
GENERAL NOTICES • ALGEMENE KENNISGEWINGS

DEPARTMENT OF EMPLOYMENT AND LABOUR**NOTICE 3906 OF 2026****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 date of publication of this notice and for the period ending 28 February 2027.



MS N METH, MP

MINISTER OF EMPLOYMENT AND LABOUR

DATE: 09 April 2026

SCHEDULE**NATIONAL BARGAINING COUNCIL FOR THE HAIRDRESSING,
COSMETOLOGY, BEAUTY AND SKINCARE INDUSTRY****AMENDMENT TO MAIN COLLECTIVE AGREEMENT**

In accordance with the provisions of the Labour Relations Act, No. 66 of 1995, (as amended) made and entered into by and between the

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 "*Trade 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 R4108, Government Gazette No. 49759, dated 24 November 2023 and Notice 2856 of 2024, Government Gazette 51657 dated 29 November 2024, and extended in terms of Section 32(6)(a)(i) of the Labour Relations Act 1995, under Government Notice R6885, Government Gazette 53730 dated 28 November 2025.



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 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 cosmetologists or skincare therapists or somatologists or aesthetician 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;



- (v) 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 the Main Collective Agreement and to the Employers of such Employees;

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 there under.

2. PERIOD OF OPERATION

2.1 The Agreement shall come into operation:

2.1.1 In respect of parties, as from the 1st of March 2026, for a period of 1 year, until the 28th of February 2027; and



2.1.2 in respect of non-parties, on such date as determined by the Minister of Employment and Labour in terms of Section 32 of the Labour Relations Act, 1995, and shall remain in force until the 28th of February 2027.

2.2 Insofar as any provision contained in this Main Collective 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 19.1: ANNEXURE "H"

3.1 By replacing the existing annexure "H" with annexure "H" hereto.

4. REMAINING TERMS OF MAIN COLLECTIVE AGREEMENT

4.1 All the remaining terms and conditions of the Main Collective Agreement, to which the schedule is attached, shall continue in full force and effect.


SIGNED AT Roodepoort ON THIS THE 15th DAY OF DECEMBER 2025


Who warrants that he/she is duly authorised to represent the **EOHCB**

AS WITNESSES:

- 1. S. Brothwell
- 2. _____

SIGNED AT B.C. Ondokko ON THIS THE 15th DAY OF DECEMBER 2025


Who warrants that he/she is duly authorised to represent **UASA The Union**

AS WITNESSES:

- 1. 
- 2. _____



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

Work Code	Work Code Description	EOHCB Subscriptions		01 MAR 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage		
		See Annexure C	See Annexure C												
Basic establishment charge *		R	-												
Total minimum charge *		R	-												
3089	Aesthetic Therapist	R	9 316,40	R	9 316,40	R	47,78	R	121,11	R	558,98	R	46,58	R	46,58
2002	Barber - Trainee	R	3 542,22	R	5 903,70	R	30,28	R	46,05	R	212,53	R	29,52	R	29,52
2004	Barber - Junior	R	4 262,19	R	5 903,70	R	30,28	R	55,41	R	255,73	R	29,52	R	29,52
2006	Barber - Senior	R	6 842,99	R	6 842,99	R	35,09	R	88,96	R	410,58	R	34,21	R	34,21
3036	Beauty Technologist - Unqualified	R	5 595,36	R	5 903,70	R	30,28	R	72,74	R	335,72	R	29,52	R	29,52
3034	Beauty Technologist - Qualified	R	5 903,70	R	5 903,70	R	30,28	R	76,75	R	354,22	R	29,52	R	29,52
3020	Beauty and Skincare Therapist - Unqualified	R	5 890,22	R	5 903,70	R	30,28	R	76,57	R	353,41	R	29,52	R	29,52
3014	Beauty and Skincare Therapist	R	6 518,17	R	6 518,17	R	33,43	R	84,74	R	391,09	R	32,59	R	32,59
3022	Salon Assistant	R	4 539,07	R	5 903,70	R	30,28	R	59,01	R	272,34	R	29,52	R	29,52
4018	Drybar Worker	R	5 159,39	R	5 903,70	R	30,28	R	67,07	R	309,56	R	29,52	R	29,52
2010	General Assistant	R	4 766,03	R	5 903,70	R	30,28	R	61,96	R	285,96	R	29,52	R	29,52
2012	General Assistant after 5 years	R	5 003,90	R	5 903,70	R	30,28	R	65,05	R	300,23	R	29,52	R	29,52
2014	General Assistant after 10 years	R	5 241,80	R	5 903,70	R	30,28	R	68,14	R	314,51	R	29,52	R	29,52
2020	Hairdresser - 1st year after qualified	R	6 396,85	R	5 903,70	R	30,28	R	83,16	R	383,81	R	29,52	R	29,52
2022	Hairdresser - Qualified	R	9 128,52	R	5 903,70	R	30,28	R	118,67	R	547,71	R	29,52	R	29,52
2024	Hairdresser - Qualified - after 5 years	R	9 585,10	R	5 903,70	R	30,28	R	124,61	R	575,11	R	29,52	R	29,52
2026	Hairdresser - Qualified - after 10 years	R	10 041,67	R	5 903,70	R	30,28	R	130,54	R	602,50	R	29,52	R	29,52
2046	LEARNER - Entry Level	R	-	R	1 971,65	R	10,11	R	-	R	-	R	9,86	R	9,86
2048	LEARNER - Level 2	R	-	R	3 943,04	R	20,22	R	-	R	-	R	19,72	R	19,72
2050	LEARNER - Level 3	R	-	R	6 079,06	R	31,17	R	-	R	-	R	30,40	R	30,40
2052	LEARNER - Level 4	R	5 323,23	R	8 552,65	R	43,86	R	69,20	R	319,39	R	42,76	R	42,76
3032	Manager - Beauty	R	11 018,53	R	11 018,53	R	56,51	R	143,24	R	661,11	R	55,09	R	55,09
2060	Manager - Hairdresser	R	9 084,72	R	5 903,70	R	30,28	R	118,10	R	545,08	R	29,52	R	29,52
2062	Manager - Hairdresser after 5 years	R	9 538,18	R	5 903,70	R	30,28	R	124,00	R	572,29	R	29,52	R	29,52
2064	Manager - Hairdresser after 10 years	R	9 994,75	R	5 903,70	R	30,28	R	129,93	R	599,69	R	29,52	R	29,52
3030	Manager - only (Beauty Establishment)	R	8 321,08	R	8 321,08	R	42,67	R	108,17	R	499,26	R	41,61	R	41,61
2054	Manager - only (Hairdressing)	R	8 737,89	R	8 737,89	R	44,81	R	113,59	R	524,27	R	43,69	R	43,69
2056	Manager - only (Hairdressing) after 5 years	R	9 174,28	R	9 174,28	R	47,05	R	119,27	R	550,46	R	45,87	R	45,87
2058	Manager - only (Hairdressing) after 10 years	R	9 612,68	R	9 612,68	R	49,30	R	124,96	R	576,76	R	48,06	R	48,06
3040	Nail technician - Unqualified	R	3 865,46	R	5 903,70	R	30,28	R	50,25	R	231,93	R	29,52	R	29,52
3084	Nail Technician - Certified	R	3 978,04	R	5 903,70	R	30,28	R	51,71	R	238,68	R	29,52	R	29,52
3038	Nail Technician - Qualified	R	4 641,05	R	5 903,70	R	30,28	R	60,33	R	278,46	R	29,52	R	29,52



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

Work Code	Work Code Description	EOHCB Subscriptions		01 MAR 2026 Salary- Contribution Wage - Pension Fund and Council Fees	01 MAR 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage			
		See Annexure C	See Annexure C														
Basic establishment charge *		R	-														
Total minimum charge *		R	-														
3088	Massage Therapist - entry/level	R	4 382,90	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	262,97	R	29,52	R	29,52
3087	Massage Therapist	R	6 334,36	R	6 334,36	R	1 461,79	R	32,48	R	176,00	R	380,06	R	31,67	R	31,67
2067	Operator - Trainee	R	5 068,05	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	304,08	R	29,52	R	29,52
2068	Operator	R	7 408,78	R	7 408,78	R	1 709,73	R	37,99	R	176,00	R	444,53	R	37,04	R	37,04
2070	Operator - after 5 years	R	7 779,42	R	7 779,42	R	1 795,27	R	39,89	R	176,00	R	466,77	R	38,90	R	38,90
2072	Operator - after 10 years	R	8 150,07	R	8 150,07	R	1 880,80	R	41,80	R	176,00	R	489,00	R	40,75	R	40,75
2074	Operator - Multi skilled	R	8 197,88	R	8 197,88	R	1 891,83	R	42,04	R	176,00	R	491,87	R	40,99	R	40,99
2076	Operator - Multi skilled - after 5 years	R	8 608,38	R	8 608,38	R	1 986,56	R	44,15	R	176,00	R	516,50	R	43,04	R	43,04
2078	Operator - Multi skilled - after 10 years	R	9 016,88	R	9 016,88	R	2 080,83	R	46,24	R	176,00	R	541,01	R	45,08	R	45,08
3042	Receptionist - Beauty Establishment	R	7 510,93	R	7 510,93	R	1 733,31	R	38,52	R	176,00	R	450,66	R	37,55	R	37,55
2082	Receptionist - Hairdressing salon	R	8 116,17	R	8 116,17	R	1 872,98	R	41,62	R	176,00	R	486,97	R	40,58	R	40,58
2084	Receptionist - Hairdressing salon - after 5 years	R	8 522,67	R	8 522,67	R	1 966,79	R	43,71	R	176,00	R	511,36	R	42,61	R	42,61
2086	Receptionist - Hairdressing salon - after 10 years	R	8 927,20	R	8 927,20	R	2 060,14	R	45,78	R	176,00	R	535,63	R	44,64	R	44,64
3048	Somatologist - 3 Years	R	6 842,99	R	6 842,99	R	1 579,16	R	35,09	R	176,00	R	410,58	R	34,21	R	34,21
3052	Somatologist - B Tech - 4 years	R	7 481,67	R	7 481,67	R	1 726,55	R	38,37	R	176,00	R	448,90	R	37,41	R	37,41
3054	Somatologist - B Tech Laser	R	8 029,11	R	8 029,11	R	1 852,88	R	41,18	R	176,00	R	481,75	R	40,15	R	40,15
1012	Specific Skilled Stylist	R	4 790,83	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	287,45	R	29,52	R	29,52
1014	Specific Skilled Stylist - after 5 years	R	5 030,77	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	301,85	R	29,52	R	29,52
1016	Specific Skilled Stylist - after 10 years	R	5 270,76	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	316,25	R	29,52	R	29,52
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting	R	3 542,22	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	212,53	R	29,52	R	29,52
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 5 years	R	3 692,41	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	221,54	R	29,52	R	29,52
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 10 years	R	3 868,24	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	232,09	R	29,52	R	29,52
2089	Working Employer (in Salon with Staff)	R	11 633,27	R	11 633,27	R	2 684,62	R	59,66	R	-	R	-	R	174,50	R	-



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

EHC Subscriptions		See Annexure C
Bargaining Levy		See Annexure C
Basic establishment charge *	R	-
Total minimum charge *	R	-

Work Code	01 MAR 2026 Salary - Pension Fund and Council Fees	01 MAR 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage
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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 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 / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours 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 DEDUCTABLE BC = Bargaining Council
ABBREVIATION DESCRIPTIONS	EE = 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 176.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R 143.00 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 176.00 per person per month but with no UASA benefits.
2026 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.



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
Bargaining Levy - See Annexure C
Basic establishment charge *
Total minimum charge *

Work Code	Work Code Description	01 Mar 2026 Salary - Pension Fund and Council Fees	01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage
3089	Aesthetic Therapist	R 9 316,40	R 9 316,40	R 2 149,95	R 47,78	R 176,00	R 121,11	R 121,11	R 558,98	R 558,98	R 46,58	R 46,58
2002	Barber - Trainee	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
2004	Barber - Junior	R 4 222,36	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 54,89	R 54,89	R 253,34	R 253,34	R 29,52	R 29,52
2006	Barber - Senior	R 6 779,03	R 6 779,03	R 1 564,40	R 34,76	R 176,00	R 88,13	R 88,13	R 406,74	R 406,74	R 33,90	R 33,90
3036	Beauty Technologist - Unqualified	R 3 553,85	R 5 923,08	R 1 366,87	R 30,37	R 176,00	R 46,20	R 46,20	R 213,23	R 213,23	R 29,62	R 29,62
3034	Beauty Technologist - Qualified	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
3020	Beauty and Skincare Therapist - Unqualified	R 4 954,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 64,40	R 64,40	R 297,25	R 297,25	R 29,52	R 29,52
3014	Beauty and Skincare Therapist	R 5 530,15	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 71,89	R 71,89	R 331,81	R 331,81	R 29,52	R 29,52
3022	Salon Assistant	R 3 709,73	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 48,23	R 48,23	R 222,58	R 222,58	R 29,52	R 29,52
4018	Drybar Worker	R 5 595,36	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 72,74	R 72,74	R 335,72	R 335,72	R 29,52	R 29,52
2010	General Assistant	R 3 823,90	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 49,71	R 49,71	R 229,43	R 229,43	R 29,52	R 29,52
2012	General Assistant after 5 years	R 4 014,47	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 52,19	R 52,19	R 240,87	R 240,87	R 29,52	R 29,52
2014	General Assistant after 10 years	R 4 207,11	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 54,69	R 54,69	R 252,43	R 252,43	R 29,52	R 29,52
2020	Hairdresser - 1st year after qualified	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
2022	Hairdresser - Qualified	R 6 538,42	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 85,00	R 85,00	R 392,31	R 392,31	R 29,52	R 29,52
2024	Hairdresser - Qualified - after 5 years	R 6 865,26	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 89,25	R 89,25	R 411,92	R 411,92	R 29,52	R 29,52
2026	Hairdresser - Qualified - after 10 years	R 7 192,12	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 93,50	R 93,50	R 431,53	R 431,53	R 29,52	R 29,52
2046	LEARNER - Entry Level	R -	R 1 971,65	R 455,00	R 10,11	R 176,00	R -	R -	R -	R -	R 9,86	R 9,86
2048	LEARNER - Level 2	R -	R 3 943,04	R 909,94	R 20,22	R 176,00	R -	R -	R -	R -	R 19,72	R 19,72
2050	LEARNER - Level 3	R -	R 6 079,06	R 1 402,87	R 31,17	R 176,00	R -	R -	R -	R -	R 30,40	R 30,40
2052	LEARNER - Level 4	R 5 323,23	R 8 552,65	R 1 973,70	R 43,86	R 176,00	R 69,20	R 69,20	R 319,39	R 319,39	R 42,76	R 42,76
3032	Manager - Beauty	R 9 010,96	R 9 010,96	R 2 079,47	R 46,21	R 176,00	R 117,14	R 117,14	R 540,66	R 540,66	R 45,05	R 45,05
2060	Manager - Hairdresser	R 6 637,56	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 86,29	R 86,29	R 398,25	R 398,25	R 29,52	R 29,52
2062	Manager - Hairdresser after 5 years	R 6 969,05	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 90,60	R 90,60	R 418,14	R 418,14	R 29,52	R 29,52
2064	Manager - Hairdresser after 10 years	R 7 300,55	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 94,91	R 94,91	R 438,03	R 438,03	R 29,52	R 29,52
3030	Manager - only (Beauty Establishment)	R 6 800,72	R 6 800,72	R 1 569,41	R 34,88	R 176,00	R 88,41	R 88,41	R 408,04	R 408,04	R 34,00	R 34,00
2054	Manager - only (Hairdressing)	R 5 891,59	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,59	R 76,59	R 353,50	R 353,50	R 29,52	R 29,52
2056	Manager - only (Hairdressing) after 5 years	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
2058	Manager - only (Hairdressing) after 10 years	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
3040	Nail technician - Unqualified	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
3084	Nail Technician - Certified	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
3038	Nail technician - Qualified	R 3 793,09	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 49,31	R 49,31	R 227,59	R 227,59	R 29,52	R 29,52
3088	Massage Therapist - entry level	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
3087	Massage Therapist	R 5 595,36	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 72,74	R 72,74	R 335,72	R 335,72	R 29,52	R 29,52



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).

EHCB Subscriptions	See Annexure C
Bargaining Levy	See Annexure C
Basic establishment charge *	
Total minimum charge *	

Work Code	Work Code Description	01 Mar 2026 Salary - Pension Fund and Council Fees	01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage
2067	Operator - Trainee	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
2068	Operator	R 4 270,64	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 55,52	R 55,52	R 256,24	R 256,24	R 29,52	R 29,52
2070	Operator - after 5 years	R 4 483,75	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 58,29	R 58,29	R 269,03	R 269,03	R 29,52	R 29,52
2072	Operator - after 10 years	R 4 698,94	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 61,09	R 61,09	R 281,94	R 281,94	R 29,52	R 29,52
2074	Operator - Multi skilled	R 5 219,43	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 67,85	R 67,85	R 313,17	R 313,17	R 29,52	R 29,52
2076	Operator - Multi skilled - after 5 years	R 5 479,69	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 71,24	R 71,24	R 328,78	R 328,78	R 29,52	R 29,52
2078	Operator - Multi skilled - after 10 years	R 5 741,99	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 74,65	R 74,65	R 344,52	R 344,52	R 29,52	R 29,52
3042	Receptionist - Beauty Establishment	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
2080	Receptionist - First year of experience	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
2082	Receptionist - Hairdressing salon	R 7 479,70	R 7 479,70	R 1 726,10	R 38,36	R 176,00	R 97,24	R 97,24	R 448,78	R 448,78	R 37,40	R 37,40
2084	Receptionist - Hairdressing salon - after 5 years	R 7 852,80	R 8 229,83	R 1 812,20	R 40,27	R 176,00	R 102,09	R 102,09	R 471,17	R 471,17	R 39,26	R 39,26
2086	Receptionist - Hairdressing salon - after 10 years	R 8 229,83	R 8 229,83	R 1 899,21	R 42,20	R 176,00	R 106,99	R 106,99	R 493,79	R 493,79	R 41,15	R 41,15
3048	Somatologist 3 Years	R 5 805,74	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 75,47	R 75,47	R 348,34	R 348,34	R 29,52	R 29,52
3052	Somatologist B Tech - 4 years	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
3054	Somatologist - B Tech Laser	R 6 562,11	R 6 562,11	R 1 514,34	R 33,65	R 176,00	R 85,31	R 85,31	R 393,73	R 393,73	R 32,81	R 32,81
1012	Specific Skilled Stylist	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
1014	Specific Skilled Stylist - after 5 years	R 3 555,46	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,22	R 46,22	R 213,33	R 213,33	R 29,52	R 29,52
1016	Specific Skilled Stylist - after 10 years	R 3 723,48	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 48,41	R 48,41	R 223,41	R 223,41	R 29,52	R 29,52
1000	Platting, Cutting	R 3 547,69	R 5 912,82	R 1 364,51	R 30,32	R 176,00	R 46,12	R 46,12	R 212,86	R 212,86	R 29,56	R 29,56
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 5 years	R 3 543,78	R 5 906,30	R 1 363,00	R 30,29	R 176,00	R 46,07	R 46,07	R 212,63	R 212,63	R 29,53	R 29,53
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 10 years	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
2089	Working Employer (in Salon with Staff)	R 8 332,48	R 8 332,48	R 1 922,89	R 42,73	R -	R -	R -	R -	R -	R 124,99	R -



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
Bargaining Levy	See Annexure C
Basic establishment charge *	
Total minimum charge *	

Work Code	01 Mar 2026 Salary - Pension Fund and Council Fees	01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage
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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 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 / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day
COMMISSION EARNERS	All Stylist will be paid 30% commission NO STOCK DEDUCTIONS ARE ALLOWED. VAT AND LOYALTY CARD FEES SHALL BE DEDUCTIBLE
ABBREVIATION DESCRIPTIONS	BC = Bargaining Council EE = Employee ER = Employer SBF = Sick Benefit Fund SPF = Sick Pay Fund
LEARNERS	Learners to also include any apprentices Union Members: Union Fee equates to R 176.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R 143.00 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 176.00 per person per month but with no UASA benefits.
UNION FEE / AGENCY FEE	
2026 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.

ANNEXURE "H3"



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

Work Code	Work Code Description	EOHCB Subscriptions Bargaining Levy										2026 National SPF Employer based on Minimum Wage
		01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council	01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	
3089	Aesthetic Therapist	R 9 316,40	R 9 316,40	R 2 149,95	R 47,78	R 176,00	R 121,11	R 121,11	R 558,98	R 558,98	R 46,58	R 46,58
2002	Barber - Trainee	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
2004	Barber - Junior	R 4 222,36	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 54,89	R 54,89	R 253,34	R 253,34	R 29,52	R 29,52
2006	Barber - Senior	R 6 779,03	R 6 779,03	R 1 564,40	R 34,76	R 176,00	R 88,13	R 88,13	R 406,74	R 406,74	R 33,90	R 33,90
3034	Beauty Technologist - Qualified	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
3036	Beauty Technologist - Unqualified	R 3 567,34	R 5 945,57	R 1 372,06	R 30,49	R 176,00	R 46,38	R 46,38	R 214,04	R 214,04	R 29,73	R 29,73
3020	Beauty and Skincare Therapist - Unqualified	R 4 023,44	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 52,30	R 52,30	R 241,41	R 241,41	R 29,52	R 29,52
3014	Beauty and Skincare Therapist	R 4 491,15	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 58,38	R 58,38	R 269,47	R 269,47	R 29,52	R 29,52
3022	Salon Assistant	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
4018	Drybar Worker	R 5 595,36	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 72,74	R 72,74	R 335,72	R 335,72	R 29,52	R 29,52
2010	General Assistant	R 3 553,18	R 5 921,97	R 1 366,62	R 30,37	R 176,00	R 46,19	R 46,19	R 213,19	R 213,19	R 29,61	R 29,61
2012	General Assistant after 5 years	R 3 549,69	R 5 916,14	R 1 365,27	R 30,34	R 176,00	R 46,15	R 46,15	R 212,98	R 212,98	R 29,58	R 29,58
2014	General Assistant after 10 years	R 3 547,47	R 5 912,45	R 1 364,42	R 30,32	R 176,00	R 46,12	R 46,12	R 212,85	R 212,85	R 29,56	R 29,56
2020	Hairdresser - 1st year after qualified	R 4 147,68	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 53,92	R 53,92	R 248,86	R 248,86	R 29,52	R 29,52
2022	Hairdresser - Qualified	R 4 901,80	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 63,72	R 63,72	R 294,11	R 294,11	R 29,52	R 29,52
2024	Hairdresser - Qualified - after 5 years	R 5 147,71	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 66,92	R 66,92	R 308,86	R 308,86	R 29,52	R 29,52
2026	Hairdresser - Qualified - after 10 years	R 5 393,63	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 70,12	R 70,12	R 323,62	R 323,62	R 29,52	R 29,52
2046	LEARNER - Entry Level	R -	R 1 971,65	R 455,00	R 10,11	R 176,00	R -	R -	R -	R -	R 9,86	R 9,86
2048	LEARNER - Level 2	R -	R 3 943,04	R 909,94	R 20,22	R 176,00	R -	R -	R -	R -	R 19,72	R 19,72
2050	LEARNER - Level 3	R -	R 6 079,06	R 1 402,87	R 31,17	R 176,00	R -	R -	R -	R -	R 30,40	R 30,40
2052	LEARNER - Level 4	R 5 323,23	R 8 552,65	R 1 973,70	R 43,86	R 176,00	R 69,20	R 69,20	R 319,39	R 319,39	R 42,76	R 42,76
3032	Manager - Beauty	R 7 317,99	R 7 317,99	R 1 688,78	R 37,53	R 176,00	R 95,13	R 95,13	R 439,08	R 439,08	R 36,59	R 36,59
2060	Manager - Hairdresser	R 5 909,53	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,82	R 76,82	R 354,57	R 354,57	R 29,52	R 29,52
2062	Manager - Hairdresser after 5 years	R 6 203,84	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 80,65	R 80,65	R 372,23	R 372,23	R 29,52	R 29,52
2064	Manager - Hairdresser after 10 years	R 6 501,25	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 84,52	R 84,52	R 390,08	R 390,08	R 29,52	R 29,52
3030	Manager - only (Beauty Establishment)	R 5 733,39	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 74,53	R 74,53	R 344,00	R 344,00	R 29,52	R 29,52
2054	Manager - only (Hairdressing)	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
2056	Manager - only (Hairdressing) after 5 years	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
2058	Manager - only (Hairdressing) after 10 years	R 6 411,74	R 6 411,74	R 1 479,64	R 32,88	R 176,00	R 83,35	R 83,35	R 384,70	R 384,70	R 32,06	R 32,06
3040	Nail technician - Unqualified	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
3084	Nail Technician - Certified	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
3038	Nail technician - Qualified	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
3088	Massage Therapist - Entry level	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
3087	Massage Therapist	R 5 595,36	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 72,74	R 72,74	R 335,72	R 335,72	R 29,52	R 29,52



ANNEXURE "H3"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 103 BEING KIMBERLEY AND ALL OF THE OTHER MAGISTERIAL DISTRICTS OF THE NORTHERN CAPE.																									
Work Code	Work Code Description	EOHCB Subscriptions		2026 Hourly Rate - 45¢/Per week	2026 Weekly Rate	01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPF Employer based on Minimum Wage													
		See Annexure C Bargaining Levy	See Annexure C																						
Basic establishment charge *		R	-																						
Total minimum charge *		R	-																						
2067	Operator - Trainee	R	3 542,22	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	46,05	R	46,05	R	212,53	R	212,53	R	212,53	R	29,52	R	29,52
2068	Operator	R	3 542,22	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	46,05	R	46,05	R	212,53	R	212,53	R	212,53	R	29,52	R	29,52
2070	Operator - after 5 years	R	3 651,76	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	47,47	R	47,47	R	219,11	R	219,11	R	219,11	R	29,52	R	29,52
2072	Operator - after 10 years	R	3 825,04	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	49,73	R	49,73	R	229,50	R	229,50	R	229,50	R	29,52	R	29,52
2074	Operator - Multi skilled	R	4 303,20	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	55,94	R	55,94	R	258,19	R	258,19	R	258,19	R	29,52	R	29,52
2076	Operator - Multi skilled - after 5 years	R	4 516,16	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	58,71	R	58,71	R	270,97	R	270,97	R	270,97	R	29,52	R	29,52
2078	Operator - Multi skilled - after 10 years	R	4 731,22	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	61,51	R	61,51	R	283,87	R	283,87	R	283,87	R	29,52	R	29,52
3042	Receptionist - Beauty Establishment	R	5 175,19	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	67,28	R	67,28	R	310,51	R	310,51	R	310,51	R	29,52	R	29,52
2082	Receptionist - Hairdressing salon	R	4 340,32	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	56,42	R	56,42	R	260,42	R	260,42	R	260,42	R	29,52	R	29,52
2084	Receptionist - Hairdressing salon - after 5 years	R	4 557,54	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	59,25	R	59,25	R	273,45	R	273,45	R	273,45	R	29,52	R	29,52
2086	Receptionist - Hairdressing salon - after 10 years	R	4 774,75	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	62,07	R	62,07	R	286,48	R	286,48	R	286,48	R	29,52	R	29,52
3048	Somatologist 3 Years	R	4 714,97	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	61,29	R	61,29	R	282,90	R	282,90	R	282,90	R	29,52	R	29,52
3052	Somatologist B Tech - 4 years	R	5 155,03	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	67,02	R	67,02	R	309,30	R	309,30	R	309,30	R	29,52	R	29,52
3054	Somatologist - B Tech Laser	R	5 532,22	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	71,92	R	71,92	R	331,93	R	331,93	R	331,93	R	29,52	R	29,52
1012	Specific Skilled Stylist	R	3 542,22	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	46,05	R	46,05	R	212,53	R	212,53	R	212,53	R	29,52	R	29,52
1014	Specific Skilled Stylist - after 5 years	R	3 542,22	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	46,05	R	46,05	R	212,53	R	212,53	R	212,53	R	29,52	R	29,52
1016	Specific Skilled Stylist - after 10 years	R	3 542,22	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	46,05	R	46,05	R	212,53	R	212,53	R	212,53	R	29,52	R	29,52
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting	R	3 563,47	R	5 939,12	R	1 370,58	R	30,46	R	176,00	R	46,33	R	46,33	R	213,81	R	213,81	R	213,81	R	29,70	R	29,70
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting after 10 years	R	3 557,32	R	5 928,87	R	1 368,21	R	30,40	R	176,00	R	46,25	R	46,25	R	213,44	R	213,44	R	213,44	R	29,64	R	29,64
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting after 5 years	R	3 560,36	R	5 933,94	R	1 369,38	R	30,43	R	176,00	R	46,28	R	46,28	R	213,62	R	213,62	R	213,62	R	29,67	R	29,67
2089	Working Employer (in Salon with Staff)	R	4 901,80	R	6 042,79	R	1 394,50	R	30,99	R	-	R	-	R	-	R	-	R	-	R	-	R	90,64	R	-



ANNEXURE "H3"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 103 BEING KIMBERLEY AND ALL OF THE OTHER MAGISTERIAL DISTRICTS OF THE NORTHERN CAPE.										
Work Code	Work Code Description	01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council	01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage
	EOHCB Subscriptions	See Annexure C								
	Bargaining Levy	See Annexure C								
	Basic establishment charge *	R	-							
	Total minimum charge *	R	-							

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	Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply. If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.
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 Qualified Hairdressers / Stylists, which are employees and employed on or after 2010, whom will receive a minimum of 30% commission.
COMMISSION EARNERS	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
ABBREVIATION DESCRIPTIONS	BC = Bargaining Council EE = Employee ER = Employer SBF = Sick Benefit Fund SPF = Sick Pay Fund Learners to also include any apprentices
LEARNERS	Union Members: Union Fee equates to R 176.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R 143.00 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 176.00 per person per month but with no UASA benefits.
UNION FEE / AGENCY FEE	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.
2026 Hourly Rate - Minimum Wage 45h/Per week	



ANNEXURE "H4"

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

Work Code	Work Code Description	EOHCB Subscriptions		01 Mar 2026 Salary - Prescribed Wage - for SPFC Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage
		See Annexure C	See Annexure C										
		Bargaining Levy		Basic establishment charge *									
		See Annexure C		Total minimum charge *									
3089	Aesthetic Therapist	R	9 316,40	R	9 316,40	R	1 211,11	R	1 211,11	R	558,98	R	46,58
2002	Barber - Trainee	R	3 542,22	R	5 903,70	R	1 362,40	R	46,05	R	212,53	R	29,52
2004	Barber - Junior	R	4 222,36	R	5 903,70	R	1 362,40	R	54,89	R	253,34	R	29,52
2006	Barber - Senior	R	6 779,03	R	6 779,03	R	1 564,40	R	88,13	R	406,74	R	33,90
3036	Beauty Technologist - Unqualified	R	3 551,58	R	5 919,31	R	1 366,00	R	46,17	R	213,10	R	29,60
3034	Beauty Technologist - Qualified	R	5 903,70	R	5 903,70	R	1 362,40	R	76,75	R	354,22	R	29,52
3020	Beauty and Skincare Therapist - Unqualified	R	4 526,14	R	5 903,70	R	1 362,40	R	58,84	R	271,57	R	29,52
3014	Beauty and Skincare Therapist	R	5 704,45	R	5 903,70	R	1 362,40	R	74,16	R	342,27	R	29,52
3022	Salon Assistant	R	3 826,64	R	5 903,70	R	1 362,40	R	49,75	R	229,60	R	29,52
4018	Drybar Worker	R	5 595,36	R	5 903,70	R	1 362,40	R	72,74	R	335,72	R	29,52
2010	General Assistant	R	4 063,67	R	5 903,70	R	1 362,40	R	52,83	R	243,82	R	29,52
2012	General Assistant after 5 years	R	4 266,53	R	5 903,70	R	1 362,40	R	55,46	R	255,99	R	29,52
2014	General Assistant after 10 years	R	4 471,45	R	5 903,70	R	1 362,40	R	58,13	R	268,29	R	29,52
2020	Hairdresser - 1st year after qualified	R	5 903,70	R	5 903,70	R	1 362,40	R	76,75	R	354,22	R	29,52
2022	Hairdresser - Qualified	R	5 999,37	R	5 903,70	R	1 362,40	R	77,99	R	359,96	R	29,52
2024	Hairdresser - Qualified - after 5 years	R	6 299,87	R	5 903,70	R	1 362,40	R	81,90	R	377,99	R	29,52
2026	Hairdresser - Qualified - after 10 years	R	6 599,80	R	5 903,70	R	1 362,40	R	85,80	R	395,99	R	29,52
2046	LEARNER - Entry Level	R	-	R	1 971,65	R	455,00	R	-	R	-	R	9,86
2048	LEARNER - Level 2	R	-	R	3 943,04	R	909,94	R	-	R	-	R	19,72
2050	LEARNER - Level 3	R	-	R	6 079,06	R	1 402,87	R	-	R	-	R	30,40
2052	LEARNER - Level 4	R	5 323,23	R	8 552,65	R	1 973,70	R	43,86	R	319,39	R	42,76
3032	Manager - Beauty	R	9 294,93	R	9 294,93	R	2 145,00	R	47,67	R	557,70	R	46,47
2060	Manager - Hairdresser	R	6 803,30	R	5 903,70	R	1 362,40	R	88,44	R	408,20	R	29,52
2062	Manager - Hairdresser after 5 years	R	7 144,09	R	5 903,70	R	1 362,40	R	92,87	R	428,65	R	29,52
2064	Manager - Hairdresser after 10 years	R	7 483,33	R	5 903,70	R	1 362,40	R	97,28	R	449,00	R	29,52
3030	Manager - only (Beauty Establishment)	R	7 015,04	R	7 015,04	R	1 618,87	R	35,97	R	420,90	R	35,08
2054	Manager - only (Hairdressing)	R	7 142,13	R	7 142,13	R	1 648,20	R	36,46	R	428,53	R	35,71
2056	Manager - only (Hairdressing) after 5 years	R	7 499,44	R	7 499,44	R	1 730,65	R	38,46	R	449,97	R	37,50
2058	Manager - only (Hairdressing) after 10 years	R	7 856,75	R	7 856,75	R	1 813,11	R	40,29	R	471,40	R	39,28
3040	Nail technician - Unqualified	R	3 542,22	R	5 903,70	R	1 362,40	R	46,05	R	212,53	R	29,52
3084	Nail Technician - Certified	R	3 542,22	R	5 903,70	R	1 362,40	R	46,05	R	212,53	R	29,52
3038	Nail technician - Qualified	R	3 912,61	R	5 903,70	R	1 362,40	R	50,86	R	234,76	R	29,52



ANNEXURE "H4"

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

Work Code	Work Code Description	EOHCB Subscriptions Bargaining Levy See Annexure C										2026 National SPF Employee based on Minimum Wage
		01. Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees	01. Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	
3088	Message Therapist - entry level	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
3087	Massage Therapist	R 5 595,36	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 72,74	R 72,74	R 335,72	R 335,72	R 29,52	R 29,52
2067	Operator - Trainee	R 3 729,64	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 48,49	R 48,49	R 223,78	R 223,78	R 29,52	R 29,52
2068	Operator	R 4 741,96	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 61,65	R 61,65	R 284,52	R 284,52	R 29,52	R 29,52
2070	Operator - after 5 years	R 4 979,69	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 64,74	R 64,74	R 298,78	R 298,78	R 29,52	R 29,52
2072	Operator - after 10 years	R 5 215,34	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 67,80	R 67,80	R 312,92	R 312,92	R 29,52	R 29,52
2074	Operator - Multi skilled	R 5 479,69	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 71,24	R 71,24	R 328,78	R 328,78	R 29,52	R 29,52
2076	Operator - Multi skilled - after 5 years	R 5 754,30	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 74,81	R 74,81	R 345,26	R 345,26	R 29,52	R 29,52
2078	Operator - Multi skilled - after 10 years	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
3042	Receptionist - Beauty Establishment	R 6 332,07	R 6 332,07	R 1 464,26	R 32,47	R 176,00	R 82,32	R 82,32	R 379,92	R 379,92	R 31,66	R 31,66
2080	Receptionist - First year of experience	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
2082	Receptionist - Hairdressing salon	R 6 919,07	R 6 919,07	R 1 596,72	R 35,48	R 176,00	R 89,95	R 89,95	R 415,14	R 415,14	R 34,60	R 34,60
2084	Receptionist - Hairdressing salon - after 5 years	R 7 264,52	R 7 264,52	R 1 676,44	R 37,25	R 176,00	R 94,44	R 94,44	R 435,87	R 435,87	R 36,32	R 36,32
2086	Receptionist - Hairdressing salon - after 10 years	R 7 611,95	R 7 611,95	R 1 756,62	R 39,04	R 176,00	R 98,96	R 98,96	R 456,72	R 456,72	R 38,06	R 38,06
3048	Somatologist 3 Years	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
3052	Somatologist B Tech - 4 years	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
3054	Somatologist - B Tech Laser	R 6 768,90	R 6 768,90	R 1 562,07	R 34,71	R 176,00	R 88,00	R 88,00	R 406,13	R 406,13	R 33,84	R 33,84
1012	Specific Skilled Stylist	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
1014	Specific Skilled Stylist - after 5 years	R 3 625,14	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 47,13	R 47,13	R 217,51	R 217,51	R 29,52	R 29,52
1016	Specific Skilled Stylist - after 10 years	R 3 799,30	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 49,39	R 49,39	R 227,96	R 227,96	R 29,52	R 29,52
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting	R 3 546,17	R 5 910,28	R 1 363,92	R 30,31	R 176,00	R 46,10	R 46,10	R 212,77	R 212,77	R 29,55	R 29,55
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 5 years	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 10 years	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
2089	Working Employer (in Salon with Staff)	R 7 645,52	R 7 645,52	R 1 764,36	R 39,21				R	R	114,68	R



ANNEXURE "H4"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 104 BEING PORT ELIZABETH, Uitenhage and Humansdorp.

	EOHCB Subscriptions See Annexure C																		
	Bargaining Levy See Annexure C																		
	Basic establishment charge *																		
	Total minimum charge *																		
Work Code	01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees	01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National Employer based on Minimum Wage	2026 National SPF Employee based on Minimum 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 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 / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day
COMMISSION EARNERS	All Stylist will be paid 30% commission NO STOCK DEDUCTIONS ARE ALLOWED. VAT AND LOYALTY CARD FEES SHALL BE DEDUCTIBLE
ABBREVIATION DESCRIPTIONS	BC = Bargaining Council EE = 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 176.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R 143.00 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 176.00 per person per month but with no UASA benefits.
2026 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.

ANNEXURE "H5"



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

Work Code	Work Code Description	EOHCB Subscriptions		01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage		
		See Annexure C Bargaining Levy	See Annexure C												
		Basic establishment charge *		-		-		-		-		-			
		Total minimum charge *		-		-		-		-		-			
3089	Aesthetic Therapist	R	9 316,40	R	9 316,40	R	1 211,11	R	1 211,11	R	5 589,98	R	46,58	R	46,58
2002	Barber - Trainee	R	3 542,22	R	1 362,40	R	30,28	R	46,05	R	212,53	R	29,52	R	29,52
2004	Barber - Junior	R	4 262,19	R	1 362,40	R	30,28	R	55,41	R	255,73	R	29,52	R	29,52
2006	Barber - Senior	R	6 842,99	R	1 579,16	R	35,09	R	88,96	R	410,58	R	34,21	R	34,21
3036	Beauty Technologist - Unqualified	R	3 542,22	R	1 362,40	R	30,28	R	46,05	R	212,53	R	29,52	R	29,52
3034	Beauty Technologist - Qualified	R	5 903,70	R	1 362,40	R	30,28	R	76,75	R	354,22	R	29,52	R	29,52
3020	Beauty and Skincare Therapist - Unqualified	R	5 890,22	R	1 362,40	R	30,28	R	76,57	R	353,41	R	29,52	R	29,52
3014	Beauty and Skincare Therapist - Qualified	R	6 518,17	R	1 504,21	R	33,43	R	84,74	R	391,09	R	32,59	R	32,59
3022	Salon Assistant	R	4 539,07	R	1 362,40	R	30,28	R	59,01	R	272,34	R	29,52	R	29,52
4018	Drybar Worker	R	5 595,36	R	1 362,40	R	30,28	R	72,74	R	335,72	R	29,52	R	29,52
2010	General Assistant	R	3 542,22	R	1 362,40	R	30,28	R	46,05	R	212,53	R	29,52	R	29,52
2012	General Assistant after 5 years	R	3 542,22	R	1 362,40	R	30,28	R	46,05	R	212,53	R	29,52	R	29,52
2014	General Assistant after 10 years	R	3 542,22	R	1 362,40	R	30,28	R	46,05	R	212,53	R	29,52	R	29,52
2020	Hairdresser - 1st year after qualified	R	5 613,81	R	1 362,40	R	30,28	R	72,98	R	336,83	R	29,52	R	29,52
2022	Hairdresser - Qualified	R	5 662,70	R	1 362,40	R	30,28	R	73,62	R	339,76	R	29,52	R	29,52
2024	Hairdresser - Qualified - after 5 years	R	5 945,28	R	1 362,40	R	30,28	R	77,29	R	356,72	R	29,52	R	29,52
2026	Hairdresser - Qualified - after 10 years	R	6 227,85	R	1 362,40	R	30,28	R	80,96	R	373,67	R	29,52	R	29,52
2046	LEARNER - Entry Level	R	-	R	1 971,65	R	10,11	R	-	R	-	R	9,86	R	9,86
2048	LEARNER - Level 2	R	-	R	3 943,04	R	20,22	R	-	R	-	R	19,72	R	19,72
2050	LEARNER - Level 3	R	-	R	6 079,06	R	31,17	R	-	R	-	R	30,40	R	30,40
2052	LEARNER - Level 4	R	5 323,23	R	8 552,65	R	43,86	R	69,20	R	319,39	R	42,76	R	42,76
3032	Manager - Beauty	R	11 025,42	R	2 544,35	R	56,54	R	143,33	R	661,53	R	55,13	R	55,13
2060	Manager - Hairdresser	R	7 366,10	R	1 362,40	R	30,28	R	95,76	R	441,97	R	29,52	R	29,52
2062	Manager - Hairdresser after 5 years	R	7 739,91	R	1 362,40	R	30,28	R	100,54	R	464,03	R	29,52	R	29,52
2064	Manager - Hairdresser after 10 years	R	8 101,74	R	1 362,40	R	30,28	R	105,32	R	486,10	R	29,52	R	29,52
3030	Manager - only (Beauty Establishment)	R	8 321,08	R	1 920,26	R	42,67	R	108,17	R	499,26	R	41,61	R	41,61
2054	Manager - only (Hairdressing)	R	7 598,71	R	1 753,56	R	38,97	R	98,78	R	455,92	R	37,99	R	37,99
2056	Manager - only (Hairdressing) after 5 years	R	7 900,97	R	1 823,31	R	40,52	R	102,71	R	474,06	R	39,50	R	39,50
2058	Manager - only (Hairdressing) after 10 years	R	8 277,59	R	1 910,23	R	42,45	R	107,61	R	496,66	R	41,39	R	41,39
3040	Nail technician - Unqualified	R	3 865,46	R	1 362,40	R	30,28	R	50,25	R	231,93	R	29,52	R	29,52
3084	Nail Technician - Certified	R	3 978,04	R	1 362,40	R	30,28	R	51,71	R	238,68	R	29,52	R	29,52
3038	Nail technician - Qualified	R	4 641,05	R	1 362,40	R	30,28	R	60,33	R	278,46	R	29,52	R	29,52



ANNEXURE "H5"

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

Work Code	Work Code Description	EOHCB Subscriptions		01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees	01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage	
		See Annexure C Bargaining Levy	See Annexure C												
		R	-	R	-										
		R	-	R	-										
3088	Massage Therapist - entry level	R	4 382,90	R	5 903,70	R	1 362,40	R	176,00	R	56,98	R	262,97	R	29,52
3087	Massage Therapist	R	5 919,96	R	5 919,96	R	1 366,15	R	176,00	R	76,96	R	355,20	R	29,60
2067	Operator - Trainee	R	3 542,22	R	5 903,70	R	1 362,40	R	176,00	R	46,05	R	212,53	R	29,52
2068	Operator	R	5 225,38	R	5 903,70	R	1 362,40	R	176,00	R	67,93	R	313,52	R	29,52
2070	Operator - after 5 years	R	5 486,42	R	5 903,70	R	1 362,40	R	176,00	R	71,32	R	329,19	R	29,52
2072	Operator - after 10 years	R	5 747,47	R	5 903,70	R	1 362,40	R	176,00	R	74,72	R	344,85	R	29,52
2074	Operator - Multi skilled	R	5 903,70	R	5 903,70	R	1 362,40	R	176,00	R	76,75	R	354,22	R	29,52
2076	Operator - Multi skilled - after 5 years	R	5 903,70	R	5 903,70	R	1 362,40	R	176,00	R	76,75	R	354,22	R	29,52
2078	Operator - Multi skilled - after 10 years	R	5 903,70	R	5 903,70	R	1 362,40	R	176,00	R	76,75	R	354,22	R	29,52
3042	Receptionist - Beauty Establishment	R	7 427,29	R	7 427,29	R	1 714,00	R	176,00	R	96,55	R	445,64	R	37,14
2082	Receptionist - Hairdressing salon	R	5 359,04	R	5 903,70	R	1 362,40	R	176,00	R	69,67	R	321,54	R	29,52
2086	Receptionist - Hairdressing salon - after 10 years	R	5 895,77	R	5 903,70	R	1 362,40	R	176,00	R	76,64	R	353,75	R	29,52
2084	Receptionist - Hairdressing salon - after 5 years	R	5 626,36	R	5 903,70	R	1 362,40	R	176,00	R	73,14	R	337,58	R	29,52
3048	Somatologist 3 Years	R	6 842,99	R	6 842,99	R	1 579,16	R	176,00	R	88,96	R	410,58	R	34,21
3052	Somatologist B Tech - 4 years	R	7 481,67	R	7 481,67	R	1 726,55	R	176,00	R	97,26	R	448,90	R	37,41
3054	Somatologist - B Tech Laser	R	8 029,11	R	8 029,11	R	1 852,88	R	176,00	R	104,38	R	481,75	R	40,15
1012	Specific Skilled Stylist	R	3 542,22	R	5 903,70	R	1 362,40	R	176,00	R	46,05	R	212,53	R	29,52
1014	Specific Skilled Stylist - after 5 years	R	3 542,22	R	5 903,70	R	1 362,40	R	176,00	R	46,05	R	212,53	R	29,52
1016	Specific Skilled Stylist - after 10 years	R	3 694,50	R	5 903,70	R	1 362,40	R	176,00	R	48,03	R	221,67	R	29,52
	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting	R	3 548,71	R	5 914,51	R	1 364,90	R	176,00	R	46,13	R	212,92	R	29,57
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 10 years	R	3 542,22	R	5 903,70	R	1 362,40	R	176,00	R	46,05	R	212,53	R	29,52
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 5 years	R	3 544,87	R	5 908,12	R	1 363,42	R	176,00	R	46,08	R	212,69	R	29,54
2089	Working Employer (in Salon with Staff)	R	7 216,47	R	7 216,47	R	1 665,35	R	176,00	R	37,01	R	108,25	R	108,25



ANNEXURE "H5"

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

ECHCB Subscriptions	See Annexure C
Bargaining Levy	See Annexure C
Basic establishment charge *	R -
Total minimum charge *	R -

Work Code	01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees	01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage
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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 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 / Wage divided by 4.3333 divided by 45 = HOURLY rate multiply by hours 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 DEDUCTABLE
ABBREVIATION DESCRIPTIONS	BC = Bargaining Council EE = Employee ER = Employer SBF = Sick Benefit Fund SPF = Sick Pay Fund
LEARNERS	Learners to also include any apprentices Union Members: Union Fee equates to R 176.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R 143.00 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 176.00 per person per month but with no UASA benefits.
UNION FEE / AGENCY FEE	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.



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

Work Code	Work Code Description	01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees	2026 Weekly Rate	2026 Hourly Rate - 45hr/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage	SFB Employer - No New Members from 01/01/2021	SFB Employee - No New Members from 01/01/2021
3089	Aesthetic Therapist	R 9 316,40	R 2 149,95	R 47,78	R 176,00	R 121,11	R 121,11	R 558,98	R 558,98	R 46,58	R 46,58	R 150,00	R 150,00
2000	Barber - starting 1 month	R 3 978,04	R 1 362,40	R 30,28	R 176,00	R 51,71	R 51,71	R 238,68	R 238,68	R 29,52	R 29,52	R 150,00	R 150,00
2002	Barber - Trainee	R 4 356,91	R 1 362,40	R 30,28	R 176,00	R 56,64	R 56,64	R 261,41	R 261,41	R 29,52	R 29,52	R 190,00	R 190,00
2004	Barber - Junior	R 5 114,63	R 1 362,40	R 30,28	R 176,00	R 66,49	R 66,49	R 306,88	R 306,88	R 29,52	R 29,52	R 190,00	R 190,00
2006	Barber - Senior	R 6 751,75	R 1 558,11	R 34,62	R 176,00	R 87,71	R 87,71	R 405,10	R 405,10	R 33,76	R 33,76	R 252,00	R 252,00
3036	Beauty Technologist - Unqualified	R 3 579,98	R 1 362,40	R 30,28	R 176,00	R 46,54	R 46,54	R 214,80	R 214,80	R 29,52	R 29,52		
3034	Beauty Technologist - Qualified	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52		
3020	Beauty and Skincare Therapist - Unqualified	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52		
3014	Beauty and Skincare Therapist	R 8 673,60	R 2 001,61	R 44,48	R 176,00	R 112,76	R 112,76	R 520,42	R 520,42	R 43,37	R 43,37		
3022	Salon Assistant	R 4 761,71	R 1 362,40	R 30,28	R 176,00	R 61,90	R 61,90	R 285,70	R 285,70	R 29,52	R 29,52		
4018	Drybar Worker	R 5 595,36	R 1 362,40	R 30,28	R 176,00	R 72,74	R 72,74	R 335,72	R 335,72	R 29,52	R 29,52		
2010	General Assistant	R 4 874,05	R 1 362,40	R 30,28	R 176,00	R 63,36	R 63,36	R 292,44	R 292,44	R 29,52	R 29,52		
2018	Hairdresser - No trade test	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52	R 150,00	R 150,00
2020	Hairdresser - 1st year after qualified	R 6 722,55	R 1 551,37	R 34,47	R 176,00	R 87,39	R 87,39	R 403,39	R 403,39	R 33,61	R 33,61	R 252,00	R 252,00
2022	Hairdresser - Qualified	R 9 556,45	R 2 205,35	R 49,01	R 176,00	R 124,23	R 124,23	R 573,39	R 573,39	R 47,78	R 47,78	R 252,00	R 252,00
2028	Hairdressing Assistant - Entrance (special needs)	R 3 996,99	R 1 362,40	R 30,28	R 176,00	R 51,96	R 51,96	R 239,82	R 239,82	R 29,52	R 29,52	R 190,00	R 190,00
2030	Hairdressing Assistant - Skilled (special needs)	R 4 510,34	R 1 362,40	R 30,28	R 176,00	R 58,63	R 58,63	R 270,62	R 270,62	R 29,52	R 29,52	R 190,00	R 190,00
2046	LEARNER - Entry Level	R -	R 1 971,65	R 45,00	R 176,00	R -	R -	R -	R -	R 9,86	R 9,86	R 150,00	R 150,00
2048	LEARNER - Level 2	R -	R 3 943,04	R 90,94	R 20,22	R 176,00	R -	R -	R -	R 19,72	R 19,72	R 150,00	R 150,00
2050	LEARNER - Level 3	R -	R 6 079,06	R 1 402,87	R 31,17	R 176,00	R -	R -	R -	R 30,40	R 30,40	R 150,00	R 150,00
2052	LEARNER - Level 4	R 5 323,23	R 8 552,65	R 1 973,70	R 43,86	R 176,00	R 69,20	R 319,39	R 319,39	R 42,76	R 42,76	R 150,00	R 150,00
3028	Make-up Artist Trainee	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52		
3026	Manager - Beauty	R 8 450,46	R 8 450,46	R 190,12	R 43,34	R 176,00	R 109,86	R 109,86	R 507,03	R 42,25	R 42,25		
3032	Manager - Hairdresser	R 13 473,90	R 13 473,90	R 69,10	R 176,00	R 175,16	R 175,16	R 808,43	R 808,43	R 67,37	R 67,37	R 150,00	R 150,00
2060	Manager - Hairdresser	R 11 381,25	R 11 381,25	R 26,26	R 176,00	R 147,96	R 147,96	R 682,88	R 682,88	R 56,91	R 56,91	R 252,00	R 252,00
2054	Manager - only (Hairdressing)	R 9 625,80	R 2 221,36	R 49,36	R 176,00	R 125,14	R 125,14	R 577,55	R 577,55	R 48,13	R 48,13	R 252,00	R 252,00
3088	Massage Therapist - entry level	R 4 382,90	R 1 362,40	R 30,28	R 176,00	R 56,98	R 56,98	R 262,97	R 262,97	R 29,52	R 29,52		
3087	Massage Therapist	R 5 919,96	R 5 919,96	R 136,65	R 30,36	R 176,00	R 76,96	R 355,20	R 355,20	R 29,60	R 29,60		
3040	Nail technician - Unqualified	R 5 391,38	R 5 391,38	R 13,62	R 176,00	R 70,09	R 70,09	R 323,48	R 323,48	R 29,52	R 29,52		
3084	Nail technician - Certified	R 5 553,14	R 5 903,70	R 13,62	R 176,00	R 72,19	R 72,19	R 333,19	R 333,19	R 29,52	R 29,52		
3038	Nail technician - Qualified	R 8 450,46	R 8 450,46	R 190,12	R 43,34	R 176,00	R 109,86	R 109,86	R 507,03	R 42,25	R 42,25		
2068	Operator	R 6 514,52	R 1 509,36	R 33,41	R 176,00	R 84,69	R 84,69	R 390,87	R 390,87	R 32,57	R 32,57	R 190,00	R 190,00
3042	Receptionist - Beauty Establishment	R 8 371,77	R 8 371,77	R 193,19	R 108,83	R 108,83	R 108,83	R 502,31	R 502,31	R 41,86	R 41,86		
2080	Receptionist - (Hairdressing) first year of experience	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52	R 150,00	R 150,00
2082	Receptionist - (Hairdressing) salon	R 7 587,51	R 1 750,98	R 38,91	R 176,00	R 98,64	R 98,64	R 455,25	R 455,25	R 37,94	R 37,94	R 190,00	R 190,00
3048	Somatologist 3 Years	R 10 022,41	R 10 022,41	R 231,28	R 51,40	R 176,00	R 130,29	R 601,34	R 601,34	R 50,11	R 50,11		
3052	Somatologist B Tech - 4 years	R 11 023,52	R 11 023,52	R 254,91	R 56,53	R 176,00	R 143,31	R 661,41	R 661,41	R 55,12	R 55,12		
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting	R 3 556,75	R 9 927,91	R 1 367,99	R 30,40	R 176,00	R 46,24	R 213,40	R 213,40	R 29,64	R 29,64	R 252,00	R 252,00
2089	Working Employer (in Salon with Staff)	R 9 556,45	R 9 556,45	R 2 205,35	R 49,01					R 143,35	R 143,35		



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

Work Code	01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees	01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45\$/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage	SBF Employer - No New Members from 01/01/2021	SBF Employee - No New Members from 01/01/2021
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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 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 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.
PENSION FUND	Basic Salary / Wage divided by 4.333 divided by hours worked on the day
DAILY RATE CALCULATION	
SICK BENEFIT FUND CONTRIBUTIONS	
EMPLOYEE CATEGORY	
ADULT DEPENDANT (each)	R 190,00
CHILD DEPENDANT (each)	R 90,00
ABBREVIATION DESCRIPTIONS	BC = Bargaining Council EE = 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 176.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R143.00 per month per member (Excluding the funeral benefit) Non-Union Members: Non-Union members pay an Agency Fee equal to the Union membership fees currently R 176.00 per person per month but with no UASA benefits.
2026 Hourly Rate - Minimum Wage 45\$/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.



ANNEXURE "H7"

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

Work Code	Work Code Description	EOHCB Subscriptions		01 Mar 2026 Contribution Wage - Pension Fund and Council Fees	01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage					
		Bargaining Levy	See Annexure C																
Basic establishment charge *		R	-																
Total minimum charge *		R	-																
3089	Aesthetic Therapist	R	9 316,40	R	9 316,40	R	2 149,95	R	47,78	R	176,00	R	121,11	R	558,98	R	46,58	R	46,58
2002	Barber - Trainee	R	3 542,22	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	46,05	R	212,53	R	29,52	R	29,52
2004	Barber - Junior	R	4 222,36	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	54,89	R	253,34	R	29,52	R	29,52
2006	Barber - Senior	R	6 779,03	R	6 779,03	R	1 564,40	R	34,76	R	176,00	R	88,13	R	406,74	R	33,90	R	33,90
3036	Beauty Technologist - Unqualified	R	3 569,08	R	5 948,47	R	1 372,73	R	30,51	R	176,00	R	46,40	R	214,14	R	29,74	R	29,74
3034	Beauty Technologist - Qualified	R	5 903,70	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	76,75	R	354,22	R	29,52	R	29,52
3020	Beauty and Skincare Therapist - Unqualified	R	3 903,34	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	50,74	R	234,20	R	29,52	R	29,52
3014	Beauty and Skincare Therapist	R	4 357,11	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	56,64	R	261,43	R	29,52	R	29,52
3022	Salon Assistant	R	3 542,22	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	46,05	R	212,53	R	29,52	R	29,52
4018	Drybar Worker	R	5 595,36	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	72,74	R	335,72	R	29,52	R	29,52
2010	General Assistant	R	3 551,09	R	5 918,48	R	1 365,81	R	30,35	R	176,00	R	46,16	R	213,07	R	29,59	R	29,59
2012	General Assistant after 5 years	R	3 547,33	R	5 912,21	R	1 364,37	R	30,32	R	176,00	R	46,12	R	212,84	R	29,56	R	29,56
2014	General Assistant after 10 years	R	3 545,16	R	5 908,59	R	1 363,53	R	30,30	R	176,00	R	46,09	R	212,71	R	29,54	R	29,54
2020	Hairdresser - 1st year after qualified	R	4 147,68	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	53,92	R	248,86	R	29,52	R	29,52
2022	Hairdresser - Qualified	R	4 901,80	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	63,72	R	294,11	R	29,52	R	29,52
2024	Hairdresser - Qualified - after 5 years	R	5 147,71	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	66,92	R	308,86	R	29,52	R	29,52
2026	Hairdresser - Qualified - after 10 years	R	5 393,63	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	70,12	R	323,62	R	29,52	R	29,52
2046	LEARNER - Entry Level	R	-	R	1 971,65	R	455,00	R	10,11	R	176,00	R	-	R	-	R	9,86	R	9,86
2048	LEARNER - Level 2	R	-	R	3 943,04	R	909,94	R	20,22	R	176,00	R	-	R	-	R	19,72	R	19,72
2050	LEARNER - Level 3	R	-	R	6 079,06	R	1 402,87	R	31,17	R	176,00	R	-	R	-	R	30,40	R	30,40
2052	LEARNER - Level 4	R	5 323,23	R	8 552,65	R	1 973,70	R	43,86	R	176,00	R	69,20	R	319,39	R	42,76	R	42,76
3032	Manager - Beauty	R	7 099,56	R	7 099,56	R	1 638,37	R	36,41	R	176,00	R	92,29	R	425,97	R	35,50	R	35,50
2060	Manager - Hairdresser	R	5 909,53	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	76,82	R	354,57	R	29,52	R	29,52
2062	Manager - Hairdresser after 5 years	R	6 203,84	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	80,65	R	372,23	R	29,52	R	29,52
2064	Manager - Hairdresser after 10 years	R	6 501,25	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	84,52	R	390,08	R	29,52	R	29,52
3030	Manager - only (Beauty Establishment)	R	5 562,25	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	72,31	R	333,73	R	29,52	R	29,52
2054	Manager - only (Hairdressing)	R	5 903,70	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	76,75	R	354,22	R	29,52	R	29,52
2056	Manager - only (Hairdressing) after 5 years	R	5 903,70	R	5 903,70	R	1 362,40	R	30,28	R	176,00	R	76,75	R	354,22	R	29,52	R	29,52
2058	Manager - only (Hairdressing) after 10 years	R	6 411,74	R	6 411,74	R	1 479,64	R	32,88	R	176,00	R	83,35	R	384,70	R	32,06	R	32,06



ANNEXURE "H7"

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

Work Code	Work Code Description	EOHCB Subscriptions		01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EF - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage	
		See Annexure C	See Annexure C											
		01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees	R	R										
		Basic establishment charge *	R	-										
		Total minimum charge *	R	-										
3040	Nail technician - Unqualified	R 3 542,22	R	5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52	
3084	Nail Technician - Certified	R 3 542,22	R	5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52	
3038	Nail technician - Qualified	R 3 542,22	R	5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52	
3088	Massage Therapist - entry level	R 3 542,22	R	5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52	
3087	Massage Therapist	R 5 903,70	R	5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52	
2067	Operator - Trainee	R 3 542,22	R	5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52	
2068	Operator	R 3 564,05	R	5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,33	R 46,33	R 213,84	R 213,84	R 29,52	R 29,52	
2070	Operator - after 5 years	R 3 741,54	R	5 903,70	R 1 362,40	R 30,28	R 176,00	R 48,64	R 48,64	R 224,49	R 224,49	R 29,52	R 29,52	
2072	Operator - after 10 years	R 3 919,01	R	5 903,70	R 1 362,40	R 30,28	R 176,00	R 50,95	R 50,95	R 235,14	R 235,14	R 29,52	R 29,52	
2074	Operator - Multi skilled	R 4 405,50	R	5 903,70	R 1 362,40	R 30,28	R 176,00	R 57,27	R 57,27	R 264,33	R 264,33	R 29,52	R 29,52	
2076	Operator - Multi skilled - after 5 years	R 4 626,81	R	5 903,70	R 1 362,40	R 30,28	R 176,00	R 60,15	R 60,15	R 277,61	R 277,61	R 29,52	R 29,52	
2078	Operator - Multi skilled - after 10 years	R 4 846,05	R	5 903,70	R 1 362,40	R 30,28	R 176,00	R 63,00	R 63,00	R 290,76	R 290,76	R 29,52	R 29,52	
3042	Receptionist - Beauty Establishment	R 5 020,71	R	5 903,70	R 1 362,40	R 30,28	R 176,00	R 65,27	R 65,27	R 301,24	R 301,24	R 29,52	R 29,52	
2082	Receptionist - Hairdressing salon	R 4 340,32	R	5 903,70	R 1 362,40	R 30,28	R 176,00	R 56,42	R 56,42	R 260,42	R 260,42	R 29,52	R 29,52	
2084	Receptionist - Hairdressing salon - after 5 years	R 4 557,54	R	5 903,70	R 1 362,40	R 30,28	R 176,00	R 59,25	R 59,25	R 273,45	R 273,45	R 29,52	R 29,52	
2086	Receptionist - Hairdressing salon - after 10 years	R 4 774,75	R	5 903,70	R 1 362,40	R 30,28	R 176,00	R 62,07	R 62,07	R 286,48	R 286,48	R 29,52	R 29,52	
3048	Somatologist 3 Years	R 4 574,23	R	5 903,70	R 1 362,40	R 30,28	R 176,00	R 59,46	R 59,46	R 274,45	R 274,45	R 29,52	R 29,52	
3052	Somatologist B Tech - 4 years	R 5 001,14	R	5 903,70	R 1 362,40	R 30,28	R 176,00	R 65,01	R 65,01	R 300,07	R 300,07	R 29,52	R 29,52	
3054	Somatologist - B Tech Laser	R 5 367,09	R	5 903,70	R 1 362,40	R 30,28	R 176,00	R 69,77	R 69,77	R 322,03	R 322,03	R 29,52	R 29,52	
1012	Specific Skilled Stylist	R 3 542,71	R	5 904,51	R 1 362,59	R 30,28	R 176,00	R 46,06	R 46,06	R 212,56	R 212,56	R 29,52	R 29,52	
1014	Specific Skilled Stylist - after 5 years	R 3 542,22	R	5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52	
1016	Specific Skilled Stylist - after 10 years	R 3 542,22	R	5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52	
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting	R 3 563,47	R	5 939,12	R 1 370,58	R 30,46	R 176,00	R 46,33	R 46,33	R 213,81	R 213,81	R 29,70	R 29,70	
	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 5 years	R 3 560,36	R	5 933,94	R 1 369,38	R 30,43	R 176,00	R 46,28	R 46,28	R 213,62	R 213,62	R 29,67	R 29,67	
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 10 years	R 3 557,32	R	5 928,87	R 1 368,21	R 30,40	R 176,00	R 46,25	R 46,25	R 213,44	R 213,44	R 29,64	R 29,64	
2089	Working Employer (in Salon with Staff)	R 4 901,80	R	6 042,79	R 1 394,50	R 30,99						R 90,64		



ANNEXURE "H7"

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

EOHCB Subscriptions	See Annexure C
Bargaining Levy	See Annexure C
Basic establishment charge *	R -
Total minimum charge *	R -

Work Code	01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees	01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45N/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage
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NOTES

CASUAL EMPLOYEE	An employee who substitutes for any permanent employee who is sick 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 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 / 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 DEDUCTABLE
ABBREVIATION DESCRIPTIONS	BC = Bargaining Council EE = Employee ER = Employer SBF = Sick Benefit Fund SPF = Sick pay Fund Learners to also include any apprentices
LEARNERS	Union Members: Union Fee equates to R 176.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R 143.00 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 176.00 per person per month but with no UASA benefits.
UNION FEE / AGENCY FEE	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.
2026 Hourly Rate - Minimum Wage 45N/Per week	



ANNEXURE "H8"

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

Work Code	Work Code Description	EOHCB Subscriptions		01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPFF Employer based on Minimum Wage	2026 National SPFF Employee based on Minimum Wage
		See Annexure C	See Annexure C										
		R	R										
3089	Aesthetic Therapist	R	9 316,40	R	9 316,40	R	176,00	R	121,11	R	558,98	R	46,58
2002	Barber - Trainee	R	3 542,22	R	5 903,70	R	30,28	R	46,05	R	212,53	R	29,52
2004	Barber - Junior	R	4 202,44	R	5 903,70	R	30,28	R	54,63	R	252,15	R	29,52
2006	Barber - Senior	R	6 747,06	R	6 747,06	R	34,60	R	87,71	R	404,82	R	33,74
3036	Beauty Technologist - Unqualified	R	3 559,82	R	5 933,03	R	30,43	R	46,28	R	213,59	R	29,67
3034	Beauty Technologist - Qualified	R	5 903,70	R	5 903,70	R	30,28	R	76,75	R	354,22	R	29,52
3014	Beauty and Skincare Therapist - Unqualified	R	4 542,38	R	5 903,70	R	30,28	R	59,05	R	272,54	R	29,52
3014	Beauty and Skincare Therapist - Qualified	R	5 070,42	R	5 903,70	R	30,28	R	65,92	R	304,23	R	29,52
3022	Salon Assistant	R	3 542,22	R	5 903,70	R	30,28	R	46,05	R	212,53	R	29,52
4018	Drybar Worker	R	5 595,36	R	5 903,70	R	30,28	R	72,74	R	335,72	R	29,52
2010	General Assistant	R	3 542,22	R	5 903,70	R	30,28	R	46,05	R	212,53	R	29,52
2012	General Assistant after 5 years	R	3 542,22	R	5 903,70	R	30,28	R	46,05	R	212,53	R	29,52
2014	General Assistant after 10 years	R	3 542,22	R	5 903,70	R	30,28	R	46,05	R	212,53	R	29,52
2020	Hairdresser - 1st year after qualified	R	5 903,70	R	5 903,70	R	30,28	R	76,75	R	354,22	R	29,52
2022	Hairdresser - Qualified	R	6 226,48	R	5 903,70	R	30,28	R	80,94	R	373,59	R	29,52
2024	Hairdresser - Qualified - after 5 years	R	6 536,44	R	5 903,70	R	30,28	R	84,97	R	392,19	R	29,52
2026	Hairdresser - Qualified - after 10 years	R	6 849,45	R	5 903,70	R	30,28	R	89,04	R	410,97	R	29,52
2046	LEARNER - Entry Level	R	-	R	1 971,65	R	10,11	R	-	R	-	R	9,86
2048	LEARNER - Level 2	R	-	R	3 943,04	R	20,22	R	-	R	-	R	19,72
2050	LEARNER - Level 3	R	-	R	6 079,06	R	31,17	R	-	R	-	R	30,40
2052	LEARNER - Level 4	R	5 323,23	R	8 552,65	R	43,86	R	69,20	R	319,39	R	42,76
3032	Manager - Beauty	R	8 261,87	R	8 261,87	R	42,37	R	107,40	R	495,71	R	41,31
2060	Manager - Hairdresser	R	6 562,51	R	5 903,70	R	30,28	R	85,31	R	393,75	R	29,52
2062	Manager - Hairdresser after 5 years	R	6 890,92	R	5 903,70	R	30,28	R	89,58	R	413,46	R	29,52
2064	Manager - Hairdresser after 10 years	R	7 219,22	R	5 903,70	R	30,28	R	93,85	R	433,15	R	29,52
3030	Manager - only (Hairdressing Establishment)	R	5 903,70	R	5 903,70	R	30,28	R	76,75	R	354,22	R	29,52
2054	Manager - only (Hairdressing)	R	6 943,58	R	6 943,58	R	35,61	R	90,27	R	416,62	R	34,72
2056	Manager - only (Hairdressing) after 5 years	R	7 291,64	R	7 291,64	R	37,39	R	94,79	R	437,50	R	36,46
2058	Manager - only (Hairdressing) after 10 years	R	7 637,73	R	7 637,73	R	39,17	R	99,29	R	458,26	R	38,19
3040	Nail technician - Unqualified	R	3 542,22	R	5 903,70	R	30,28	R	46,05	R	212,53	R	29,52
3084	Nail Technician - Certified	R	3 542,22	R	5 903,70	R	30,28	R	46,05	R	212,53	R	29,52
3038	Nail technician - Qualified	R	3 542,22	R	5 903,70	R	30,28	R	46,05	R	212,53	R	29,52
3088	Massage Therapist - entry level	R	3 542,22	R	5 903,70	R	30,28	R	46,05	R	212,53	R	29,52
3087	Massage Therapist	R	5 595,36	R	5 903,70	R	30,28	R	72,74	R	335,72	R	29,52



ANNEXURE "H8"

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

Work Code	Work Code Description	EOHCB Subscriptions		01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees	01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage			
		See Annexure C	See Annexure C														
		Bargaining Levy	See Annexure C														
		Basic establishment charge *	R														
		Total minimum charge *	R														
2067	Operator - Trainee	R	3 978,56	R	5 903,70	R	1 362,40	R	176,00	R	51,72	R	238,71	R	29,52	R	29,52
2068	Operator	R	5 513,14	R	5 903,70	R	1 362,40	R	176,00	R	71,67	R	330,79	R	29,52	R	29,52
2072	Operator - after 10 years	R	5 903,70	R	5 903,70	R	1 362,40	R	176,00	R	76,75	R	354,22	R	29,52	R	29,52
2070	Operator - after 5 years	R	5 789,18	R	5 903,70	R	1 362,40	R	176,00	R	75,26	R	347,35	R	29,52	R	29,52
2074	Operator - Multi skilled	R	5 903,70	R	5 903,70	R	1 362,40	R	176,00	R	76,75	R	354,22	R	29,52	R	29,52
2076	Operator - Multi skilled - after 5 years	R	6 601,39	R	6 601,39	R	1 523,41	R	176,00	R	85,82	R	396,08	R	33,01	R	33,01
2078	Operator - Multi skilled - after 10 years	R	6 914,25	R	6 914,25	R	1 595,61	R	176,00	R	89,89	R	414,85	R	34,57	R	34,57
3042	Receptionist - Beauty Establishment	R	5 842,67	R	5 903,70	R	1 362,40	R	176,00	R	75,95	R	350,56	R	29,52	R	29,52
2082	Receptionist - Hairdressing salon	R	5 831,82	R	5 903,70	R	1 362,40	R	176,00	R	75,81	R	349,91	R	29,52	R	29,52
2084	Receptionist - Hairdressing salon - after 5 years	R	5 903,70	R	5 903,70	R	1 362,40	R	176,00	R	76,75	R	354,22	R	29,52	R	29,52
2086	Receptionist - Hairdressing salon - after 10 years	R	5 903,70	R	5 903,70	R	1 362,40	R	176,00	R	76,75	R	354,22	R	29,52	R	29,52
3048	Somatologist 3 Years	R	5 323,09	R	5 903,70	R	1 362,40	R	176,00	R	69,20	R	319,39	R	29,52	R	29,52
3052	Somatologist B Tech - 4 years	R	5 643,71	R	5 903,70	R	1 362,40	R	176,00	R	73,37	R	338,62	R	29,52	R	29,52
3054	Somatologist - B Tech Laser	R	5 903,70	R	5 903,70	R	1 362,40	R	176,00	R	76,75	R	354,22	R	29,52	R	29,52
1012	Specific Skilled Stylist	R	3 542,22	R	5 903,70	R	1 362,40	R	176,00	R	46,05	R	212,53	R	29,52	R	29,52
1014	Specific Skilled Stylist - after 5 years	R	3 542,22	R	5 903,70	R	1 362,40	R	176,00	R	46,05	R	212,53	R	29,52	R	29,52
1016	Specific Skilled Stylist - after 10 years	R	3 542,22	R	5 903,70	R	1 362,40	R	176,00	R	46,05	R	212,53	R	29,52	R	29,52
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting	R	3 556,75	R	5 927,91	R	1 367,99	R	176,00	R	46,24	R	213,40	R	29,64	R	29,64
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 5 years	R	3 553,30	R	5 922,17	R	1 366,67	R	176,00	R	46,19	R	213,20	R	29,61	R	29,61
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 10 years	R	3 549,79	R	5 916,32	R	1 365,31	R	176,00	R	46,15	R	212,99	R	29,58	R	29,58
2089	Working Employer (in Salon with Staff)	R	7 934,95	R	7 934,95	R	1 831,16	R		R	40,69	R		R	119,02	R	



ANNEXURE "H8"

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

EOHCB Subscriptions	See Annexure C
Bargaining Levy	See Annexure C
Basic establishment charge *	R -
Total minimum charge *	R -

Work Code	01 Mar 2026 Salary - Contribution Fund and Council Fees	01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage
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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 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 / 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 DEDUCTABLE
ABBREVIATION DESCRIPTIONS	BC = Bargaining Council EE = 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 176.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R 143.00 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 176.00 per person per month but with no UASA benefits.
2026 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.



ANNEXURE "H9"

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

Work Code	Work Code Description	Scheme "A"		Scheme "B" Member 1		Scheme "B" Member 2		Scheme "B" Member 3										
		SF 'A' Employer	SF 'A' Employee	SF 'B' Employer	SF 'B' Employee	SF 'B' Employer	SF 'B' Employee	SF 'B' Employer	SF 'B' Employee									
3089	Aesthetic Therapist	R 9 316,40	R 2 149,95	R 4 778	R 1 760,00	R 12 111	R 2 149,95	R 6 055,7	R 46,58	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
2002	Barber - Trainee	R 4 356,91	R 5 903,70	R 3 362,40	R 3 028	R 5 664	R 1 760,00	R 2 832,20	R 29,52	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
2004	Barber - Junior	R 5 903,70	R 1 362,40	R 3 028	R 1 760,00	R 76,75	R 76,75	R 383,74	R 29,52	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
2006	Barber - Senior	R 8 759,02	R 2 021,33	R 44,92	R 1 138,7	R 113,87	R 1 138,7	R 569,34	R 43,80	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
3036	Beauty Technologist - Unqualified	R 3 542,22	R 5 903,70	R 1 362,40	R 3 028	R 46,05	R 46,05	R 230,24	R 29,52	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
3034	Beauty Technologist - Qualified	R 5 903,70	R 5 903,70	R 3 028	R 1 760,00	R 76,75	R 76,75	R 383,74	R 29,52	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
3020	Beauty and Skincare Therapist - Unqualified	R 4 735,77	R 5 903,70	R 1 362,40	R 3 028	R 61,56	R 61,56	R 307,82	R 29,52	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
3014	Beauty and Skincare Therapist	R 6 386,79	R 6 386,79	R 1 472,89	R 3 275	R 83,03	R 83,03	R 415,14	R 31,93	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
3022	Salon Assistant	R 4 910,04	R 5 903,70	R 1 362,40	R 3 028	R 63,83	R 63,83	R 319,15	R 29,52	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
4018	Drybar Worker	R 5 903,36	R 5 903,70	R 1 362,40	R 3 028	R 72,74	R 72,74	R 363,70	R 29,52	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
2010	General Assistant	R 3 542,22	R 5 903,70	R 1 362,40	R 3 028	R 46,05	R 46,05	R 230,24	R 29,52	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
2020	Hairdresser - no trade test	R 5 586,20	R 5 903,70	R 1 362,40	R 3 028	R 72,65	R 72,65	R 363,23	R 29,52	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
2020	Hairdresser - 1st year after qualified	R 5 615,52	R 5 903,70	R 1 362,40	R 3 028	R 73,04	R 73,04	R 365,20	R 29,52	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
2016	Hairdresser - Qualified	R 7 742,60	R 7 742,60	R 1 786,77	R 39,71	R 100,65	R 100,65	R 503,27	R 38,71	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
2046	LEARNER - Entry Level	R -	R 1 971,65	R 455,00	R 10,11	R 176,00	R -	R -	R 9,86	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
2048	LEARNER - Level 2	R -	R 3 943,04	R 909,94	R 20,22	R 176,00	R -	R -	R 19,72	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
2050	LEARNER - Level 3	R -	R 6 079,06	R 1 402,87	R 31,17	R 176,00	R -	R -	R 30,40	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
2052	LEARNER - Level 4	R 5 323,22	R 8 552,65	R 1 973,70	R 43,86	R 176,00	R 69,20	R 346,01	R 42,76	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
3032	Manager - Beauty	R 8 261,87	R 8 261,87	R 1 906,60	R 42,37	R 176,00	R 107,40	R 537,02	R 537,02	R 41,31	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00
2060	Manager - Hairdresser	R 6 562,52	R 5 903,70	R 1 362,40	R 3 028	R 85,31	R 85,31	R 426,56	R 29,52	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
3030	Manager - only (Beauty Establishment)	R 5 903,70	R 5 903,70	R 1 362,40	R 3 028	R 76,75	R 76,75	R 383,74	R 29,52	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
2054	Manager - only (Hairdressing)	R 6 943,58	R 6 943,58	R 1 602,38	R 35,61	R 176,00	R 90,27	R 451,33	R 34,72	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
3028	Make-up Artist Trainee	R 4 735,77	R 5 903,70	R 1 362,40	R 3 028	R 61,56	R 61,56	R 307,82	R 29,52	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
3036	Make-up Artist	R 6 386,79	R 6 386,79	R 1 472,89	R 32,75	R 176,00	R 83,03	R 415,14	R 31,93	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
3040	Nail technician - Unqualified	R 4 785,80	R 5 903,70	R 1 362,40	R 3 028	R 62,22	R 62,22	R 311,08	R 29,52	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
3084	Nail technician - Certified	R 4 925,19	R 5 903,70	R 1 362,40	R 3 028	R 64,03	R 64,03	R 320,14	R 29,52	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
3038	Nail technician - Qualified	R 5 903,70	R 5 903,70	R 1 362,40	R 3 028	R 76,75	R 76,75	R 383,74	R 29,52	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
3088	Message Therapist - entry level	R 3 542,22	R 5 903,70	R 1 362,40	R 3 028	R 46,05	R 46,05	R 230,24	R 29,52	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
3088	Message Therapist	R 5 955,36	R 5 903,70	R 1 362,40	R 3 028	R 72,74	R 72,74	R 363,70	R 29,52	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
2067	Operator - Trainee	R 4 156,11	R 5 903,70	R 1 362,40	R 3 028	R 54,03	R 54,03	R 270,15	R 29,52	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
2068	Operator	R 4 910,04	R 5 903,70	R 1 362,40	R 3 028	R 63,83	R 63,83	R 319,15	R 29,52	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
2074	Operator - Multi skilled	R 5 093,37	R 5 903,70	R 1 362,40	R 3 028	R 66,21	R 66,21	R 331,07	R 29,52	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
2082	Receptionist - Beauty Establishment	R 5 903,70	R 5 903,70	R 1 362,40	R 3 028	R 76,75	R 76,75	R 383,74	R 29,52	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
2082	Receptionist - Hairdressing salon	R 5 903,70	R 5 903,70	R 1 362,40	R 3 028	R 76,75	R 76,75	R 383,74	R 29,52	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
3048	Somatologist 3 Years	R 7 846,63	R 7 846,63	R 1 810,77	R 40,24	R 176,00	R 102,01	R 510,03	R 39,23	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
3048	Somatologist B Tech - 4 years	R 8 850,26	R 8 850,26	R 2 042,38	R 45,39	R 176,00	R 115,05	R 575,27	R 44,25	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
1012	Specific Skilled Stylist	R 3 542,22	R 5 903,70	R 1 362,40	R 3 028	R 46,05	R 46,05	R 230,24	R 29,52	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting	R 3 542,22	R 5 903,70	R 1 362,40	R 3 028	R 46,05	R 46,05	R 230,24	R 29,52	R 70,00	R 10 000,00	R 70,00	R 313,00	R 70,00	R 441,00	R 70,00	R 580,00	
2089	Working Employer (in Salon with Staff)	R 7 742,60	R 7 742,60	R 1 786,77	R 39,71	R 176,00	R -	R -	R 116,14	R 170,00	R 10 000,00	R 245,60	R 383,00	R 313,00	R 441,00	R 70,00	R 580,00	

EDK3 Subscriptions See Annexure C Bargaining Levy See Annexure C

ANNEXURE "H9"



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

Work Code	Work Code Description	NO NEW SPF MEMBERS FROM 01/01/2019										
		01 Mar 2026 Salary - Contribution Pension Fund and Council Fees	01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	2026 BC Fee ER - 1.3% of Contribution g Wage	2026 BC Fee EE - 1.3% of Contribution g Wage	2026 National Pension Fund (EE) Contribution g Wage	2026 National Pension Fund (ER) Contribution g Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage
		Scheme "A" Employer	Scheme "B" Member Employee	Scheme "B" Member Employee	Scheme "B" Member Employee	Scheme "B" Member Employee	Scheme "B" Member Employee	Scheme "B" Member Employee	Scheme "B" Member Employee	Scheme "B" Member Employee	Scheme "B" Member Employee	Scheme "B" Member Employee

Work Code	Work Code Description	SCHEME "B1" Member +1		SCHEME "B2" Member +2		SCHEME "B3" Member +3	
		R	R	R	R	R	R
	EMPLOYER CONTRIBUTION	70.00	70.00	70.00	70.00	70.00	70.00
	EMPLOYEE CONTRIBUTION	313.00	441.00	441.00	580.00		
	BC = Bargaining Council						
	EE = Employee						
	ER = Employer						
	SBF = Sick Benefit Fund						
	SPF = Sick Pay Fund						
	Learners to also include any apprentices						
	Union Members: Union Fee equates to R 176.00 per month per member. For members who join USAA after the age of 60, the Union Fee equates to R 143.00 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 176.00 per person per month but with no USAA 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 contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an						

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, 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 Code if received, then the deductions will be charged accordingly to the lower amount for the actual amount of days worked and not the full amount of days.

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 6.5% of the CONTRIBUTIONS SALARY OF THE EMPLOYEE. CONTRIBUTIONS PAYABLE BY ALL EMPLOYERS WILL BE 6.5% 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.

SICK BENEFIT FUND CONTRIBUTIONS - NO NEW MEMBERS TO JOIN FROM 2019

CATEGORY



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

EOHC Subscriptions /Bargaining Levy	See Annexure C
Bargaining Levy	See Annexure C
Salon Charge *	R -

Work Code	Work Code Description	01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees	01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 40h/Per week, Beauty 45h/Per week, Part time 25h/Per	2026 Union Fee	* BC Fee ER - Salon Reg pre Nov17 - 1.3% @ 100% on Contributing Wage	* BC Fee EE - Salon Reg pre Nov17 - 1.3% of Contributing Wage	* BC Fee ER - Salon Reg after Nov17 - 1.3% of Contributing Wage	* BC Fee EE - Salon Reg after Nov17 - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage
3089	Aesthetic Therapist	R 9 316,40	R 9 316,40	R 2 149,95	R 47,78	R 176,00	R 121,11	R 121,11	R 121,11	R 558,98	R 558,98	R 46,58	R 46,58	
2000	Barber - starting 1 month	R 4 167,47	R 5 247,73	R 1 211,03	R 30,28	R 176,00	R 54,18	R 54,18	R 54,18	R 250,05	R 250,05	R 26,24	R 26,24	
2002	Barber - Trainee	R 4 735,77	R 5 247,73	R 1 211,03	R 30,28	R 176,00	R 61,56	R 61,56	R 61,56	R 284,15	R 284,15	R 26,24	R 26,24	
2004	Barber - Junior	R 5 247,73	R 5 247,73	R 1 211,03	R 30,28	R 176,00	R 68,22	R 68,22	R 68,22	R 314,86	R 314,86	R 26,24	R 26,24	
2006	Barber - Senior	R 9 123,98	R 9 123,98	R 2 105,55	R 52,64	R 176,00	R 118,61	R 118,61	R 118,61	R 547,44	R 547,44	R 45,62	R 45,62	
3036	Beauty Technologist - Unqualified	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52	
3034	Beauty Technologist - Qualified	R 5 817,77	R 5 817,77	R 1 342,57	R 29,83	R 176,00	R 75,63	R 75,63	R 75,63	R 349,07	R 349,07	R 29,09	R 29,09	
3020	Beauty and Skincare Therapist - Unqualified	R 5 687,15	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 73,93	R 73,93	R 73,93	R 341,23	R 341,23	R 29,52	R 29,52	
3014	Beauty and Skincare Therapist	R 7 566,05	R 7 566,05	R 1 746,03	R 38,80	R 176,00	R 98,36	R 98,36	R 98,36	R 453,96	R 453,96	R 37,83	R 37,83	
3022	Salon Assistant	R 4 154,71	R 5 247,73	R 1 211,03	R 30,28	R 176,00	R 54,01	R 54,01	R 54,01	R 249,28	R 249,28	R 26,24	R 26,24	
4018	Drybar Worker	R 4 973,65	R 5 247,73	R 1 211,03	R 30,28	R 176,00	R 64,66	R 64,66	R 64,66	R 298,42	R 298,42	R 26,24	R 26,24	
2011	General Assistant - Part Time	R 3 231,23	R 3 279,83	R 756,89	R 1 756,89	R 1 756,00	R 42,01	R 42,01	R 42,01	R 193,87	R 193,87	R 16,40	R 16,40	
2010	General Assistant	R 4 192,76	R 5 247,73	R 1 211,03	R 30,28	R 176,00	R 54,51	R 54,51	R 54,51	R 251,57	R 251,57	R 26,24	R 26,24	
2021	Hairstresser - 1st year after qualified - Part Time	R 4 289,77	R 4 289,77	R 989,95	R 39,60	R 176,00	R 55,77	R 55,77	R 55,77	R 257,39	R 257,39	R 21,45	R 21,45	
2020	Hairstresser - 1st year after qualified	R 6 072,84	R 6 429,84	R 1 483,82	R 37,10	R 176,00	R 83,59	R 83,59	R 83,59	R 385,79	R 385,79	R 32,15	R 32,15	
2023	Hairstresser - Qualified - Part Time	R 9 137,24	R 9 137,24	R 2 108,61	R 52,72	R 176,00	R 118,78	R 118,78	R 118,78	R 548,23	R 548,23	R 45,69	R 45,69	
2022	Hairstresser - Qualified	R -	R 1 971,65	R 455,00	R 11,38	R 176,00	R -	R -	R -	R -	R -	R 9,86	R 9,86	
2046	LEARNER - Entry Level	R -	R 3 943,04	R 909,94	R 22,75	R 176,00	R -	R -	R -	R -	R -	R 19,72	R 19,72	
2048	LEARNER - Level 2	R -	R 6 079,06	R 1 402,87	R 35,07	R 176,00	R -	R -	R -	R -	R -	R 30,40	R 30,40	
2050	LEARNER - Level 3	R 3 323,23	R 8 552,65	R 1 973,70	R 49,34	R 176,00	R 69,20	R 69,20	R 69,20	R 319,39	R 319,39	R 42,76	R 42,76	
2052	LEARNER - Level 4	R 5 384,68	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 70,00	R 70,00	R 70,00	R 323,08	R 323,08	R 29,52	R 29,52	
3028	Make-up Artist Trainee	R 7 373,47	R 7 373,47	R 1 701,58	R 37,81	R 176,00	R 95,86	R 95,86	R 95,86	R 442,41	R 442,41	R 36,87	R 36,87	
3026	Make-up Artist	R 11 571,81	R 11 571,81	R 2 713,36	R 60,30	R 176,00	R 152,85	R 152,85	R 152,85	R 705,47	R 705,47	R 58,79	R 58,79	
3032	Manager - Beauty	R 12 161,11	R 12 161,11	R 2 806,43	R 70,16	R 176,00	R 158,09	R 158,09	R 158,09	R 729,67	R 729,67	R 60,81	R 60,81	
2060	Manager - Hairdresser	R 11 871,64	R 11 871,64	R 2 739,63	R 68,49	R 176,00	R 154,33	R 154,33	R 154,33	R 712,30	R 712,30	R 59,36	R 59,36	
2054	Manager - only (Hairdressing)	R 4 936,35	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 62,30	R 62,30	R 62,30	R 287,54	R 287,54	R 29,52	R 29,52	
3040	Nail technician - Unqualified	R 4 382,90	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 64,17	R 64,17	R 64,17	R 296,17	R 296,17	R 29,52	R 29,52	
3038	Nail technician - Certified	R 4 382,90	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 95,86	R 95,86	R 95,86	R 442,41	R 442,41	R 36,87	R 36,87	
3088	Message Therapist - entry level	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52	
3087	Message Therapist	R 2 963,75	R 3 279,83	R 756,89	R 30,28	R 176,00	R 38,18	R 38,18	R 38,18	R 176,20	R 176,20	R 16,40	R 16,40	
2066	Operator - Trainee - Part Time	R 4 407,11	R 5 247,73	R 1 211,03	R 30,28	R 176,00	R 57,29	R 57,29	R 57,29	R 264,43	R 264,43	R 26,24	R 26,24	
2067	Operator - Trainee	R 4 278,20	R 4 278,20	R 987,29	R 39,49	R 176,00	R 55,62	R 55,62	R 55,62	R 256,69	R 256,69	R 21,39	R 21,39	
2069	Operator - Part Time	R 6 420,18	R 6 420,18	R 1 481,59	R 37,04	R 176,00	R 83,46	R 83,46	R 83,46	R 385,21	R 385,21	R 32,10	R 32,10	
2068	Operator	R 7 301,67	R 7 301,67	R 1 685,01	R 37,44	R 176,00	R 94,92	R 94,92	R 94,92	R 438,10	R 438,10	R 36,51	R 36,51	
3042	Receptionist - Beauty Establishment	R 5 007,62	R 5 007,62	R 1 155,61	R 46,22	R 176,00	R 65,10	R 65,10	R 65,10	R 300,46	R 300,46	R 25,04	R 25,04	
2083	Receptionist - Hairdressing salon - Part Time	R 7 516,28	R 7 516,28	R 1 734,54	R 43,36	R 176,00	R 97,71	R 97,71	R 97,71	R 450,98	R 450,98	R 37,58	R 37,58	
2082	Receptionist - Hairdressing salon	R 8 745,50	R 8 745,50	R 2 018,21	R 44,85	R 176,00	R 113,69	R 113,69	R 113,69	R 524,73	R 524,73	R 43,73	R 43,73	
3048	Somatologist 3 Years	R 9 617,44	R 9 617,44	R 2 219,43	R 49,32	R 176,00	R 125,03	R 125,03	R 125,03	R 577,05	R 577,05	R 48,09	R 48,09	
3052	Somatologist B Tech - 4 years	R -	R -	R -	R -	R -	R -	R -	R -	R -	R -	R -	R -	



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

EOHC8 Subscriptions / Bargaining Levy	See Annexure C
Bargaining Levy	See Annexure C
Salon Charge *	R -

Work Code	Work Code Description	01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees	01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 40h/Per week, Beauty 45h/Per week, Part time 25h/Per	2026 Union Fee	* BC Fee ER - Salon Reg pre Nov17 - 1.3% @ 100% on Contributing Wage	* BC Fee EE - Salon Reg after Nov17 - 1.3% of Contributing Wage	* BC Fee EE - Salon Reg after Nov17 - 1.3% of Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting	R 4 144,70	R 5 247,73	R 1 211,03	R 30,28	R 176,00	R 53,88	R 53,88	R 53,88	R 248,68	R 248,68	R 26,24	R 26,24
1001	Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting - Part Time	R 2 764,45	R 3 279,83	R 756,89	R 30,28	R 176,00	R 35,94	R 35,94	R 35,94	R 165,87	R 165,87	R 16,40	R 16,40
2089	Working Employer (in Salon with Staff)	R 9 137,24	R 9 137,24	R 2 108,61	R 52,72							R 137,06	

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. 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 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
COMMISSION ONLY LEARNERS	Qualified Hairdressers / Stylists, which are employees, will receive a minimum of 30% commission - THIS IS APPLICABLE ONLY TO AFRO SALONS
ABBREVIATION DESCRIPTIONS	NO STOCK DEDUCTIONS ARE ALLOWED IN AFRO SALONS ONLY. VAT AND LOYALTY CARD FEES SHALL BE DEDUCTIBLE Should the stylist earn basic + commission, stock is deductible BC = Bargaining Council EE = Employee ER = Employer SBF = Sick Benefit Fund SPF = Sick Pay Fund
PART TIME EMPLOYEE	(An employee who works 1 or 2 or 3 days per week) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment 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
LEARNERS	Leavers to also include any apprentices
UNION FEE / AGENCY FEE	Union Members: Union Fee equates to R 176,00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R 143,00 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 176,00 per person per month but with no UASA benefits.
2026 Hourly Rate - Minimum Wage 40h/Per week, Beauty 45h/Per week, Part time 25h/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.



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

Work Code	Work Code Description	EOHCB Subscriptions:		01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate -45h/Per week	2026 Hourly Rate -45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (EE) Contributing Wage	2026 National Pension Fund (EE) Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage
		See Annexure C Bargaining Levy	See Annexure C										
	Salon Charge *	R	-										
3089	Aesthetic Therapist	R	9 316,40	R	2 149,95	R	47,78	R	121,11	R	558,98	R	46,58
2000	Barber - starting 1 month	R	4 246,11	R	1 362,40	R	30,28	R	55,20	R	254,77	R	29,52
2002	Barber - Trainee	R	4 825,12	R	1 362,40	R	30,28	R	62,73	R	289,51	R	29,52
2004	Barber - Junior	R	6 321,37	R	1 458,79	R	32,42	R	82,18	R	379,28	R	31,61
2006	Barber - Senior	R	9 296,13	R	2 145,28	R	47,67	R	120,85	R	557,77	R	46,48
3036	Beauty Technologist - Unqualified	R	3 579,98	R	1 362,40	R	30,28	R	46,54	R	214,80	R	29,52
3034	Beauty Technologist - Qualified	R	5 903,70	R	1 362,40	R	30,28	R	76,75	R	354,22	R	29,52
3020	Beauty and Skincare Therapist - Unqualified	R	5 903,70	R	1 362,40	R	30,28	R	76,75	R	354,22	R	29,52
3014	Beauty and Skincare Therapist	R	8 673,60	R	2 001,62	R	44,48	R	112,76	R	520,42	R	43,37
3023	Salon Assistant	R	4 761,71	R	1 362,40	R	30,28	R	61,90	R	285,70	R	29,52
4018	Drybar Worker	R	5 595,36	R	1 362,40	R	30,28	R	72,74	R	335,72	R	29,52
2011	General Assistant - Part Time	R	3 279,83	R	756,89	R	30,28	R	42,64	R	196,79	R	16,40
2010	General Assistant	R	4 271,88	R	1 362,40	R	30,28	R	55,53	R	256,31	R	29,52
2021	Hairdresser - 1st year after qualified - Part Time	R	4 370,71	R	1 008,63	R	40,35	R	56,82	R	262,24	R	21,85
2020	Hairdresser - 1st year after qualified	R	6 551,16	R	1 511,82	R	33,60	R	85,17	R	393,07	R	32,76
2023	Hairdresser - Qualified - Part Time	R	6 187,42	R	1 427,88	R	57,12	R	80,44	R	371,25	R	30,94
2022	Hairdresser - Qualified	R	9 309,63	R	2 146,39	R	47,74	R	121,03	R	558,58	R	46,55
2046	LEARNER - Entry Level	R	-	R	1 971,65	R	10,11	R	-	R	-	R	9,86
2048	LEARNER - Level 2	R	-	R	3 943,04	R	20,22	R	-	R	-	R	19,72
2050	LEARNER - Level 3	R	-	R	6 079,06	R	31,17	R	-	R	-	R	30,40
2052	LEARNER - Level 4	R	5 423,00	R	8 546,66	R	1 972,32	R	43,83	R	325,38	R	42,73
3028	Make-up Artist Trainee	R	5 903,70	R	1 362,40	R	30,28	R	76,75	R	354,22	R	29,52
3026	Make-up Artist	R	8 450,45	R	1 950,12	R	43,34	R	109,86	R	507,03	R	42,25
3032	Manager - Beauty	R	13 473,90	R	3 109,39	R	69,10	R	175,16	R	808,43	R	67,37
2060	Manager - Hairdresser	R	12 391,24	R	2 859,54	R	63,55	R	161,09	R	743,47	R	61,96
2054	Manager - only (Hairdressing)	R	12 095,64	R	2 791,32	R	62,03	R	157,24	R	725,74	R	60,48
3040	Nail Technician - Unqualified	R	5 391,39	R	1 362,40	R	30,28	R	70,09	R	323,48	R	29,52
3084	Nail Technician - Certified	R	5 553,14	R	1 362,40	R	30,28	R	72,19	R	333,19	R	29,52
3038	Nail Technician - Qualified	R	8 450,45	R	1 950,12	R	43,34	R	109,86	R	507,03	R	42,25



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 Subscriptions	See Annexure C
Bargaining Levy	See Annexure C
Salon Charge *	R -

Work Code	Work Code Description	01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees	01 Mar 2026 Prescribed Wage - or SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (EF) Contributing Wage	2026 National Pension Fund (EF) Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage
3088	Massage Therapist - entry level	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
3087	Massage Therapist	R 5 900,74	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,71	R 76,71	R 354,04	R 354,04	R 29,52	R 29,52
2066	Operator - Trainee - Part Time	R 2 992,15	R 3 279,83	R 756,89	R 30,28	R 176,00	R 38,90	R 38,90	R 179,53	R 179,53	R 16,40	R 16,40
2067	Operator - Trainee	R 4 490,26	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 58,37	R 58,37	R 269,42	R 269,42	R 29,52	R 29,52
2069	Operator - Part Time	R 4 358,92	R 4 358,92	R 1 005,91	R 40,24	R 176,00	R 56,67	R 56,67	R 261,54	R 261,54	R 21,79	R 21,79
2068	Operator	R 6 541,32	R 6 541,32	R 1 509,55	R 33,55	R 176,00	R 85,04	R 85,04	R 392,48	R 392,48	R 32,71	R 32,71
3042	Receptionist - Beauty Establishment	R 8 371,77	R 8 371,77	R 1 931,96	R 42,93	R 176,00	R 108,83	R 108,83	R 502,31	R 502,31	R 41,86	R 41,86
2083	Receptionist - Hairdressing salon - Part Time	R 5 102,12	R 5 102,12	R 1 177,42	R 47,10	R 176,00	R 66,33	R 66,33	R 306,13	R 306,13	R 25,51	R 25,51
2082	Receptionist - Hairdressing salon	R 7 658,09	R 7 658,09	R 1 767,26	R 39,27	R 176,00	R 99,56	R 99,56	R 459,49	R 459,49	R 38,29	R 38,29
3048	Somatologist 3 Years	R 10 022,41	R 10 022,41	R 2 312,88	R 51,40	R 176,00	R 130,29	R 130,29	R 601,34	R 601,34	R 50,11	R 50,11
3052	Somatologist B Tech - 4 years	R 11 023,52	R 11 023,52	R 2 543,91	R 56,53	R 176,00	R 143,31	R 143,31	R 661,41	R 661,41	R 55,12	R 55,12
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting	R 4 144,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 53,88	R 53,88	R 248,68	R 248,68	R 29,52	R 29,52
1001	Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting - Part Time	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
2089	Working Employer (in Salon with Staff)	R 9 309,63	R 9 309,63	R 2 148,39	R 47,74						R 139,64	



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 -

Work Code	01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees	01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage
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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 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. 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 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
COMMISSION ONLY LEARNERS	Qualified Hairdressers / Stylists, which are employees will receive a minimum of 30% commission - THIS IS APPLICABLE ONLY TO AFRICAN SALONS. NO STOCK DEDUCTIONS ARE ALLOWED IN AFRICAN SALONS ONLY. VAT AND LOYALTY CARD FEES SHALL BE DEDUCTIBLE. Should the stylist earn basic + commission, stock is deductible.
ABBREVIATION DESCRIPTIONS	BC = Bargaining Council EE = Employee ER = Employer SPF = Sick Benefit Fund SPF = Sick Pay Fund
LEARNERS	Learners to also include any apprentices
UNION FEE / AGENCY FEE	Union Members: Union Fee equates to R176.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R 143.00 per month per member (excluding the funeral benefit). Non-Union Members: Non-Union members pay an Agency Fee equal to the Union membership fees currently R 176.00 per person per month but with no UASA benefits.
2026 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.



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
Bargaining Levy	See Annexure C
Salon Charge *	-

Work Code	Work Code Description	01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees	01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Pension Fund (EE) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage
3089	Aesthetic Therapist	R 9 316,40	R 9 316,40	R 2 149,95	R 47,78	R 176,00	R 121,11	R 121,11	R 558,98	R 558,98	R 46,58	R 46,58
2000	Barber - starting 1 month	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
2002	Barber - Trainee	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
2004	Barber - Junior	R 4 429,47	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 57,58	R 57,58	R 265,77	R 265,77	R 29,52	R 29,52
2006	Barber - Senior	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
3036	Beauty Technologist - Unqualified	R 3 547,64	R 5 912,74	R 1 362,40	R 30,32	R 176,00	R 46,12	R 46,12	R 212,86	R 212,86	R 29,56	R 29,56
3034	Beauty Technologist - Qualified	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
3020	Beauty and Skincare Therapist - Unqualified	R 4 022,86	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 52,30	R 52,30	R 241,37	R 241,37	R 29,52	R 29,52
3014	Beauty and Skincare Therapist	R 5 555,11	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 72,22	R 72,22	R 333,31	R 333,31	R 29,52	R 29,52
3022	Salon Assistant	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
4018	Drybar Worker	R 5 595,36	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 72,74	R 72,74	R 335,72	R 335,72	R 29,52	R 29,52
2011	General Assistant - Part Time	R 2 283,91	R 3 279,83	R 756,89	R 30,28	R 176,00	R 29,69	R 29,69	R 137,03	R 137,03	R 16,40	R 16,40
2010	General Assistant	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
2021	Hairdresser - 1st year after qualified - Part Time	R 3 149,31	R 3 279,83	R 756,89	R 30,28	R 176,00	R 40,94	R 40,94	R 188,96	R 188,96	R 16,40	R 16,40
2020	Hairdresser - 1st year after qualified	R 4 720,90	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 61,37	R 61,37	R 283,25	R 283,25	R 29,52	R 29,52
2023	Hairdresser - Qualified - Part Time	R 4 296,00	R 4 296,00	R 991,39	R 39,66	R 176,00	R 55,85	R 55,85	R 257,76	R 257,76	R 21,48	R 21,48
2022	Hairdresser - Qualified	R 6 462,66	R 6 462,66	R 1 491,40	R 33,14	R 176,00	R 84,01	R 84,01	R 387,76	R 387,76	R 32,31	R 32,31
2046	LEARNER - Entry Level	R -	R 1 971,65	R 455,00	R 10,11	R 176,00	R -	R -	R -	R -	R 9,86	R 9,86
2048	LEARNER - Level 2	R -	R 3 943,04	R 909,94	R 20,22	R 176,00	R -	R -	R -	R -	R 19,72	R 19,72
2050	LEARNER - Level 3	R -	R 6 079,06	R 1 402,87	R 31,17	R 176,00	R -	R -	R -	R -	R 30,40	R 30,40
2052	LEARNER - Level 4	R 5 323,23	R 8 552,65	R 1 973,70	R 43,86	R 176,00	R 69,20	R 69,20	R 319,39	R 319,39	R 42,76	R 42,76
3028	Make-up Artist Trainee	R 3 810,60	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 49,54	R 49,54	R 228,64	R 228,64	R 29,52	R 29,52
3026	Make-up Artist	R 5 412,80	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 70,37	R 70,37	R 324,77	R 324,77	R 29,52	R 29,52
3032	Manager - Beauty	R 8 314,78	R 8 314,78	R 1 918,81	R 42,64	R 176,00	R 108,09	R 108,09	R 498,89	R 498,89	R 41,57	R 41,57
2060	Manager - Hairdresser	R 8 601,81	R 8 601,81	R 1 985,05	R 44,11	R 176,00	R 111,82	R 111,82	R 516,11	R 516,11	R 43,01	R 43,01
2054	Manager - only (Hairdressing)	R 8 474,05	R 8 474,05	R 1 955,56	R 43,46	R 176,00	R 110,16	R 110,16	R 508,44	R 508,44	R 42,37	R 42,37
3040	Nail technician - Unqualified	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
3084	Nail technician - Certified	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
3038	Nail technician - Qualified	R 5 412,80	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 70,37	R 70,37	R 324,77	R 324,77	R 29,52	R 29,52
3088	Massage Therapist - entry level	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
3087	Massage Therapist	R 5 595,36	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 72,74	R 72,74	R 335,72	R 335,72	R 29,52	R 29,52



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
Bargaining Levy	See Annexure C
Salon Charge *	R -

Work Code	01 Mar 2026 Contribution Wage - Pension Fund and Council Fees	01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage
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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. 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 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 45 = HOURLY Rate multiply by hours worked on the day
COMMISSION ONLY EARNERS	Qualified Hairdressers / Stylists, which are employees will receive a minimum of 30% commission - THIS IS APPLICABLE ONLY TO AFRO SALONS NO STOCK DEDUCTIONS ARE ALLOWED IN AFRO SALONS ONLY. VAT AND LOYALTY CARD FEES SHALL BE DEDUCTIBLE Should the stylist earn basic + commission, stock is deductible
ABBREVIATION DESCRIPTIONS	BC = Bargaining Council EE = 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 176.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R 143.00 per month per member (Excluding the funeral benefit) Non- Union Members: Non-Union members pay an Agency Fee equal to the Union membership fees currently R 176.00 per person per month but with no UASA benefits.
2026 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.



ANNEXURE "H13"

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

EOHCB Subscriptions	See Annexure C
Bargaining Levy	See Annexure C

Work Code	Work Code Description	01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees	01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage
3085	Aesthetic Therapist	R 9 316,40	R 9 316,40	R 2 149,95	R 47,78	R 176,00	R 121,11	R 121,11	R 558,98	R 558,98	R 46,58	R 46,58
2002	Barber - Trainee	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
2004	Barber - Junior	R 4 202,44	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 54,63	R 54,63	R 252,15	R 252,15	R 29,52	R 29,52
2006	Barber - Senior	R 6 747,06	R 6 747,06	R 1 557,03	R 34,60	R 176,00	R 87,71	R 87,71	R 404,82	R 404,82	R 33,74	R 33,74
3036	Beauty Technologist - Unqualified	R 3 559,82	R 5 933,03	R 1 369,17	R 30,43	R 176,00	R 46,28	R 46,28	R 213,59	R 213,59	R 29,52	R 29,52
3034	Beauty Technologist - Qualified	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
3020	Beauty and Skincare Therapist - Unqualified	R 4 542,38	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 59,05	R 59,05	R 272,54	R 272,54	R 29,52	R 29,52
3014	Beauty and Skincare Therapist	R 5 070,42	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 65,92	R 65,92	R 304,23	R 304,23	R 29,52	R 29,52
3022	Salon Assistant	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
4018	Drybar Worker	R 5 595,36	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 72,74	R 72,74	R 335,72	R 335,72	R 29,52	R 29,52
2010	General Assistant	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
2012	General Assistant after 5 years	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
2014	General Assistant after 10 years	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
2020	Hairdresser - 1st year after qualified	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
2022	Hairdresser - Qualified	R 7 934,95	R 7 934,95	R 1 831,16	R 40,69	R 176,00	R 103,15	R 103,15	R 476,10	R 476,10	R 39,67	R 39,67
2024	Hairdresser - Qualified - after 5 years	R 8 329,95	R 8 329,95	R 1 922,31	R 42,72	R 176,00	R 108,29	R 108,29	R 499,80	R 499,80	R 41,65	R 41,65
2026	Hairdresser - Qualified - after 10 years	R 8 728,85	R 8 728,85	R 2 014,37	R 44,76	R 176,00	R 113,48	R 113,48	R 523,73	R 523,73	R 43,64	R 43,64
2046	LEARNER - Entry Level	R -	R 1 971,65	R 495,00	R 10,11	R 176,00	R -	R -	R -	R -	R 9,86	R 9,86
2048	LEARNER - Level 2	R -	R 3 943,04	R 909,94	R 20,22	R 176,00	R -	R -	R -	R -	R 19,72	R 19,72
2050	LEARNER - Level 3	R -	R 6 079,06	R 1 402,87	R 31,17	R 176,00	R -	R -	R -	R -	R 30,40	R 30,40
2052	LEARNER - Level 4	R 5 323,23	R 8 552,65	R 1 973,70	R 43,86	R 176,00	R 69,20	R 69,20	R 319,39	R 319,39	R 42,76	R 42,76
3032	Manager - Beauty	R 8 261,87	R 8 261,87	R 1 906,60	R 42,37	R 176,00	R 107,40	R 107,40	R 495,71	R 495,71	R 41,31	R 41,31
2060	Manager - Hairdresser	R 8 363,18	R 8 363,18	R 1 929,98	R 42,89	R 176,00	R 108,72	R 108,72	R 501,79	R 501,79	R 41,82	R 41,82
2062	Manager - Hairdresser after 5 years	R 8 781,70	R 8 781,70	R 2 026,56	R 45,03	R 176,00	R 114,16	R 114,16	R 526,90	R 526,90	R 43,91	R 43,91
2064	Manager - Hairdresser after 10 years	R 9 200,08	R 9 200,08	R 2 123,11	R 47,18	R 176,00	R 119,60	R 119,60	R 552,00	R 552,00	R 46,00	R 46,00
3030	Manager - only (Beauty Establishment)	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
2054	Manager - only (Hairdressing)	R 6 943,58	R 6 943,58	R 1 662,38	R 35,61	R 176,00	R 90,27	R 90,27	R 416,62	R 416,62	R 34,72	R 34,72
2056	Manager - only (Hairdressing) after 5 years	R 7 291,64	R 7 291,64	R 1 682,70	R 37,39	R 176,00	R 94,79	R 94,79	R 437,50	R 437,50	R 36,46	R 36,46
2058	Manager - only (Hairdressing) after 10 years	R 7 637,73	R 7 637,73	R 1 762,57	R 39,17	R 176,00	R 99,29	R 99,29	R 458,26	R 458,26	R 38,19	R 38,19
3040	Nail technician - Unqualified	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
3084	Nail Technician - Certified	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
3038	Nail technician - Qualified	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
3088	Massage Therapist - entry level	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
3087	Massage Therapist	R 5 595,36	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 72,74	R 72,74	R 335,72	R 335,72	R 29,52	R 29,52



ANNEXURE "H13"

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

EOHCB Subscriptions! See Annexure C
Bargaining Levy! See Annexure C

Work Code	Work Code Description	01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees	01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage
2067	Operator - Trainee	R 3 978,56	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 51,72	R 51,72	R 238,71	R 238,71	R 29,52	R 29,52
2068	Operator	R 5 513,14	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 71,67	R 71,67	R 330,79	R 330,79	R 29,52	R 29,52
2072	Operator - after 10 years	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
2070	Operator - after 5 years	R 5 789,18	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 75,26	R 75,26	R 347,35	R 347,35	R 29,52	R 29,52
2074	Operator - Multi skilled	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
2076	Operator - Multi skilled - after 5 years	R 6 601,39	R 6 601,39	R 1 523,41	R 33,85	R 176,00	R 85,82	R 85,82	R 396,08	R 396,08	R 33,01	R 33,01
2078	Operator - Multi skilled - after 10 years	R 6 914,25	R 6 914,25	R 1 595,61	R 35,46	R 176,00	R 89,89	R 89,89	R 414,85	R 414,85	R 34,57	R 34,57
3042	Receptionist - Beauty Establishment	R 5 842,67	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 75,95	R 75,95	R 350,56	R 350,56	R 29,52	R 29,52
2082	Receptionist - Hairdressing salon	R 5 831,82	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 75,81	R 75,81	R 349,91	R 349,91	R 29,52	R 29,52
2084	Receptionist - Hairdressing salon - after 5 years	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
3048	Somatologist 3 Years	R 5 323,09	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 69,20	R 69,20	R 319,39	R 319,39	R 29,52	R 29,52
2086	Receptionist - Hairdressing salon - after 10 years	R 5 643,71	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 73,37	R 73,37	R 338,62	R 338,62	R 29,52	R 29,52
3052	Somatologist B Tech - 4 years	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
3054	Somatologist - B Tech Laser	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
1012	Specific Skilled Stylist	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
1014	Specific Skilled Stylist - after 5 years	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
1016	Specific Skilled Stylist - after 10 years	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting	R 3 556,75	R 5 927,91	R 1 367,99	R 30,40	R 176,00	R 46,24	R 46,24	R 213,40	R 213,40	R 29,64	R 29,64
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting after 5 years	R 3 553,30	R 5 922,17	R 1 366,67	R 30,37	R 176,00	R 46,19	R 46,19	R 213,20	R 213,20	R 29,61	R 29,61
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting after 10 years	R 3 549,79	R 5 916,32	R 1 365,31	R 30,34	R 176,00	R 46,15	R 46,15	R 212,99	R 212,99	R 29,58	R 29,58
2089	Working Employer (in Salon with Staff)	R 7 934,95	R 7 934,95	R 1 831,16	R 40,69						R 119,02	



ANNEXURE "H13"

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

EOHCB Subscriptions	See Annexure C
Bargaining Levy	See Annexure C

Work Code	01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees	01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage
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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	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 Salary of the Employees. 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 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 176.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R 143.00 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 176.00 per person per month but with no UASA benefits.
2026 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.



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

Work Code	Work Code Description	01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees	01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage
3089	Aesthetic Therapist	R 9 316,40	R 9 316,40	R 2 149,95	R 47,78	R 176,00	R 121,11	R 121,11	R 558,98	R 558,98	R 46,58	R 46,58
2002	Barber - Trainee	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
2004	Barber - Junior	R 4 202,44	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 54,63	R 54,63	R 252,15	R 252,15	R 29,52	R 29,52
2006	Barber - Senior	R 6 747,06	R 6 747,06	R 1 557,03	R 34,60	R 176,00	R 87,71	R 87,71	R 404,82	R 404,82	R 33,74	R 33,74
3086	Beauty Technologist - Unqualified	R 3 559,82	R 5 933,03	R 1 369,17	R 30,43	R 176,00	R 46,28	R 46,28	R 213,59	R 213,59	R 29,67	R 29,67
3034	Beauty Technologist - Qualified	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
3020	Beauty and Skincare Therapist - Unqualified	R 4 542,38	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 59,05	R 59,05	R 272,54	R 272,54	R 29,52	R 29,52
3014	Beauty and Skincare Therapist	R 5 070,42	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 65,92	R 65,92	R 304,23	R 304,23	R 29,52	R 29,52
3022	Salon Assistant	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
4018	Drybar Worker	R 5 595,36	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 72,74	R 72,74	R 335,72	R 335,72	R 29,52	R 29,52
2010	General Assistant	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
2012	General Assistant after 5 years	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
2014	General Assistant after 10 years	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
2020	Hairdresser - 1st year after qualified	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
2022	Hairdresser - Qualified	R 7 934,95	R 7 934,95	R 1 831,16	R 40,69	R 176,00	R 103,15	R 103,15	R 476,10	R 476,10	R 39,67	R 39,67
2024	Hairdresser - Qualified - after 5 years	R 8 329,95	R 8 329,95	R 1 922,31	R 42,72	R 176,00	R 108,29	R 108,29	R 499,80	R 499,80	R 41,65	R 41,65
2026	Hairdresser - Qualified - after 10 years	R 8 728,85	R 8 728,85	R 2 014,37	R 44,76	R 176,00	R 113,48	R 113,48	R 523,73	R 523,73	R 43,64	R 43,64
2046	LEARNER - Entry Level	R -	R 1 971,65	R 455,00	R 10,11	R 176,00	R -	R -	R -	R -	R 9,86	R 9,86
2048	LEARNER - Level 2	R -	R 3 943,04	R 909,94	R 20,22	R 176,00	R -	R -	R -	R -	R 19,72	R 19,72
2050	LEARNER - Level 3	R -	R 6 079,06	R 1 402,87	R 31,17	R 176,00	R -	R -	R -	R -	R 30,40	R 30,40
2052	LEARNER - Level 4	R 3 323,23	R 8 552,65	R 1 973,70	R 43,86	R 176,00	R 69,20	R 69,20	R 319,39	R 319,39	R 42,76	R 42,76
3032	Manager - Beauty	R 8 261,87	R 8 261,87	R 1 906,60	R 42,37	R 176,00	R 107,40	R 107,40	R 495,71	R 495,71	R 41,31	R 41,31
2060	Manager - Hairdresser	R 8 363,18	R 8 363,18	R 1 929,98	R 42,89	R 176,00	R 108,72	R 108,72	R 501,79	R 501,79	R 41,82	R 41,82
2062	Manager - Hairdresser after 5 years	R 8 781,70	R 8 781,70	R 2 026,56	R 45,03	R 176,00	R 114,16	R 114,16	R 526,90	R 526,90	R 43,91	R 43,91
2064	Manager - Hairdresser after 10 years	R 9 200,08	R 9 200,08	R 2 123,11	R 47,18	R 176,00	R 119,60	R 119,60	R 552,00	R 552,00	R 46,00	R 46,00
3030	Manager - only (Beauty Establishment)	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
2054	Manager - only (Hairdressing)	R 6 943,58	R 6 943,58	R 1 602,38	R 35,61	R 176,00	R 90,27	R 90,27	R 416,62	R 416,62	R 34,72	R 34,72
2056	Manager - only (Hairdressing) after 5 years	R 7 291,64	R 7 291,64	R 1 682,70	R 37,39	R 176,00	R 94,79	R 94,79	R 437,50	R 437,50	R 36,46	R 36,46
2058	Manager - only (Hairdressing) after 10 years	R 7 637,73	R 7 637,73	R 1 762,57	R 39,17	R 176,00	R 99,29	R 99,29	R 458,26	R 458,26	R 38,19	R 38,19
3040	Nail technician - Unqualified	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
3084	Nail Technician - Certified	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
3038	Nail technician - Qualified	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52



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

Work Code	Work Code Description	01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees	01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage
3088	Massage Therapist - entry level	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
3087	Massage Therapist	R 5 595,36	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 72,74	R 72,74	R 335,72	R 335,72	R 29,52	R 29,52
2067	Operator - Trainee	R 3 978,56	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 51,72	R 51,72	R 238,71	R 238,71	R 29,52	R 29,52
2068	Operator	R 5 513,14	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 71,67	R 71,67	R 330,79	R 330,79	R 29,52	R 29,52
2072	Operator - after 10 years	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
2070	Operator - after 5 years	R 5 789,18	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 75,26	R 75,26	R 347,35	R 347,35	R 29,52	R 29,52
2074	Operator - Multi skilled	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
2076	Operator - Multi skilled - after 5 years	R 6 601,39	R 6 601,39	R 1 523,41	R 33,85	R 176,00	R 85,82	R 85,82	R 396,08	R 396,08	R 33,01	R 33,01
2078	Operator - Multi skilled - after 10 years	R 6 914,25	R 6 914,25	R 1 595,61	R 35,46	R 176,00	R 89,89	R 89,89	R 414,85	R 414,85	R 34,57	R 34,57
3042	Receptionist - Beauty Establishment	R 5 842,67	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 75,95	R 75,95	R 350,56	R 350,56	R 29,52	R 29,52
2082	Receptionist - Hairdressing salon	R 5 831,82	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 75,81	R 75,81	R 349,91	R 349,91	R 29,52	R 29,52
2084	Receptionist - Hairdressing salon - after 5 years	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
2086	Receptionist - Hairdressing salon - after 10 years	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
3048	Somatologist 3 Years	R 5 323,09	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 69,20	R 69,20	R 319,39	R 319,39	R 29,52	R 29,52
3052	Somatologist B Tech - 4 years	R 5 643,71	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 73,37	R 73,37	R 338,62	R 338,62	R 29,52	R 29,52
3054	Somatologist - B Tech Laser	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
1012	Specific Skilled Stylist	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
1014	Specific Skilled Stylist - after 5 years	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
1016	Specific Skilled Stylist - after 10 years	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting	R 3 556,75	R 5 927,91	R 1 367,99	R 30,40	R 176,00	R 46,24	R 46,24	R 213,40	R 213,40	R 29,64	R 29,64
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting after 5 years	R 3 553,30	R 5 922,17	R 1 366,67	R 30,37	R 176,00	R 46,19	R 46,19	R 213,20	R 213,20	R 29,61	R 29,61
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting after 10 years	R 3 549,79	R 5 916,32	R 1 365,31	R 30,34	R 176,00	R 46,15	R 46,15	R 212,99	R 212,99	R 29,58	R 29,58
2089	Working Employer (in Salon with Staff)	R 7 934,95	R 7 934,95	R 1 831,16	R 40,69						R 119,02	



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

Work Code	01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees	01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage
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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	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 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 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 176.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R 143.00 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 176.00 per person per month but with no UASA benefits.
2026 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.



ANNEXURE "H15"

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

Work Code	Work Code Description	01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees	01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage
3089	Aesthetic Therapist	R 9 316,40	R 9 316,40	R 2 149,95	R 47,78	R 176,00	R 121,11	R 121,11	R 558,98	R 558,98	R 46,58	R 46,58
2002	Barber - Trainee	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
2004	Barber - Junior	R 4 202,44	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 54,63	R 54,63	R 252,15	R 252,15	R 29,52	R 29,52
2006	Barber - Senior	R 6 747,06	R 6 747,06	R 1 557,03	R 34,60	R 176,00	R 87,71	R 87,71	R 404,82	R 404,82	R 33,74	R 33,74
3036	Beauty Technologist - Unqualified	R 3 559,82	R 5 903,03	R 1 369,17	R 30,43	R 176,00	R 46,28	R 46,28	R 213,59	R 213,59	R 29,67	R 29,67
3034	Beauty Technologist - Qualified	R 5 903,70	R 5 903,03	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
3020	Beauty and Skincare Therapist - Unqualified	R 4 542,38	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 59,05	R 59,05	R 272,54	R 272,54	R 29,52	R 29,52
3014	Beauty and Skincare Therapist	R 5 070,42	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 65,92	R 65,92	R 304,23	R 304,23	R 29,52	R 29,52
3022	Salon Assistant	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
4018	Drybar Worker	R 5 595,36	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 72,74	R 72,74	R 335,72	R 335,72	R 29,52	R 29,52
2010	General Assistant	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
2012	General Assistant after 5 years	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
2014	General Assistant after 10 years	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
2020	Hairstylist - 1st year after qualified	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
2022	Hairstylist - Qualified	R 7 934,95	R 7 934,95	R 1 831,16	R 40,69	R 176,00	R 103,15	R 103,15	R 476,10	R 476,10	R 39,67	R 39,67
2024	Hairstylist - Qualified - after 5 years	R 8 329,95	R 8 329,95	R 1 922,31	R 42,72	R 176,00	R 108,29	R 108,29	R 499,80	R 499,80	R 41,65	R 41,65
2026	Hairstylist - Qualified - after 10 years	R 8 728,85	R 8 728,85	R 2 014,37	R 44,76	R 176,00	R 113,48	R 113,48	R 523,73	R 523,73	R 43,64	R 43,64
2046	LEARNER - Entry Level	-	R 1 971,65	R 455,00	R 10,11	R 176,00	-	-	-	-	R 9,86	R 9,86
2048	LEARNER - Level 2	-	R 3 943,04	R 909,94	R 20,22	R 176,00	-	-	-	-	R 19,72	R 19,72
2050	LEARNER - Level 3	-	R 6 079,06	R 1 402,87	R 31,17	R 176,00	-	-	-	-	R 30,40	R 30,40
2052	LEARNER - Level 4	R 5 323,23	R 8 552,65	R 1 973,70	R 43,86	R 176,00	R 69,20	R 69,20	R 319,39	R 319,39	R 42,76	R 42,76
3022	Manager - Beauty	R 8 261,87	R 8 261,87	R 1 906,60	R 42,37	R 176,00	R 107,40	R 107,40	R 495,71	R 495,71	R 41,31	R 41,31
3060	Manager - Hairstylist	R 8 363,18	R 8 363,18	R 1 929,98	R 42,89	R 176,00	R 108,72	R 108,72	R 501,79	R 501,79	R 41,82	R 41,82
2062	Manager - Hairstylist after 5 years	R 8 781,70	R 8 781,70	R 2 026,56	R 45,03	R 176,00	R 114,16	R 114,16	R 526,90	R 526,90	R 43,91	R 43,91
2064	Manager - Hairstylist after 10 years	R 9 200,08	R 9 200,08	R 2 123,11	R 47,18	R 176,00	R 119,60	R 119,60	R 552,00	R 552,00	R 46,00	R 46,00
3030	Manager - only (Beauty Establishment)	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
2054	Manager - only (Hairstylist)	R 6 943,58	R 6 943,58	R 1 602,38	R 35,61	R 176,00	R 90,27	R 90,27	R 416,62	R 416,62	R 34,72	R 34,72
2056	Manager - only (Hairstylist) after 5 years	R 7 291,64	R 7 291,64	R 1 682,70	R 37,39	R 176,00	R 94,79	R 94,79	R 437,50	R 437,50	R 36,46	R 36,46
2058	Manager - only (Hairstylist) after 10 years	R 7 637,73	R 7 637,73	R 1 762,57	R 39,17	R 176,00	R 99,29	R 99,29	R 458,26	R 458,26	R 38,19	R 38,19
3040	Nail technician - Unqualified	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
3084	Nail technician - Certified	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
3038	Nail technician - Qualified	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
3088	Massage Therapist - entry level	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
3087	Massage Therapist	R 5 595,36	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 72,74	R 72,74	R 335,72	R 335,72	R 29,52	R 29,52

EoHCB Subscriptions See Annexure C
Bargaining Levy See Annexure C



ANNEXURE "H15"

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

EOHCB Subscriptions	See Annexure C
Bargaining Levy	See Annexure C

Work Code	Work Code Description	01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees	01 Mar 2026 Prescribed Wage - for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45hr/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage
2067	Operator - Trainee	R 3 978,56	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 51,72	R 51,72	R 238,71	R 238,71	R 29,52	R 29,52
2068	Operator	R 5 513,14	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 71,67	R 71,67	R 330,79	R 330,79	R 29,52	R 29,52
2072	Operator - after 10 years	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
2070	Operator - after 5 years	R 5 789,18	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 75,26	R 75,26	R 347,35	R 347,35	R 29,52	R 29,52
2074	Operator - Multi skilled	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
2076	Operator - Multi skilled - after 5 years	R 6 601,39	R 6 601,39	R 1 523,41	R 33,85	R 176,00	R 85,82	R 85,82	R 395,08	R 395,08	R 33,01	R 33,01
2078	Operator - Multi skilled - after 10 years	R 6 914,25	R 6 914,25	R 1 595,61	R 35,46	R 176,00	R 89,89	R 89,89	R 414,85	R 414,85	R 34,57	R 34,57
3042	Receptionist - Beauty Establishment	R 5 842,67	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 75,95	R 75,95	R 350,56	R 350,56	R 29,52	R 29,52
2082	Receptionist - Hairdressing salon	R 5 831,82	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 75,81	R 75,81	R 349,91	R 349,91	R 29,52	R 29,52
2084	Receptionist - Hairdressing salon - after 5 years	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
2086	Receptionist - Hairdressing salon - after 10 years	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
3048	Somatologist 3 Years	R 5 828,09	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 69,20	R 69,20	R 319,39	R 319,39	R 29,52	R 29,52
3052	Somatologist B Tech - 4 years	R 5 643,71	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 73,37	R 73,37	R 338,62	R 338,62	R 29,52	R 29,52
3054	Somatologist - B Tech Laser	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
1012	Specific Skilled Stylist	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
1014	Specific Skilled Stylist - after 5 years	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
1016	Specific Skilled Stylist - after 10 years	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting	R 3 556,75	R 5 927,91	R 1 367,99	R 30,40	R 176,00	R 46,24	R 46,24	R 213,40	R 213,40	R 29,64	R 29,64
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting after 5 years	R 3 553,30	R 5 922,17	R 1 366,67	R 30,37	R 176,00	R 46,19	R 46,19	R 213,20	R 213,20	R 29,61	R 29,61
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting after 10 years	R 3 549,79	R 5 916,32	R 1 365,31	R 30,34	R 176,00	R 46,15	R 46,15	R 212,99	R 212,99	R 29,58	R 29,58
2089	Working Employer (in Salon with Staff)	R 7 934,95	R 7 934,95	R 1 831,16	R 40,69						R 119,02	



ANNEXURE "H15"

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

EOHCB Subscriptions	See Annexure C
Bargaining Levy	See Annexure C

Work Code	Work Code Description	01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees	01 Mar 2026 Prescribed Wage for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum 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 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 / 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 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 176.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R 143.00 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 176.00 per person per month but with no UASA benefits.											
2026 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.											

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
Bargaining Levy See Annexure C

Work Code	Work Code Description	01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees	01 Mar 2026 Prescribed Wage for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage
2002	Barber - Trainee	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
3036	Beauty Technologist - Unqualified	R 3 552,82	R 5 933,03	R 1 369,17	R 30,43	R 176,00	R 46,28	R 46,28	R 213,59	R 213,59	R 29,67	R 29,67
3022	Salon Assistant	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
2010	General Assistant	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
2012	General Assistant after 5 years	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
2014	General Assistant after 10 years	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
2046	LEARNER - Entry Level	R -	R 1 971,65	R 455,00	R 10,11	R 176,00	R -	R -	R -	R -	R 9,86	R 9,86
2048	LEARNER - Level 2	R -	R 3 943,04	R 909,94	R 20,22	R 176,00	R -	R -	R -	R -	R 19,72	R 19,72
2050	LEARNER - Level 3	R -	R 6 079,06	R 1 402,87	R 31,17	R 176,00	R -	R -	R -	R -	R 30,40	R 30,40
2052	LEARNER - Level 4	R 5 323,23	R 8 552,65	R 1 973,70	R 43,86	R 176,00	R 69,20	R 69,20	R 319,39	R 319,39	R 42,76	R 42,76
3040	Nail technician - Unqualified	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
3084	Nail Technician - Certified	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
3038	Nail technician - Qualified	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
3088	Massage Therapist - entry level	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
1012	Specific Skilled Stylist	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
1014	Specific Skilled Stylist - after 5 years	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
1016	Specific Skilled Stylist - after 10 years	R 3 542,22	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 46,05	R 46,05	R 212,53	R 212,53	R 29,52	R 29,52
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting	R 3 556,75	R 5 927,91	R 1 367,99	R 30,40	R 176,00	R 46,24	R 46,24	R 213,40	R 213,40	R 29,64	R 29,64
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting after 5 years	R 3 553,30	R 5 922,17	R 1 366,67	R 30,37	R 176,00	R 46,19	R 46,19	R 213,20	R 213,20	R 29,61	R 29,61
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting after 10 years	R 3 549,79	R 5 916,32	R 1 365,31	R 30,34	R 176,00	R 46,15	R 46,15	R 212,99	R 212,99	R 29,58	R 29,58
3089	Aesthetic Therapist	R 9 316,40	R 9 316,40	R 2 149,95	R 47,78	R 176,00	R 121,11	R 121,11	R 558,98	R 558,98	R 46,58	R 46,58
2004	Barber - Junior	R 4 202,44	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 54,63	R 54,63	R 252,15	R 252,15	R 29,52	R 29,52
2006	Barber - Senior	R 6 747,06	R 6 747,06	R 1 557,03	R 34,60	R 176,00	R 87,71	R 87,71	R 404,82	R 404,82	R 33,74	R 33,74
3034	Beauty Technologist - Qualified	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
3020	Beauty and Skincare Therapist - Unqualified	R 4 542,38	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 59,05	R 59,05	R 272,54	R 272,54	R 29,52	R 29,52
3014	Beauty and Skincare Therapist	R 5 070,42	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 65,92	R 65,92	R 304,23	R 304,23	R 29,52	R 29,52
4018	Drybar Worker	R 5 595,36	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 72,74	R 72,74	R 335,72	R 335,72	R 29,52	R 29,52
2020	Hairdresser - 1st year after qualified	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
2022	Hairdresser - Qualified	R 7 934,95	R 7 934,95	R 1 831,16	R 40,69	R 176,00	R 103,15	R 103,15	R 476,10	R 476,10	R 39,67	R 39,67
2024	Hairdresser - Qualified - after 5 years	R 8 329,95	R 8 329,95	R 1 922,31	R 42,72	R 176,00	R 108,29	R 108,29	R 499,80	R 499,80	R 41,65	R 41,65
2026	Hairdresser - Qualified - after 10 years	R 8 728,85	R 8 728,85	R 2 014,37	R 44,76	R 176,00	R 113,48	R 113,48	R 523,73	R 523,73	R 43,64	R 43,64
3032	Manager - Beauty	R 8 261,87	R 8 261,87	R 1 906,60	R 42,37	R 176,00	R 107,40	R 107,40	R 495,71	R 495,71	R 41,31	R 41,31
2060	Manager - Hairdresser	R 8 363,18	R 8 363,18	R 1 929,98	R 42,89	R 176,00	R 108,72	R 108,72	R 501,79	R 501,79	R 41,82	R 41,82
2062	Manager - Hairdresser after 5 years	R 8 781,70	R 8 781,70	R 2 076,56	R 45,03	R 176,00	R 114,16	R 114,16	R 526,90	R 526,90	R 43,91	R 43,91
2064	Manager - Hairdresser after 10 years	R 9 200,08	R 9 200,08	R 2 123,11	R 47,18	R 176,00	R 119,60	R 119,60	R 552,00	R 552,00	R 46,00	R 46,00
3030	Manager - only (Beauty Establishment)	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
2054	Manager - only (Hairdressing)	R 6 943,58	R 6 943,58	R 1 602,38	R 35,61	R 176,00	R 90,27	R 90,27	R 416,62	R 416,62	R 34,72	R 34,72
2056	Manager - only (Hairdressing) after 5 years	R 7 291,64	R 7 291,64	R 1 682,70	R 37,39	R 176,00	R 94,79	R 94,79	R 437,50	R 437,50	R 36,46	R 36,46

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

Bargaining Levy See Annexure C

Work Code	Work Code Description	01 Mar 2026 Salary - Contribution Fund and Council Fees	01 Mar 2026 Prescribed Wage for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45h/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage
2058	Manager - only (Hairdressing) - after 10 years	R 7 637,73	R 7 637,73	R 1 762,57	R 39,17	R 176,00	R 99,29	R 99,29	R 458,26	R 458,26	R 38,19	R 38,19
3087	Massage Therapist	R 5 995,36	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 72,74	R 72,74	R 335,72	R 335,72	R 29,52	R 29,52
2067	Operator - Trainee	R 3 978,56	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 51,72	R 51,72	R 238,71	R 238,71	R 29,52	R 29,52
2068	Operator	R 5 513,14	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 71,67	R 71,67	R 330,79	R 330,79	R 29,52	R 29,52
2072	Operator - after 10 years	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
2070	Operator - after 5 years	R 5 789,18	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 75,26	R 75,26	R 347,35	R 347,35	R 29,52	R 29,52
2074	Operator - Multi skilled	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
2076	Operator - Multi skilled - after 5 years	R 6 601,39	R 6 601,39	R 1 523,41	R 33,85	R 176,00	R 85,82	R 85,82	R 396,08	R 396,08	R 33,01	R 33,01
2078	Operator - Multi skilled - after 10 years	R 6 914,25	R 6 914,25	R 1 595,61	R 35,46	R 176,00	R 89,89	R 89,89	R 414,85	R 414,85	R 34,57	R 34,57
3042	Receptionist - Beauty Establishment	R 5 842,67	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 75,95	R 75,95	R 350,56	R 350,56	R 29,52	R 29,52
2082	Receptionist - Hairdressing salon	R 5 831,82	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 75,81	R 75,81	R 349,91	R 349,91	R 29,52	R 29,52
2084	Receptionist - Hairdressing salon - after 5 years	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
2086	Receptionist - Hairdressing salon - after 10 years	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
3048	Somatologist 3 Years	R 5 223,09	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 69,20	R 69,20	R 319,39	R 319,39	R 29,52	R 29,52
3052	Somatologist B Tech - 4 years	R 5 643,71	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 73,37	R 73,37	R 338,62	R 338,62	R 29,52	R 29,52
3054	Somatologist - B Tech Laser	R 5 903,70	R 5 903,70	R 1 362,40	R 30,28	R 176,00	R 76,75	R 76,75	R 354,22	R 354,22	R 29,52	R 29,52
2089	Working Employer (in Salon with Staff)	R 7 934,95	R 7 934,95	R 1 831,16	R 40,69						R 119,02	

NOTES

CASUAL EMPLOYEE	An employee who substitutes for any permanent employee who is sick or 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	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. Contributions for a Working Employer (Work Code 2089), is voluntary for SPF from 1 January 2017
WORKING EMPLOYERS	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.
PENSION FUND	Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day
DAILY RATE CALCULATION	BC = Bargaining Council EE = Employee ER = Employer SBF = Sick Benefit Fund SPF = Sick Pay Fund
ABBREVIATION DESCRIPTIONS	Learners to also include any apprentices
LEARNERS	Union Members: Union Fee equates to R 176.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R 143.00 per month per member (Excluding the funeral benefit) Non-Union Members: Non-Union members pay an Agency Fee equal to the Union membership fees currently R 176.00 per person per month but with no UASA benefits.
UNION FEE / AGENCY FEE	



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
Bargaining Levy: See Annexure C

Work Code	Work Code Description	01 Mar 2026 Salary - Pension Fund and Council Fees	01 Mar 2026 Prescribed Wage for SPF Calc only	2026 Weekly Rate	2026 Hourly Rate - 45\$/Per week	2026 Union Fee	BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	2026 National Pension Fund (ER) - Contributing Wage	2026 National Pension Fund (EE) - Contributing Wage	2026 National SPF Employer based on Minimum Wage	2026 National SPF Employee based on Minimum Wage	
	2026 Hourly Rate - Minimum Wage 45\$/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.											