2069 Operator - Part Time	- 1			œ	35.15 R 158.00 R	44.55 R				228.46	R 228.46	19.04	
2068 Operator	2,	ac		œ (32.97 R 158.00 R	66.85 R				342.84	~	28.57	
3042 Receptionist - Beauty Establishment		0 K 6,498.40		1	33.33 K 158.00 K	75.03 K	84.48	84.48	84.48		389.91	32.49	
2005 Receptionist - nairdressing salon - Part June	N 4,430./0 R	П	A 4,020,49 R		20 CO 0 100 CO CO	22.14 R	96.76	20.34	27.34	14.741	N 267.41 K	8777	87.77 N
2082, Receptionss - Hairdressing saion 2048, Comprehenses 3 Vente		1	c a	R 38.39	R 158.00 R	A 70.27	-	1	-	401.37	× 0	33.45	
3052 Somatologist 3 Teats		L		43.90	43 90 R 158 00 R	100.15 R	111.27			513 57	R 513 57		

ANNEXURE "H10"

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 HAIRDRESSING, 45 HOURS BEAUTY AND 25 HOURS PART TIME

EOHCB Subscriptions /Bargaining Levy See Annexure C	See Annexure C										_		
Bargaining Lev	See Annexure C												
Salon Charge *	,										-		
	Chan	ged to NWW	less ER Pensio	Changed to NWW less ER Pension Contribution									
And the second s	2025 Salary 2026 Contribution Hoge Policy Person Find and Control Fee			Marinary for allowy for allowy formation	2004 Hall	Section 1	* KC Fee EF - Salon Reg pre Mod 7 1.3% on Control ing Wage	Ecter B. Sales Regales (Associated Sales) 13 Self Commission	10 Company (10 Com	2024 Authorial Petation Fund (Fig.	2004 (altituda) Permitter Francisco (ES) Contributing Mage	203 Bullional Services	ZZZZ Nacional Spe- francione bland on Metromer (PSpe-
Specific Skilled Stylist - doing only one of the following: Braiding, 1000 Platting, Cutting	R 3,620.46 R	4,670.47 R	1.077.81	R 26.95 R	R 158.00 R	42.36	70 CA 47 07	2027	20.57	000000			1
Specific Skilled Stylist - doing only one of the following: Braiding, 1001 Platting, Cutting - Part Time		2 919 Oc R									2		2
2089 Working Employer (in Salon with Staff)	8,132.11 R	8,132,11 R	1,876.65 R		0000				K 31.39	K 144.89	R 144.89 R	R 14.60	R 14.60
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 HOURIY rate for that catesony of employment	utes for any pe ary / Wages sh	rmanent employ	ee who is sick or at the prescribed	on leave	e for that category	of employment						
	An employee who works 1 or 2 or 3 or 4 days per week	1 or 2 or 3 or 4	days per week			Logo and the second	Tiplical in the second						
PART TIME EMPLOYEE	Remuneration / Basic Salary / Weges shall be calculated at the prescribed HOURLY rate for that category of employment. 3 Days per week is calculated at two thirds of the basic wage. Should that the Countin for the count of the calculated salary from the Employment, Shot owner), then the salary of the full Time possible for that a bot drayery will apply. The rebeds then the deductions will be channed accordantly to the lower amount for the activation and not as a fact amount of the survival.	ary / Wages shi ceive the lowe actions will be o	il be cafculated i calculated salar hanged accordin	st the prescribed y from the Emple say to the lower.	HOURLY rat yer (Salon ov amount for th	te for that categor wher), then the sains	y of employment. 3 lary of the Full Time	Bays per week is one position for that Ja	calculated at two this ob Category will app	irds of the basic wag	ai.		
WORKING EMPLOYERS	Contributions for a Worki	ing Employer (Vork Code 2089)	is voluntary for	SPF from 1 la	antiary 2017		200	t of cops worker.				
PENSION FUND	Pension Fund Contributio	ns to be paid b	y all Employees v	vill be 6% of the	Basic Salary o	of the Emoloyee.	Contributions payab	ofe by all Emolowers	will be 6% of the Ra	seir Salary of the Em	- Parional		
DAILY RATE CALCULATION	Basic Salary / Wage divide	ed by 4.3333 di	vided by 45 = HC	URLY Rate multi	ply by hours v	worked on the day					projec.		
COMMISSION ONLY LEARNERS	Qualified featchessers / Stylets, which are employees will receive a minimum of 30% commission - THIS IS APPLICABLE ONLY TO AFRO SALONS for STOCKED of the STOCKED STATES AND AFRO SALONS ONLY. VIT AND LOYALTY CARD FEES SHALL BE DEDUCTABLE FINE STATES AND AFRO SALONS ONLY. VIT AND LOYALTY CARD FEES SHALL BE DEDUCTABLE STATES AND AFRO SALONS ONLY. AND AND AFRO SALONS ONLY STATES AND AFRO SALONS ONLY SALONS	tylists, which a ARE ALLOWED sic + commission	e employees wil IN AFRO SALON II. Stock is deduc	receive a minim S ONLY. VAT AN	D LOYALTY C	ommission - THIS ARD FEES SHALL R	IS APPLICABLE ONLY	Y TO AFRO SALONS					
	BC = Bargaining Council												
ABBREVATION DESCRIPTIONS	EE = Employee												
	SBF = Sick Benefit Fund SPF = Sick Pay Fund												
LEARNERS	Learners to also include a	ny apprentices											
UNION FEE / AGENCY FEE	Union Members: Union Fee equates to R.158.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R.129.00 per month per member (Excluding the funeral benefit) Non-Union Members Non-Union members cases an Aentor Fee equal to the Indian members have a member to the Company of the	ee equates to R	158.00 per mon	th per member.	For member	s who join UASA a	fter the age of 60, t	the Union Fee equa	tes to R 129.00 per	month per member	Excluding the fune	eral benefit}	
The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMW) Commission are calculated taking into account the Employer's Pension Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMW as the Pension Fund contribution of the Employer's Parion Fund contribution of the Employer's Factored into the Calculation. The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NMW Commission.	The minimum wage and learnership allowances prescribed by the National Minimum Wage (MMM) Commission are calculated taking into account the Employer's Persion Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMM as the Persion Fund contribution of the Employer is factorer calculation. The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NMM Commission.	d leamership that are base Kly allowance	allowances pre d on the presc plus the emple	scribed by the ribed minima n	National Minay include:	inimum Wage (N an hourly rate o Fund contribut	MMW) Commission refers that don together, may	n are calculated it is less than the a	aking into account amount of the NM the minima presc	t the Employer's F W as the Pension ribed by the NMM	Pension Fund cont Fund contribution	tributions. Salary sc n of the Employer is	ales and factored into the
2025 Amendments	 Kindly note that this schedule will be amended wef 01 Jan 2025 as follows: Wages/Salarias - 6% increase (Lubject to CPI not exceeding or falling below 6% by 2%) Council fees for all areas will be £. New 30 March NIMV adjustments which usually take place wef 01 March 	schedule will increase (sub reas will be 1 hich usually t	be amended w iject to CPI not 3% ske place wef C	ef 01 Jan 2025 exceeding or fi	as follows: alfing below	6% by 2%)							
		-											

ANNEXURE "H11"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 113 BEING THE MAGISTERIAL DISTRICTS OF PRETORIA, WONDERBOOM • WORKING 45 HOURS AND PART TIME 25 HOURS • ALL CATEGORIES

ECHCB SUBSCRIPTS	EOHCB Subscriptions See Annexure C										
Bargaining Levy	by See Annexure C										
Saion Charge *	ec *								1		
		Changed to NIMW 2024 less ER Pension Contribution	24 fess ER Pens	ion Contributi	. uo						
initial designation of the control o	2024 Salary Contribution Wage Pension Sind and Countil Fees	2014 Presentació Wage 2 (Oriste Cels only	2024 Weekly Rate	2024 Hourly Rate - 45N/Per week	2024 Union Fee	BC Fee ER 113% of Contributing Wage	BC fee El- (13% p) Contributing Wage	2024 National Persons Fund (BB) Contributing Mages	2024 National Bension Fund (EE) Contributing Wage	2024 Nettonal SPF Employer based on Marition Wage	2024 National SPE Employee lased on Maintain Wage
3089 Aesthetic Therapist	R 8,291.56	R 8,291.56	R 1.913.45	R 42.52 R	158.00	R 107.79	R 107.79	R 497 49	R 497.49	0 A1 AG	41.46
2000 Barber - starting 1 month	R 3,709.04	R 5,254.27	1,212.53	26.95	158.00					2 00	
2002 Barber - Trainee	R 4,214.82	R 5.254.27	121253	26 95	158.00			· a	: 0		
2004 Barber - Junior	R 5,626.00	R 5,626,00	1 298 32	28.85	158.00			: 0		2 0	
2006 Barber - Senior	R 8,273.53	R 8,273,53	1,909.29	42.43	158.00		-				A1 27
3036 Beauty Technologist - Unqualified	R 3,127.17	œ	1,212.53	75.95	158.00					B 36.37	
3034 Beauty Technologist - Qualified	R 5,254.27	. H	1,212.53	26.95	-						
3020 Beauty and Skincare Therapist - Unqualified	R 5,254.27	R 5,254,27	1,212.53	26.95	-						
3014 Beauty and Skincare Therapist	R 7,719.47	R 7,719.47 R	1,781.43	39.59	-	"	-				
3022 Salon Assistant	R 4,159.43		1,212.53	26.95	-						
4018 Drybar Worker	R 4,887.63 R	5,254,27	121253	76 95	-						
2011 General Assistant - Part Time		2,919,04		26.45							17.07 ×
2010 General Assistant	R 3,731.55 R	5,254,27	1,212,53	26.95				223.89			14.bu
2021 Hairdresser - 1st year after qualified - Part Time	8 3,889.92	R 3.889.92 R	897 68	35.91		50 57		733 30			
2020 Hairdresser - 1st year after qualified	5,830.51	5,830,51	1.345.51	29.90		75.80		349.83			15.45
2023 Hairdresser - Qualified - Part Time	R 5,506.78	R 5,506,78 R	1,270.81	50.83		71.59		330.41			
2022 Hairdresser - Qualified	R 8,285.54	R 8,285.54 R	1,912.06	42.49		107.71	-	497.13			
2046 LEARNER – Entry Level		R 1,798.62 R	415.07 R	9.22 R	158.00 R						
2048 LEARNER – Level 2		R 3,597.03 R	830.09 R	18.45 R	158.00 R						
2050 LEARNER Level 3		R 5,545,58 R	1,279.76 R	28.44 R	158.00 R			. a			
2052 LEARNER – Level 4	R 4,737.07	R 7,906,95 R	1,824.69 R	40.55 R	158.00 R	61.58	R 61.58	284.22	R 284.22		
3028 Make-up Artist Trainee	R 5,254.27	R 5,254.27 R	1,212.53 R	26.95 R	158.00 R	68.31	R 68.31	315.26			
3026 Make-up Artist	R 7,520.87	R 7,520.87 R	1,735.60 R	38.57	158.00 R	77.79		451.25			
3032 Manager - Beauty	R 11,991.73	R 11,991.73 R	2,767.34 R	61.50 R	158.00 R	155.89	R 155.89	719.50			
2060 Manager - Hairdresser	R 11,028.16	R 11,028.16 R	2,544.98 R		158.00 R	143.37	R 143.37	691.69			
2054 Manager - only (Hairdressing)	R 10,765.08	R 10,765.08 R	2,484.27 R	55.21 R	158.00 R	139.95	R 139.95	645.90			
3040 Nail technician - Unqualiffied	R 4,709.46	R 5,254,27 R	1,212.53 R	26.95 R	158.00 R	61.22	R 61.22	282.57			
3084 Nail Technician - Certified	R 4,850.75	R 5,254.27 R	1,212.53 R		158.00 R	63.06		291.04			
3038 Nail technician - Qualified	R 7,520.87	R 7,520.87 R	1,735.60 R	38.57 R	158.00 R	77.79	R 97.77	451.25			



ANNEXURE "H11"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 113 BEING THE MAGISTERIAL DISTRICTS OF PRETORIA, WONDERBOOM • WORKING 45 HOURS • AND PART TIME 25 HOURS • ALL CATEGORIES

EOHCB Subscript	Subscriptions See Annexure C	nexure C										
Bargaining	Bargaining Levy See Annexure C	nexure C										
Salon Charge *	ge * R	•										
		Ü	Changed to MMW 2024 less ER Pension Contribution	124 less ER Per	Isibit Contribu	non						
		2024 Stjery Contribution Wage Persion Fond and Council Feb	ota Presidiked Wage- for SPP Calconiv	2024 Weekly Rate	2024 Startly Rate: 451/Piss		BCFee ER - 1.3% of Contributing Winge	BQ far EE 13% of Countilating Wage	2024 National Pension Furid (ER) Controlluting Wage	2024 National Pension Fund (E) Contributing Wage	202 National SPE Employer based on Minimum Page	2024 National SPF Employee based on Minimum Wage
3088 Massage Therapist - entry level	~	2,634.23 ₽	5,254.27 R	R 1,212.53 R	R 26.95 R	R 158.00	R 34.24	R 34.24	R 158.05	R 158.05	R 26.27	R 26.27
3087 Massage Therapist	œ	5,154.39 R	5,254.27 R	R 1,212.53	R 26.95	R 158.00	R 67.01	R 67.01	R 309.26	R 309.26	R 26.27	R 26.27
2066 Operator - Trainee - Part Time	œ	2,613.69 ₽	2,919.04 R	R 673.63 R	R 26.95 R	R 158.00	R 33.98	R 33.98	R 156.82	R 156.82	R 14.60	R 14.60
2067 Operator - Trainee	œ	3,922.31 R	5,254.27 R	R 1,212.53	R 26.95	R 158.00	R 50.99	R 50.99	R 235.34	R 235.34	R 26.27	R 26.27
2069 Operator - Part Time	œ	3,879.42 R	3,879.42 R	R 895.26	R 35.81	R 158.00	R 50.43	R 50.43	R 232.77	R 232.77	R 19.40	R 19.40
2068 Operator	œ	5,821.75 R	5,821.75 R	R 1,343.49	R 29.86 R	R 158.00	R 75.68	R 75.68	R 349.30	R 349.30	R 29.11	R 29.11
3042 Receptionist - Beauty Establishment	æ	7,450.84 R	7,450.84 R	1,719.44	R 38.21	R 158.00	R 96.86	R 96.86	R 447.05	R 447.05	R 37.25	R 37.25
2083 Receptionist - Hairdressing salon - Part Time	æ	4,540.87 R	4,540.87 R	R 1,047.90	R 41.92	R 158.00	R 59.03	R 59.03	R 272.45	R 272.45	R 22.70	R 22.70
2082 Receptionist - Hairdressing salon	æ	6,815.67 R	6,815,67	R 1,572.86	R 34.95	R 158.00	R 88.60	R 88.60	R 408.94	R 408.94	R 34.08	R 34.08
3048 Somatologist 3 Years	œ	8,919.91	8,919,91	R 2,058.46	R 45.74 R	R 158.00	R 115.96	R 115.96	R 535.19	R 535.19	R 44.60	R 44.60
3052 Somatologist B Tech - 4 years	œ	9,810.89 R	9,810.89 R	2,264.07	R 50.31 R	R 158.00	R 127.54	R 127.54	R 588.65	R 588.65	R 49.05	R 49.05
1000 Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting	æ	3,520.46 R	5,254,27	R 1,212.53	R 26.95	R 158.00	R 47.07	R 47.07	R 217.23	R 217.23	R 26.27	R 26.27
1001 Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting - Part Time	æ	2,414.79 R	5,254,27 R	R 1,212.53	R 26.95	R 158.00	R 31.39	R 31.39	R 144.89	R 144.89	R 26.27	R 26.27
2089 Working Employer (in Salon with Staff)	œ	8 285 54 B	8 785 54 R	8 1917 OF R	R 47.49						R 174.78	

ANNEXURE "H11"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 113 BEING THE MAGISTERIAL DISTRICTS OF PRETORIA, WONDERBOOM - WORKING 45 HOURS AND PART TIME 25 HOURS - ALL CATEGORIES

	EOHCB Subscriptions See Annexure C
	Bargaining Levy See Annexure C
	Salon Charge * R
	Changed to MMW 2024 less ER Perision Contribution
	Mac Salary Control Name Control
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 HOURLY rate for that category of employment
	An employee who works 1 or 2 or 3 or 4 days per week
PART TIME EMPLOYEE	nemuneation / Banc-Shary / Wages small be calculated at the prescribed HOURLY rate for that category of employment. 3 Days per week is calculated at two thirds of the basic wage. Should the Council not receive the lower calculated salary from the Employer (Salon ownen), then the salary of the Full Time position for that Job Category will apply.
WORKING EMPLOYERS	In 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), 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.
DAILY RATE CALCULATION	Basic Salary / Wage divided by 4.3333 divided by 4.5 = HOURLY Rate multiply by hours worked on the day
COMMISSION ONLY LEARNERS	Qualified Hairdressers / Stylists, which are employees will receive a minimum of 30% commission - THIS IS APPLICABLE ONLY TO AFRO SALIONS NO STOCK DEPILITIONS ARE ALLIANGED IN A BERD CALOND VATA AND LIVER OF AREA ECCE. CLAIL I OF PREVIOUR OF THE STOCK DEPILITIONS ARE ALLIANGED IN A BERD CALOND VALA AND LIVER AND I OF A PROPERTY OF A PRO
	Smooth the stylist cam basis + commission, stock is deductible.
ABBREVIATION DESCRIPTIONS	BC = Bargaining Council EE = Employee ER = Employee SIR = Sick Benefit Fund SIP = Sick Benefit Fund
LEARNERS	Learners to also include any apprentices
UNION FEE / AGENCY FEE	Union Members: Union Fee equates to 8 158.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to 8 129.00 per month per member (Excluding the funeral benefit) Non-Union Members: Non-Union members pays an Agency Fee equal to the Union membership fees currently R 158.00 per person per month but with no UASA benefits.
2024 Hourly Rate - Minimum Wage 45h/Per week	The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMW) Commission are calculated taking into account the Employer's Pension Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMW as the Pension Fund contribution of the Employer is factored into the calculation. The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NMW Commission.
2025 Amendments	 Kindly note that this schedule will be amended wef 01 Jan 2025 as follows: Wages/Salaries - 6% increase (subject to CPI not exceeding or falling below 6% by 2%) Council fees for all areas will be 1.3% MMW adjustments which usually take place wef 01 March



ANNEXURE "H12"

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

Contamination Contaminatio	EOHCB Subscriptions See Ann	riptions Se	e Annexure C								_		
Substitute Sub	Bargainin	ng Levy Se	e Annexure C										
Control of the Control of Contr	Salon Ch		,										
	The state of the s			Changed to NIV	W less ER Pensic	or Contributi	no						
Proceedings Procedings Pr			2024 Salary-										
R 8,291.56 R 8,291.56 R 4,212.55 R 1,212.53 R 1,212.53 R 1,225.50 R	200	<u> 5</u> &	adament of the same	Wage - for SPF Calc only	2024 Weekly Rate			BC Fee ER - 1.3% of Contributing Wage				10 18 to 18 19 19 19 19 19 19 19 19 19 19 19 19 19	2074 National Spr Employee based on Marimum Wage
R 2,568,50 R 3,254,27 R 1,212,53 R 3,695 R 1,850 R 3,255 R 3,255 R 1,850 R 3,255 R 3,255 R 1,212,53 R 1,212,53	3089 Aesthetic Therapist	~	8 791 56	. ·		· ·	٥		100				
R 2,845.00 R 5,254.27 R 1,212.53 R 26.95 R 158.00 R 50.31 R 50.30 R 10.70 R 10.70 R 26.24 R 10.21 R 26.24 R 26	2000 Barber - starting 1 month	~	2,503,60				< 02		z α	2 0		× 6	R 41.46
R 3,689.21 R 5,254.27 R 1,212.33 R 26.35 R 158.00 R 66.31 R 66.31 R 31.21.5 R 313.26 R 31.21.5 R 3	2002 Barber - Trainee	ec.	2,845.00			1	2		: a	2 0	۵ ء	۷ ۵	K 20.2/
Page 1972 Page 2017 Page	2004 Barber - Junior	œ	3,869.21				~			: 00	. 00	= 00	
Part	2006 Barber - Senior	œ		1		2				~		000	
Part	3036 Beauty Technologist - Unqualified	œ	1,929.08			00			œ	œ	æ	~	
potet Potet Problem R 3,254,42 R 3,254,42 R 1,212,53 R 26.59 R 45.68 R 210,68 R 210,68 R 210,69 R 210,13 R	3034 Beauty Technologist - Qualified	œ	254.27	5,254.27		æ		68.31	~		œ	~	
post R 4,825,437 R 5,254,427 R 1,212,53 R 1,285,00 R 63,08 R 63,08 R 63,04 R 2,517,90 R 2,524,427 R 1,212,53 R 2,629 R 1,285,00 R 3,524,37 R 1,212,53 R 2,629 R 1,295,00 R 2,524,427 R 1,212,53 R 2,629 R 2,524 R 2,524,00	3020 Beauty and Skincare Therapist - Unqualified	~	514.02	5,254.27		24			æ	œ	œ	~	
R	3014 Beauty and Skincare Therapist	œ	852.47				œ		æ	æ	æ	œ	
R 4587.58 R 5254.27 R 1,212.53 R 26.95 R 136.00 R 25.94 R 19.35 R 29.35 R 20.35 R 20.3	3022 Salon Assistant	œ				oc.	œ		œ	æ	œ	æ	
R	4016 Drybar Worker	œ !	4,887.63			×	œ	æ	æ	æ		œ	R 26.27
R	ZOLL General Assistant - Part lime	~	1,995.03			00:		œ	œ	æ	œ	œ	R 14.60
Table Fari line R	ZOTO General Assistant	~	590.51			œ	- 1		~	~	œ	2	R 26.27
R 4,123.77 R 5,254.27 R 1,212.53 R 26.95 R 158.00 R 49.70 R 49.70 R 247.43 R 247.44	2021 Hairdresser - 15t year after qualified - Part Time	~ (750.97	1		er.	œ		~	~	œ	œ	R 14.60
R 3,524.38 R 3,623.48 R 882.34 R 85.29 R 158.00 R 74.77 R 345.10 R 345.10 R 229.41 R 1927.34 R 25.50 R 158.00 R 74.77 R 345.10 R 345.10 R 345.10 R 28.75 R 28.75 R 28.75 R 28.20 R 29.20	2020 mail areaser - Lat year arter qualified	2 (123.77		1,	02	R 158.00		œ	œ		œ	R 26.27
R	Zuzs Hairdresser - Quaimed - Part IIme	œ .	823.43	3,823,43		~	158.00		~	œ			R 19.12
K	2022 Hairdresser - Qualified	œ (751.75	5,751.75		œ	- 1					æ	R 28.76
R	2040 LEARNER - Entry Level	œ !		1,798.62			R 158.00		. «	· cc	R .		R 8.99
R 3,287-60 R 7,396.595 R 1,279.76 R 1,880.0 R R	2048 LEARNER - Level 2	œ	-	1		æ	R 158.00			٠,			
K 3,287.60 K 3,287.60 K 1,824.69 K 40.55 K 158.00 K 42.74 K 197.26 K 197.26 K 197.26 K 195.27 K 3,288.61 K 3,284.27 K 1,121.23 K 26.95 K 158.00 K 43.77 K 13.27 K 199.72 K 199.72 K 199.72 K 3,288.61 K 3,284.27 K 1,121.23 K 158.00 K 61.47 K 61.47 K 283.69 K 283.69 K 283.69 K 29.27 K 7,400.12 K 7,400.12 K 7,400.13 K 1,740.45 K 188.00 K 96.27 K 96.27 K 99.21 K 449.01 K 459.34 K 459.34 K 7,541.87 K 7,541.87 K 1,121.23 K 26.95 K 158.00 K 98.04 K 98.04 K 99.51 K 459.31 K 459.31 K 7,541.87 K 7,541.87 K 1,212.53 K 26.95 K 158.00 K 98.04 K 98.04 K 98.04 K 99.52 K 174.36 K 97.21 K 7,993.23 K 5,254.27 K 1,121.23 K 26.95 K 158.00 K 91.47 K 91.47 K 91.47 K 91.436 K 91.47 K 7,641.87 K 5,254.27 K 1,212.53 K 26.95 K 158.00 K 91.47 K 91.47 K 91.49 K 7,841.87 K 5,254.27 K 1,212.53 K 26.95 K 158.00 K 91.47 K 91.47 K 91.49 K 7,881.64 K 2,644.23 K 2,524.27 K 1,212.53 K 26.95 K 158.00 K 61.47 K 61.47 K 91.49 K 4,887.63 K 5,254.27 K 1,212.53 K 26.95 K 158.00 K 63.54 K 63.54 K 293.26 K 293.26 K 26.27 K 4,887.63 K 5,254.27 K 1,212.53 K 26.95 K 158.00 K 63.54 K 63.54 K 293.26 K 293.26 K 26.27 K 4,887.63 K 2,254.27 K 1,212.53 K 26.95 K 158.00 K 63.54 K 63.54 K 293.26 K 293.26 K 26.27 K 4,887.63 K 2,254.27 K 1,212.53 K 26.95 K 158.00 K 63.54	2050 LEAKNEK – Level 3	ce (œ	œ		۳.				
R 3,328.61 R 5,254.27 R 1,212.53 R 158.00 R 43.27 R 43.27 R 199.72 R 199.72 R 190.72 R 26.27 R 4,740.01 R 7,655.28 R 1,212.53 R 158.00 R 61.47 R 61.47 R 283.69 R 283.69 R 26.27 R 7,655.28 R 7,655.28 R 1,707.73 R 39.26 R 158.00 R 99.52 R 96.20 R 94.94 R 459.34 R 459.34 R 7,541.87 R 7,541.87 R 1,712.53 R 158.00 R 98.04 R 98.04 R 459.24 R 459.34 R 459.34 R 2,906.04 R 5,254.27 R 1,212.53 R 158.00 R 38.91 R 38.91 R 179.59 R 179.59 R 2,642.23 R 5,254.27 R 1,212.53 R 26.95 R 158.00 R 94.47 R 14.78 R 179.59 R 158.00 R 4,887.63 R 5,254.27 R 1,212.53 R 26.95 R 158.00 R 61.47 R 283.69 R 178.05 R 283.69 R 4,887.63 R 5,254.27 R 1,212.53 R 26.95 R 158.00 R 61.47 R 283.69 R 158.05 R 283.69 R 4,887.63 R 5,254.27 R 1,212.53 R 26.95 R 158.00 R 61.47 R 283.69 R 158.05 R 283.69 R 4,887.63 R 5,254.27 R 1,212.53 R 26.95 R 158.00 R 61.47 R 283.69 R 283.69 R 283.69 R 4,887.63 R 5,254.27 R 1,212.53 R 26.95 R 158.00 R 63.54 R 293.60 R 293.26 R 293.26 R 26.27 R 4,887.63 R 5,254.27 R 1,212.53 R 26.95 R 158.00 R 283.64 R 293.26 R 293.26 R 26.27 R 4,887.63 R 5,254.27 R 1,212.53 R 26.95 R 158.00 R 24.24 R 24.24 R 293.26 R 293.26 R 26.27 R 4,887.63 R 5,254.27 R 1,212.53 R 26.95 R 26.95 R 26.95 R 26.95 R 26.95 R 26.95 R 4,887.63 R 2,254.27 R 1,212.53 R 26.95 R 4,887.63 R 2,254.27 R 2,212.53 R 26.95 R 26.95 R 26.95 R 26.95 R 26.95 R 26.95 R 4,887.63 R 2,254.27 R 2,212.53 R 26.95 R 26.95 R 26.95 R 26.95 R 26.95 R 4,887.63 R 2,254.27 R 2,212.53 R 26.95 R 26.95 R 26.95 R 26.95 R 26.95 R 26.95 R 4,887.63 R 2,254.27 R 2,212.53 R 26.95 R 26.95 R 26.95 R 26.95 R 26.95 R 4,887.63 R 2,254.27 R 2,212.53 R 26.95 R 26.95	2022 LEARINER - Level 4	× .	3,287.60			æ	- 1				œ	œ	R 39.53
R 4,778.16 R 5,254.27 R 1,212.53 R 26.59 R 158.00 R 61.47 R 61.47 R 283.69 R 283.69 R 26.70 R 7,400.12 R 7,400.12 R 7,400.12 R 7,400.13 R 7,500.13 R 7,500.13 R 7,500.13 R 7,500.13 R 7,500.14 R 7,5	50.25 Make-up Artist Irainee	œ (3,328.61		1		158.00	43.27		æ	œ	~	R 26.27
R 7,400.12 R 7,400.12 R 7,400.13 R 37.55 R 158.00 R 96.20 R 96.20 R 44.401 R 44.401 R 37.00 R 7,655.58 R 7,655.58 R 1,766.69 R 39.26 R 158.00 R 99.52 R 99.52 R 459.34 R 459.34 R 38.28 ed	SOCO INGRE-UP ARTIST	*	4,728.16				œ			~			R 26.27
R 7,555.58 R 7,555.58 R 7,555.58 R 7,506.69 R 39.26 R 158.00 R 99.52 R 99.52 R 459.34 R 459.34 R 38.28 38.28 38.28 R 158.00 R 98.04 R 98.04 R 452.51 R 452.51 R 37.71	3032 Manager - Beauty	œ	400.12			~	R 158.00	96.20	~	œ			
ed 7,541.87 R 8.09 R 18.80 R 9.804 R 9.804 R 9.804 R 9.804 R 9.805 R 18.80 R 9.804 R 9.804 R 9.805 R 17.81 R 17.436 R 174.36 R 7.521 R 37.71 R 9.804 R 9.8	Zubu Manager - Hairdresser	œ	,655.58			~	158.00	99.52			~		R 38.28
ed R 2,906.04 R 5,254.27 R 1,121.25 R 26.95 R 158.00 R 37.78 R 37.78 R 174.36 R 174.36 R 16.95 R 26.27 R R 2,903.23 R 5,254.27 R 1,212.53 R 26.95 R 158.00 R 38.91 R 38.91 R 179.59 R 179.59 R 26.27 R R 4,728.16 R 5,254.27 R 1,212.53 R 26.95 R 158.00 R 34.24 R 8.41 R 18.83.69 R 158.05 R 26.27 R level R 4,887.63 R 5,254.27 R 1,212.53 R 26.95 R 158.00 R 34.24 R 158.05 R 158.00 R 34.24 R 158.05 R 158.05 R 26.27 R	2054 Manager - only (Hairdressing)	œ				œ	158.00			æ			œ
R 2,932.23 R 5,254.27 R 1,212.53 R 26.95 R 158.00 R 38.91 R 38.91 R 179.59 R 179.59 R 26.27 R 4,721.23 R 26.95 R 158.00 R 61.47 R 61.47 R 283.69 R 26.27 R 2,254.27 R 1,212.53 R 26.95 R 158.00 R 34.24 R 158.05 R 158.00 R 24.24 R 24.24 R 293.26 R 29.27 R 2,224.27 R 1,212.53 R 26.95 R 158.00 R 63.54 R 23.54 R 293.26 R 29.35 R 26.27 R 2,224.27 R 2,224.27 R 2,225 R 2,254.27 R 2,225 R 2,254.27 R 2,225 R 2,254.27 R 2,225 R 2,254.27 R 2,225 R 2,255 R 2	3040 Nait technician - Unqualified	œ .	_	5,254.27	œ	oc:	R 158.00			æ	R	œ	R 26.27
level R 4,728.16 R 5,254.27 R 1,212.53 R 26.95 R 158.00 R 61.47 R 283.69 R 283.69 R 26.27 R 2,634.23 R 2,524.27 R 1,212.53 R 26.95 R 158.00 R 34.24 R 34.24 R 158.05 R 158.05 R 26.27 R 4,887.63 R 5,254.27 R 1,212.53 R 26.95 R 158.00 R 63.54 R 293.26 R 26.27	3084 Nati Technician - Certined	nc .	993.23	5,254.27	~	a:	œ					~	
R 2,634.23 R 5,254.27 R 1,212.53 R 26.95 R 158.00 R 34.24 R 34.24 R 158.05 R 158.05 R 26.37 R 2,254.27 R 1,212.53 R 26.95 R 158.00 R 63.54 R 63.54 R 293.26 R 293.26 R 26.27	3038 Nail technician - Qualified	~	728.16			800						œ	
R 4,887.63 R 5,254.27 R 1,212.53 R 26.95 R 158.00 R 63.54 R 63.54 R 293.26 R 293.26 R 26.27	3088 Massage Therapist - entry level	œ	634.23	5,254.27		o:		34.24		œ		œ	
1101	3087 Massage Inerapist	~	887.63	5,254.27		825				R		oc.	

ANNEXURE "H12"

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 See Annexure C	s See Au	nnexure C										
Bargaining Levy See Anney	y See Au	nnexure C								1		
Salon Charge *	*	•										
		0	hanged to NM	Changed to NWW less ER Pension Contribution	on Contributi	30						
Work Code Descriptions Code	2024 Sala Contribution Persion Fun Eoupell Fe	A Wall	2024 Prescribed Wage - for SPF Cold only	2004 Resembled 2004 Weekly Tale Rate-Scy/Per and 2004 Weekly Tale Rate-Scy/Per weekly	2024 Hourly Rate - 451/Pe week	2024 Umon		B.Fee EF - 1.3% of B.Fee EF - 1.3% of Contributing Wage Contributing Wage	2024 National Person Fund (FB) Countributing Wage	2024 Nittional Pension Fund (EE) - Contributing Wage	2024 National SPF Employer based on Minimium Wage	2024 National SPF Employee based on Minimum Wage
2066 Operator - Trainee - Part Time	œ	2,715.35 R	2,919.04	R 673.63 R		26.95 R 158.00	R 35.30	R 35.30	R 162.92	R 162.92	R 14.60	R 14.60
2067 Operator - Trainee	œ	2,722.43 R	5,254.27 R	R 1,212.53 8		26.95 R 158.00	R 35.39	R 35.39	oc.	~	œ	R 26.27
2069 Operator - Part Time	œ	2,743.83 R	Z,919.04 R			26.95 R 158.00	R 35.67	R 35.67	œ	œ	œ	R 14.60
2068 Operator	æ	4,116.65 R	5,254:27 R	R 1,212.53 R		26.95 R 158.00	R 53.52	R 53.52	~	R 247.00	œ	R 26.27
3042 Receptionist - Beauty Establishment	æ	4,684.44 R	5,254.27 R	R 1,212.53 R		26.95 R 158.00	R 60.90	R 60.90	R 281.07	R 281.07	R 26.27	R 26.27
2083 Receptionist - Hairdressing salon - Part Time	œ	3,181.23 R	3,181,23 R	R 734.14 R		29.37 R 158.00	R 41.36	R 41.36	R 190.87	R 190.87	œ	R 15.91
2082 Receptionist - Hairdressing salon	æ	4,865.45 R	5,254.27 R	R 1,212.53 R		26.95 R 158.00	R 63.25	R 63.25	R 291.93	R 291.93	R 26.27	R 26.27
3048 Somatologist 3 Years	œ	5,254.27 R	5,254,27 R	R 1,212.53 R	R 26.95	R 158.00	R 68.31	R 68.31	R 315.26	R 315.26	R 26.27	R 26.27
3052 Somatologist B Tech - 4 years	œ	6,054.87 R	6,054.87 R	R 1,397.29 R	R 31.05	R 158.00	R 78.71	R 78.71	R 363.29	R 363.29	R 30.27	R 30.27
Specific Skilled Stylist - doing only one of the following: Braiding,												
1000 Platting, Cutting	œ	3,718.82 R	5,254.27 R	R 1,212.53 R	8 26.95 R	R 158.00	R 48.34	R 48.34	R 223.13	R 223.13	R 26.27	R 26.27
Specific Skilled Stylist - doing only one of the following: Braiding,												
1001 Platting, Cutting - Part Time	æ	2,460.37 R		R 673.63 R	R 26.95 R	R 158.00	R 31.98	R 31.98	R 147.62 R	R 147.62	R 14.60	R 14.60
2089 Working Employer (in Salon with Staff)	œ	5,751.75 R	5,751,75 R	R 1,327.34 R	I R 29.50						R 86.28	

BARGAINING (COUNCIL

ANNEXURE "H12"

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

EOHCB Sub	EOHCB Subscriptions See Annexure C
Bargai	Bargaining Levy See Annexure C
Salon	Salon Charge * R · -
	Changed to NMMy less ER Pension Contribution
Word. Wart Table Description	2024 Sality: 2024 Prescribed Contribution Wage lates 15.5 (and Prescribed Contribution Wage lates 15.5) (but the contribution Wage lates 15.5) (contribution Wage Contribution Wage Contribution Wage Contribution Wage Contribution Wage Contribution Wage Contribution Wage Mainten Wage Militarion Wage Militarion Wage Militarion Wage Militarion Wage
NOTES	The second secon
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 HOURLY rate for that category of employment
PART TIME EMPLOYEE	An employee who works 1 or 2 or 3 or 4 days per week Remuneration / Basic Salary / Wages shall be calculated at the prescribedHOURLY rate for that category of employment. 3 Days per week is calculated at two thirds of the basic wage. 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	Contributions for a Workine Fundaver (Work Crafe 2088) is valuation for CDE from 1 January 2017
PENSION FUND	Pension Fund Contributions to be pall by all Employees will be 6% of the Basic Salary of the Fundovec Contributions and the Fact Salary of the Fundovec
DAILY RATE CALCULATION	Racic Salary / Wasa divided hu & 3332 divided hu As - HOLIBIY Data multihals has fanne wooded any shall be dead
COMMISSION ONLY EARNERS	Qualified Hairdressers / Stylists, which are employees will receive a minimum of 30% commission - THIS IS APPLICABLE ONLY TO AFRO SALONS NO STATEMENT OF A SALONS SALONS ONLY. VAT AND LOYALTY CARD FEES SHALL BE DEDUCTABLE Chould the challest a commission and is a defined to the salous of the sa
	Should the stylist earn basic + conmission, stock is deputable
ABBREVIATION DESCRIPTIONS	BC = Bargaining Council EE = Employer ER = Employer SPB = Sick Benefit Fund SPF = Sick Pay Fund
LEARNERS	Learners to also include any apprentices
UNION FEE / AGENCY FEE	Union Members: Union Fee equates to R 158.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R 129.00 per month per member (Excluding the funeral benefit). Non-Union Members: Non-Union members pays an Agency Fee equal to the Union membership fees currently R 158.00 per person per month but with no UASA benefits.
2024 Hourly Rate - Minimm Wage 45h/Per week	The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMW) Commission are calculated taking into account the Employer's Pension Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMW as the Pension Fund contribution of the Employer is factored into the calculation. The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NMW Commission.
2025 Amendments	* Kindly note that this schedule will be amended wef 01 Jan 2025 as follows: - Wages/Salaries - 6% increase (subject to CPI not exceeding or falling below 6% by 2%) - Council fees for all areas will be 1.3% * NMW adjustments which usually take place wef 01 March



ANNEXURE "H13"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 115 BEING RUSTENBURG, BRITS, MANKWE (HARTBEESPOORT)- WORKING 45 HOURS

EOHCB Subscriptions See Annexure C Bargaining Levy See Annexure C

		Changed to NAM less ER Pension Contribution	ess ER Pension	Contribution							
Work Code Code	2004 Saltery Contribution Wages Pendion Funds and Council free	2003. Prescribed Wage for SPF Colcumb	2024 Weekly Rate	2004 Hourly Rate - 451/Per		BC tee ER 13% of Countballing Wage	BCFee EF 22% of Courtbirds Wage	2024 Nestonal Pension Food (ER) Cold floring Wage	2024 National Pension Fund (Ed) Contributing Wage	2024 National SP Employer based on Minimum Wage	2024 Netional SPF Employee based on Adiomam Wage
3089 Aesthetic Therapist	R 8,291.56	R 8,291.56	R 1,913.45	R 42.52	R 158.00	R 107 79	R 107.79	R 497.49	R 497 49	R 41.46	R 41.46
2002 Barber - Trainee	R 2,855.14	.14 R 5,254.27	R 1,212.53	R 26.95	R 158.00	8 37.12		R 171.31			. ~
2004 Barber - Junior	R 3,670.89	.89 B 5,254,27	R 1,212.53	R 26.95	R 158.00	R 47.72				. 00	. ~
2006 Barber - Senior	R 6,004.86	R 6,004.86	R 1,385.75	30.79	158.00					: 2	2 02
3036 Beauty Technologist - Unqualified	R 1,628.05	R 5,280.38	R 1,218.56	R 27.08	R 158.00	R 21.16		2		-	2 00
3034 Beauty Technologist - Qualified	R 5,254.27	R 5,254.27	R 1,212.53	R 26.95				~		: 02	
3020 Beauty and Skincare Therapist - Unquaiffied	3,967	7.84 R 5,254.27	R 1,212.53	R 26.95 R	158.00	R 51.58		~			000
3014 Beauty and Skincare Therapist	R 4,429.09	R 5,254,27	R 1,212.53	R 26.95	R 158.00	R 57.58	R 57.58	R 265.75			000
3022 Salon Assistant	R 3,048.06	R 5,254.27	R 1,212.53	R 26.95 R	3 158.00 R	39.62	R 39.62	R 182.88			~
4018 Drybar Worker	4,887		R 1,212.53	R 26.95 R	158.00	R 63.54	63.54	R 293.26	R 293.26	R 26.27	~
2010 General Assistant	R 2,617.14	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 34.02	R 34.02	R 157.03	R 157.03	R 26.27	~
2012 General Assistant after 5 years	2,748	5,254.27		R 26.95	R 158.00	R 35.73		œ		R 26.27	×
2014 General Assistant after 10 years	2,877	:: 5,254.27	R 1,212.53	R 26.95 R	158.00	R 37.41	R 37.41	R 172.67	R 172.67	26.27	œ
2020 Hairdresser - 1st year after qualified	R 5,254.27	.27 R 5,254,27 R	1,212.53	R 26.95 R	158.00	R 68.31	R 68.31	R 315.26		R 26.27	cc
2022 Hairdresser - Qualified	7,062.07	R 7,062.07	R 1,629.72	R 36.22 R	158.00	R 91.81	R 91.81	R 423.72	R 423.72	R 35.31	æ
2024 Hairdresser - Qualified - after 5 years	R 7,413.63	R 7,413.63	R 1,710.85	R 38.02 R	158.00	R 96.38	R 96.38	R 444.82		37.07	œ
2026 Hairdresser - Qualified - after 10 years	R 7,768.65	R 7,768.65	R 1,792.78	R 39.84 R	158.00	R 100.99	R 100.99	R 466.12	R 466.12	R 38.84	00:
2046 LEARNER Entry Level	œ	R 1,798.62	R 415.07	R 9.22	R 158.00 F						04
2048 LEARNER - Level 2	cc cc		830.09	R 18.45 R	3 158.00 R	,	R .	,			8
2050 LEARNER - Level 3		R 5,545.58	R 1,279.76	R 28.44 R	158.00 R			· ac		R 27.73	~
2052 LEARNER Level 4	3,456	R 7,906,95	R 1,824.69	R 40.55	R 158.00 R	44.93	R 44.93	R 207.37	R 207.37	R 39.53	R 39.53
3032 Manager - Beauty		R . 7		R 37.71	R 158.00 R	8 95.59	R 95.59	R 441.18	R 441.18	R 36.77	R 36.77
2060 Manager - Hairdresser	7,443	*	R 1,717.68	R 38.17	R 158.00 F	R 96.76	R 96.76	R 446.59	R 446.59	R 37.22	R 37.22
2062 Manager - Hairdresser after 5 years	7,815	7,815.68	R 1,803.63	R 40.08	R 158.00 R	101.60	R 101.60	R 468.94	R 468.94	R 39.08	æ
2064 Manager - Hairdresser after 10 years	8,188.04	8,188.04	R 1,889.56	R 41.99 R	3 158.00 R	106.44	R 106.44	R 491.28	R 491.28	R 40.94	ac.
3030 Manager - only (Beauty Establishment)	5,254.27	5,254.27	R 1,212.53	R 26.95 R	158.00 R	t 68.31 R	R 68.31	R 315.26	R 315.26	R 26.27	R 26.27
2054 Manager - only (Hairdressing)	6,179	6,179.77	R 1,426.11	R 31.69 R	R 158.00 R	80.34	R 80.34	R 370.79	R 370.79	000	00
2056 Manager - only (Hairdressing) after 5 years	6,489	R 6,489.54	R 1,497.60	R 33.28	R 158.00 f	R 84.36	R 84.36	R 389.37	R 389.37	R 32.45	œ
2058 Manager - only (Hairdressing) after 10 years	R 6,797.55 R	R 6,797.55	R 1,568.68	R 34.86	R 158.00 F	R 88.37	R 88.37	R 407.85	R 407.85		œ.
3040 Nail technician - Unqualified	R 2,530.19 R	5,254.27	R 1,212.53	R 26.95	R 158.00 R	32.89	R 32.89	R 151.81	R 151.81		000
3084 Nail Technician - Certified	2,603.	R 5,254.27	R 1,212.53	R 26.95	R 158.00 F	R 33.85	R 33.85	R 156.23	R 156.23	R 26.27	R 26.27
3038 Nail technician - Qualified	3,037.	R 5,254.27	R 1,212.53	R 26.95	R 158.00 F	R 39.49	R 39.49	R 182.27	R 182.27	R 26.27	R 26.27
3088 Massage Therapist - entry level	2,634	22	R 1,212.53	R 26.95	R 158.00 F	R 34.24	R 34.24 R	R 158.05	R 158.05 R	R 26.27	œ
3087 Massage Therapist	R 4,887.63	R 5,254.27	R 1,212.53	R 26.95 R	158.00	R 63.54	R 63.54	R 293.26	R 293.26 R	26.27	R 26.27



ANNEXURE "H13"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 115 BEING RUSTENBURG, BRITS, MANKWE (HARTBEESPOORT)- WORKING 45 HOURS

EOHCB Subscriptions See Annexure C Bargaining Levy See Annexure C

		Cha	nged to NIWW	Changed to NWW less ER Pension Contribution	Contribution							
and the control of th	2004 Salary Contribution Wage Personer Fund and Countil Fee	THE REAL PROPERTY.	20.7 Presidente	2024 Weekli Falls			A MANUAL PROPERTY OF THE PROPE	BCFee EF 13% of Contributing Wage	2024 National Persons fund (FIR) Correlating (FIR)	2024 National Person fund [E] Cortribuilly, Wave	2024 Manhoodi SPF Employer Naced on Minimum Wage	2024 National SPE Equipme Insent on Minimum Wage
2067 Operator - Trainee	R 3,47	75.33 R	5,254.27	R 1,212.53	R 26.95	R 158.00	R 45.18	R 45.18	R 208.52	R 208.52	R 26.27	R 26.27
2068 Operator	R 4,83	4,815.81 R	5,254.27	R 1,212.53	R 76.95	R 158.00	R 62.61	R 62.61	+	R 288.95	R 26.27	
2072 Operator - after 10 years	R 5,25	5,254.27 R -	5,254.27	R 1,212.53	R 26.95	R 158.00	R 68.31	R 68.31	-	R 315.26	œ	
2070 Operator - after 5 years	R 5,05	5,056.94 R	5,254.27	R 1,212.53 R	R 26.95	R 158.00	R 65.74	R 65.74	-	R 303.42	œ	
2074 Operator - Multi skilled	R 5,25	5,254.27 R	5,254.27	R 1,212.53	R 26.95	R 158.00	R 68.31	R 68.31	R 315.26	R 315.26	R 26.27	R 26.27
2076 Operator - Multi skilled - after 5 years	R 5,87	5,875.21 R	5,875.21	R 1,355.83	R 30.13	R 158.00	R 76.38	R 76.38	R 352.51	R 352.51	R 29.38	R 29.38
2078 Operator - Multi skilled - after 10 years	R 6,15	6,153.66 R	6,153,66 R	R 1,420.09	R 31.56	R 158.00	R 80.00	R 80.00	R 369.22	R 369.22	œ	R 30.77
3042 Receptionist - Beauty Establishment	R 5,10	5,103.66 R	5,254,27	R 1,212.53	R 26.95	R 158.00	R 66.35	R 66.35	R 306.22 R	306.22	~	
2082 Receptionist - Hairdressing salon	R 5,09	5,094.18 R	5,254.27	R 1,212.53	R 26,95	R 158.00	R 66.22	R 66.22	R 305.65		R 26.27	
2084 Receptionist - Hairdressing salon - after 5 years	R 5,25	5,254.27 R	5,254.27	R 1,212.53	R 26.95	R 158.00	R 68.31	R 68.31	R 315.26	R 315.26	R 26.27	
2086 Receptionist - Hairdressing salon - after 10 years		5,254.27 R	5,254.27	R 1,212.53 R	R 26.95	R 158.00	R 68.31	R 68.31	R 315.26	R 315.26	R 26.27	
3048 Somatologist 3 Years	R 4,64	4,649.80 ft	5,254.27	R 1,212.53	R 26.95	R 158.00	R 60.45	R 60.45	_	R 278.99	R 26.27	
3052 Somatologist B Tech - 4 years	R 4,92	4,929.87 R	5,254,27	R 1,212.53	R 26.95	R 158.00	R 64.09	R 64.09		R 295.79	R 26.27	
3054 Somatologist - B Tech Laser	R 5,25	5,254.27 R	5,254.27.	R 1,212.53 R	R 26.95	R 158.00 R	R 68.31	R 68.31		R 315.26	R 26.27	
1012 Specific Skilled Stylist		2,493.00 R	5,254,27	R 1,212.53	R . 26.95	R 158.00	R 32.41	R 32.41		R 149.58	R 26.27	
1014 Specific Skilled Stylist - after 5 years	R 2,61	2,617.14 R	5,254.27	R 1,212.53	R 26.95	R 158.00	R 34.02	R 34.02	R 157.03	R 157.03	R 26.27	
1016 Specific Skilled Stylist - after 10 years	R 2,74	13.03 R	5,254.27	R 1,212.53	R 26.95	R 158.00	R 35.66	R 35.66		R 164 58	R 26.77	
1000 Specific Skilled Stylist - doing only one of the following:												
Braiding, Platting, Cutting	R 1,70	1,703.95	5,275.82	R 1,217.51	R 27.06	R 158.00	8 22.15	R 22.15	R 102.24	R 102 24	8 26 38	P 26 38
1002 Specific Skilled Stylist - doing only one of the following:												
Braiding, Platting, Cutting after 5 years	R 1,78	1,789.07 R	5,230.71	R 1,216.33	R 27.03	R 158.00	R 23.26	R 23.26	R 107.34	R 107 34	R 26.35	26.35
1004 Specific Skilled Stylist - doing only one of the following:												
Braiding, Platting, Cutting after 10 years	R 1,87	1,875.96 R	5,265,50	R 1,215.12	R 27.00	R 158.00	R 24.39	R 24.39	R 112.56	R 112.56	R 26.33	R 26 33
2089 Working Employer (in Salon with Staff)	R 7,06	7,062.07 R	7,062,07	R 1.629.72	R 36.22						-	



ANNEXURE "H13"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 115 BEING RUSTENBURG, BRITS, MANKWE (HARTBEESPOORT, WORKING 45 HOURS)

	(HARTBEESPOORT)- WORKING 45 HOURS
EOHCB Subscriptions See Annexure C	s See Annexure C
Bargaining Lev	Bargaining Levy See Annexure C
	Changed to NAM less ER Pension Contribution
Woods State of the state of the	Total Suits (2014) Proceedings (
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 HOURLY rate for that category of employment
PART TIME EMPLOYEE	An employee who works 1 or 2 or 3 or 4 days per week Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of the property of the full fill may be considered as large from the Employeer (Salan owner), then the selected salary from the Employeer (Salan owner), then the selected salary from the Employeer amount for the actual amount of days worked, and not the full amount of days worked.
WORKING EMPLOYERS	Contributions for a Working Employer (Work Code 2089), 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.
DAILY RATE CALCULATION	Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day
ABBREVIATION DESCRIPTIONS	BC = Bargaining Council EE = Employee E = Employee SB = Sinck Benefit Fund SP = Sick Pay Fund
LEARNERS	Learners to also include any apprentices
UNION FEE / AGENCY FEE	Union Members: Union Fee equates to R.158.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R.129.00 per month per member (Excluding the funeral benefit). Non- Union Members: Non-Union members pays an Agency Fee equal to the Union membership fees currently R.158.00 per person per month but with no UASA benefits.
2024 Hourly Rate - Minimum Wage 451/Per week	The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMW) Commission are calculated taking into account the Employer's Pension Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMW as the Pension Fund contribution of the Employer is factored into the calculation. The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NMW Commission.
2025 Amendments	* Kindly note that this schedule will be amended wef 01 Jan 2025 as follows: - Wages/Salaries - 6% increase (subject to CPI not exceeding or falling below 6% by 2%) - Council fees for all areas will be 1.3% * NMW adjustments which usually take place wef 01 March



ANNEXURE "H14"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 116 BEING THE ENTIRE LIMPOPO PROVINCE - WORKING 45 HOURS

EOHCB Subscriptions | See Annexure C Bargaining Levy | See Annexure C

2024 National SPF Employee based on Minimum Wage 26.27 2024 National SPF Employer based on Minimum Wage 497.49 171.31 220.25 360.29 360.29 315.26 238.07 265.75 182.88 197.03 1157.03 1157.03 1157.03 1157.03 1157.03 1157.04 144.82 444.82 207.37 446.59 468.94 491.28 315.26 370.79 389.37 407.85 151.81 156.23 182.27 158.05 293.26 2024 National Pension Fund (E) Contributing Wage 441.18 446.59 468.94 491.28 315.26 370.79 389.37 360.25 360.29 97.68 315.26 238.07 288.07 285.75 195.03 157.03 164.90 172.67 444.82 466.12 207.37 2024 National Pension Fand (ER) Contributing Wage
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 < BC Fee EE - 1.3% of Contributing Wage 37.12 R 78.06 R 88.31 R 89.75 R 94.02 R 37.74 R 37.74 R 83.73 R 37.74 R 83.73 R 84.02 R 83.73 R 84.02 R 84.03 R 85.03 R 86.03 -44.93 95.59 96.56 96.76 1101.60 1106.44 68.31 88.37 32.89 33.85 33.49 34.24 63.54 BC Fee ER-4.3% of Contributing Wage 158.00 158.00 158.00 158.00 158.00 158.00 158.00 158.00 158.00 158.00 158.00 158.00 158.00 158.00 158.00 158.00 158.00 158.00 2024 Union Fee Changed to NMW 2024 less ER Pension Contribution 26.95 26.95 27.08 26.95 37.71 40.08 40.08 41.99 26.95 33.28 33.28 34.86 26.95 26.95 26.95 26.95 26.95 2024 Hourly Rate - 45h/Per week 1,913.45 1,212.53 1,212.53 1,385.75 1,218.56 1,212.53 1,212.53 1,212.53 1,212.53 1,212.53 1,212.53 1,212.53 1,212.53 1,212.53 1,212.53 1,212.53 1,710.85 1,792.78 1,792.78 1,792.78 1,792.78 1,834.69 1,824.69 1,696.87 1,717.68 1,803.63 1,889.56 1,212.53 1 1,426.11 1,497.60 1,568.68 2024 Weekly Rate 5,254.27 R 5,254.22 R 5,254.22 R 5,254.27 R 7,126.65 R 7,768.65 R 8,188.04 R 5,254.27 R 6,179.77 R 6,489.54 R 7,353.03 R 7,443.20 R 7,815.68 R 8,188.04 R 6,797.55 President for SPF Co. 2024 Wage-5,254.27 R 6,179.77 R 6,489.54 R 2024 Salary -Contribution Wage Pension Fund and Council Fees 7,815.68 8,291.56 2,855.14 3,670.88 6,004.86 6,004.86 5,528.05 3,967.84 4,429.09 3,048.06 2,617.14 2,748.34 2,748.34 2,748.34 7,062.07 3,456.20 7,353.03 6,797.55 7,768.65 2,530.19 2010 General Assistant after 5 years
2012 General Assistant after 10 years
2014 General Assistant after 10 years
2020 Hairdresser - 1st year after qualified
2022 Hairdresser - Qualified - after 5 years
2026 Hairdresser - Qualified - after 10 years
2026 LEARNER - Level 2
2036 LEARNER - Level 2
2032 LAARNER - Level 3
2032 Manager - Beauty
2050 Manager - Hairdresser after 5 years
2051 Manager - Hairdresser after 5 years
2052 Manager - Hairdresser after 5 years
2054 Manager - only (Hairdressing) after 5 years
2056 Manager - only (Hairdressing) after 5 years
2056 Manager - only (Hairdressing) after 5 years
2056 Manager - only (Hairdressing) after 5 years
2058 Manager - only Hairdressing) after 5 years
2058 Manager - only Hairdressing) after 10 years
3040 Nall technician - Unqualified
3058 Mal technician - Qualified
3058 Mal technician - Qualified
3058 Massage Therapist - entry level 3089 Aesthettic Therapist
2002 Barber - Trainee
2004 Barber - Junior
2006 Barber - Senior
3056 Barber - Senior
3036 Bearby Technologist - Unqualified
3034 Beauty Technologist - Qualified
3034 Beauty and Skincare Therapist - Unqualified
3014 Beauty and Skincare Therapist
3022 Salion Assistant
4018 Drybar Worker Work Code



ANNEXURE "H14"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 116 BEING THE ENTIRE LIMPOPO PROVINCE - WORKING 45 HOURS

EOHCB Subscriptions See Annexure C	15 See Annexure	J									
Bargaining Le	Bargaining Levy See Annexure C	C									
		Changed to M	Changed to Midth 2024 lace Et Dancier Contribution	Dancies Contest	and French						
Control of the contro	AND MAN STREET	THE PARTY OF THE P	THE WANT TOO IN	CHORUS COLLUS	. P	The second second	200				
Work Work Work Code Discreptor	2024 Salary - Contribution Wage		2029 Prescribed Wage - for SPE Calc. 2024 Weekly Rate	A SECOND		787	RCF-11-155.0	2024 National	Z024 National	Z024 National SPF	2024 National SPF
	Council Fees							Contributing Wage	Contributing Wage	Minimum Wage	
2067 Operator - Trainee	R 3,475.33	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 45.18	R 45.18	R 208.52	R 208 52	R 25.27	R 35.37
2068 Operator	R 4,815.81	R 5,254,27 R		ex.	R 158.00	R 62.61				: 02	
2072 Operator - after 10 years	R 5,254.27	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 68.31	R 68.31	R 315.26		~	
2070 Operator - after 5 years	R 5,056.94	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 65.74	R 65.74 R	303.42	R 303.42	000	
2074 Operator - Multi skilled		œ.	œ	R 26.95 R	R 158.00 R	68.31	R 68.31	R 315.26	R 315.26		
2076 Operator - Multi skilled - after 5 years	R 5,875.21	R 5,875.21	R 1,355.83	R 30.13	R 158.00 R	76.38	R 76.38	R 352.51	R 352.51	R 29.38	
2078 Operator - Multi skilled - after 10 years		200	œ	R 31.56	R 158.00	R 80.00	R 80.00	R 369.22			
3042 Receptionist - Beauty Establishment	R 5,103.66	esc.	R 1,212.53	R 26.95	R 158.00	R 66.35	R 66.35			~	
2082 Receptionist - Hairdressing salon	R 5,094.18	R 5,254.27	R 1,212.53 R	26,95	R 158.00	R 66.22 R	R 66.22 R	305.65		02	
2084 Receptionist - Hairdressing salon - after 5 years	R 5,254.27	tx:	R 1,212.53	R 26.95	R 158.00	R 68.31 R	R 68.31 R	315.26		œ	
2086 Receptionist - Hairdressing salon - after 10 years	R 5,254.27	R 5,254.27	R 1,212.53 R	R 26.95 R	158.00	R 68.31	R 68.31 R		R 315.26	02	
3048 Somatologist 3 Years	R 4,649.80 R	R 5,254.27	R 1,212.53 R	26,95	R 158.00	R 60.45	R 60.45	R 278.99	R 278.99	~	
3052 Somatologist B Tech - 4 years	-	est.	R 1,212.53	R 26.95	R 158.00	R 64.09	R 64.09	R 295.79	R 295.79	~	
3054 Somatologist - B Tech Laser		æ	R 1,212.53	R 26.95	R 158.00	R 68.31	R 68.31	R 315,26	R 315.26		
1012 Specific Skilled Stylist		oc.	R 1,212.53	R 26.95	R 158.00	R 32.41	R 32.41	R 149.58	R 149.58		
1014 Specific Skilled Stylist - after 5 years	R 2,617.14	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 34.02	R 34.02	R 157.03	R 157.03		
1016 Specific Skilled Stylist - after 10 years	R 2,743.03	R 5,254.27	R 1,212.53	R . 26.95.	R 158.00	R 35.66	R 35.66	8 164.58	R 164.58		
Specific Skilled Stylist - doing only one of the following: Braiding,		: 7					_				
JUDO Platting, Curting	R 1,703.95	R 5,275.82	R 1,217.51	R 27.06	R 158.00	R 22.15	R 22.15	R 102.24	R 102.24	R 26.38	R 26.38
Specific Skilled Stylist - doing only one of the following: Braiding, 1002 Platting, Cutting after 5 years	R 1.789.07	R 527671	R 171633	E0 77	159.00	2000	טר כני	0			
Specific Skilled Stylist - doing only one of the following: Braiding,		1.		201			77.67		TO/.34	K 20.35	K 26.35
1004 Platting, Cutting after 10 years	R 1,875.96	R 5,265.50	R 1,215.12	R 27.00	R 158.00	R 24.39	R 24.39	R 112.56	112.56	R 26.33	8 26 33
2089 Working Employer (in Salon with Staff)	R 7,062.07	R 7,062.07	R 1,629.72	R 36.22			-			. ~	

ANNEXURE "H14"

BARGAINING COUNCIL
ANNEXURE "H1

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HARDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 116 BEING THE ENTIRE LIMPOPO

EOHCB Subscriptions See Ann Bargaining Levy See Ann	B Subscriptions See Annexure C Bargaining Levy See Annexure C
	Charged to NMM 2024 less ER Densier Contribution
economic certains	Total Sulty 2002 recentled and super for size fair fair and street and super for size fair fair fair and street and super for size fair fair fair fair fair fair fair fair
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 HOURLY rate for that category of employment
PART TIME EMPLOYEE	An employee who works 1 or 2 or 3 or 4 days per week Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that calegory of employment Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that calegory of employment Should the Council not receive the lower caculated salary from the Employer (Salon wores), 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	Contributions for a Working Employer (Work Code 2089), 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.
DAILY RATE CALCULATION	Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Pate multiply by hours worked on the day
ABBREVIATION DESCRIPTIONS	BC = Bargaining Council EE = Employee ER = Employer SPF = Six Penefit Fund SPF = Six Pay Fund
LEARNERS	Learners to also include any apprentices
UNION FEE / AGENCY FEE	Union Members: Union Fee equates to R 158.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R 129.00 per month per member (Excluding the funeral benefit) Non-Union Members: Non-Union members pays an Agency Fee equal to the Union membership fees currently R 158.00 per person per month but with no UASA benefits.
2024 Hourly Rate - Minimum Wage 45h/Per week	The minimum wage and learnership allowances prescribed by the National Minimum Wage (NIMW) Commission are calculated taking into account the Employer's Pension Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weeky rate that is less than the amount of the NIMW as the Pension Fund contribution of the Employer is factored into the calculation. The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NIMW Commission.
2025 Amendments	* Kindly note that this schedule will be amended wef 01 Jan 2025 as follows: - Wages/Salaries - 6% increase (subject to CPI not exceeding or falling below 6% by 2%) - Council fees for all areas will be 1.3% * NMW adjustments which usually take place wef 01 March
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ANNEXURE "H15"

HEMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE DIVISION 117 BEING MPUMALANGA PROVINCE - WORKING 45 HOURS

EOHCB Subscriptions	s See Annexure C										
Bargaining Levy	y See Annexure C										
		Changed to NN	Changed to NMW 2024 Jess ER Pension Contribution	Pension Contri	bution						
And the state of t	2026 Salasy- Contribution Wage- Person Fund and Cound Fees	2024 Prescribed Wage for SPE Laic 2004 Weekly Rate only	2024 Weekly Rate	2024 Hourity Rate – 45h/Per week	2024 Linion Fee	Martine Dr. 4 3% of Contributing Water	BCFe E 125 of	ZCZ4 National Person Final (SN) Contributing Wage	2024 National Pension Fond (EE) Commissing Ways	ZOZE National SPT Employer based on Memory Wage	2024 Nati Employee Minimu
3089 Aesthetic Therapist	R 8,291.56 R	8,791.56	R 1,913.45	R 42.52 R	158.00	R 107.79 R	R 107.79	R 497.49	R 497.49	R 41.46	~
2002 Barber - Trainee	R 2,855.14 R	R 5,254.27 R	1,212.53	R 26.95 R	158.00 R		R 37.12 R		~		000
2004 Barber - Junior	R 3,670.89 R	,	1,212.53	R. 26.95 R		47.72			~	26.27	2
2006 Barber - Senior	R 6,004.86 R	R 6,004.86 R	1,385.75	R 30.79 R	158.00 R	78.06	R 78.06 R	R 360.29	R 360.29	30.02	œ.
3036 Beauty Technologist - Unqualified	R 1,628.05 R	R 5,280.38 R	1,218.56	R 27.08 R	158.00 R	21.16	R 21.16 R	R 97.68	R 97.68	R 26.40	œ
3034 Beauty Technologist - Qualified	R 5,254.27	R 5,254.27	R 1,212.53	R 26.95 R	158.00 R	68.31	R 68.31 R	R 315.26	R 315.26	R 26.27	22
3020 Beauty and Skincare Therapist - Unqualified	R 3,967.84 R	R 5,254.27	R 1,212.53	R 26.95 R	158.00 R	3 51.58 R	R 51.58 R	R 238.07	R 238.07	R 26.27	œ
3014 Beauty and Skincare Therapist	R 4,429.09	R 5,254,27	R 1,212.53	R 26.95 R	158.00 R	3 57.58 R	R 57.58 R	R 265.75 R	R 265.75	26.27	~
3022 Salon Assistant	R 3,048.06	R 5,254,27	R 1,212.53	R 26.95 R	158.00 R	39.62 R	R 39.62 R	R 182.88	R 182.88	R 26.27	~
4018 Drybar Worker	R 4,887.63	R 5,254.27	R 1,212.53	R 26.95 R	158.00 R	3 63.54 R	R 63.54 R	R 293.26 R	R 293.26	26.27	62
2010 General Assistant	R 2,617.14	R 5,254.27	R 1,212.53	R 26.95 R	158.00 R	34.02 R				26.27	~
2012 General Assistant after 5 years	R 2,748.34	R 5,254,27	R 1,212.53 R	R .26.95 R	158.00 R	35.73 R	R 35.73 R	R 164.90 R	R 164.90	R 26.27	œ
2014 General Assistant after 10 years	R 2,877.78	R 5,254.27	R 1,212.53 R	R . 26.95 R	158.00 R	37.41 R	R 37.41 R			26.27	~
2020 Hairdresser - 1st year after qualified	R 5,254.27 R	R 5,254.27 R	R 1,212.53 R	R 26.95 R	158.00 R	8 68.31 R	R 68.31 R	R 315.26 R	R 315.26	R 26.27	~
2022 Hairdresser - Qualified	R 7,062.07 R	R 7,062.07 R	1,629.72	R 36.22 R	158.00 R	8 91.81 R	R 91.81 R	R 423.72 R	R 423.72	R 35.31	œ
2024 Hairdresser - Qualified - after 5 years	R 7,413.63 R		R 1,710.85 R	R 38.02 R	158.00 R	3 96.38 R			R 444.82	37.07	~
2026 Hairdresser - Qualified - after 10 years	R 7,768.65	R 7,768,65 R	R 1,792.78 R	R 39.84 R	158.00 R	R 100.99 R	R 100.99 R	R 466.12	R 466.12	R 38.84	œ
2046 LEARNER - Entry Level	R	R 1,798.62 R	R 415.07 R	R 9.22 R				000	cc	8.99	~
2048 LEARNER - Level 2	. 02	R 3,597,03 R	R 830.09 R	R 18.45 R	158.00 R		·	4	· cc	17.99	œ
2050 LEARNER - Level 3		R 5,545.58 R	R 1,279.76 R	R 28.44 R	158.00 R				, oc	27.73	~
2052 LEARNER - Level 4	R 3,456.20 R			R . 40.55 R	158.00 R	8 44.93 R	R 44.93 R	R 207.37 R	207.37	R 39.53	œ
3032 Manager - Beauty		R 7,353.03 R	R 1,696.87 R	R 37.71 R	158.00 R	35.59 R	R 95.59 R	R 441.18	R 441.18	R 36.77	~
2060 Manager - Hairdresser	R 7,443.20	R 7,443.20	R 1,717.68 R	R 38.17 R	158.00 R	8 96.76 R	R 96.76 R	R 446.59	R 446.59	R 37.22	œ
2062 Manager - Hairdresser after 5 years			R 1,803.63 R	R 40.08 R	158.00 R	3 101.60 R	R 101.60 R	R 468.94 R	468.94	R 39.08	œ
2064 Manager - Hairdresser after 10 years	R 8,188.04 R	R 8,188.04	R 1,889.56 R	R 41.99 R	158.00 R	3 106.44 R	R 106.44 R	R 491.28	R 491.28	R 40.94	œ
3030 Manager - only (Beauty Establishment)	R 5,254.27 R		R 1,212.53 R	R 26.95 R	158.00 R	8 68.31 R	R 68.31 R	R 315.26	R 315.26	R 26.27	œ
2054 Manager - only (Hairdressing)	R 6,179.77 R	6,179.77	R 1,426.11 R	R 31.69 R	158.00 R	80.34 R	R 80.34 R	R 370.79	R 370.79	R 30.90	~
2056 Manager - only (Hairdressing) after 5 years	R 6,489.54 R	R 6,489.54	R 1,497.60 R	R 33.28 R	158.00 R	84.36 R	R 84.36 R	R 389.37	R 389.37	R 32.45	~
2058 Manager - only (Hairdressing) after 10 years	R 6,797.55	200		R 34.86 R	158.00 R	88.37 R	R 88.37 R	R 407.85	R 407.85	R 33.99	œ
3040 Nail technicían - Unqualified		R 5,254.27 R		R 26.95 R	158.00 R	32.89 R	R 32.89 R	R 151.81	R 151.81	R 26.27	œ
3084 Nail Technician - Certified		R 5,254.27	~	R 26.95 R	158.00 R	33.85 R	R 33.85 R	R 156.23	R 156.23	R 26.27	œ
3038 Nail technician - Qualified	R 3,037.86		1,212.53	R 26.95 R	158.00 R	39.49 R	R 39.49 R	R 182.27	R 182.27	R 26.27	œ
3088 Massage Therapist - entry level	R 2,634.23 R	R 5,254.27 R	1,212.53	R 26.95 R	158.00 R	34.24 R	R 34.24 R		R 158.05	R 26.27	æ
3087 Massage Therapist	R 4,887.63 R	R 5,254.27 R	1,212.53	R 26.95 R	158.00 R	8 63.54 R		R 293.26	R 293.26	R 26.27	æ



ANNEXURE "H15"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE DIVISION 117 BEING MPUMALANGA PROVINCE.
WORKING 45 HOURS

EOHCB Subscripti	EOHCB Subscriptions See Annexure C										
Bargaining L	Bargaining Levy See Annexure C										
		Changed to N	Changed to WWW 2024 less ER Pension Contribution	Pension Contr	(bution						
Work Work Code	2023 Salanti Countilution Wage- Pension Fued and Oxuncil Fees		2024 Prescribed Marselfy Rate only	2024 Hourly Rate - 45h/Per week		Of fee St. 1.3% of Contributing Wage	BCFeeff 13% of Confidenting Wage	2024 Nethoral Pension Fund (ER) Contributing Wage	2024 Nettonal Personn Frank (EE) Contributing Wrate	2024 National SPT Employer hased on Minimum Wage	2024 National SPF Employee based on Minimum Wage
2067 Operator - Trainee	R 3,475.33	13 R 5,254.27	R 1,212.53	R 26.95	R 158.00	45.18	R 45.18	R 208 52	R 208 52	77.30 B	75.27
2068 Operator	R 4,815.81	31 R 5,254.27	æ	R 26.95	-	R 62.61 R		288.95	288.95	-	
2072 Operator - after 10 years	R 5,254.27	7 R 5,254.27	R 1,212.53 R	26.95	R 158.00 R	68.31	R 68.31	315.26	315.26	26.27	
2070 Operator - after 5 years	rv,	.056.94 R .: 5,254.27 R	R 1,212.53 R	56'92	R 158.00 R	65.74	R 65.74	R 303.42	R 303.42	-	
2074 Operator - Multi skilled	5	œ		R 26.95	R 158.00 R	1 68.31	R 68.31	R 315.26	R 315.26	R 26.27	R 26.27
2076 Operator - Multi skilled - after 5 years	5,	11 R 5,875,21.	. R 1,355.83	R 30.13	R 158.00 R	R 76.38 R	R 76.38	R 352.51	R 352.51	29.38	
2078 Operator - Multi skilled - after 10 years	9	56 R 6,153,66	R 1,420.09	R 31.56 R	R 158.00 R	R 80.00 R	R 80.00	R 369.22	R 369.22	R 30.77	R 30.77
3042 Receptionist - Beauty Establishment	R 5,103.66	6 R 5,254,27 R	R 1,212.53	R 26.95 R	R 158.00 R	t 66.35 R	66.35	R 306.22	R 306.22	R 26.27	R 26.27
2082 Receptionist - Hairdressing salon	R 5,094.18	8 R. 5,254.27 R	R 1,212.53 R	26.95	R 158.00 R	t 66.22 R	66.22	R 305.65	+	26.27	
2084 Receptionist - Hairdressing salon - after 5 years	R 5,254.2	24	R 1,212.53	R 26.95	R 158.00 R	68.31	R 68.31		-	26.27	
2086 Receptionist - Hairdressing salon - after 10 years	R 5,254.27	7 R 5,254,27	R 1,212.53	R 26.95	R 158.00 R	68.31	R 68.31	-	315.26	26.27	
3048 Somatologist 3 Years	4,	10 .R 5,254.27 R	R 1,212.53	R 26.95	R 158.00 R	60.45	R 60.45	R 278.99	R 278.99	R 26.27	
3052 Somatologist B Tech - 4 years	4	7 R 5,254.27 R	R 1,212.53 #	26,95	R 158.00 R	64.09 R	R 64.09 R	295.79	R 295.79	R 26.27	R 26.27
3054 Somatologist - B Tech Laser	R 5,254.27	7 R 5,254.27 R	R 1,212.53 R	26.95	R 158.00 R	68.31	R 68.31	R 315.26	R 315.26	R 26.27	R 26.27
1012 Specific Skilled Stylist	R 2,493.00	es:	R 1,212.53	R. 26,95	R 158.00 R	32.41	R 32.41	R 149.58	R 149.58	26.27	R 26.27
1014 Specific Skilled Stylist - after 5 years	R 2,617.14	4 R 5,254.27	R 1,212.53	R. 26.95	R 158.00 R	34.02	R 34.02	R 157.03	R 157.03	26.27	
1016 Specific Skilled Stylist - after 10 years	R 2,743.03	13 R 5,254,27	R 1,212.53	R 26.95	R 158.00 R	35.66	R 35.66	R 164.58	R 164.58	26.27	
Specific Skilled Stylist - doing only one of the following:		1 1 1 1 1 1 1 1									
1000 Braiding, Platting, Cutting	R 1,703.95	5 R 5,275.82	R 1,217.51	R 27.06	R 158.00 R	22.15	R 22.15	R 102.24	R 102.24	R 26.38	R 26.38
Specific Skilled Stylist - doing only one of the following: 1002 Braiding, Platting, Cutting after 5 years	R 1,789.07	7 8 5.270.71	R 1.216.33	R 27.03	R 158.00 R	23.26	R 73.76	R 107 34	NS 701	-	36.36
Specific Skilled Stylist - doing only one of the following:									101	CCO	
1004 braiding, Platting, Lutting after 10 years		DE:	~	$\overline{}$	R 158.00 R	24.39	R 24.39	R 112.56	R 112.56	R 26.33	3 26.33
2089 Working Employer (in Salon with Staff)	R 7,062.07	7 R 7,062,07 R	R 1,629.72	R 36.22						R 105.93	



ANNEXURE "H15"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE DIVISION 117 BEING MPUMALANGA PROVINCE - WORKING 45 HOURS

EOHCB Subscrip Bargaining	ECHCB Subscriptions See Annexure C Bargaining Levy See Annexure C
	Changed to NANY 2024 less ER Pension Contribution.
Model Total Description	2028 Salary 2021 Executions Wage to the Contribution Wage Wage Contribution Wage Wage Contribution Wage Wage Contribution Wage Wage Contribution Wage Wage Wage Wage Wage Wage Wage Wage
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 HOURLY rate for that category of employment
PART TIME EMPLOYEE	An employee who works 1 or 2 or 3 or 4 days per week Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment Should the Case with 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, that 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	Contributions for a Working Employer (Work Code 2089), 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.
DARLY RATE CALCULATION	Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day
ABBREVIATION DESCRIPTIONS	BC = Bargaining Council EE = Employee ER = Employer SSF = Sick Perfect and SSF = Sick Pay Fund
LEARNERS	Learners to also include any apprentices
UNION FEE / AGENCY FEE	Union Members: Union Fee equates to R 158.00 per month per member. For members who join UASA after the age of 80, the Union Fee equates to R 129.00 per month per member (Excluding the funeral benefit). Non-Union Members: Non-Union members pays an Agency Fee equal to the Union membership fees currently R 158.00 per person per month but with no UASA benefits.
2024 Hourly Rate - Minimum Wage 45h/Per week	The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMW) Commission are calculated taking into account the Employer's Pension Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMW as the Pension Fund contribution of the Employer is factored into the calculation. The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NMW Commission.
2025 Amendments	* Kindly note that this schedule will be amended wef 01 Jan 2025 as follows: - Wages/Salaries - 6% increase (subject to CPI not exceeding or falling below 6% by 2%) - Council fees for all areas will be 1.3% * NMW adjustments which usually take place wef 01 March



ANNEXURE "H16"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 106 BEING THE ENTIRE WESTERN CAPE (EXCLUDING THE MAGISTERIAL DISTRICTS OF CAPE TOWN, WYNBERG, SIMONSTAD AND BELVILLE)

	בסונים משפת ולהומוים הכר בחווכים	Sec Patrickal C										
	Bargaining Levy See An	See Annexure C										
				Changed to NNW 2024 less pension Contribution	/ 2024 less pen-	sion Contribu	Sont, Santa					
ionidusacy spots your production of the producti		2024 Salary - Contribution Wage - Pension Fund and Council Fees	2024, Frescrib Wige: to: SPF (ADX Frexcribed ADX Frexcribed Wages for SPC CAC ADM Weekly Bate Wiles - 451/frex repty	2024 Fourty Rate 45h/Per	Man and a second	8 7	ACTE ET - 1,2% of Contributing Wage	2024 National Personn Fund (FR). Contributing Wage	2028 National Pension fund [FE] Contributing Wage	2004 National SPE Employer Sessed on Minimum Wage	2024 National SPE Employee based on Milmorum Wage
3089 Aesthetic Therapist	36	R 8,291.56	R 8.291.56	R 1913.45	R 40 52	158.00	B 107 70	DC 701	D 407 40	Section Sections		
2002 Barber - Trainee		R 2.855.14	rie .	~	36.05	150.00				2	×	
2004 Barber - Junior			2	· ~	56.92			CT CL 8	D 1/1,31	_	-	
2006 Barber - Senior			2	~	20.70	150 00		: 0		2 6	e 1	
3036 Beauty Technologist - Unqualified			124	· œ	27.08	158.00			S 350.29	8 350.29	× 0	
3034 Beauty Technologist - Qualified		R 5,254.27	~		R 26.95	158.00			£ 02	۵ م	-	C 20 0
3020 Beauty and Skincare Therapist - Unqualified		R 3,967.84	R 5,254.23		R 26.95	158.00				۵ ۵	c 0	
3014 Beauty and Skincare Therapist			02	1.212.53	36.95	158.00	57.58			< 0	17.07 u	
3022 Salon Assistant			200	1,212.53	R 26.95	158.00	39 62	: 0		۵ د	< 0	
4018 Drybar Worker			825		26.95	158.00				٠ ٥		
2010 General Assistant					36.05	158.00	CONE	. 0		۵ ۵		
2012 General Assistant after 5 years			200		36.05	158.00	35.72			E 6	× 0	
2014 General Assistant after 10 years			2		36.00	158.00	37.44			N LIDE, SU	× 0	
2020 Hairdresser - 1st year after qualified		R 5,254.27	84	1,212.53	26.95	158.00	5831	2 02		D 215 26	75.27 B	K 26.2/
2022 Hairdresser - Qualified		R 7,062.07	R 7,062.07. R	1,629.72	36.22	158.00	91.81	· cc		2 0	. 0	77.07 U
2024 Hairdresser - Qualified - after 5 years		R 7,413.63	R 7,413.63 R	1,710.85	R 38.02 R	158.00	96.38			- a	. 0	
2026 Hairdresser - Qualified - after 10 years		R 7,768.65		R 1,792.78	R 39.84 R	158.00	100.99	1		: 00		
2046 LEARNER - Entry Level		-			R 9.22 R	158.00				22		
2048 LEARNER Level 2		·	R 3,597.03 R	R 830.09 R	R 18.45 R	158.00	,			00	-	
2050 LEARNER - Level 3			5,545,58		R 28.44 R	158.00	, oc					
2052 LEARNER - Level 4			7,906.95	1,824.69			44.93	R 44.93	R 207.37	R 207.37	02	
3032 Manager - Beauty						158.00	95.59	R 95.59	R 441.18	R 441.18	R 36.77	
Zubu Manager - Hairdresser					R 38.17	158.00	R 96.76	R 96.76	R 446.59	R 446.59	R 37.22	
Zuoz Manager - Hairdresser after 5 years					œ		R 101.60 R	101.60	R 468.94	R 468.94	œ	
2004 Manager - Hairdresser after 10 years			8,188.04			158.00	1	106.44	R 491.28	R 491.28	R 40.94	R 40.94
Susu Manager - only (Beauty Establishment)		5,254.27	5,254.27			158.00	R 68.31 R	68.31	R 315.26	R 315.26	2	
ZOS4 Manager - only (Hairdressing)		6,179.77	6,179.77				80.34	80.34	R 370.79	R 370.79	R 30.90	
2020 Iwanager - only (Hairdressing) arter 5 years			1	-			84.36	R 84.36	R 389.37	R 389.37	R 32.45	
2028 Manager - only (Hairdressing) after 10 years			<u>.</u>	1,568.68		158.00	R 88.37	-	R 407.85	R 407.85	R 33.99	
Sook high reconican - Unquaimed		2,530.19	R 5,254.27	1,212.53	26,95	158.00		32.89	R 151.81	R 151.81	R 26.27	
Sus4 Mall Technician - Certified		2,603.89	5,254.27	R 1,212.53	R 26.95 R	158.00	R 33.85	R 33.85	R 156.23	R 156.23	R 26.27	R 26.27
3038 Nail technician - Qualiffed		3,037.86	5,254,27		.	158.00 R	39.49	R 39.49	R 182.27	R 182.27	œ	
3088 Massage Therapist - entry level		2,634.23	5,254.27	R 1,212.53 R.		158.00	R 34.24	R 34.24	R 158.05	R 158.05		
308/ Massage Inerapist		R 4,887.63	R 5,254.27	R 1,212.53	R 26.95 R	158.00	R 63.54	R 63.54	R 293.26	~		R 26.27



ANNEXURE "H16

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 106 BEING THE ENTIRE WESTERN CAPE (EXCLUDING THE MAGISTERIAL DISTRICTS OF CAPE TOWN, WYNBERG, SIMONSTAD AND BELVILLE)

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ANNEXURE "H16

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 106 BEING THE ENTIRE WESTERN CAPE (EXCLUDING THE MAGISTERIAL DISTRICTS OF CAPE TOWN, WYNBERG, SIMONSTAD AND BELVILLE)

EOHCB Subscriptions | See Annexure C

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Work Work Code Discription	Contribution Wage List Precribed Contribution Wage Wage Contribution Wage Wage Contribution Wage Wage Wage Wage Wage Wage Wage Wage
NOTES	The state of the s
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 HOIRRY rate for that rateomy of employment
	An employee who works 1 or 2 or 3 or 4 days per week
PART TIME FABILINE	Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY 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.
WORKING EMPLOYERS	Contributions for a Working Employer (Work Code 2089), 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 Salava of the Employees Contributions causals by all Employees will be 6% of the Basic Salava of the Employees
DAILY RATE CALCULATION	Basic Salary / Wage divided by 4,3333 divided by 45 = HOURY Rate multiply by hours worked on the have
	BC = Bargaining Council
	EE = Employee
ABBREVIATION DESCRIPTIONS	ER = Employer
	SBF = Sick Benefit Fund
	SPF = Sick Pay Fund
LEARNERS	Learners to also include any apprentices
UNION FEE / AGENCY FEE	Union Members: Union Fee equates to R 158.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R 129.00 per month per member (Excluding the funeral benefit)
	more crimen wettings. Not controlled the pays an Agency Fee equal to the Union membership tees currently 158.00 per person per month but with no UASA benefits.
	The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMW) Commission are calculated taking into account the Employer's Pension Fund constributions
2024 Hourly Rate - Minimum Wase 45h/Ber week	Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMW as the Dension Ernor
	contribution of the Employer is factored into the calculation.
	The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NMW Commission.
	* Kindly note that this schedule will be amended wef 01 Ian 2025 as follows:
2025 Amendments	- Wages/Salaries - 6% increase (subject to CPI not exceeding or failing below 6% by 2%)
	- Council fees for all areas will be 1.3%
	* NIMW adjustments which usually take place wef 01 March

ANNEXURE "I"

RULES OF SICK PAY FUND

1. <u>Introduction</u>

- 1.1 The National Bargaining Council for Hairdressing, Cosmetology, Beauty and Skincare Industry ("the Bargaining Council") is a Bargaining Council duly established as such in accordance with the provisions of section 27 of the Labour Relations Act, Act 66 of 1995, as amended ("the Act").
- 1.2 In accordance with the provisions of section 28(1)(g) of the Act, the Bargaining Council has the power to establish and administer funds for the benefit of one or more of the parties to the Bargaining Council or their members.
- 1.3 The SPF is a fund that is being administered by the Bargaining Council.
- 1.4 Definitions as contained in the collective agreement of the Bargaining Council shall mutatis mutandis apply herein.

2. Name

2.1 The name of the Fund is the National Sick Pay Fund for Hairdressing, Cosmetology, Beauty and Skincare ("the SPF").

3. Management

3.1 The SPF will be managed by a Management Committee ("the Management Committee") established by the Board of the Bargaining Council ("the Board"), in accordance with the provisions of these rules.

4. Membership

- 4.1 Employees, in the Hairdressing, Cosmetology, Beauty and Skincare Industry ("the Industry") shall be members of the SPF. Working employers and Legal owners (insofar as a Legal owner is a natural person) may be members of the SPF ("the members").
- 4.2 Membership to the SPF shall be:-
 - 4.2.1. voluntary for the Employees that resort under the Pretoria and Cape Peninsula regions of the Bargaining Council, up to and including the 31st of December 2016;
 - **4.2.2.** compulsory for all Employees that resort under the Semi-National and KwaZulu-Natal regions of the Bargaining Council as from the 1st of January 2016;
 - 4.2.3. compulsory for all Employees as from the 1st of January 2017.
- **4.3** A member will register with the SPF by submitting a duly completed application for membership in the prescribed form to the SPF recording, amongst others, the member's personal details.

5. Claiming against the SPF

- 5.1. For purposes of instituting a claim against the SPF and elsewhere in these rules "basic salary" or "wage" shall mean the basic salary or wage on which the member's contribution to the SPF is calculated <u>and</u> paid in accordance with the provisions of paragraph 7 below.
- 5.2 A claim may be instituted by a member against the SPF for payment of the basic salary or wage in respect of such member for a period of time that a member is

- absent from work due to any medical condition, examination or procedure, for which a member has proof of absence for a day or more ("the payment period").
- 5.3 For purposes of this clause 5.3 a distinction is made between the minimum basic salary or wage as recorded in the schedules to the collective agreement of the Bargaining Council ("the prescribed minimum") and the basic salary or wage that is actually paid to the member ("the actual basic salary or wage"). Should a member's contribution be calculated and paid on the actual Basic salary or Wage, the member shall be entitled to claim the actual Basic salary or Wage for the payment period, subject to the member's contribution on the actual Basic salary or Wage having been paid to the SPF on at least 3 (three) consecutive occasions, immediately prior to the claim being instituted. Should a claim be instituted during the 3-month waiting period, the claim will be paid on either the prescribed minimum or the actual Basic salary or Wage on which the member contributed prior to the 3-month waiting period, as the case may be. Nothing contained in this paragraph 5.3 shall deteriorate from the right or prohibit a member to claim from his or her Employer, the balance between the amount claimed (and received) from the SPF and the actual basic Salary or Wage, in the event of the contributions to the SPF being made on the prescribed minimum, but such member receiving a wage in excess of the prescribed minimum.
 - 5.4. The payment period shall be limited to:
 - 5.4.1. 33 (thirty-three) days in a 3 (three) year cycle for being absent from the workplace for any period of time less than 6 (six) days ("the six day period"); and
 - **5.4.2.** 33 (thirty-three) days in a 3 (three) year cycle for being absent from the workplace for a continued period of 7 (seven) days and more ("the seven day period").

("the payment cycle").

5.5. The following shall apply to the payment cycle:

- **5.5.1**. A member shall be able to transfer 3 days from the 6-day period to the 7-day period, or vice versa;
- **5.5.2.** a member may claim against the SPF during any part of the payment cycle, limited to the number of days set forth in clause 5.3 above.
- 5.6 A member will only be able to institute a claim against the SPF during the payment period, if:-
 - 5.6.1. the member is in possession of a medical certificate issued by a registered medical practitioner, a registered nurse or registered traditional healer ("the practitioner"), clearly stating: -
 - **5.6.1.1**. the name, address and capacity of the practitioner issuing the medical certificate;
 - **5.6.1.2**. the date upon which the member consulted with the practitioner;
 - **5.6.1.3**. the period that the member will be absent from work due to the illness.
 - 5.6.2 the provisions of paragraph 5.6.1 will not apply if the member has been absent from work for less than 2 consecutive days or less than 2 occasions (for 2 consecutive days and less) during an 8-week period.
- 5.7. The SPF may, if necessary, communicate with and call on the practitioner to amplify or clarify any aspect mentioned on the medical certificate or, in its sole and absolute discretion, refer the member to a practitioner of its own choice and at its own costs, to verify the medical condition, examination or medical procedure, or duration thereof, mentioned on the medical certificate. No claim shall be paid until such time that the SPF has finalised its own investigation as envisaged in this clause, should it elect to do so.

- 5.8 A claim against the SPF shall be calculated on the basis of the lesser of:-
 - **5.8.1.** the duration for which the member is absent from work due to any medical condition, examination or procedure; or
 - **5.8.2.** the duration that the member may be absent from work due to any medical condition, examination or procedure, as indicated on the medical certificate.
- **5.9.** Notwithstanding anything contained in these rules to the contrary, the Bargaining Council, in its sole and absolute discretion may refuse or repudiate any claim made by a member against the SPF.
- 5.10 The provisions of this clause 5.10, shall apply to any virus or illness that has been declared either an epidemic or pandemic by the World Health Organisation or a similar authority, having the authority to do so ("the virus"). Notwithstanding anything to the contrary contained in these rules, the provisions of this clause 5.10 shall only apply in respect of a claim that is instituted as a result of the virus ("a virus claim"), being:
 - **5.10.1** a virus claim shall be limited to the following payment period, being:
 - **5.10.1.1** (ten) days in respect of the 6-day payment period, as contemplated in clause 5.4.1 above; and
 - **5.10.1.2** 23 (twenty-three) days in respect of the 7-day payment period, as contemplated in clause 5.4.2 above.
 - 5.10.2 the 10 (ten) days forming part of the 6-day period and the 23 (twenty-three) days forming part of the 7-day period, will be included in the number of days recorded in respectively clauses 5.4.1 and 5.4.2 above and shall not be additional thereto;

- **5.10.3** the provisions of clauses 5.6 and 5.7 will apply *mutatis mutandis* in respect of a virus claim;
- **5.10.4** the following calculation will be used in order to determine the payment period in respect of a virus claim, being:
 - 5.10.4.1 in respect of the 6-day period: the remaining days available to the member within the payment cycle x 10 (ten) days, divided by 33 days; and
 - 5.10.4.2 in respect of the 7-day period: the remaining days available to the member within the payment cycle x 23 (twenty-three) days, divided by 33 days.
- 5.10.5 a virus claim shall be limited to the number of days indicated on the medical certificate submitted and further subject to the provisions of clauses 5.10.1, 5.10.2 and 5.10.4 above; and
- **5.10.6** nothing contained in this clause 5.10 shall limit a member's right to claim any shortfall, not paid by the SPF relating to a virus claim, from the Unemployment Insurance Fund (if applicable).

6. Benefits

- 6.1. Any Medical Condition, Examination or Procedure
 - **6.1.1.** A member may claim the basic salary or wage from the SPF for the period absent from work due to any medical condition, examination or procedure, within the payment period.

6.2. Maternity benefit

6.2.1. Female members of the SPF may institute a claim against the SPF for a maternity benefit which will be limited to: -

- **6.2.1.1**. 30% (thirty percent) of the monthly basic salary or wage of a female member;
- **6.2.1.2.** a period of 4 (four) months;
- **6.2.1.3.** no more than 4 (four) children.
- **6.22.** the following provision shall apply to a claim in respect of a maternity benefit:
 - **6.2.2.1** the female member shall only be entitled to claim the maternity benefit upon the child being born;
 - **6.2.2.2** the full maternity benefit will be paid by means of a once-off payment, calculated in accordance with the provisions of clause 6.2.1;
 - 6.2.2.3. should a child be stillborn, the 4 (four) month period as envisaged in clause 6.2.1.2 above will be limited to 2 (two) months, unless the Bargaining Council is favoured with a written motivation by a Psychologist or a Medical Practitioner justifying an increased period of absence, in which event the Bargaining Council may, in its sole and absolute discretion, increase the period, which period will not exceed the 4 (four) months. For purposes of this clause 6.2.2.3 "stillborn" is defined as a child that is delivered after 24 (twenty-four) weeks and weighs less than 500 (five hundred) grams.
 - 6.2.2.4 nothing contained in these rules shall be construed as to limit any female member claiming a maternity benefit, from not being able to also claim a maternity or other benefit during the payment period, from any other source, whatsoever.
 - **6.2.2.5** a female member may only claim against the SPF for a maternity benefit after being a contributing member thereto for a continuous

period of 12 (twelve) months i.e. if the child is born after the 12 (twelve) month period.

7. Contributions to SPF

- **7.1.** The following contributions shall be made to the SPF:
 - 7.1.1. Employer: an Employer that employs a member of the SPF shall contribute an amount equal to what is agreed by the parties to the Bargaining Council, from time to time, of the Employee's monthly basic salary or wage, to the SPF ("the Employer's contribution")
 - 7.1.2. Employee: an Employee who is a member of the SPF shall contribute an amount equal to what is agreed by the parties to the Bargaining Council, from time to time, of the applicable Basic salary or wages, to the SPF ("the Employee's contribution");
 - 7.1.3. Working Employer: a Working Employer that is a member of the SPF shall contribute an amount equal to what is agreed by the parties to the Bargaining Council, from time to time, of the monthly Basic salary or wage of a qualified stylist, which shall be determined by the Basic salary or wage of the area in which the Working Employer operates an Establishment ("the Working Employer's contribution");
 - 7.1.4. a Legal Owner that is a member of the SPF shall contribute an amount equal to what is agreed by the parties to the Bargaining Council, from time to time, of the Basic salary or wage of a qualified stylist, which shall be determined by the Basic salary or wage of a Qualified Stylist in the area in which the Working Employer operates an Establishment ("the Legal Owner contribution").
- **7.2.** The Contribution recorded in clause 7.1 above, shall be due and payable to the SPF, on a monthly basis.

7.3. An Employer, Working Employer and Legal owner, as the case may be, shall by no later than the seventh day of the month following the month in respect of which the payment is due, pay to the Bargaining Council the Employer's contribution, Employee's contribution, Working Employer's contribution or Legal Owner's contribution.

8. Procedure to institute claim against SPF

- **8.1.** Any claim against the SPF shall be submitted by no later than 90 (ninety) days after the date upon which any medical condition, examination or procedure occurs.
- **8.2.** The Bargaining Council may grant condonation for a claim being institute outside the period stated in clause 8.1 above.
- 8.3. A claim against the SPF shall be submitted in the following manner and form:-
 - **8.3.1**. on the claim form attached to these rules, duly completed;
 - **8.3.2**. be accompanied by:
 - **8.3.2.1**. the original or certified copy of the medical certificate and bank account statement;
 - **8.3.2.2.** a certified copy of the member's identity document, only id no copy of the identity document is available on the Council's system;
 - **8.3.2.3.** written confirmation of the Employer, Working Employer or Legal Owner, stating the period of absence;
 - **8.3.2.4.** a birth certificate of the child born in the event of a female member claiming a maternity benefit.

- **8.4.** The claim form duly completed together with the supporting documents recorded in the clause 8.3 above, shall be submitted to the SPF by hand, e-mail, facsimile or registered mail.
- 8.5. In the event of a member claiming for the SPF on more than one occasion in any calendar year, the documents to be submitted by the member shall be limited to the duly completed claim form and the original or certified copy of the medical certificate.
- 8.6. Any claim instituted against the SPF which:-
 - **8.6.1**. is submitted on a claim form which is not duly completed or is illegible;
 - **8.6.2**. is not accompanied by any of the aforesaid supporting documentation;
 - **8.6.3**. the medical certificate or any part thereof is blank or illegible will not be processed.
- **8.7.** The SPF will execute its best endeavours to make payment to the member in respect of a claim instituted, on the member's usual payday following the claim being submitted, or the date upon which the member has fully complied with the requirements as set forth in clause 8.3 above, whichever is the later.

9. Compliance with collective agreement

- **9.1.** A member will have no claim against the SPF if his or her employer is in arrears in respect of any of the employer's contribution or member's contribution, to the SPF.
- **9.2**. The provisions of paragraph 9.1 will not detract from an employee's right to claim from his or her employer payment for sick leave, during any time of absence from work due to illness or injury.

- 9.3. A member who is disqualified from claiming from the SPF by virtue of his or her employer being in arrears with the employer's contribution shall, without delay, notify the Bargaining Council of such failure on the part of his or her employer, to enable the Bargaining Council to compel compliance with the provisions of these rules.
- **9.4.** The disqualification contemplated in paragraph 9.1 shall not apply in the circumstances where an employer is able to prove that both the employer's contributions and member's contributions were made but, due to an administrative error or oversight, the contributions were not correctly recorded or allocated, by the Bargaining Council.
- **9.5.** Should application be made by any person to be exempt from the provisions of the collective agreement or these rules, the exemption will only apply as from the date upon which the Exemption Board hands down its decision to grant exemption.

10. Special provisions relating to membership

10.1. Should a Working Employer or a Legal Owner become a member of the SPF at any time prior to the 1st of January 2017, a 8 (eight) month waiting period will be applicable i.e. the SPF will not entertain any claim instituted by a Working Employer or a Legal Owner against the SPF within a period of 8 (eight) months after becoming a member and any claim instituted thereafter up and to including the 31st of December 2016, will be paid out pro-rata to the number of months that the Working Employer or Legal Owner has been a member of the SPF.

11. Administration

- **11.1**. The Management Committee will be appointed by the Board at the Board's Annual General Meeting ("AGM").
- 11.2. The Management Committee shall consist of the Chairperson and Vice-chairperson of the Board, 2 (two) Representatives nominated by the Employer party to the Bargaining Council and 2 (two) Representatives, nominated by the Employee party

to the Bargaining Council and the Chief Executive Officer of the Bargaining Council. The Chief Executive Officer (Ex-Officio member) of the Bargaining Council shall have no voting powers on the Management Committee.

- **11.3**. Each of the parties to the Council shall appoint, for the Chairperson, Vice-chairperson positions and Representatives alternates, from the pool of alternatives, nominated by the parties to the Council Board.
- 11.4. The Management committee shall appoint from among them, a Chairperson and Vice-chairperson, which may differ from the Chairperson and Vice-chairperson of the Board. The term of office of the Chairperson, Vice-chairperson and Representatives (and their Alternates) serving on the Management Committee shall be the same term as the Chairperson and Vice-chairperson appointment to the Board and shall terminate upon such date that the Chairperson and Vice-chairperson's appointment to the Board, terminates.
- 11.5. The Chairperson, Vice-chairperson or a Representative of the Management Committee may resign as such by furnishing the Board with 30 (thirty) calendar days of his / her intention to do so.
- 11.6. The Chairperson, Vice-chairperson or a Representative of the Management Committee's appointment as such may be terminated by a decision of the Board. Should the Chairperson's appointment be terminated in terms of this clause 11.6, the Vice-chairperson shall take over the responsibilities of the Chairperson for the remainder of the term set-forth in clause 11.4 above. In such event the representatives to the Management Committee shall appoint a new Vice-chairperson from amongst them for the remainder of such term.
- 11.7. In the event of a Representative of the Management Committee resigning or his / her appointment as such being terminated, the Representative's, Alternate will replace the person so resigning or appointment being terminated, to the Management Committee.
- 11.8. All resolutions by the Management Committee shall be passed with a majority vote.

- **11.9.** The Bargaining Council will consider and authorise claims instituted by members against the SPF.
- **11.10**. The Management Committee, mandated by the parties to the Bargaining Council, shall have the power to make and alter rules governing the SPF
- **11.11.** Any disputes emanating from the Bargaining Council refusing, repudiating or partly refusing or partly repudiating any claim instituted against the SPF by a member or any dispute as to the interpretation, meaning, intention or provisions of these rules shall be resolved as follows:-
 - 11.11.1. a person aggrieved by the decision of the Bargaining Council may lodge an appeal to the Management Committee; (as per the prescribed Appeal Form)
 - 11.11.2. all appeals shall be lodged within 14 (fourteen) days as from the date upon which the Bargaining Council's decision has been made available and shall be heard by the Management Committee within 120 (hundred and twenty) days of being lodged.
 - 11.11.3. any appeal shall be in writing and shall contain the following:-
 - **11.11.3.1**. grounds of appeal;
 - **11.11.3.2.** all supporting documentation which will be used in support of the appeal;
 - **11.11.3.3**. any other relevant information or documentation that may assist the Management Committee to arrive at a conclusion.
 - 11.11.4. an appeal, in the sole and absolute discretion of the Management Committee, may be amplified by oral argument;

- 11.11.5. The Management Committee's finding on appeal shall be in writing and shall be made available to the person lodging such appeal within 14 (fourteen) days from such appeal being heard. The Management Committee's finding on appeal shall be final and binding.
- 11.12. All expenses incurred in connection with the administration of the SPF shall be a charge against the SPF. The Management Committee shall have the power to appoint committees or sub-committees to delegate to such sub-committees such powers as are not inconsistent with the collective agreement or these rules.
- 11.13. The Management Committee may cause to:-
 - 11.13.1. open a bank account/s for retaining members contributions;
 - **11.13.2.** invest funds of the SPF not immediately required to meet any claims or charges from time to time which includes, but will not be limited to, investing in immovable property;
 - 11.13.3. from time to time borrow and/or obtain an overdraft from any bank or financial institution for such sum of money required for purposes of meeting its obligations as envisaged in these rules.
- 11.14. The Management Committee's powers as set forth in clause 11.13 above shall be limited to the extent that only the Board may elect:
 - 11.14.1. at which financial institutions a bank account/s may be opened;
 - 11.14.2. by which broker and where funds of the SPF may be invested.
- 11.15. The Council Board shall appoint the auditors to audit the books of account and financial statements of the SPF, annually. The audited financial records of the SPF shall be presented to, considered and approved by the Board at its AGM, where after it will be signed off by the Chairperson of the Management Committee. The Chairperson of the Management Committee shall in his / her Chairperson's report address the AGM on the activities of the SPF. The audited financial records of the

- SPF shall be open for inspection to any member of the SPF during office hours at the Bargaining Council's head office as indicated in the collective agreement.
- **11.16.** A member shall be entitled to copies of the financial records after the inspection thereof against first paying a photocopying charge levied by the Bargaining Council, in its sole and absolute discretion.
- 11.17. The Management Committee may, from time to time as and when necessary instruct actuaries to attend to actuarial calculations for purposes of ensuring that the SPF has sufficient funds to meet its obligations and to ensure sustainability. The expense relating to the appointment of the actuaries shall be borne by the SPF.
- **11.18**. The SPF shall have the legal capacity to enter into any agreement and to sue or to be sued in its own name.
- **11.19.** Any profits or losses incurred in the day-to-day activities of the SPF or the realisation of any investment shall be borne by the SPF.
- 11.20. The Management Committee shall meet at least on 3 (three) occasions per calendar year, which meetings shall take place at least 2 (two) months prior to Board meetings scheduled for that calendar year, so as to enable the Chairperson to report on the activities and financial status of the SPF, during Board meetings.
- 11.21. The Management Committee shall ensure that the SPF, at all material times, has sufficient funds to settle any claims that may arise in the ensuing 4 (four) calendar months, predicated on the historical claims that arose in the same time period i.e the same 4 (four) calendar months, in the previous calendar year, plus 10% (ten percent).

12. Liquidation and dissolving of SPF

12.1. The SPF will continue *ad infinitum* until liquidated or dissolved by virtue of a resolution of the Board.

- 12.2. In the event of the Board resolving to liquidate or dissolve the SPF, the funds retained in the SPF after settlement of any administration and liquidation expenses, shall be paid in equal shares to the Employer party/ies and Employee/s party/ies to the Bargaining Council.
- 12.3. In the event of the Bargaining Council being wound up or dissolved, the Board shall, on the date upon which the Bargaining Council is being wound up or dissolved, appoint 3 persons nominated by the Employer party/ies to the Bargaining Council and 3 persons appointed by the Employee party/ies to the Bargaining Council, as trustees of the SPF ("the trustees").
- 12.4. The Trustees shall liquidate or dissolve the SPF in which event the funds of the SPF shall be paid in equal shares to the Employer party/s and Employee/s party/ies to the Bargaining Council.

13. Indemnity

13.1. The members of the Board, Management Committee or any person and/or entity employed by the Management Committee, shall not be liable for any actions taken by and/or debt and/or liability of the SPF and are hereby indemnified by the SPF against any losses and/or expenses incurred by it as a result of or arising from the bona fide execution of their duties as such.