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GOVERNMENT NOTICE

DEPARTMENT OF LABOUR

No. R. 492

20 June 2014

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

I, MILDRED NELISIWE OLIPHANT, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the collective agreement which appears in the schedule hereto, which was concluded in the National Bargaining Council for the Hairdressing Cosmetology Beauty and Skincare Industry and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the agreement, shall be binding on the other employers and employees in that Industry, with effect from 2014 -06- 30 and for the periods as indicated in Clause 2 of the Schedule.



MINISTER OF LABOUR
04/06/2014

UMNYANGO WEZABASEBENZI**No. R. 492****Usuku: 20-06-2014****UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995**

**UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI
NABASEBENZI EMBONINI YOKULUNGISWA KWEZINWELE, UBUHLE
KANYE NOKUNAKEKELWA KWESIKHUMBA:**

**UKWELULWA KWESIVUMELWANO PHAKATHI KWABAQASHI
NABASEBENZI SELULELWA KULABO ABANGEYONA INGXENYE YASO**

Mina, **MILDRED NELISIWE OLIPHANT**, uNgqongqoshe WezabaSebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano Sabaqashi Nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa Umkhandlu Kazwelonke Wokuxoxisana Kwabaqashi Nabasebenzi Embonini Yokulungiswa Kwezinwele, UbuHle kanye Nokunakekelwa Kwesikhumba futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela mhlaka 2014 -06- 30 Kuze kuphele izikhathi ezikhonjiswe kuMshwana 2 weSheduli.


UNGQONGQOSHE WEZABASEBENZI
04/06/2014

SCHEDULE

NATIONAL BARGAINING COUNCIL FOR THE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE INDUSTRY

MAIN COLLECTIVE AMENDING AGREEMENT

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

Employers' Organisation for Hairdressing, Cosmetology and Beauty (EOHCB)
(hereinafter referred to as the "employers" or the "employers' organisations" on the one part)

and

UASA – The Union

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

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

(hereinafter referred to as the "Council")

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

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

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

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

1. SCOPE OF APPLICATION OF THE AGREEMENT

(1) The terms of this Agreement shall be observed in the Industry and areas as defined in this Agreement –

(a) By all employers who are members of the employers' organisations and by all employees who are members of the trade union

(b) in the following Chapters:

(i) **CHAPTER A:**

"Hairdressing and Cosmetology Trade" as defined hereunder in the following areas:

Province of Gauteng excluding the Magisterial Districts of Bronkhorstspruit, Cullinan, Pretoria and Wonderboom

Province of Free State, and

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

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

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

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

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

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

“Hairdressing” means any one or more of the hairdressing services usually performed by a hairdresser in an establishment, and includes, but is not limited to –

- (a) any service to the scalp or the hair of the head or face, including the following:
 - (i) shampooing, cleansing, conditioning and treating;

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

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

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

(ii) CHAPTER B:

"Hairdressing, Cosmetology, Beauty and Skincare Trade" in the Magisterial Districts of Cullinan, Pretoria, Wonderboom and Bronkhorstspruit.

Hairdressing, Cosmetology, Beauty and Skincare Trade is defined as follows:

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

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

- (a) The arranging, dressing, cutting, highlighting, shaving, curling, cleaning, singeing, shampooing, bleaching, dyeing, colouring, tinting, straightening, styling, waving (permanent, Marcel or water) of hair, or any other treatment of the hair of the head or the face;
- (b) the performance of any manicure; pedicure , nail technology or the application of artificial nails or nail extensions, whatever the substance used is acrylic, fibre glass or gel or any other substance;
- (c) the shaping and plucking of eyebrows, including the application of false or artificial eyebrows and eyelashes;
- (d) the performance of any cosmetic and camouflage make-up of the face and its features, whether by permanent, semi-permanent or temporary means;
- (e) the performance of any facial skin care operations;
- (f) the removing of unwanted or superfluous hair from the head and face by whatever means, including waxing, chemical depilatories, electrical or mechanical means, but excluding shaving;
- (g) the performance of any beauty treatment ;
- (h) the performance of any beauty therapy or the massaging or stimulating treatment or exercising of the face, scalp or neck; whether or not any apparatus, appliance, preparation or substance is used in any of these operations;
- (i) the performance of any operation referred to in (a) on any wig or hairpieces to be worn by any person, whether or not any apparatus, appliance, preparation or substance is used in any of these operations.

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

(iii) CHAPTER C:

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

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

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

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

appliance, preparation or substance is used in any of these operations;

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

(iv) CHAPTER D:

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

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

2. PERIOD OF OPERATION

The Agreements shall come into operation-

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

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

HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER A)

3. CLAUSE 3 OF THE AGREEMENT: DEFINITIONS

3.1 Insert the following new definitions:

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

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

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

3.3 Change Clause 3.49 to read as follows:

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

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

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

4.1 Change Clause 5.1 to read as follows:

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

- 5.1.1 has been registered with the Council;
- 5.1.2 in the case of a hairdressing and/or cosmetology establishment where the legal owner is a non-working owner, at least one qualified certificate holder is employed;
- 5.1.3 a certificate to practice hairdressing has been issued to every hairdresser in the employer’s employment.”

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

5.1 Change Clause 12.8.4 to read as follows:

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

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

6.1 Change Clause 26.3 to read as follows

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

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

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

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

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

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

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

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

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

7.1 Change Clause 4.2 to read as follows:

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

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

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

8.1 Change Clause 32.3 to read as follows:

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

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

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

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

9. CLAUSE 3 OF THE AGREEMENT: DEFINITIONS

9.1 Insert the following new definitions:

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

9.2 Change Clause 3.33 to read as follows:

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

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

10. CLAUSE 5 OF THE AGREEMENT: SALARY

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

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

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

11. CLAUSE 8 OF THE AGREEMENT: HOURS OF WORK

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

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

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

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

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

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

12. CLAUSE 36 OF THE AGREEMENT: BARGAINING LEVY

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

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

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

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

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

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

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

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

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

HAIRDRESSING TRADE (CHAPTER C)

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

13.1 Change clause 30.3 to read as follows:

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

13.2 Change clause 30.4 to read as follows:

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

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

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

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

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

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

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

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

14. CLAUSE 35 OF THE AGREEMENT: PENSION FUND

14.1 Change clause 35.1 to read as follows:

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

15. CLAUSE 39 OF THE AGREEMENT: DEFINITIONS

15.1 Insert the following new definitions:

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

15.2 Change clause 39.16 to read as follows:

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

15.3 Change Clause 39.17 to read as follows:

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

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

HAIRDRESSING TRADE (CHAPTER D)

16. CLAUSE 16 OF THE AGREEMENT: PUBLIC HOLIDAYS

16.1 Change Clause 11.3 to read as follows-

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

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

17.1 Insert the following new Clause 26.3-

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

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

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

18. CLAUSE 14 OF THE AGREEMENT: DEFINITIONS

18.1 Change the following definitions to read as follows:

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

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

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

18.2 Insert the following new definition:

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

Insert the following Annexures:

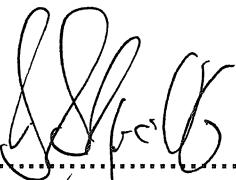
Hairdressing and Cosmetology Trade (Chapter A) AA to NN

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

Hairdressing Trade (Chapter C) A

Hairdressing Trade (Chapter D) A

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



COBUS GROBLER
CHAIRPERSON
REPRESENTATIVE OF EOHCB
AND DULY AUTHORISED THERETO



STEPHEN DELPORT
VICE CHAIRPERSON
REPRESENTATIVE OF UASA
AND DULY AUTHORISED THERETO

NATIONAL BARGAINING COUNCIL FOR THE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE INDUSTRY

HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER A)

ANNEXURE AA

Remuneration / Basic Salary / Wage Schedule (Clause 12.1)			
Remuneration / Basic Salary / Wages Payable			
which means the Magisterial District of ALBERTON which falls within Area 1			
EMPLOYEE CATEGORY	Basic Salary per month from the date of coming into operation of the agreement to 31/12/2014	After 5 COMPLETED Years' Service + 5%	After 10 COMPLETED Years' Service + 10%
MANAGER			
Manager - only (Hairdressing)	R 4 413,99	R 4 589,57	R 4 808,34
Manager - Hairdresser	R 5 482,93	R 5 725,22	R 5 997,51
BARBERS			
Barber - Trainee	R 1 855,00		
Barber - Junior	R 2 385,00		
Barber - Senior	R 3 975,00		
HAIRDRESSER - QUALIFIED			
Hairdresser - after 1st year qualified	R 3 141,33		
Hairdresser - Qualified	R 4 191,95	R 4 401,14	R 4 610,32
AFRO HAIRDRESSER / STYLIST			
Afro Hairdresser - formal training	R 966,03	R 3 114,45	R 3 262,87
Afro Hairdresser - informal qualification	R 1 879,19	R 1 973,85	R 2 067,34
UNSKILLED AFRO HAIRDRESSER			
Afro Hairdresser - doing only one of the following: Braiding, Platting, Cutting	R 1 218,90	R 1 279,67	R 1 340,44
LEARNER MODULES			
LEARNER – MODULES - Before completing module 1	R 1 953,98		N/A

LEARNER – MODULES - Module 1	R 2 019,48		
LEARNER – MODULES - Module 2	R 2 128,11		
LEARNER – MODULES - Module 3	R 2 233,29		
LEARNER – MODULES - Module 4	R 2 345,48		
LEARNER – MODULES - Module 5	R 2 504,25		
LEARNER – MODULES - Module 6	R 2 561,68		
LEARNER UNIT STANDARDS			
LEARNER – UNIT STANDARDS - Entry Level	R 1 722,60		
LEARNER – UNIT STANDARDS - Core Unit Standard Level 2	R 2 035,79	N/A	
LEARNER – UNIT STANDARDS - Core Unit Standard Level 3	R 2 287,05		
LEARNER – UNIT STANDARDS - Core Unit Standard Level 4	R 2 509,10		
STUDENTS			
STUDENT – UNIT STANDARDS - Entry Level	R 1 722,60		
STUDENT – UNIT STANDARDS - Core Unit Standard Level 2	R 2 035,79	N/A	
STUDENT – UNIT STANDARDS - Core Unit Standard Level 3	R 2 287,05		
STUDENT – UNIT STANDARDS - Core Unit Standard Level 4	R 2 509,10		
RECEPTIONIST			
Receptionist - Hairdressing salon	R 2 998,76		
OPERATOR			
Operator - Trainee	R 1 479,52	N/A	
Operator - after 1 year training	R 2 923,97		R 3 216,12
Operator - Multi skilled	R 3 322,47		R 3 654,37
GENERAL ASSISTANT			
	R 1 556,64		R 1 713,25
EMPLOYEE CATEGORY	Basic Salary per month from the date of coming into operation of the agreement to 31/12/2014	After 5 COMPLETED Years' Service + 5%	After 10 COMPLETED Years' Service +10%
MANICURISTS & / OR BEAUTY CULTURIST APPOINTED BEFORE 2013			
Manicurist/ Beauty Culturist- First three months of experience	R 1 161,64	N/A	
Manicurist/Beauty Culturist- Second three months of experience	R 1 353,30		

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

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

ANNEXURE BB**HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER A)****Remuneration / Basic Salary / Wage Schedule****(Clause 12.1)****Remuneration /Basic Salary / Wages Payable in Area 1**

which means the Province of **GAUTENG** (excluding the Magisterial Districts of
Alberton, Pretoria, Wonderboom, Cullinan and Bronkhorstspruit)

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

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

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

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

ANNEXURE CC**HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER A)**

Remuneration / Basic Salary / Wage Schedule (Clause 12.1)
Remuneration /Basic Salary / Wages Payable in Area 2
which means the Magisterial Districts of **KLERKSDORP AND POTCHEFSTROOM**

EMPLOYEE CATEGORY	Basic Salary per month from the date of coming into operation of the agreement to 31/12/2014	After 5 COMPLETED Years' Service + 5%	After 10 COMPLETED Years' Service + 10%
MANAGER			
Manager - only (Hairdressing)	R 4 090,73	R 4 295,84	R 4 499,74
Manager - Hairdresser	R 4 927,13	R 5 173,70	R 5 420,19
BARBERS		N/A	
Barber - Trainee	R 1 855,00		
Barber - Junior	R 2 385,00		
Barber - Senior	R 3 975,00		
HAIIRDRESSER - QUALIFIED		N/A	
Hairdresser - after 1st year qualified	R 3 506,71		
Hairdresser - Qualified	R 4 674,84	R 4 907,56	R 5 142,57
AFRO HAIRDRESSER / STYLIST			
Afro Hairdresser - formal training	R 3 133,47	R 3 290,13	R 3 446,81
Afro Hairdresser - informal qualification	R 1 619,72	R 1 700,37	R 1 782,16
UNSKILLED AFRO HAIRDRESSER			
Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting	R 1 107,07	R 1 162,37	R 1 218,82
LEARNER MODULES			
LEARNER - MODULES - Before completing module 1	R 1 756,81	N/A	
LEARNER - MODULES - Module 1	R 1 840,91		
LEARNER - MODULES - Module 2	R 1 961,87		

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

EMPLOYEE CATEGORY	Basic Salary per month from the date of coming into operation of the agreement to 31/12/2014	After 5 COMPLETED Years' Service + 5%	After 10 COMPLETED Years' Service + 10%
MANICURISTS & / OR BEAUTY CULTURIST APPOINTED BEFORE 2013			
Manicurist/ Beauty Culturist- First three months of experience	R 1 302,21	N/A	
Manicurist/Beauty Culturist- Second three months of experience	R 1 516,35		
Manicurist/Beauty culturist - Third three months of experience	R 1 892,55		
Manicurist/Beauty culturist - Thereafter	R 3 355,65	R 3 523,49	R 3 692,49
BEAUTY SECTOR APPOINTED FROM 2013			
Manicurist/ Pedicurist / Wax Technician (NQF3)	R 1 627,31	N/A	
Manicurist / Pedicurist / Wax Technician -Unqualified	R 1 057,75		
Nail Technician (NQF4)	R 1 973,72		
Nail Technician - Unqualified	R 1 691,76		
Beauty Therapist / Health & Skincare Therapist (NQF5)	R 2 877,60		
Beauty Therapist / Health and skincare therapist - Unqualified	R 2 577,92		
Somatologist 3 Years (NQF6)	R 3 021,00		
Somatologist 3 Years - Unqualified	R 2 072,00		
Somatologist B Tech - 4 years (NQF7)	R 3 302,96		
B Tech Laser Somatologist	R 3 544,64		
Manager - only (Beauty salon)	R 3 673,54		
Manager - Beautician	R 4 867,44		
Cleaner - Beauty	R 1 980,34		
Receptionist - Beauty salon	R 3 412,46		
CASUAL EMPLOYEE			
(An employee who substitutes for any permanent employee who is sick or on leave) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			
PART TIME EMPLOYEE			
(An employee who works 1 or 2 or 3 days per week) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			

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

HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER A)

Remuneration / Basic Salary / Wage Schedule (Clause 12.1)

Remuneration /Basic Salary / Wages Payable in **Area 3**
 which means the Magisterial Districts of East London & Port Alfred

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

LEARNER - MODULES - Module 2	R 2 260,64		
LEARNER - MODULES - Module 3	R 2 401,85		
LEARNER - MODULES - Module 4	R 2 528,03		
LEARNER - MODULES - Module 5	R 2 687,76		
LEARNER - MODULES - Module 6	R 2 830,14		
LEARNER UNIT STANDARDS			
LEARNER - UNIT STANDARDS - Entry Level	R 1 870,55	N/A	
LEARNER - UNIT STANDARDS - Core Unit Standard Level 2	R 2 137,94		
LEARNER - UNIT STANDARDS - Core Unit Standard Level 3	R 2 400,70		
LEARNER - UNIT STANDARDS - Core Unit Standard Level 4	R 2 060,73		
STUDENTS			
STUDENTS - UNIT STANDARDS - Entry Level	R 1 870,55	N/A	
STUDENTS - UNIT STANDARDS - Core Unit Standard Level 2	R 2 137,94		
STUDENTS - UNIT STANDARDS - Core Unit Standard Level 3	R 2 400,70		
STUDENTS - UNIT STANDARDS - Core Unit Standard Level 4	R 2 060,73		
RECEPTIONIST			
Receptionist- First year of experience	R 3 676,28	N/A	
Receptionist - Hairdressing salon	R 4 385,85	R 4 604,62	R 4 825,70
OPERATOR			
Operator - Trainee	R 1 966,63	N/A	
Operator - after 1 year training	R 2 412,27	R 2 532,65	R 2 654,20
Operator - Multi skilled	R 2 948,20	R 3 095,21	R 3 243,37

EMPLOYEE CATEGORY	Basic Salary per month from the date of coming into operation of the agreement to 31/12/2014	After 5 COMPLETED Years' Service + 5%	After 10 COMPLETED Years' Service + 10%
GENERAL ASSISTANT			
MANICURISTS & / OR BEAUTY CULTURIST APPOINTED BEFORE 2013			
Manicurist/Beauty culturist after 1 year experience			
Manicurist/Beauty culturist - Thereafter	R 2 159,93	R 2 267,58	R 2 376,39
BEAUTY SECTOR APPOINTED FROM 2013			
Manicurist / Pedicurist / Wax Technician (NQF3)	R 1 766,49	N/A	
Manicurist / Pedicurist / Wax Technician -Unqualified	R 1 148,22		
Nail technician (NQF4)	R 2 142,53		
Nail technician - Unqualified	R 1 836,45		
Beauty Therapist / Health & Skincare Therapist (NQF5)	R 3 123,71		
Beauty Therapist / Health and skincare therapist - Unqualified	R 2 798,40		
Somatologist 3 Years (NQF6)	R 3 279,38		
Somatologist 3 Years - Unqualified	R 2 249,21		
Somatologist B Tech - 4 years (NQF7)	R 3 585,45		
B Tech Laser Somatologist	R 3 847,80		
Manager - only (Beauty salon)	R 3 987,72		
Manager - Beautician	R 5 283,73		
Cleaner - Beauty	R 2 095,44		
Receptionist - Beauty salon	R 3 704,31		
CASUAL EMPLOYEE			
(An employee who substitutes for any permanent employee who is sick or on leave)			
Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			

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

ANNEXURE EE**HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER A)****Remuneration / Basic Salary / Wage Schedule (Clause 12.1)****Remuneration /Basic Salary / Wages Payable in Area 4**

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

EMPLOYEE CATEGORY	Basic Salary per month from the date of coming into operation of the agreement to 31/12/2014	After 5 COMPLETED Years' Service + 5%	After 10 COMPLETED Years' Service + 10%
MANAGER			
Manager - only (Hairdressing)	R 4 187,91	R 4 397,42	R 4 606,93
Manager - Hairdresser	R 5 083,82	R 5 338,48	R 5 591,98
BARBERS		N/A	
Barber - Trainee	R 1 855,00		
Barber - Junior	R 2 385,00		
Barber - Senior	R 3 975,00		
HAIRDRESSER - QUALIFIED			
Hairdresser - after 1st year qualified	R 3 948,30	N/A	
Hairdresser - Qualified	R 4 483,08	R 4 707,63	R 4 931,75
AFRO HAIRDRESSER / STYLIST			
Afro Hairdresser - formal training	R 3 118,36	R 3 274,63	R 3 429,74
Afro Hairdresser - informal qualification	R 1 950,42	R 2 047,66	R 2 146,04
UNSKILLED AFRO HAIRDRESSER			
Afro Hairdresser - doing only one of the following: Braiding, Platting, Cutting	R 1 270,96	R 1 334,62	R 1 398,29
LEARNER MODULES			
LEARNER – MODULES - Before completing module 1	R 2 052,29	N/A	
LEARNER – MODULES - Module 1	R 2 158,77		

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

EMPLOYEE CATEGORY	Basic Salary per month from the date of coming into operation of the agreement to 31/12/2014	After 5 COMPLETED Years' Service + 5%	After 10 COMPLETED Years' Service + 10%
MANICURISTS & / OR BEAUTY CULTURIST APPOINTED BEFORE 2013			
Manicurist/Beauty culturist after 1 year experience	R 2 955,31	N/A	
Manicurist/Beauty culturist - Thereafter	R 3 840,66	R 4 032,80	R 4 224,95
BEAUTY SECTOR APPOINTED FROM 2013			
Manicurist / Pedicurist / Wax Technician (NQF3)	R 1 822,16	N/A	
Manicurist / Pedicurist / Wax Technician -Unqualified	R 1 184,40		
Nail technician (NQF4)	R 2 210,04		
Nail technician - Unqualified	R 1 894,33		
Beauty Therapist / Health & Skincare Therapist (NQF5)	R 3 222,16		
Beauty Therapist / Health and skincare therapist - Unqualified	R 2 556,59		
Somatologist 3 Years (NQF6)	R 3 382,72		
Somatologist 3 Years - Unqualified	R 2 320,10		
Somatologist B Tech - 4 years (NQF7)	R 3 698,45		
B Tech Laser Somatologist	R 3 969,06		
Manager - only (Beauty salon)	R 4 113,39		
Manager - Beautician	R 5 450,24		
Cleaner - Beauty	R 2 161,48		
Receptionist - Beauty salon	R 3 821,06		
CASUAL EMPLOYEE			
(An employee who substitutes for any permanent employee who is sick or on leave) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			

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

ANNEXURE FF**HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER A)****Remuneration / Basic Salary / Wage Schedule (Clause 12.1)**Remuneration /Basic Salary / Wages Payable in **Area 5**which means the Province of the **FREE STATE**

EMPLOYEE CATEGORY	Basic Salary per month from the date of coming into operation of the agreement to 31/12/2014	After 5 COMPLETED YEARS Service + 5%	After 10 COMPLETED Years' Service + 10%
MANAGER			
Manager - only (Hairdressing)	R 3 416,99	R 3 587,16	R 3 759,63
Manager - Hairdresser	R 4 115,94	R 4 635,87	R 4 853,11
BARBERS			
Barber - Trainee	R 1 855,00	N/A	
Barber - Junior	R 2 385,00		
Barber - Senior	R 3 975,00		
HAIRDRESSER - QUALIFIED			
Hairdresser - after 1st year qualified	R 2 342,82	N/A	
Hairdresser - Qualified	R 2 768,78	R 2 907,69	R 3 046,59
AFRO HAIRDRESSER / STYLIST			
Afro Hairdresser - formal training	R 2 436,58	R 2 558,12	R 2 680,81
Afro Hairdresser - informal qualification	R 1 326,32	R 1 706,19	R 1 788,37
UNSKILLED AFRO HAIRDRESSER			
Afro Hairdresser - doing only one of the following: Braiding, Platting, Cutting	R 994,31	R 1 044,07	R 1 092,70
LEARNER MODULES			
LEARNER – MODULES - Before completing module 1	R 1 409,86	N/A	

LEARNER - MODULES - Module 1		R 1 466,57	
LEARNER - MODULES - Module 2		R 1 567,28	
LEARNER - MODULES - Module 3		R 1 663,35	
LEARNER - MODULES - Module 4		R 1 762,91	
LEARNER - MODULES - Module 5		R 1 857,82	
LEARNER - MODULES - Module 6		R 1 960,84	
LEARNER UNIT STANDARDS			
LEARNER - UNIT STANDARDS - Entry Level		R 1 279,64	N/A
LEARNER - UNIT STANDARDS - Core Unit Standard Level 2		R 1 479,31	
LEARNER - UNIT STANDARDS - Core Unit Standard Level 3		R 1 736,28	
LEARNER - UNIT STANDARDS - Core Unit Standard Level 4		R 1 923,79	
STUDENTS			
STUDENT - UNIT STANDARDS - Entry Level		R 1 279,64	N/A
STUDENT - UNIT STANDARDS - Core Unit Standard Level 2		R 1 479,31	
STUDENT - UNIT STANDARDS - Core Unit Standard Level 3		R 1 736,28	
STUDENT - UNIT STANDARDS - Core Unit Standard Level 4		R 1 923,79	
RECEPTIONIST			
Receptionist - Hairdressing salon		R 2 451,63	R 2 574,33
			R 2 697,02
OPERATOR			
Operator - Trainee		R 1 430,69	N/A
Operator - after 1 year training		R 1 975,83	R 2 074,27
Operator - Multi skilled		R 2 442,37	R 2 565,06
GENERAL ASSISTANT			
		R 1 192,33	R 1 252,48
			R 1 287,16

EMPLOYEE CATEGORY	Basic Salary per month from the date of coming into operation of the agreement to 31/12/2014	After 5 COMPLETED Years' Service + 5%	After 10 COMPLETED Years' Service + 10%
MANICURISTS & / OR BEAUTY CULTURIST APPOINTED BEFORE 2013			
Manicurist/ Beauty Culturist- First three months of experience	R 1 125,11	N/A	
Manicurist/Beauty Culturist- Second three months of experience	R 1 309,15		
Manicurist/Beauty culturist - Third three months of experience	R 1 634,42		
Manicurist/Beauty/ culturist - Thereafter	R 2 433,10	R 2 554,64	R 2 676,18
BEAUTY SECTOR APPOINTED FROM 2013			
Manicurist / Pedicurist / Wax Technician (NQF3)	R 1 391,78	N/A	
Manicurist / Pedicurist /Wax Technician -Unqualified	R 904,66		
Nail technician (NQF4)	R 1 658,05		
Nail technician - Unqualified	R 1 446,90		
Beauty Therapist / Health & Skincare Therapist (NQF5)	R 2 461,11		
Beauty Therapist / Health and skincare therapist - Unqualified	R 2 204,80		
Somatologist 3 Years (NQF6)	R 2 583,75		
Somatologist 3 Years - Unqualified	R 1 772,11		
Somatologist B Tech - 4 years (NQF7)	R 2 824,90		
B Tech Laser Somatologist	R 3 031,60		
Manager - only (Beauty salon)	R 3 141,84		
Manager - Beautician	R 4 162,94		
Cleaner - Beauty	R 1 650,95		
Receptionist - Beauty salon	R 2 918,55		
CASUAL EMPLOYEE			
(An employee who substitutes for any permanent employee who is sick or on leave) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			

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

ANNEXURE GG**HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER A)****Remuneration / Basic Salary / Wage Schedule (Clause 12.1)****Remuneration /Basic Salary / Wages Payable in **Area 5****which means the Magisterial District of **KIMBERLEY** which falls within Area 5

EMPLOYEE CATEGORY	Basic Salary per month from the date of coming into operation of the agreement to 31/12/2014	After 5 COMPLETED Years' Service + 5%	After 10 COMPLETED Years' Service + 10%
MANAGER			
Manager - only (Hairdressing)	R 3 416,99	R 3 587,16	R 3 759,63
Manager - Hairdresser	R 4 415,94	R 4 635,87	R 4 858,11
BARBERS			
Barber - Trainee	R 1 855,00	N/A	
Barber - Junior	R 2 385,00		
Barber - Senior	R 3 975,00		
HAIIRDRESSER - QUALIFIED			
Hairdresser - after 1st year qualified	R 2 342,82	N/A	
Hairdresser - Qualified	R 2 765,78	R 2 907,69	R 3 046,59
AFRO HAIRDRESSER / STYLIST			
Afro Hairdresser - formal training	R 2 436,58	R 2 558,12	R 2 680,81
Afro Hairdresser - informal qualification	R 1 626,32	R 1 707,34	R 1 788,37
UNSKILLED AFRO HAIRDRESSER			
Afro Hairdresser - doing only one of the following: Braiding, Platting, Cutting	R 994,31	R 1 044,08	R 1 092,70
LEARNER MODULES			
LEARNER - MODULES - Before completing module 1	R 1 408,86	N/A	

LEARNER - MODULES - Module 1	R 1 466,57		
LEARNER - MODULES - Module 2	R 1 567,28		
LEARNER - MODULES - Module 3	R 1 663,35		
LEARNER - MODULES - Module 4	R 1 762,91		
LEARNER - MODULES - Module 5	R 1 857,82		
LEARNER - MODULES - Module 6	R 1 960,84		
LEARNER UNIT STANDARDS			
LEARNER - UNIT STANDARDS - Entry Level	R 1 350,01	N/A	
LEARNER - UNIT STANDARDS - Core Unit Standard Level 2	R 1 481,63		
LEARNER - UNIT STANDARDS - Core Unit Standard Level 3	R 1 743,22		
LEARNER - UNIT STANDARDS - Core Unit Standard Level 4	R 1 923,79		
STUDENTS			
STUDENT - UNIT STANDARDS - Entry Level	R 1 350,01	N/A	
STUDENT - UNIT STANDARDS - Core Unit Standard Level 2	R 1 481,63		
STUDENT - UNIT STANDARDS - Core Unit Standard Level 3	R 1 743,22		
STUDENT - UNIT STANDARDS - Core Unit Standard Level 4	R 1 923,79		
RECEPTIONIST			
Receptionist - Hairdressing salon	R 2 451,63	R 2 574,33	R 2 697,02
OPERATOR			
Operator - Trainee	R 1 430,69	N/A	
Operator - after 1 year training	R 1 927,27	R 2 024,50	R 2 120,57
Operator - Multi skilled	R 2 385,65	R 2 503,72	R 2 622,94
GENERAL ASSISTANT			
	R 1 158,81	R 1 214,74	R 1 250,12

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

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

ANNEXURE HH

HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER A)

CONTRIBUTION SCHEDULE (Clause 22)

SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND hbsi PENSION CONTRIBUTIONS FOR the Magisterial District of ALBERTON(which falls within Area 1)

(Effective from the date of coming into operation of the agreement)

Work Code	CATEGORY			UNION / AGENCY		BARGAINING COUNCIL		SICK PAY FUND		Pens. Fund (equal contributions by employer and employee)
				Employer	Employee	Employer	Employee	Employer	Employee	
	EOHCB Subscriptions (Southern Gauteng)		R395,00 EOHCBI Agency Fee							
	Basic establishment charge		R 88,48							
	Total minimum charge		R 160,66							
	One Man Band / Rent A Chairs		R 186,18							
105	Working Employer		N/A	N/A	N/A	R 62,88	N/A	R 503,04		(Optional)
	(Provident Fund is optional)									
	MANAGER									
105	Manager - only (Hairdressing)		R 85,00	R 23,59	R 67,24	R 22,07	R 44,14	R 264,84		each
105	Manager - only (Hairdressing) after 5 years		R 85,00	R 23,59	R 67,24	R 22,95	R 45,90	R 275,37		each
105	Manager - only (Hairdressing) after 10 years		R 85,00	R 23,59	R 67,24	R 24,04	R 48,08	R 288,50		each
105	Manager - Hairdresser		R 85,00	R 23,59	R 67,24	R 27,26	R 54,53	R 327,18		each
105	Manager - Hairdresser after 5 years		R 85,00	R 23,59	R 67,24	R 28,63	R 57,25	R 343,51		each
105	Manager - Hairdresser after 10 years		R 85,00	R 23,59	R 67,24	R 29,99	R 59,98	R 359,85		each
	BARBERS									
105	Barber - Trainee		R 85,00	R 23,59	R 67,24	R 9,28	R 18,55	R 111,30		each
105	Barber - Junior		R 85,00	R 23,59	R 67,24	R 11,93	R 23,85	R 143,10		each
105	Barber - Senior		R 85,00	R 23,59	R 67,24	R 19,88	R 39,75	R 238,50		each
	HAIRDRESSER - QUALIFIED									
105	Hairdresser - after 1st year qualified		R 85,00	R 23,59	R 67,24	R 15,71	R 31,41	R 188,48		each
105	Hairdresser - Qualified		R 85,00	R 23,59	R 67,24	R 20,96	R 41,92	R 251,52		each
105	Hairdresser - Qualified - after 5 years		R 85,00	R 23,59	R 67,24	R 22,01	R 44,01	R 264,07		each
105	Hairdresser - Qualified - after 10 years		R 85,00	R 23,59	R 67,24	R 23,05	R 46,10	R 276,82		each
	AFRO HAIRDRESSER / STYLIST									
105	Afro Hairdresser - formal training		R 85,00	R 23,59	R 67,24	R 14,83	R 29,66	R 177,96		each
105	Afro Hairdresser - formal training - after 5 years		R 85,00	R 23,59	R 67,24	R 15,57	R 31,14	R 186,87		each
105	Afro Hairdresser - formal training - after 10 Years		R 85,00	R 23,59	R 67,24	R 16,31	R 32,63	R 195,77		each
105	Afro Hairdresser - informal qualification		R 85,00	R 23,59	R 67,24	R 9,40	R 18,79	R 112,75		each
105	Afro Hairdresser - informal qualification - after 5 years		R 85,00	R 23,59	R 67,24	R 9,87	R 19,74	R 118,43		each
105	Afro Hairdresser - informal qualification - after 10 years		R 85,00	R 23,59	R 67,24	R 10,34	R 20,67	R 124,04		each
105	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting		R 85,00	R 23,59	R 67,24	R 6,09	R 12,19	R 73,13		each
105	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting after 5 years		R 85,00	R 23,59	R 67,24	R 6,40	R 12,80	R 76,78		each

105	1004	Afro Hairdresser - doing only one of the following: Braids, Plaiting, Cutting after 10 years	R 85,00	R 23,59	R 67,24	R 6,70	R 13,40	R 80,43	each
LEARNER - MODULES									
105	2032	LEARNER - MODULES - Before completing module 1	R 85,00	R 14,16	R 28,31	R 9,77	R 19,54	R 117,24	each
105	2034	LEARNER - MODULES - Module 1	R 85,00	R 14,16	R 28,31	R 10,10	R 20,19	R 121,17	each
105	2036	LEARNER - MODULES - Module 2	R 85,00	R 14,16	R 28,31	R 10,64	R 21,28	R 127,69	each
105	2038	LEARNER - MODULES - Module 3	R 85,00	R 14,16	R 28,31	R 11,17	R 22,33	R 134,00	each
105	2040	LEARNER - MODULES - Module 4	R 85,00	R 17,70	R 38,93	R 11,73	R 23,45	R 140,73	each
105	2042	LEARNER - MODULES - Module 5	R 85,00	R 17,70	R 38,93	R 12,52	R 25,04	R 150,26	each
105	2044	LEARNER - MODULES - Module 6	R 85,00	R 17,70	R 38,93	R 12,81	R 25,62	R 153,70	each
LEARNER - UNIT STANDARDS									
105	2046	LEARNER - UNIT STANDARDS - Entry Level	R 85,00	R 14,16	R 28,31	R 6,39	R 12,78	R 76,66	each
105	2048	LEARNER - UNIT STANDARDS - Core Unit Standard Level 2	R 85,00	R 14,16	R 28,31	R 10,18	R 20,36	R 122,15	each
105	2050	LEARNER - UNIT STANDARDS - Core Unit Standard Level 3	R 85,00	R 17,70	R 38,93	R 11,44	R 22,87	R 137,22	each
105	2052	LEARNER - UNIT STANDARDS - Core Unit Standard Level 4	R 85,00	R 17,70	R 38,93	R 12,55	R 25,09	R 150,55	each
STUDENTS									
105	4000	STUDENT - UNIT STANDARDS - Entry Level	R 85,00	R 14,16	R 28,31	R 6,39	R 12,78	R 76,66	each
105	4001	STUDENT - UNIT STANDARDS - Core Unit Standard Level 2	R 85,00	R 14,16	R 28,31	R 10,18	R 20,36	R 122,15	each
105	4002	STUDENT - UNIT STANDARDS - Core Unit Standard Level 3	R 85,00	R 17,70	R 38,93	R 11,44	R 22,87	R 137,22	each
105	4003	STUDENT - UNIT STANDARDS - Core Unit Standard Level 4	R 85,00	R 17,70	R 38,93	R 12,55	R 25,09	R 150,55	each
105	2082	Receptionist - Hairdressing salon	R 85,00	R 23,59	R 56,62	R 14,99	R 29,99	R 179,93	each
105	2084	Receptionist - Hairdressing salon - after 5 years	R 85,00	R 23,59	R 56,62	R 15,74	R 31,48	R 188,90	each
105	2086	Receptionist - Hairdressing salon - after 10 years	R 85,00	R 23,59	R 56,62	R 16,50	R 32,99	R 197,95	each
OPERATOR									
105	2067	Operator - Trainee	R 85,00	R 14,16	R 28,31	R 7,40	R 14,80	R 88,77	each
105	2068	Operator - after 1 year training	R 85,00	R 14,16	R 28,31	R 14,62	R 29,24	R 175,44	each
105	2070	Operator - after 5 years	R 85,00	R 14,16	R 28,31	R 15,35	R 30,70	R 184,20	each
105	2072	Operator - after 10 years	R 85,00	R 14,16	R 28,31	R 16,08	R 32,16	R 192,97	each
105	2074	Operator - Multi skilled	R 85,00	R 14,16	R 28,31	R 16,61	R 33,22	R 189,35	each
105	2076	Operator - Multi skilled - after 5 years	R 85,00	R 14,16	R 28,31	R 17,44	R 34,88	R 209,31	each
105	2078	Operator - Multi skilled - after 10 years	R 85,00	R 14,16	R 28,31	R 18,27	R 36,54	R 219,26	each
105	2010	GENERAL ASSISTANT	R 85,00	R 14,16	R 28,31	R 7,78	R 15,57	R 93,40	each
105	2012	General Assistant - after 5 years	R 85,00	R 14,16	R 28,31	R 8,17	R 16,35	R 98,10	each
105	2014	General Assistant after 10 years	R 85,00	R 14,16	R 28,31	R 8,57	R 17,13	R 102,80	each
MANICURIST & BEAUTY CULTURIST APPOINTED BEFORE 2013									
105	3000	Manicurist/ Beauty Culturist- First three months of experience	R 85,00	R 14,16	R 28,31	R 5,81	R 11,62	R 69,70	each
105	3002	Manicurist/Beauty Culturist- Second three months of experience	R 85,00	R 14,16	R 28,31	R 6,77	R 13,53	R 81,20	each
105	3004	Manicurist/Beauty culturist - Third three months of experience	R 85,00	R 17,70	R 38,93	R 8,44	R 16,89	R 101,32	each
105	3008	Manicurist/Beauty culturist - Thereafter	R 85,00	R 23,59	R 56,62	R 14,98	R 29,95	R 179,72	each

-105	3010	Manicurist/Beauty culturist after 5 years	R 85,00	R 23,59	R 56,62	R 15,72	R 31,45	R 188,69	each
-105	3012	Manicurist/Beauty culturist after 10 years	R 85,00	R 23,59	R 56,62	R 16,48	R 32,96	R 197,74	each
BEAUTY SECTOR APPOINTED FROM 2013									
-105	3034	Manicurist / Pedicurist / Wax Technician (NQF3)	R 85,00	R 23,59	R 56,62	R 10,71	R 21,41	R 128,47	each
-105	3036	Manicurist / Pedicurist / Wax Technician -Unqualified	R 85,00	R 23,59	R 56,62	R 6,96	R 13,92	R 83,51	each
-105	3038	Nail technician (NQF4)	R 85,00	R 23,59	R 56,62	R 12,98	R 25,97	R 155,82	each
-105	3040	Nail technician - Unqualified	R 85,00	R 23,59	R 56,62	R 11,13	R 22,26	R 133,56	each
-105	3014	Beauty Therapist / Health & Skincare Therapist (NQF5)	R 85,00	R 23,59	R 56,62	R 18,93	R 37,86	R 227,18	each
-105	3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 85,00	R 23,59	R 56,62	R 16,96	R 33,92	R 203,52	each
-105	3048	Somatologist 3 Years (NQF6)	R 85,00	R 23,59	R 56,62	R 19,98	R 39,75	R 238,50	each
-105	3050	Somatologist 3 Years - Unqualified	R 85,00	R 23,59	R 56,62	R 13,83	R 27,26	R 163,58	each
-105	3052	Somatologist B Tech - 4 years (NQF7)	R 85,00	R 23,59	R 56,62	R 21,73	R 43,46	R 260,76	each
-105	3054	B Tech Laser Somatologist	R 85,00	R 23,59	R 56,62	R 23,32	R 46,64	R 279,84	each
-105	3030	Manager - only (Beauty salon)	R 85,00	R 23,59	R 56,62	R 24,17	R 48,34	R 290,02	each
-105	3032	Manager - Beautician	R 85,00	R 23,59	R 56,62	R 32,02	R 64,05	R 384,27	each
-105	3022	Cleaner - Beauty	R 85,00	R 23,59	R 56,62	R 12,70	R 25,40	R 152,40	each
-105	3042	Receptionist- Beauty salon	R 85,00	R 23,59	R 56,62	R 22,20	R 44,40	R 266,40	each
CASUAL EMPLOYEE									
		PART TIME EMPLOYEE							
Contributions for casual / part time employees shall be as specified for that category of employee above.									

ANNEXURE II

HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER A)							
CONTRIBUTION SCHEDULES (Clause 22)							
SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND hbsi PENSION CONTRIBUTIONS FOR AREA 1, which means the PROVINCE OF GAUTENG (excluding the Magisterial Districts of Alberton, Pretoria, Wonderboom, Cullinan and Bronkhorstspruit)							
(Effective from the date of coming into operation of the agreement)							
Work Code	CATEGORY		UNION / AGENCY	BARGAINING COUNCIL	SICK PAY FUND	Employer	Employee
	EOHCB Subscriptions - S. Gauteng	R395.00 EOHCB / Agency Fee	R 88.48				
	Basic establishment charge	R 88.48					
	Total minimum charge	R 160.66					
	One Man Band / Rent A Chairs	R 186.18					
101	2089	Working Employer (Provident Fund is optional)	N/A	N/A	N/A	N/A	R 810.92 (Optional)
	MANAGER						
101	2054	Manager - only (Hairdressing)	R 85.00	R 23.59	R 67.24	R 25.38	R 50.76
101	2056	Manager - only (Hairdressing) after 5 years	R 85.00	R 23.59	R 67.24	R 26.65	R 53.29
101	2058	Manager - only (Hairdressing) after 10 years	R 85.00	R 23.59	R 67.24	R 27.92	R 319.75
101	2060	Manager - Hairdresser	R 85.00	R 23.59	R 67.24	R 33.63	R 335.03
101	2062	Manager - Hairdresser after 5 years	R 85.00	R 23.59	R 67.24	R 67.25	R 403.51
101	2064	Manager - Hairdresser after 10 years	R 85.00	R 23.59	R 67.24	R 35.30	R 23.65
	BARBERS						
101	2002	Barber - Trainee	R 85.00	R 23.59	R 67.24	R 9.28	R 18.55
101	2004	Barber - Junior	R 85.00	R 23.59	R 67.24	R 11.93	R 111.30
101	2006	Barber - Senior	R 85.00	R 23.59	R 67.24	R 19.88	R 143.10
	HAIRDRESSER - QUALIFIED						
101	2020	Hairdresser - after 1st year qualified	R 85.00	R 23.59	R 67.24	R 23.68	R 47.35
101	2022	Hairdresser - after 1st year qualified	R 85.00	R 23.59	R 67.24	R 33.79	R 67.58
101	2024	Hairdresser - Qualified - after 5 years	R 85.00	R 23.59	R 67.24	R 35.48	R 70.96
101	2026	Hairdresser - Qualified - after 10 years	R 85.00	R 23.59	R 67.24	R 37.17	R 74.34
	AFRO HAIRDRESSER / STYLIST						
101	1006	Afro Hairdresser - formal training	R 85.00	R 23.59	R 67.24	R 19.31	R 38.61
101	1008	Afro Hairdresser - formal training - after 5 Years	R 85.00	R 23.59	R 67.24	R 20.27	R 40.55
101	1010	Afro Hairdresser - formal training - after 10 Years	R 85.00	R 23.59	R 67.24	R 21.24	R 42.48
101	1012	Afro Hairdresser - informal qualification	R 85.00	R 23.59	R 67.24	R 13.40	R 26.81
101	1014	Afro Hairdresser - informal qualification - after 5 years	R 85.00	R 23.59	R 67.24	R 14.08	R 28.15
101	1016	Afro Hairdresser - informal qualification - after 10 years	R 85.00	R 23.59	R 67.24	R 14.75	R 29.49
101	1000	Afro Hairdresser - doing only one of the following: Braiding, Platting, Cutting	R 85.00	R 23.59	R 67.24	R 9.84	R 19.68
101	1002	Afro Hairdresser - doing only one of the following: Braiding, Platting, Cutting after 5 years	R 85.00	R 23.59	R 67.24	R 10.33	R 20.66
101	1004	Afro Hairdresser - doing only one of the following: Braiding, Platting, Cutting after 10 years	R 85.00	R 23.59	R 67.24	R 10.82	R 21.65

		LEARNER – MODULES								
101	2032	LEARNER – MODULES - Before completing module 1	R 85,00	R 14,16	R 28,31	R 10,49	R 20,97	R 125,85	each	
101	2034	LEARNER – MODULES - Module 1	R 85,00	R 14,16	R 28,31	R 10,84	R 21,68	R 130,08	each	
101	2036	LEARNER – MODULES - Module 2	R 85,00	R 14,16	R 28,31	R 11,43	R 22,86	R 137,17	each	
101	2038	LEARNER – MODULES - Module 3	R 85,00	R 14,16	R 28,31	R 11,99	R 23,97	R 143,83	each	
101	2040	LEARNER – MODULES - Module 4	R 85,00	R 17,70	R 38,93	R 12,58	R 25,16	R 150,99	each	
101	2042	LEARNER – MODULES - Module 5	R 85,00	R 17,70	R 38,93	R 13,17	R 26,35	R 158,07	each	
101	2044	LEARNER – MODULES - Module 6	R 85,00	R 17,70	R 38,93	R 13,76	R 27,51	R 165,09	each	
		LEARNER – UNIT STANDARDS								
101	2046	LEARNER – UNIT STANDARDS - Entry Level	R 85,00	R 14,16	R 28,31	R 9,45	R 18,89	R 113,35	each	
101	2048	LEARNER – UNIT STANDARDS - Core Unit Standard Level 2	R 85,00	R 14,16	R 28,31	R 10,91	R 21,82	R 130,92	each	
101	2050	LEARNER – UNIT STANDARDS - Core Unit Standard Level 3	R 85,00	R 17,70	R 38,93	R 12,31	R 24,62	R 147,72	each	
101	2052	LEARNER – UNIT STANDARDS - Core Unit Standard Level 4	R 85,00	R 17,70	R 38,93	R 13,47	R 26,94	R 161,61	each	
		STUDENTS								
101	4000	STUDENT – UNIT STANDARDS - Entry Level	R 85,00	R 14,16	R 28,31	R 9,45	R 18,89	R 113,35	each	
101	4001	STUDENT – UNIT STANDARDS - Core Unit Standard Level 2	R 85,00	R 14,16	R 28,31	R 10,91	R 21,82	R 130,92	each	
101	4002	STUDENT – UNIT STANDARDS - Core Unit Standard Level 3	R 85,00	R 17,70	R 38,93	R 12,31	R 24,62	R 147,72	each	
101	4003	STUDENT – UNIT STANDARDS - Core Unit Standard Level 4	R 85,00	R 17,70	R 38,93	R 13,47	R 26,94	R 161,61	each	
		Receptionist - Hairdressing salon								
101	2082	Receptionist - Hairdressing salon - after 5 years	R 85,00	R 23,59	R 56,62	R 23,57	R 47,15	R 282,87	each	
101	2084	Receptionist - Hairdressing salon - after 10 years	R 85,00	R 23,59	R 56,62	R 24,75	R 49,51	R 297,04	each	
101	2086	Receptionist - Hairdressing salon - after 10 years	R 85,00	R 23,59	R 56,62	R 25,93	R 51,86	R 311,14	each	
		OPERATOR								
101	2067	Operator - Trainee	R 85,00	R 14,16	R 28,31	R 14,18	R 28,36	R 170,16	each	
101	2068	Operator - after 1 year training	R 85,00	R 14,16	R 28,31	R 21,52	R 43,04	R 258,22	each	
101	2070	Operator - after 5 years	R 85,00	R 14,16	R 28,31	R 22,59	R 45,19	R 271,14	each	
101	2072	Operator - after 10 years	R 85,00	R 14,16	R 28,31	R 23,67	R 47,34	R 284,06	each	
101	2074	Operator - Multi skilled	R 85,00	R 14,16	R 28,31	R 23,81	R 47,66	R 285,72	each	
101	2076	Operator - Multi skilled - after 5 years	R 85,00	R 14,16	R 28,31	R 25,00	R 50,00	R 300,03	each	
101	2078	Operator - Multi skilled - after 10 years	R 85,00	R 14,16	R 28,31	R 26,19	R 52,38	R 314,27	each	
101	2010	General Assistant	R 85,00	R 14,16	R 28,31	R 13,33	R 26,67	R 160,02	each	
101	2012	General Assistant after 5 years	R 85,00	R 14,16	R 28,31	R 14,00	R 28,00	R 168,00	each	
101	2014	General Assistant after 10 years	R 85,00	R 14,16	R 28,31	R 14,67	R 29,33	R 175,99	each	
		MANICURIST & BEAUTY CULTURIST APPOINTED BEFORE 2013								
101	3000	Manicurist/ Beauty Culturist- First three months of experience	R 85,00	R 14,16	R 28,31	R 9,48	R 18,96	R 113,76	each	
101	3002	Manicurist/Beauty Culturist- Second three months of experience	R 85,00	R 14,16	R 28,31	R 10,95	R 21,90	R 131,40	each	
101	3004	Manicurist/Beauty culturist - Third three months of experience	R 85,00	R 17,70	R 38,93	R 13,87	R 27,73	R 166,41	each	
101	3008	Manicurist/Beauty culturist - Thereafter	R 85,00	R 23,59	R 56,62	R 24,44	R 48,88	R 293,29	each	
101	3010	Manicurist/Beauty culturist after 5 years	R 85,00	R 23,59	R 56,62	R 25,66	R 51,32	R 307,95	each	
101	3012	Manicurist/Beauty culturist after 10 years	R 85,00	R 23,59	R 56,62	R 26,88	R 53,77	R 322,60	each	
		BEAUTY SECTOR APPOINTED FROM 2013								
101	3034	Manicurist / Pedicurist / Wax Technician (NQF3)	R 85,00	R 23,59	R 56,62	R 10,71	R 21,41	R 128,47	each	
101	3036	Manicurist / Pedicurist / Wax Technician -Unqualified	R 85,00	R 23,59	R 56,62	R 6,96	R 13,92	R 83,51	each	
101	3038	Nail technician (NQF4)	R 85,00	R 23,59	R 56,62	R 12,99	R 25,97	R 155,82	each	
101	3040	Nail technician - Unqualified	R 85,00	R 23,59	R 56,62	R 11,13	R 22,26	R 133,56	each	
101	3014	Beauty Therapist / Health & Skincare Therapist (NQF5)	R 85,00	R 23,59	R 56,62	R 18,93	R 37,86	R 227,18	each	
101	3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 85,00	R 23,59	R 56,62	R 16,96	R 33,92	R 203,52	each	
101	3048	Somatologist 3 Years (NQF6)	R 85,00	R 23,59	R 56,62	R 19,88	R 39,75	R 238,50	each	
101	3050	Somatologist 3 Years - Unqualified	R 85,00	R 23,59	R 56,62	R 18,93	R 37,86	R 227,18	each	

101	3052	Somatologist B Tech - 4 years (NQF7)	R 85,00	R 23,59	R 56,62	R 21,73	R 43,46	R 260,76	each
101	3054	B Tech Laser Somatologist	R 85,00	R 23,59	R 56,62	R 23,32	R 46,64	R 279,84	each
101	3030	Manager - only (Beauty salon)	R 85,00	R 23,59	R 56,62	R 24,17	R 48,34	R 290,02	each
101	3032	Manager - Beautician	R 85,00	R 23,59	R 56,62	R 32,00	R 64,01	R 384,03	each
101	3022	Cleaner - Beauty	R 85,00	R 23,59	R 56,62	R 12,70	R 25,40	R 152,40	each
101	3042	Receptionist - Beauty salon	R 85,00	R 23,59	R 56,62	R 22,45	R 44,90	R 269,40	each
		CASUAL EMPLOYEE							
		PART TIME EMPLOYEE							

Contributions for casual / part time employees shall be as specified for that category of employee above.

CONTRIBUTION SCHEDULE
(Clause 22)
SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND hbsi PENSION FUND CONTRIBUTIONS FOR AREA 2, WHICH MEANS THE MAGISTERIAL DISTRICTS OF KLERKSDORP AND POTCHEFSTROOM.

(Effective from the date of coming into operation of the agreement)

Work Code	Category	Union / Agency	BARGAINING COUNCIL		SICK PAY FUND		Pens. Fund (equal contributions by employer and employee)
			Employer	Employee	Employer	Employee	
	EOHCB Subscriptions	R300.00 EOHCB / Agency Fee			R 88,48		
	Basic establishment charge			R 160,66			
	Total minimum charge			R 186,18			
	One Man Band / Rent A Chairs			N/A	N/A		
108 2089	Working Employer (Provident Fund is optional)			N/A	R 70,13	N/A	R 514,24
	MANAGER						Optional
108 2054	Manager - only (Hairdressing)	R 85,00	R 23,59	R 67,24	R 20,45	R 40,91	R 224,99
108 2056	Manager - only (Hairdressing) after 5 years	R 85,00	R 23,59	R 67,24	R 21,48	R 42,96	R 236,27
108 2058	Manager - only (Hairdressing) after 10 years	R 85,00	R 23,59	R 67,24	R 22,50	R 45,00	R 247,49
108 2060	Manager - Hairdresser	R 85,00	R 23,59	R 67,24	R 24,64	R 49,27	R 270,99
108 2062	Manager - Hairdresser after 5 years	R 85,00	R 23,59	R 67,24	R 25,87	R 51,74	R 284,55
108 2064	Manager - Hairdresser after 10 years	R 85,00	R 23,59	R 67,24	R 27,10	R 54,20	R 298,11
	BARBERS						
108 2002	Barber - Trainee	R 85,00	R 23,59	R 67,24	R 9,28	R 18,55	R 102,03
108 2004	Barber - Junior	R 85,00	R 23,59	R 67,24	R 11,93	R 23,85	R 131,18
108 2006	Barber - Senior	R 85,00	R 23,59	R 67,24	R 19,88	R 39,75	R 218,63
	HAIRDRESSER - QUALIFIED						
108 2020	Hairdresser - after 1st year qualified	R 85,00	R 23,59	R 67,24	R 17,53	R 35,07	R 192,87
108 2022	Hairdresser - Qualified	R 85,00	R 23,59	R 67,24	R 23,37	R 46,75	R 257,12
108 2024	Hairdresser - Qualified - after 5 years	R 85,00	R 23,59	R 67,24	R 24,54	R 49,08	R 269,92
108 2026	Hairdresser - Qualified - after 10 years	R 85,00	R 23,59	R 67,24	R 25,71	R 51,43	R 282,84
	AFRO HAIRDRESSER / STYLIST						
108 1006	Afro Hairdresser - formal training	R 85,00	R 23,59	R 67,24	R 15,67	R 31,33	R 172,34
108 1008	Afro Hairdresser - formal training - after 5 Years	R 85,00	R 23,59	R 67,24	R 16,45	R 32,90	R 180,96
108 1010	Afro Hairdresser - formal training - after 10 Years	R 85,00	R 23,59	R 67,24	R 17,23	R 34,47	R 189,57
108 1012	Afro Hairdresser - informal qualification	R 85,00	R 23,59	R 67,24	R 8,10	R 16,20	R 89,08
108 1014	Afro Hairdresser - informal qualification - after 5 years	R 85,00	R 23,59	R 67,24	R 8,50	R 17,00	R 93,52
108 1016	Afro Hairdresser - informal qualification - after 10 years	R 85,00	R 23,59	R 67,24	R 8,91	R 17,82	R 98,02
108 1000	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting	R 85,00	R 23,59	R 67,24	R 5,54	R 11,07	R 60,89
108 1002	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting after 5 years	R 85,00	R 23,59	R 67,24	R 5,81	R 11,62	R 63,93
108 1004	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting after 10 years	R 85,00	R 23,59	R 67,24	R 6,09	R 12,19	R 67,04
	LEARNER - MODULES						
108 2032	LEARNER - MODULES - Before completing module 1	R 85,00	R 14,16	R 28,31	R 8,78	R 17,57	R 96,62
108 2034	LEARNER - MODULES - Module 1	R 85,00	R 14,16	R 28,31	R 9,20	R 18,41	R 101,25

108	2036	LEARNER - MODULES - Module 2	R 85,00	R 14,16	R 28,31	R 9,81	R 19,62	R 107,90	
108	2038	LEARNER - MODULES - Module 3	R 85,00	R 14,16	R 28,31	R 10,44	R 20,89	R 114,87	each
108	2040	LEARNER - MODULES - Module 4	R 85,00	R 17,70	R 38,93	R 11,05	R 22,10	R 121,53	each
108	2042	LEARNER - MODULES - Module 5	R 85,00	R 17,70	R 38,93	R 11,66	R 23,33	R 128,31	each
108	2044	LEARNER - MODULES - Module 6	R 85,00	R 17,70	R 38,93	R 12,28	R 24,56	R 135,08	each
LEARNER - UNIT STANDARDS									
108	2046	LEARNER - UNIT STANDARDS - Entry Level	R 85,00	R 14,16	R 28,31	R 7,44	R 14,87	R 81,80	each
108	2048	LEARNER - UNIT STANDARDS - Core Unit Standard Level 2	R 85,00	R 14,16	R 28,31	R 8,59	R 17,18	R 94,47	each
108	2050	LEARNER - UNIT STANDARDS - Core Unit Standard Level 3	R 85,00	R 17,70	R 38,93	R 9,95	R 19,90	R 109,42	each
108	2052	LEARNER - UNIT STANDARDS - Core Unit Standard Level 4	R 85,00	R 17,70	R 38,93	R 11,12	R 22,25	R 122,35	each
STUDENTS									
108	4000	STUDENT - UNIT STANDARDS - Entry Level	R 85,00	R 14,16	R 28,31	R 7,44	R 14,87	R 81,80	each
108	4001	STUDENT - UNIT STANDARDS - Core Unit Standard Level 2	R 85,00	R 14,16	R 28,31	R 8,59	R 17,18	R 94,47	each
108	4002	STUDENT - UNIT STANDARDS - Core Unit Standard Level 3	R 85,00	R 17,70	R 38,93	R 9,95	R 19,90	R 109,42	each
108	4003	STUDENT - UNIT STANDARDS - Core Unit Standard Level 4	R 85,00	R 17,70	R 38,93	R 11,12	R 22,25	R 122,35	each
RECEPTIONIST									
108	2082	Receptionist - Hairdressing salon	R 85,00	R 23,59	R 56,62	R 16,55	R 33,10	R 182,03	each
108	2084	Receptionist - Hairdressing salon - after 5 years	R 85,00	R 23,59	R 56,62	R 17,38	R 34,76	R 19,16	each
108	2086	Receptionist - Hairdressing salon - after 10 years	R 85,00	R 23,59	R 56,62	R 18,20	R 36,40	R 200,22	each
OPERATOR									
108	2067	Operator - Trainee	R 85,00	R 14,16	R 28,31	R 11,29	R 22,58	R 124,19	each
108	2068	Operator - after 1 year training	R 85,00	R 14,16	R 28,31	R 15,64	R 31,29	R 172,09	each
108	2070	Operator - after 5 years	R 85,00	R 14,16	R 28,31	R 16,43	R 32,86	R 180,70	each
108	2072	Operator - after 10 years	R 85,00	R 14,16	R 28,31	R 17,21	R 34,41	R 189,26	each
108	2074	Operator - Multi skilled	R 85,00	R 14,16	R 28,31	R 18,52	R 37,04	R 203,70	each
108	2076	Operator - Multi skilled - after 5 years	R 85,00	R 14,16	R 28,31	R 19,45	R 38,89	R 213,90	each
108	2078	Operator - Multi skilled - after 10 years	R 85,00	R 14,16	R 28,31	R 20,37	R 40,74	R 224,04	each
108	2010	General Assistant	R 85,00	R 14,16	R 28,31	R 8,50	R 17,00	R 93,52	each
108	2012	General Assistant after 5 years	R 85,00	R 14,16	R 28,31	R 8,93	R 17,86	R 98,21	each
108	2014	General Assistant after 10 years	R 85,00	R 14,16	R 28,31	R 9,35	R 18,70	R 102,83	each
MANICURIST & BEAUTY CULTURIST APPOINTED BEFORE 2013									
108	3000	Manicurist/ Beauty Culturist- First three months of experience	R 85,00	R 14,16	R 28,31	R 6,51	R 13,02	R 71,62	each
108	3002	Manicurist/Beauty Culturist- Second three months of experience	R 85,00	R 14,16	R 28,31	R 7,58	R 15,16	R 83,40	each
108	3004	Manicurist/Beauty culturist - Third three months of experience	R 85,00	R 17,70	R 38,93	R 9,46	R 18,93	R 104,09	each
108	3008	Manicurist/Beauty culturist - Thereafter	R 85,00	R 23,59	R 56,62	R 16,78	R 33,56	R 184,56	each
108	3010	Manicurist/Beauty culturist after 5 years	R 85,00	R 23,59	R 56,62	R 17,62	R 35,23	R 193,79	each
108	3012	Manicurist/Beauty culturist after 10 years	R 85,00	R 23,59	R 56,62	R 18,46	R 36,92	R 203,09	each
BEAUTY SECTOR APPOINTED FROM 2013									
108	3034	Manicurist / Pedicurist / Wax Technician (NQF3)	R 85,00	R 23,59	R 56,62	R 8,14	R 16,27	R 89,50	each
108	3036	Manicurist / Pedicurist / Wax Technician -Unqualified	R 85,00	R 23,59	R 56,62	R 5,29	R 10,58	R 88,18	each
108	3038	Nail technician (NQF4)	R 85,00	R 23,59	R 56,62	R 9,87	R 19,74	R 103,55	each
108	3040	Nail technician - Unqualified	R 85,00	R 23,59	R 56,62	R 8,46	R 16,92	R 93,05	each
108	3014	Beauty Therapist / Health & Skincare Therapist (NQF5)	R 85,00	R 23,59	R 56,62	R 14,39	R 28,78	R 153,27	each
108	3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 85,00	R 23,59	R 56,62	R 12,89	R 25,78	R 141,79	each
108	3048	Somatologist 3 Years (NQF6)	R 85,00	R 23,59	R 56,62	R 15,11	R 30,21	R 166,16	each
108	3050	Somatologist 3 Years - Unqualified	R 85,00	R 23,59	R 56,62	R 10,36	R 20,72	R 113,96	each
108	3052	Somatologist B Tech - 4 years (NQF7)	R 85,00	R 23,59	R 56,62	R 16,51	R 33,03	R 181,66	each
108	3054	B Tech Laser Somatologist	R 85,00	R 23,59	R 56,62	R 17,72	R 35,45	R 194,96	each

108	3030	Manager - only (Beauty salon)	R 85,00	R 23,59	R 56,62	R 18,37	R 36,74	R20,04	each
108	3032	Manager - Beautician	R 85,00	R 23,59	R 56,62	R 24,34	R 48,67	R26,71	each
108	3022	Cleaner - Beauty	R 85,00	R 23,59	R 56,62	R 9,90	R 19,80	R108,92	each
108	3042	Receptionist - Beauty salon	R 85,00	R 23,59	R 56,62	R 17,06	R 34,12	R187,69	each
		CASUAL EMPLOYEE							
		PART TIME EMPLOYEE							

Contributions for casual / part time employees shall be as specified for that category of employee above.

ANNEXURE KK

CONTRIBUTION SCHEDULE (clause 22)						
SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND hbsi PENSION CONTRIBUTIONS FOR AREA 3, WHICH MEANS THE MAGISTERIAL DISTRICTS OF EAST LONDON & PORT ALFRED						
(Effective from the date of coming into operation of the agreement)						
Work Code	CATEGORY	SUBS UNION/ AGENCY	BARGAINING COUNCIL Employer	SICK PAY FUND Employee	Employee	Pens. Fund (equal contributions by employer and employee)
	EOHCB Subscriptions		R300.00 EOHCb / Agency Fee			
	Basic establishment charge		R 86,48			
	Total minimum charge		R 166,66			
	One Man Band / Rent A Chairs		R 186,18			
102	2089	Working Employer (Provident Fund is optional)	N/A	Nil	R 73,29	N/A R 586,32 Optional
	MANAGER					
102	2054	Manager - only (Hairdressing)	R 85,00	R 23,59	R 16,64	R 33,28 R199,67 each
102	2056	Manager - only (Hairdressing) after 5 years	R 85,00	R 23,59	R 17,24	R 34,95 R209,67 each
102	2058	Manager - only (Hairdressing) after 10 years	R 85,00	R 23,59	R 67,24	R 18,31 R319,67 each
102	2060	Manager - Hairdresser	R 85,00	R 23,59	R 67,24	R 24,80 R297,80 each
102	2062	Manager - Hairdresser after 5 years	R 85,00	R 23,59	R 67,24	R 26,04 R312,46 each
102	2064	Manager - Hairdresser after 10 years	R 85,00	R 23,59	R 67,24	R 27,28 R327,32 each
	BARBERS					
102	2002	Barber - Trainee	R 85,00	R 23,59	R 67,24	R 9,28 R18,55 each
102	2004	Barber - Junior	R 85,00	R 23,59	R 67,24	R 11,93 R23,85 each
102	2006	Barber - Senior	R 85,00	R 23,59	R 67,24	R 19,88 R39,75 each
	HAIRDRESSER - QUALIFIED					
102	2020	Hairdresser - after 1st year qualified	R 85,00	R 23,59	R 67,24	R 20,34 R40,68 each
102	2022	Hairdresser - Qualified	R 85,00	R 23,59	R 67,24	R 24,43 R48,86 each
102	2024	Hairdresser - Qualified - after 5 years	R 85,00	R 23,59	R 67,24	R 25,65 R51,30 each
102	2026	Hairdresser - Qualified - after 10 years	R 85,00	R 23,59	R 67,24	R 26,87 R53,74 each
	AFRO HAIRDRESSER / STYLIST					
102	1006	Afro Hairdresser - formal training	R 85,00	R 23,59	R 67,24	R 15,29 R30,58 each
102	1008	Afro Hairdresser - formal training - after 5 Years	R 85,00	R 23,59	R 67,24	R 16,05 R32,11 R192,66 each
102	1010	Afro Hairdresser - formal training - after 10 Years	R 85,00	R 23,59	R 67,24	R 16,82 R33,64 R201,83 each
102	1012	Afro Hairdresser - informal qualification	R 85,00	R 23,59	R 67,24	R 9,56 R19,12 R114,73 each
102	1014	Afro Hairdresser - informal qualification - after 5 years	R 85,00	R 23,59	R 67,24	R 10,04 R20,08 R120,50 each
102	1016	Afro Hairdresser - informal qualification - after 10 years	R 85,00	R 23,59	R 67,24	R 10,52 R21,03 R126,19 each
102	1000	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting	R 85,00	R 23,59	R 67,24	R 6,23 R12,47 R14,80 each
102	1002	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting after 5 years	R 85,00	R 23,59	R 67,24	R 6,55 R13,09 R78,55 each
102	1004	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting after 10 years	R 85,00	R 23,59	R 67,24	R 6,86 R13,72 R82,30 each

LEARNER - MODULES											
102	2032	LEARNER - MODULES - Before completing module 1	R 85,00	R 14,16	R 28,31	R 10,15	R 20,30	R 121,82	each		
102	2034	LEARNER - MODULES - Module 1	R 85,00	R 14,16	R 28,31	R 10,60	R 21,21	R 127,23	each		
102	2036	LEARNER - MODULES - Module 2	R 85,00	R 14,16	R 28,31	R 11,30	R 22,61	R 135,64	each		
102	2038	LEARNER - MODULES - Module 3	R 85,00	R 14,16	R 28,31	R 12,01	R 24,02	R 144,11	each		
102	2040	LEARNER - MODULES - Module 4	R 85,00	R 17,70	R 38,93	R 12,64	R 25,28	R 151,68	each		
102	2042	LEARNER - MODULES - Module 5	R 85,00	R 17,70	R 38,93	R 13,44	R 26,88	R 161,27	each		
102	2044	LEARNER - MODULES - Module 6	R 85,00	R 17,70	R 38,93	R 14,15	R 28,30	R 169,81	each		
LEARNER - UNIT STANDARDS											
102	2046	LEARNER - UNIT STANDARDS - Entry Level	R 85,00	R 14,16	R 28,31	R 9,35	R 18,71	R 112,23	each		
102	2048	LEARNER - UNIT STANDARDS - Core Unit Standard Level 2	R 85,00	R 14,16	R 28,31	R 10,69	R 21,38	R 128,28	each		
102	2050	LEARNER - UNIT STANDARDS - Core Unit Standard Level 3	R 85,00	R 17,70	R 38,93	R 12,00	R 24,01	R 144,04	each		
102	2052	LEARNER - UNIT STANDARDS - Core Unit Standard Level 4	R 85,00	R 17,70	R 38,93	R 10,30	R 20,61	R 123,64	each		
STUDENTS											
102	4000	STUDENT - UNIT STANDARDS - Entry Level	R 85,00	R 14,16	R 28,31	R 9,35	R 18,71	R 112,23	each		
102	4001	STUDENT - UNIT STANDARDS - Core Unit Standard Level 2	R 85,00	R 14,16	R 28,31	R 10,69	R 21,38	R 128,28	each		
102	4002	STUDENT - UNIT STANDARDS - Core Unit Standard Level 3	R 85,00	R 17,70	R 38,93	R 12,00	R 24,01	R 144,04	each		
102	4003	STUDENT - UNIT STANDARDS - Core Unit Standard Level 4	R 85,00	R 17,70	R 38,93	R 10,30	R 20,61	R 123,64	each		
102	2080	Receptionist - First year of experience	R 85,00	R 23,59	R 56,62	R 18,38	R 36,76	R 220,58	each		
102	2082	Receptionist - Hairdressing salon	R 85,00	R 23,59	R 56,62	R 21,93	R 43,86	R 263,15	each		
102	2084	Receptionist - Hairdressing salon - after 5 years	R 85,00	R 23,59	R 56,62	R 23,02	R 46,05	R 276,28	each		
102	2086	Receptionist - Hairdressing salon - after 10 years	R 85,00	R 23,59	R 56,62	R 24,13	R 48,26	R 289,54	each		
OPERATOR											
102	2067	Operator - Trainee	R 85,00	R 14,16	R 28,31	R 9,83	R 19,67	R 118,00	each		
102	2068	Operator - after 1 year training	R 85,00	R 14,16	R 28,31	R 12,06	R 21,12	R 144,74	each		
102	2070	Operator - after 5 years	R 85,00	R 14,16	R 28,31	R 12,66	R 25,33	R 151,96	each		
102	2072	Operator - after 10 years	R 85,00	R 14,16	R 28,31	R 13,27	R 26,54	R 159,25	each		
102	2074	Operator - Multi skilled	R 85,00	R 14,16	R 28,31	R 14,74	R 29,48	R 176,89	each		
102	2076	Operator - Multi skilled - after 5 years	R 85,00	R 14,16	R 28,31	R 15,48	R 30,95	R 185,71	each		
102	2078	Operator - Multi skilled - after 10 years	R 85,00	R 14,16	R 28,31	R 16,22	R 32,43	R 194,60	each		
102	2010	General Assistant	R 85,00	R 14,16	R 28,31	R 10,80	R 21,60	R 129,60	each		
102	2012	General Assistant after 5 years	R 85,00	R 14,16	R 28,31	R 11,34	R 22,68	R 136,05	each		
102	2014	General Assistant after 10 years	R 85,00	R 14,16	R 28,31	R 11,88	R 23,76	R 142,58	each		
MANICURIST & BEAUTY CULTURIST APPOINTED BEFORE 2013											
102	3006	Manicurist/Beauty culturist after 1 year experience	R 85,00	R 17,70	R 38,93	R 14,46	R 28,93	R 173,56	each		
102	3008	Manicurist/Beauty culturist - Thereafter	R 85,00	R 23,59	R 56,62	R 17,85	R 35,71	R 214,26	each		
102	3010	Manicurist/Beauty culturist after 5 years	R 85,00	R 23,59	R 56,62	R 18,75	R 37,49	R 224,95	each		
102	3012	Manicurist/Beauty culturist after 10 Years	R 85,00	R 23,59	R 56,62	R 19,64	R 39,29	R 235,72	each		
BEAUTY SECTOR APPOINTED FROM 2013											
102	3034	Manicurist / Pedicurist / Wax technician (NQF3)	R 85,00	R 23,59	R 56,62	R 8,83	R 17,66	R 105,99	each		
102	3036	Manicurist / Pedicurist / Wax Technician -Unqualified	R 85,00	R 23,59	R 56,62	R 5,74	R 11,48	R 68,39	each		
102	3038	Nail technician (NQF4)	R 85,00	R 23,59	R 56,62	R 10,71	R 21,43	R 128,55	each		
102	3040	Nail technician - Unqualified	R 85,00	R 23,59	R 56,62	R 9,18	R 18,36	R 110,19	each		
102	3014	Beauty Therapist / Health & Skincare Therapist (NQF5)	R 85,00	R 23,59	R 56,62	R 15,62	R 31,24	R 187,42	each		
102	3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 85,00	R 23,59	R 56,62	R 13,99	R 27,98	R 167,90	each		
102	3048	Somatologist 3 Years (NQF6)	R 85,00	R 23,59	R 56,62	R 16,40	R 32,79	R 196,76	each		

102	3080	Somatologist 3 Years - Unqualified	R 85,00	R 23,59	R 56,62	R 11,25	R 22,49	R 134,95	
102	3082	Somatologist B Tech - 4 years (NQF7)	R 85,00	R 23,59	R 56,62	R 17,93	R 35,85	R 215,13	each
102	3084	B Tech Laser Somatologist	R 85,00	R 23,59	R 56,62	R 19,24	R 38,48	R 230,87	each
102	3080	Manager - only (Beauty salon)	R 85,00	R 23,59	R 56,62	R 19,94	R 39,88	R 239,26	each
102	3032	Manager - Beautician	R 85,00	R 23,59	R 56,62	R 26,42	R 52,84	R 317,02	each
102	3022	Cleaner - Beauty	R 85,00	R 23,59	R 56,62	R 10,48	R 20,95	R 125,73	each
102	3042	Receptionist - Beauty salon	R 85,00	R 23,59	R 56,62	R 18,52	R 37,04	R 222,26	each
		CASUAL EMPLOYEE							
		PART TIME EMPLOYEE							

Contributions for casual / part time employees shall be as specified for that category of employee above.

ANNEXURE III

HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER A)

CONTRIBUTION SCHEDULE

(Clause 22)

SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND PENSION FUND CONTRIBUTIONS FOR AREA 4, WHICH MEANS THE MAGISTERIAL DISTRICTS OF PORT ELIZABETH, UITENHAGE AND HUMANSDORP

(Effective from the date of coming into operation of the agreement)

ESTABLISHMENT	CATEGORY	UNION / AGENCY FEE	BARGAINING COUNCIL		SICK PAY FUND		Pens. Fund (equal by employer and employee)
			Employer	Employee	Employer	Employee	
EOHCB Subscriptions	R300-00 EOHCB / Agency Fee	R 88,48					
Basic establishment charge		R 160,66					
Total minimum charge		R 186,18					
One Man Band / Rent A Chairs			N/A	N/A	R 67,26	N/A	R 537,98 (Optional)
Working Employer (Provident Fund is optional)							
MANAGER							
104 2054 Manager - only (Hairdressing)	R 85,00	R 23,59	R 67,24	R 20,94	R 41,88	R 251,27	each
104 2056 Manager - only (Hairdressing) after 5 years	R 85,00	R 23,59	R 67,24	R 21,99	R 43,97	R 253,85	each
104 2058 Manager - only (Hairdressing) after 10 years	R 85,00	R 23,59	R 67,24	R 23,03	R 46,07	R 276,42	each
104 2060 Manager - Hairdresser	R 85,00	R 23,59	R 67,24	R 25,42	R 50,84	R 305,03	each
104 2062 Manager - Hairdresser after 5 years	R 85,00	R 23,59	R 67,24	R 26,69	R 53,38	R 320,31	each
104 2064 Manager - Hairdresser after 10 years	R 85,00	R 23,59	R 67,24	R 27,96	R 55,92	R 335,52	each
BARBERS							
104 2002 Barber - Trainee	R 85,00	R 23,59	R 67,24	R 9,28	R 18,55	R 111,30	each
104 2004 Barber - Junior	R 85,00	R 23,59	R 67,24	R 11,93	R 23,85	R 143,10	each
104 2006 Barber - Senior	R 85,00	R 23,59	R 67,24	R 19,88	R 39,75	R 238,50	each
HAIRDRESSER - QUALIFIED							
104 2020 Hairdresser - after 1st year qualified	R 85,00	R 23,59	R 67,24	R 19,74	R 39,48	R 236,90	each
104 2022 Hairdresser - Qualified	R 85,00	R 23,59	R 67,24	R 22,42	R 44,83	R 268,98	each
104 2024 Hairdresser - Qualified - after 5 years	R 85,00	R 23,59	R 67,24	R 23,54	R 47,08	R 282,46	each
104 2026 Hairdresser - Qualified - after 10 years	R 85,00	R 23,59	R 67,24	R 24,86	R 49,32	R 295,91	each
AFRO HAIRDRESSER / STYLIST							
104 1006 Afro Hairdresser - formal training	R 85,00	R 23,59	R 67,24	R 15,59	R 31,18	R 187,10	each
104 1008 Afro Hairdresser - formal training - after 5 Years	R 85,00	R 23,59	R 67,24	R 16,37	R 32,75	R 196,48	each
104 1010 Afro Hairdresser - formal training - after 10 Years	R 85,00	R 23,59	R 67,24	R 17,15	R 34,30	R 205,78	each
104 1012 Afro Hairdresser - informal qualification	R 85,00	R 23,59	R 67,24	R 9,75	R 19,50	R 117,03	each
104 1014 Afro Hairdresser - informal qualification - after 5 years	R 85,00	R 23,59	R 67,24	R 10,24	R 20,48	R 122,86	each
104 1016 Afro Hairdresser - informal qualification - after 10 years	R 85,00	R 23,59	R 67,24	R 10,73	R 21,46	R 128,76	each
104 1000 Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting	R 85,00	R 23,59	R 67,24	R 6,35	R 12,71	R 76,26	each
104 1002 Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting after 5 years	R 85,00	R 23,59	R 67,24	R 6,67	R 13,35	R 80,08	each
104 1004 Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting	R 85,00	R 23,59	R 67,24	R 6,99	R 13,98	R 83,90	each

		after 10 years							
LEARNER - MODULES									
104	2032	LEARNER - MODULES - Before completing module 1	R 85,00	R 14,16	R 28,31	R 10,26	R 20,52	R 123,14	each
104	2034	LEARNER - MODULES - Module 1	R 85,00	R 14,16	R 28,31	R 10,79	R 21,59	R 129,53	each
104	2036	LEARNER - MODULES - Module 2	R 85,00	R 14,16	R 28,31	R 11,30	R 22,61	R 135,64	each
104	2038	LEARNER - MODULES - Module 3	R 85,00	R 14,16	R 28,31	R 11,84	R 23,67	R 142,03	each
104	2040	LEARNER - MODULES - Module 4	R 85,00	R 17,70	R 38,93	R 12,37	R 24,74	R 148,42	each
104	2042	LEARNER - MODULES - Module 5	R 85,00	R 17,70	R 38,93	R 12,89	R 25,79	R 154,74	each
104	2044	LEARNER - MODULES - Module 6	R 85,00	R 17,70	R 38,93	R 13,43	R 26,87	R 161,20	each
104	2046	LEARNER - UNIT STANDARDS - Entry Level	R 85,00	R 14,16	R 28,31	R 9,35	R 18,71	R 112,23	each
104	2048	LEARNER - UNIT STANDARDS - Core Unit Standard Level 2	R 85,00	R 14,16	R 28,31	R 10,79	R 21,59	R 129,53	each
104	2050	LEARNER - UNIT STANDARDS - Core Unit Standard Level 3	R 85,00	R 17,70	R 38,93	R 12,11	R 24,23	R 145,36	each
104	2052	LEARNER - UNIT STANDARDS - Core Unit Standard Level 4	R 85,00	R 17,70	R 38,93	R 13,16	R 26,32	R 157,93	each
STUDENTS									
104	4000	STUDENT - UNIT STANDARDS - Entry Level	R 85,00	R 14,16	R 28,31	R 9,35	R 18,71	R 112,23	each
104	4001	STUDENT - UNIT STANDARDS - Core Unit Standard Level 2	R 85,00	R 14,16	R 28,31	R 10,79	R 21,59	R 129,53	each
104	4002	STUDENT - UNIT STANDARDS - Core Unit Standard Level 3	R 85,00	R 17,70	R 38,93	R 12,11	R 24,23	R 145,36	each
104	4003	STUDENT - UNIT STANDARDS - Core Unit Standard Level 4	R 85,00	R 17,70	R 38,93	R 13,16	R 26,32	R 157,93	each
RECEPTIONIST									
104	2080	Receptionist- First year of experience	R 85,00	R 23,59	R 56,62	R 16,76	R 33,51	R 201,06	each
104	2082	Receptionist - Hairdressing salon	R 85,00	R 23,59	R 56,62	R 20,29	R 40,57	R 243,43	each
104	2084	Receptionist - Hairdressing salon - after 5 years	R 85,00	R 23,59	R 56,62	R 21,30	R 42,60	R 255,58	each
104	2086	Receptionist - Hairdressing salon - after 10 years	R 85,00	R 23,59	R 56,62	R 22,32	R 44,63	R 267,80	each
OPERATOR									
104	2067	Operator - Trainee	R 85,00	R 14,16	R 28,31	R 10,53	R 21,07	R 126,40	each
104	2068	Operator - after 1 year training	R 85,00	R 14,16	R 28,31	R 13,39	R 26,79	R 160,71	each
104	2070	Operator - after 5 years	R 85,00	R 14,16	R 28,31	R 14,06	R 28,13	R 168,77	each
104	2072	Operator - after 10 years	R 85,00	R 14,16	R 28,31	R 14,73	R 29,46	R 176,75	each
104	2074	Operator - Multi skilled	R 85,00	R 14,16	R 28,31	R 15,48	R 30,95	R 185,71	each
104	2076	Operator - Multi skilled - after 5 years	R 85,00	R 14,16	R 28,31	R 16,25	R 32,50	R 195,02	each
104	2078	Operator - Multi skilled - after 10 years	R 85,00	R 14,16	R 28,31	R 17,03	R 34,05	R 204,33	each
104	2010	General Assistant	R 85,00	R 14,16	R 28,31	R 14,48	R 22,95	R 137,72	each
104	2012	General Assistant after 5 years	R 85,00	R 14,16	R 28,31	R 12,05	R 24,10	R 144,80	each
104	2014	General Assistant after 10 years	R 85,00	R 14,16	R 28,31	R 12,63	R 25,26	R 151,54	each
MANICURIST & BEAUTY CULTURIST APPOINTED BEFORE 2013									
104	3006	Manicurist/Beauty culturist after 1 year experience	R 85,00	R 17,70	R 38,93	R 14,78	R 29,56	R 177,38	each
104	3008	Manicurist/Beauty culturist - Thereafter	R 85,00	R 23,59	R 56,62	R 19,20	R 38,41	R 230,44	each
104	3010	Manicurist/Beauty culturist after 5 years	R 85,00	R 23,59	R 56,62	R 20,16	R 40,33	R 241,97	each
104	3012	Manicurist/Beauty culturist after 10 years	R 85,00	R 23,59	R 56,62	R 21,12	R 42,25	R 253,50	each
BEAUTY SECTOR APPOINTED FROM 2013									
104	3034	Manicurist / Pedicurist / Wax Technician (NQF3)	R 85,00	R 23,59	R 56,62	R 9,11	R 18,22	R 105,33	each
104	3036	Manicurist / Pedicurist / Wax Technician -Unqualified	R 85,00	R 23,59	R 56,62	R 5,92	R 11,84	R 71,06	each
104	3038	Nail technician (NQF4)	R 85,00	R 23,59	R 56,62	R 11,05	R 22,10	R 132,60	each
104	3040	Nail technician - Unqualified	R 85,00	R 23,59	R 56,62	R 9,47	R 18,94	R 113,66	each
104	3041	Beauty Therapist/ Health & Skincare Therapist (NQF5)	R 85,00	R 23,59	R 56,62	R 16,11	R 32,22	R 193,33	each
104	3020	Beauty Therapist/ Health and skincare therapist - Unqualified	R 85,00	R 23,59	R 56,62	R 12,78	R 25,57	R 153,40	each
104	3048	Somatologist 3 Years (NQF6)	R 85,00	R 23,59	R 56,62	R 16,91	R 33,83	R 202,96	each
104	3050	Somatologist 3 Years - Unqualified	R 85,00	R 23,59	R 56,62	R 11,60	R 23,20	R 139,21	each

104	3052	Somatologist B.Tech - 4 years (NQF7)	R 85,00	R 23,59	R 56,62	R 18,49	R 36,98	R 221,91	each
104	3054	B.Tech Laser Somatologist	R 85,00	R 23,59	R 56,62	R 19,85	R 39,69	R 238,14	each
104	3030	Manager - only (Beauty salon)	R 85,00	R 23,59	R 56,62	R 20,57	R 41,13	R 246,80	each
104	3032	Manager - Beautician	R 85,00	R 23,59	R 56,62	R 27,25	R 54,50	R 327,01	each
104	3022	Cleaner - Beauty	R 85,00	R 23,59	R 56,62	R 10,81	R 21,61	R 129,69	each
104	3042	Receptionist - Beauty salon	R 85,00	R 23,59	R 56,62	R 19,11	R 38,21	R 229,26	each
		CASUAL EMPLOYEE							
		PART TIME EMPLOYEE							

Contributions for casual / part time employees shall be as specified for that category of employee above.

ANNEXURE MM

HAIIRDRESSING AND COSMETOLOGY TRADE (CHAPTER A)								
CONTRIBUTION SCHEDULE (CLAUSE 22)								
SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND hbsi PENSION FUND CONTRIBUTIONS FOR AREA 5, WHICH MEANS THE PROVINCE OF THE FREE STATE								
(Effective from the date of coming into operation of the agreement)								
			UNION / AGENCY FEE	BARGAINING COUNCIL	SICK PAY FUND			
Working Code	Category			Employer	Employee	Employer	Employee	Pens. Fund
	EOHCB Subscriptions - S. GAUTENG		R321.00 EOHCB / Agency Fee					
	Basic establishment charge							
	Total minimum charge		R 88,48					
			R 160,66					
			R 186,18					
			N/A	N/A	N/A	R 41,45	N/A	R 332,26
								(Optional)
	MANAGER							
107	2054	Manager - only (Hairdressing)	R 85,00	R 23,59	R 67,24	R 17,08	R 34,17	R205,02 each
107	2056	Manager - only (Hairdressing) after 5 years	R 85,00	R 23,59	R 67,24	R 17,94	R 35,87	R215,23 each
107	2058	Manager - only (Hairdressing) after 10 years	R 85,00	R 23,59	R 67,24	R 18,80	R 37,60	R225,58 each
107	2060	Manager - Hairdresser	R 85,00	R 23,59	R 67,24	R 22,08	R 44,16	R264,96 each
107	2062	Manager - Hairdresser after 5 years	R 85,00	R 23,59	R 67,24	R 23,18	R 46,36	R278,15 each
107	2064	Manager - Hairdresser after 10 years	R 85,00	R 23,59	R 67,24	R 24,29	R 48,58	R291,49 each
	BARBERS							
107	2002	Barber - Trainee	R 85,00	R 23,59	R 67,24	R 9,28	R 18,55	R111,30 each
107	2004	Barber - Junior	R 85,00	R 23,59	R 67,24	R 11,93	R 23,85	R143,10 each
107	2006	Barber - Senior	R 85,00	R 23,59	R 67,24	R 19,88	R 39,75	R238,50 each
	HAIRDRESSER - QUALIFIED							
107	2020	Hairdresser - after 1st year qualified	R 85,00	R 23,59	R 67,24	R 11,71	R 23,43	R140,57 each
107	2022	Hairdresser - Qualified	R 85,00	R 23,59	R 67,24	R 13,84	R 27,69	R166,13 each
107	2024	Hairdresser - Qualified - after 5 years	R 85,00	R 23,59	R 67,24	R 14,54	R 29,08	R174,46 each
107	2026	Hairdresser - Qualified - after 10 years	R 85,00	R 23,59	R 67,24	R 15,23	R 30,47	R182,80 each
	AFRO HAIRDRESSER / STYLIST							
107	1006	Afro Hairdresser - formal training	R 85,00	R 23,59	R 67,24	R 12,18	R 24,37	R146,19 each
107	1008	Afro Hairdresser - formal training - after 5 Years	R 85,00	R 23,59	R 67,24	R 12,79	R 25,58	R153,49 each
107	1010	Afro Hairdresser - formal training - after 10 Years	R 85,00	R 23,59	R 67,24	R 13,40	R 26,81	R160,85 each
107	1012	Afro Hairdresser - informal qualification	R 85,00	R 23,59	R 67,24	R 6,63	R 13,26	R79,58 each
107	1014	Afro Hairdresser - informal qualification - after 5 years	R 85,00	R 23,59	R 67,24	R 8,53	R 17,06	R102,37 each
107	1016	Afro Hairdresser - informal qualification - after 10 years	R 85,00	R 23,59	R 67,24	R 8,94	R 17,88	R107,30 each
107	1000	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting	R 85,00	R 23,59	R 67,24	R 4,97	R 9,94	R59,66 each

107	1002	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting after 5 years	R 85,00	R 23,59	R 67,24	R 5,22	R 10,44	R 32,64	each
107	1004	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting after 10 years	R 85,00	R 23,59	R 67,24	R 5,46	R 10,93	R 65,56	each
		LEARNER - MODULES							
107	2032	LEARNER - MODULES - Before completing module 1	R 85,00	R 13,48	R 26,96	R 7,05	R 14,10	R 34,59	each
107	2034	LEARNER - MODULES - Module 1	R 85,00	R 13,48	R 26,96	R 7,33	R 14,67	R 37,99	each
107	2036	LEARNER - MODULES - Module 2	R 85,00	R 13,48	R 26,96	R 7,84	R 15,67	R 34,04	each
107	2038	LEARNER - MODULES - Module 3	R 85,00	R 13,48	R 26,96	R 8,32	R 16,63	R 38,80	each
107	2040	LEARNER - MODULES - Module 4	R 85,00	R 16,85	R 37,08	R 8,81	R 17,63	R 105,77	each
107	2042	LEARNER - MODULES - Module 5	R 85,00	R 16,85	R 37,08	R 9,29	R 18,58	R 111,47	each
107	2044	LEARNER - MODULES - Module 6	R 85,00	R 16,85	R 37,08	R 9,80	R 19,61	R 117,65	each
		LEARNER - UNIT STANDARDS							
107	2046	LEARNER - UNIT STANDARDS - Entry Level	R 85,00	R 14,16	R 28,31	R 6,40	R 12,80	R 76,78	each
107	2048	LEARNER - UNIT STANDARDS - Core Unit Standard Level 2	R 85,00	R 14,16	R 28,31	R 7,40	R 14,79	R 88,76	each
107	2050	LEARNER - UNIT STANDARDS - Core Unit Standard Level 3	R 85,00	R 17,70	R 38,93	R 8,68	R 17,36	R 104,18	each
107	2052	LEARNER - UNIT STANDARDS - Core Unit Standard Level 4	R 85,00	R 17,70	R 38,93	R 9,62	R 19,24	R 115,43	each
		STUDENTS							
107	4000	STUDENT - UNIT STANDARDS - Entry Level	R 85,00	R 14,16	R 28,31	R 6,40	R 12,80	R 76,78	each
107	4001	STUDENT - UNIT STANDARDS - Core Unit Standard Level 2	R 85,00	R 14,16	R 28,31	R 7,40	R 14,79	R 88,76	each
107	4002	STUDENT - UNIT STANDARDS - Core Unit Standard Level 3	R 85,00	R 17,70	R 38,93	R 8,68	R 17,36	R 104,18	each
107	4003	STUDENT - UNIT STANDARDS - Core Unit Standard Level 4	R 85,00	R 17,70	R 38,93	R 9,62	R 19,24	R 115,43	each
107	2082	Receptionist - Hairdressing salon	R 85,00	R 23,59	R 56,62	R 12,26	R 24,52	R 147,10	each
107	2084	Receptionist - Hairdressing salon - after 5 years	R 85,00	R 23,59	R 56,62	R 12,87	R 25,74	R 154,46	each
107	2086	Receptionist - Hairdressing salon - after 10 years	R 85,00	R 23,59	R 56,62	R 13,49	R 26,97	R 161,82	each
		OPERATOR							
107	2067	Operator - Trainee	R 85,00	R 14,16	R 28,31	R 7,15	R 14,31	R 85,84	each
107	2068	Operator - after 1 year training	R 85,00	R 14,16	R 28,31	R 9,88	R 19,76	R 118,55	each
107	2070	Operator - after 5 years	R 85,00	R 14,16	R 28,31	R 10,37	R 20,74	R 124,46	each
107	2072	Operator - after 10 years	R 85,00	R 14,16	R 28,31	R 10,86	R 21,73	R 130,36	each
107	2074	Operator - Multi skilled	R 85,00	R 14,16	R 28,31	R 12,21	R 24,42	R 146,54	each
107	2076	Operator - Multi skilled - after 5 years	R 85,00	R 14,16	R 28,31	R 12,83	R 25,65	R 153,90	each
107	2078	Operator - Multi skilled - after 10 years	R 85,00	R 14,16	R 28,31	R 13,43	R 26,87	R 161,20	each
107	2010	General Assistant	R 85,00	R 14,16	R 28,31	R 5,96	R 11,92	R 71,54	each
107	2012	General Assistant after 5 years	R 85,00	R 14,16	R 28,31	R 6,26	R 12,52	R 75,15	each
107	2014	General Assistant after 10 years	R 85,00	R 14,16	R 28,31	R 6,44	R 12,87	R 77,23	each
		MANICURIST & BEAUTY CULTURIST APPOINTED BEFORE 2013							
107	3000	Manicurist/ Beauty Culturist- First three months of experience	R 85,00	R 14,16	R 28,31	R 5,63	R 11,25	R 67,51	each
107	3002	Manicurist/Beauty Culturist- Second three months of experience	R 85,00	R 14,16	R 28,31	R 6,55	R 13,09	R 78,55	each
107	3004	Manicurist/Beauty culturist - Third three months of experience	R 85,00	R 17,70	R 38,93	R 8,17	R 16,34	R 88,07	each
107	3008	Manicurist/Beauty culturist - Thereafter	R 85,00	R 23,59	R 56,62	R 12,17	R 24,33	R 145,99	each
107	3010	Manicurist/Beauty culturist after 5 years	R 85,00	R 23,59	R 56,62	R 12,77	R 25,55	R 153,28	each
107	3012	Manicurist/Beauty culturist after 10 years	R 85,00	R 23,59	R 56,62	R 13,38	R 26,76	R 160,57	each
		BEAUTY SECTOR APPOINTED FROM 2013							
107	3034	Manicurist/ Pedicurist/ Wax Technician (NQF3)	R 85,00	R 23,59	R 56,62	R 6,96	R 13,92	R 83,51	each
107	3036	Manicurist/ Pedicurist/ Wax Technician -Unqualified	R 85,00	R 23,59	R 56,62	R 4,52	R 9,05	R 54,28	each
107	3038	Nail technician (NQF4)	R 85,00	R 23,59	R 56,62	R 8,29	R 16,58	R 98,48	each
107	3040	Nail technician - Unqualified	R 85,00	R 23,59	R 56,62	R 7,23	R 14,47	R 86,81	each
107	3014	Beauty Therapist /Health & Skincare Therapist (NQFF5)	R 85,00	R 23,59	R 56,62	R 12,31	R 24,61	R 147,67	each
107	3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 85,00	R 23,59	R 56,62	R 11,02	R 22,05	R 132,29	each

			R 85,00	R 23,59	R 56,62	R 12,92	R 25,84	R 155,03	
107	3048	Somatologist 3 Years (NQF6)	R 85,00	R 23,59	R 56,62	R 8,98	R 17,72	R 106,33	each
107	3050	Somatologist 3 Years - Unqualified	R 85,00	R 23,59	R 56,62	R 8,98	R 17,72	R 106,33	each
107	3052	Somatologist B Tech - 4 years (NQF7)	R 85,00	R 23,59	R 56,62	R 14,12	R 28,25	R 169,49	each
107	3054	B Tech Laser Somatologist	R 85,00	R 23,59	R 56,62	R 15,16	R 30,32	R 181,90	each
107	3030	Manager - only (Beauty salon)	R 85,00	R 23,59	R 56,62	R 15,71	R 31,42	R 188,51	each
107	3032	Manager - Beautician	R 85,00	R 23,59	R 56,62	R 20,81	R 41,63	R 249,78	each
107	3022	Cleaner - Beauty	R 85,00	R 23,59	R 56,62	R 8,25	R 16,51	R 99,06	each
107	3042	Receptionist - Beauty salon	R 85,00	R 23,59	R 56,62	R 14,59	R 29,19	R 175,11	each
		CASUAL EMPLOYEE							
		PART TIME EMPLOYEE							

Contributions for casual / parttime employees shall be as specified for that category of employee above.

ANNEXURE NN

SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND hbsi PENSION FUND CONTRIBUTIONS FOR THE MAGISTERIAL DISTRICT OF KIMBERLEY which falls within Area 5								
(Effective from the date of coming into operation of the agreement)								
Work Code	Category		Union / Agency	BARGAINING COUNCIL	SICK PAY FUND	Employer	Employee	Pens. Fund (Equal contributions by employer and employee)
			R321.00 EOHCB / Agency Fee	R 88.48				
		EOHCB Subscriptions - S. GAUTENG						
		Basic establishment charge						
		Total minimum charge		R 160.66				
		One Man Band / Rent A Chairs		R 186.18				
103	2089	Working Employer	N/A	N/A	R 41.54	N/A	R 332.26	(Optional)
		(Provident Fund is optional)						
		MANAGER						
103	2054	Manager - only (Hairdressing)	R 85.00	R 23.59	R 67.24	R 17.08	R 34.17	R 205.02 each
103	2056	Manager - only (Hairdressing) after 5 years	R 85.00	R 23.59	R 67.24	R 17.94	R 35.87	R 215.23 each
103	2058	Manager - only (Hairdressing) after 10 years	R 85.00	R 23.59	R 67.24	R 18.80	R 37.60	R 225.58 each
103	2060	Manager - Hairdresser	R 85.00	R 23.59	R 67.24	R 22.08	R 44.16	R 264.96 each
103	2062	Manager - Hairdresser after 5 years	R 85.00	R 23.59	R 67.24	R 23.18	R 46.36	R 278.15 each
103	2064	Manager - Hairdresser after 10 years	R 85.00	R 23.59	R 67.24	R 24.29	R 48.58	R 291.49 each
		BARBERS						
103	2002	Barber - Trainee	R 85.00	R 23.59	R 67.24	R 9.28	R 18.55	R 111.30 each
103	2004	Barber - Junior	R 85.00	R 23.59	R 67.24	R 11.93	R 23.85	R 143.10 each
103	2006	Barber - Senior	R 85.00	R 23.59	R 67.24	R 19.88	R 39.75	R 238.50 each
		HAI RDRESSER - QUALIFIED						
103	2020	Hairdresser - after 1st year qualified	R 85.00	R 23.59	R 67.24	R 11.71	R 23.43	R 140.57 each
103	2022	Hairdresser - Qualified	R 85.00	R 23.59	R 67.24	R 13.84	R 27.69	R 166.13 each
103	2024	Hairdresser - Qualified - after 5 years	R 85.00	R 23.59	R 67.24	R 14.54	R 29.08	R 174.46 each
103	2026	Hairdresser - Qualified - after 10 years	R 85.00	R 23.59	R 67.24	R 15.23	R 30.47	R 182.80 each
		A FRO HAIRDRESSER / STYLIST						
103	1006	Afro Hairdresser - formal training	R 85.00	R 23.59	R 67.24	R 12.18	R 24.37	R 146.19 each
103	1008	Afro Hairdresser - formal training - after 5 Years	R 85.00	R 23.59	R 67.24	R 12.79	R 25.58	R 153.49 each
103	1010	Afro Hairdresser - formal training - after 10 Years	R 85.00	R 23.59	R 67.24	R 13.40	R 26.81	R 160.85 each
103	1012	Afro Hairdresser - informal qualification	R 85.00	R 23.59	R 67.24	R 8.13	R 16.26	R 97.58 each
103	1014	Afro Hairdresser - informal qualification - after 5 years	R 85.00	R 23.59	R 67.24	R 8.54	R 17.07	R 102.44 each
103	1016	Afro Hairdresser - informal qualification - after 10 years	R 85.00	R 23.59	R 67.24	R 8.94	R 17.88	R 107.30 each
103	1000	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting	R 85.00	R 23.59	R 67.24	R 4.97	R 9.94	R 99.96 each
103	1002	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting after 5 years	R 85.00	R 23.59	R 67.24	R 5.22	R 10.44	R 92.64 each
103	1004	Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting after 10 years	R 85.00	R 23.59	R 67.24	R 5.46	R 10.93	R 95.56 each

LEARNER - MODULES									
103 2032	LEARNER - MODULES - Before completing module 1	R 85,00	R 14,16	R 28,31	R 7,05	R 14,10	R 84,59	each	
103 2034	LEARNER - MODULES - Module 1	R 85,00	R 14,16	R 28,31	R 7,33	R 14,67	R 87,99	each	
103 2036	LEARNER - MODULES - Module 2	R 85,00	R 14,16	R 28,31	R 7,84	R 15,67	R 84,04	each	
103 2038	LEARNER - MODULES - Module 3	R 85,00	R 14,16	R 28,31	R 8,32	R 16,63	R 99,80	each	
103 2040	LEARNER - MODULES - Module 4	R 85,00	R 17,70	R 38,93	R 8,81	R 17,63	R 105,77	each	
103 2042	LEARNER - MODULES - Module 5	R 85,00	R 17,70	R 38,93	R 9,29	R 18,58	R 111,47	each	
103 2044	LEARNER - MODULES - Module 6	R 85,00	R 17,70	R 38,93	R 9,80	R 19,61	R 117,85	each	
LEARNER - UNIT STANDARDS									
103 2046	LEARNER - UNIT STANDARDS - Entry Level	R 85,00	R 14,16	R 28,31	R 6,75	R 13,50	R 81,00	each	
103 2048	LEARNER - UNIT STANDARDS - Core Unit Standard Level 2	R 85,00	R 14,16	R 28,31	R 7,41	R 14,82	R 88,90	each	
103 2050	LEARNER - UNIT STANDARDS - Core Unit Standard Level 3	R 85,00	R 17,70	R 38,93	R 8,72	R 17,43	R 104,59	each	
103 2052	LEARNER - UNIT STANDARDS - Core Unit Standard Level 4	R 85,00	R 17,70	R 38,93	R 9,62	R 19,24	R 115,43	each	
STUDENTS									
103 4000	STUDENT - UNIT STANDARDS - Entry Level	R 85,00	R 14,16	R 28,31	R 6,75	R 13,50	R 81,00	each	
103 4001	STUDENT - UNIT STANDARDS - Core Unit Standard Level 2	R 85,00	R 14,16	R 28,31	R 7,41	R 14,82	R 88,90	each	
103 4002	STUDENT - UNIT STANDARDS - Core Unit Standard Level 3	R 85,00	R 17,70	R 38,93	R 8,72	R 17,43	R 104,59	each	
103 4003	STUDENT - UNIT STANDARDS - Core Unit Standard Level 4	R 85,00	R 17,70	R 38,93	R 9,62	R 19,24	R 115,43	each	
RECEPTIONIST									
103 2082	Receptionist - Hairdressing salon	R 85,00	R 23,59	R 56,62	R 12,26	R 24,52	R 147,10	each	
103 2084	Receptionist - Hairdressing salon - after 5 years	R 85,00	R 23,59	R 56,62	R 12,87	R 25,74	R 154,46	each	
103 2086	Receptionist - Hairdressing salon - after 10 years	R 85,00	R 23,59	R 56,62	R 13,49	R 26,97	R 161,82	each	
OPERATOR									
103 2067	Operator - Trainee	R 85,00	R 14,16	R 28,31	R 7,15	R 14,31	R 85,84	each	
103 2068	Operator - after 1 year training	R 85,00	R 14,16	R 28,31	R 9,64	R 19,27	R 115,64	each	
103 2070	Operator - after 5 years	R 85,00	R 14,16	R 28,31	R 10,12	R 20,25	R 121,47	each	
103 2072	Operator - after 10 years	R 85,00	R 14,16	R 28,31	R 10,60	R 21,21	R 127,23	each	
103 2074	Operator - Multi skilled	R 85,00	R 14,16	R 28,31	R 11,93	R 23,86	R 143,14	each	
103 2076	Operator - Multi skilled - after 5 years	R 85,00	R 14,16	R 28,31	R 12,52	R 25,04	R 150,22	each	
103 2078	Operator - Multi skilled - after 10 years	R 85,00	R 14,16	R 28,31	R 13,11	R 26,23	R 157,38	each	
103 2010	General Assistant	R 85,00	R 14,16	R 28,31	R 5,79	R 11,59	R 69,53	each	
103 2012	General Assistant after 5 years	R 85,00	R 14,16	R 28,31	R 6,07	R 12,15	R 72,88	each	
103 2014	General Assistant after 10 years	R 85,00	R 14,16	R 28,31	R 6,25	R 12,50	R 75,01	each	
MANICURIST & BEAUTY CULTURIST APPOINTED BEFORE 2013									
103 3000	Manicurist/ Beauty Culturist- First three months of experience	R 85,00	R 14,16	R 28,31	R 5,63	R 11,25	R 67,51	each	
103 3002	Manicurist/Beauty Culturist- Second three months of experience	R 85,00	R 14,16	R 28,31	R 6,55	R 13,09	R 78,55	each	
103 3004	Manicurist/Beauty culturist - Third three months of experience	R 85,00	R 17,70	R 38,93	R 8,17	R 16,34	R 88,06	each	
103 3008	Manicurist/Beauty culturist - Thereafter	R 85,00	R 23,59	R 56,62	R 12,17	R 24,33	R 145,99	each	
103 3010	Manicurist/Beauty culturist after 5 years	R 85,00	R 23,59	R 56,62	R 12,77	R 25,55	R 153,28	each	
103 3012	Manicurist/Beauty culturist after 10 years	R 85,00	R 23,59	R 56,62	R 13,38	R 26,76	R 160,57	each	
BEAUTY SECTOR APPOINTED FROM 2013									
103 3034	Manicurist / Pedicurist / Wax Technician (NQF3)	R 85,00	R 23,59	R 56,62	R 6,80	R 13,59	R 81,56	each	
103 3036	Manicurist / Pedicurist / Wax Technician -Unqualified	R 85,00	R 23,59	R 56,62	R 4,66	R 9,32	R 55,95	each	
103 3038	Nail Technician (NQF4)	R 85,00	R 23,59	R 56,62	R 8,70	R 17,40	R 104,40	each	
103 3040	Nail technician - Unqualified	R 85,00	R 23,59	R 56,62	R 7,46	R 14,91	R 89,49	each	
103 3014	Beauty Therapist / Health & Skincare Therapist (NQF5)	R 85,00	R 23,59	R 56,62	R 12,68	R 25,37	R 152,21	each	
103 3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 85,00	R 23,59	R 56,62	R 11,36	R 22,73	R 136,36	each	
103 3048	Somatologist 3 Years (NQF6)	R 85,00	R 23,59	R 56,62	R 13,32	R 26,63	R 159,80	each	
103 3050	Somatologist 3 Years - Unqualified	R 85,00	R 23,59	R 56,62	R 9,13	R 18,27	R 109,60	each	
103 3052	Somatologist B Tech - 4 years (NQF7)	R 85,00	R 23,59	R 56,62	R 14,56	R 29,12	R 174,71	each	

103	3064	B.Tech Laser Somatologist	R 85,00	R 23,59	R 56,62	R 15,62	R 31,25	R187,49	each
103	3030	Manager - only (Beauty salon)	R 85,00	R 23,59	R 56,62	R 16,19	R 32,39	R194,31	each
103	3032	Manager - Beautician	R 85,00	R 23,59	R 56,62	R 21,46	R 42,91	R257,46	each
103	3022	Cleaner - Beauty	R 85,00	R 23,59	R 56,62	R 8,51	R 17,02	R102,11	each
103	3042	Receptionist - Beauty salon	R 85,00	R 23,59	R 56,62	R 15,04	R 30,98	R180,50	each
		CASUAL EMPLOYEE							
		PART TIME EMPLOYEE							

Contributions for casual / part time employees shall be as specified for that category of employee above.

HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER C)

ANNEXURE A

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

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

CODES	CATEGORY	Salary 2014	DAILY	HOURLY	Increased Levies - ER(2014) 7%	Increased Levies - EE(2014) 7%	Total PENSION 13%	PENSION EMPLOYER 6.5%	PENSION EMPLOYEE 6.5%
2016	Hairdresser - Master Certificate	R 4 497,58	R 1037,91	R 207,58	R 25,95	R 58,85	R 4	R 584,69	R 292,34
2022	Hairdresser - Qualified	R 3127,00	R 721,62	R 144,32	R 18,04	R 58,85	R 497,58	R 406,51	R 292,34
2020	Hairdresser - after 1st year qualified	R 3 143,96	R 725,53	R 145,11	R 18,14	R 58,85	R 58,85	R 127,00	R 203,26
3008	Manicurist/Beauty culturist - Thereafter (Pre 2013)	R 2542,94	R 586,84	R 117,37	R 14,67	R 58,85	R 58,85	R 3	R 408,71
2067	Operator - Trainee	R 2 325,64	R 536,69	R 107,34	R 13,42	R 58,85	R 58,85	R 2	R 330,58
2068	Operator - after 1 year training	R 2747,52	R 634,05	R 126,81	R 15,85	R 58,85	R 58,85	R 2	R 302,33
2074	Operator - Multi skilled	R 2746,46	R 633,80	R 126,76	R 15,85	R 58,85	R 58,85	R 2	R 357,18
2010	General Assistant	R 1 884,68	R 434,93	R 86,99	R 10,87	R 48,15	R 48,15	R 1	R 245,01
2082	Receptionist - Hairdressing salon	R 3 648,52	R 841,97	R 168,39	R 21,05	R 58,85	R 58,85	R 3	R 474,31
	Part Time								
2049	LEARNER - UNIT STANDARDS - Core Unit Standard Level 2 - Part Time	R 2199,50	R 507,58	R 101,52	R 12,69	R 48,15	R 2	R 285,94	R 142,97
2051	LEARNER - UNIT STANDARDS - Core Unit Standard Level 3 - Part Time	R 2 415,74	R 557,48	R 111,50	R 13,94	R 58,85	R 2	R 199,50	R 142,97
2053	Core Unit Standard Level 4 - Part Time	R 2 675,44	R 617,41	R 123,48	R 15,44	R 58,85	R 2	R 314,05	R 157,02
	Full Time								
2048	LEARNER - UNIT STANDARDS - Core Unit	R 2199,50	R 507,58	R 101,52	R 12,69	R 48,15	R 2	R 285,94	R 142,97

	Standard Level 2														
2050	LEARNER – UNIT STANDARDS - Core Unit Standard Level 3	R 2 415,74	R 557,48	R 111,50	R 13,94	R 58,85	R 48,15	199,50	R 2	R 314,05	R 157,02	R 157,02			
2052	LEARNER – UNIT STANDARDS - Core Unit Standard Level 4	R 2 675,44	R 617,41	R 123,48	R 15,44	R 58,85	R 58,85	415,74	R 2	R 347,81	R 173,90	R 173,90			
2091	Casual Worker			R 73,00											
1022	Manicurist / Pedicurist / Wax Technician - Afro	R 1 548,66	R 357,39	R 71,48	R 8,93	R 48,15	R 48,15	58,85	675,44						
1006	Afro Hairdresser - formal training	R 2 698,76	R 622,80	R 124,56	R 15,57	R 48,15	R 48,15	48,15	698,76	R 2	R 350,84	R 175,42	R 175,42		
1012	Afro Hairdresser - informal qualification	R 1 885,74	R 435,17	R 87,03	R 10,88	R 48,15	R 48,15	R 48,15	885,74	R 1	R 245,15	R 122,57	R 122,57		
1000	Afro Hairdresser - doing only one of the following: Braiding, Platting, Cutting	R 1 877,26	R 433,22	R 86,84	R 10,83	R 48,15	R 48,15	48,15	877,26	R 1	R 244,04	R 122,02	R 122,02		
1021	Receptionist / Telephonist - Afro	R 2 189,96	R 505,38	R 101,08	R 12,63	R 48,15	R 48,15	48,15	189,96	R 2	R 284,69	R 142,35	R 142,35		
1019	Shampooist - Afro - unqualified first 18 months	R 1 397,08	R 322,41	R 64,48	R 8,06	R 48,15	R 48,15	48,15	397,08	R 1	R 181,62	R 90,81	R 90,81		
1020	Shampooist - Afro (module 1)	R 1 648,30	R 380,38	R 76,08	R 9,51	R 48,15	R 48,15	48,15	648,30	R 1	R 214,28	R 107,14	R 107,14		
1018	General Assistant - Afro	R 1 648,30	R 380,38	R 76,08	R 9,51	R 48,15	R 48,15	48,15	648,30	R 1	R 214,28	R 107,14	R 107,14		
2002	Barber - Trainee	R 2 438,00	R 562,62	R 112,52	R 14,07	R 58,85	R 58,85	58,85	438,00	R 2	R 316,94	R 158,47	R 158,47		
2004	Barber - Junior	R 3 392,00	R 782,78	R 156,56	R 19,57	R 58,85	R 58,85	58,85	392,00	R 3	R 440,96	R 220,48	R 220,48		
2006	Barber - Senior	R 5 088,00	R 1 174,16	R 234,83	R 29,35	R 58,85	R 58,85	58,85	088,00	R 5	R 661,44	R 330,72	R 330,72		
STUDENTS															
4000	STUDENT – UNIT STANDARDS - Core Unit Standard Entry Level			R 12,05	R 58,85	R 58,85	R 58,85	58,85	088,47	R 2	R 271,50	R 135,75	R 135,75		
4001	STUDENT – UNIT STANDARDS - Core Unit Standard Level 2			R 12,69	R 58,85	R 58,85	R 58,85	58,85	199,50	R 2	R 285,94	R 142,97	R 142,97		
4002	STUDENT – UNIT STANDARDS - Core Unit Standard Level 3			R 13,94	R 58,85	R 58,85	R 58,85	58,85	415,74	R 2	R 314,05	R 157,02	R 157,02		
4003	STUDENT – UNIT STANDARDS - Core Unit Standard Level 4			R 15,44	R 58,85	R 58,85	R 58,85	58,85	675,44	R 2	R 347,81	R 173,90	R 173,90		

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

CATEGORY	SALARY 2014	WEEKLY	DAILY	HOURLY	Increased Levies - ER(2014) 7%	Increased Levies - EE(2014) 7%	TOTAL PENSION 12%	PENSION EMPLOYER 6,5%	PENSION EMPLOYEE 6,5%
3034 Manicurist / Pedicurist / Wax Technician (NQF3)	R 2 544,00	R 587,08	R 117,42	R 14,68	R 58,85	R 58,85	R 305,28	R 152,64	R 152,64
3036 Manicurist / Pedicurist / Wax Technician - Unqualified	R 1 696,00	R 391,39	R 78,28	R 9,78	R 48,15	R 48,15	R 203,52	R 101,76	R 101,76
3038 Nail technician (NQF4)	R 3 604,00	R 831,70	R 166,34	R 20,79	R 58,85	R 48,15	R 3	R 432,48	R 216,24
3040 Nail technician - Unqualified	R 2 756,00	R 636,00	R 127,20	R 15,90	R 58,85	R 58,85	R 2	R 330,72	R 165,36
3026 Make-up Artist	R 3 710,00	R 856,16	R 171,23	R 21,40	R 58,85	R 58,85	R 3	R 445,20	R 222,60
3028 Make-up Artist Trainee	R 2 650,00	R 611,54	R 122,31	R 15,29	R 58,85	R 58,85	R 2	R 318,00	R 159,00
3014 Beauty Therapist / Health & Skincare Therapist (NQF5)	R 3 710,00	R 856,16	R 171,23	R 21,40	R 58,85	R 58,85	R 3	R 445,20	R 222,60
3020 Beauty Therapist / Health and skincare therapist - Unqualified	R 2 650,00	R 611,54	R 122,31	R 15,29	R 58,85	R 58,85	R 2	R 318,00	R 159,00
3048 Somatologist 3 Years (NQF6)	R 4 558,00	R 1 051,85	R 210,37	R 26,30	R 58,85	R 58,85	R 4	R 546,96	R 273,48
3050 Somatologist 3 Years - Unqualified	R 3 286,00	R 758,31	R 151,66	R 18,96	R 58,85	R 58,85	R 3	R 394,32	R 197,16
3052 Somatologist B Tech - 4 years (NQF7)	R 5 141,00	R 1 186,39	R 237,28	R 29,66	R 58,85	R 58,85	R 5	R 616,92	R 308,46
3022 Cleaner - Beauty	R 2 747,52	R 634,05	R 126,81	R 15,85	R 58,85	R 58,85	R 2	R 329,70	R 164,85
3024 Cleaner - Beauty - Trainee	R 1786,10	R 412,18	R 82,44	R 10,30	R 48,15	R 48,15	R 1	R 214,33	R 107,17
3042 Receptionist - Beauty salon	R 3 649,58	R 842,22	R 168,44	R 21,06	R 58,85	R 58,85	R 3	R 437,95	R 218,97

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

HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER B)

ANNEXURE H

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

ANNEXURE "H"**SALARY SCALES FOR HAIRDRESSING 2014: PRETORIA, WONDERBOOM (40 HOURS).**

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

CATEGORY	SALARY 2014	SALARY 2012	WEEKLY	DAILY	HOURLY Y	Increased Levies - EE(2014) 7%	SALARY 2014	TOTAL PENSI ON 12%	PENSION EMPLOY ER 6%	PENSION EMPLOY EE 6%
Hairdresser - after 1st year qualified	R 3 735,01	R 3 332,00	R 861,93	R 172,39	R 21,55	R 73,83	R 3	R 448,20	R 224,10	R 224,10
Hairdresser - after 1st year qualified - Part Time	R 2 491,87	R 2 223,00	R 575,05	R 115,01	R 14,38	R 73,83	R 2	R 491,87	R 299,02	R 149,51
Hairdresser - Qualified	R 5 307,70	R 4 735,00	R 1 224,86	R 244,97	R 30,62	R 73,83	R 5	R 307,70	R 636,92	R 318,46
Hairdresser - Qualified - Part Time	R 3 527,63	R 3 147,00	R 814,07	R 162,81	R 20,35	R 73,83	R 3	R 527,63	R 423,32	R 211,66
Operator - after 1 year training	R 3 729,40	R 3 327,00	R 860,64	R 172,13	R 21,52	R 56,71	R 3	R 729,40	R 447,53	R 223,76
Operator - Trainee	R 2 466,09	R 2 200,00	R 569,10	R 113,82	R 14,23	R 56,71	R 2	R 466,09	R 295,93	R 147,97
Operator - after 1 year training - Part Time	R 2 485,15	R 2 217,00	R 573,50	R 114,70	R 14,34	R 56,71	R 2	R 485,15	R 298,22	R 149,11
Operator - Trainee - Part Time	R 1 643,32	R 1 466,00	R 379,23	R 75,85	R 9,48	R 56,71	R 1	R 643,32	R 197,20	R 98,60
Receptionist - Hairdressing salon	R 4 366,10	R 3 895,00	R 1 007,57	R 201,51	R 25,19	R 73,83	R 4	R 366,10	R 523,93	R 261,97
Receptionist - Hairdressing salon - Part Time	R 2 908,86	R 2 595,00	R 671,28	R 134,26	R 16,78	R 73,83	R 2	R 908,86	R 349,06	R 174,53
General Assistant	R 2 346,15	R 2 093,00	R 541,42	R 108,28	R 13,54	R 40,66	R 2	R 346,15	R 281,54	R 140,77
General Assistant - Part Time	R 1 808,10	R 1 613,00	R 417,26	R 83,45	R 10,43	R 40,66	R 1	R 808,10	R 216,97	R 108,49
Manager - only (Hairdressing)	R 6 896,08	R 6 152,00	R 1 591,42	R 318,28	R 39,79	R 77,04	R 6	R 896,08	R 827,53	R 413,77
Manager - Hairdresser	R 7 064,23	R 6 302,00	R 1 630,22	R 326,04	R 40,76	R 77,04	R 7	R 064,23	R 847,71	R 423,85
LEARNER – UNIT STANDARDS - Entry Level	R 2 262,08	R 2 018,00	R 522,02	R 104,40	R 13,05	R 40,66	R 2	R 262,08	R 271,45	R 135,72
LEARNER – UNIT STANDARDS - Core Unit	R 2 445,92	R 2 182,00	R 564,45	R 112,89	R 14,11	R 40,66	R 2	R 40,66	R 146,76	R 146,76

Standard Level 2													
LEARNER – UNIT STANDARDS - Core Unit	R 2 700,37	R 2 409,00	R 623,17	R 124,63	R 15,58	R 40,66	R 2	445,92	293,51				
Standard Level 3								700,37	324,04	R	R 162,02	R 162,02	
LEARNER – UNIT STANDARDS - Core Unit	R 2 978,37	R 2 657,00	R 687,32	R 137,46	R 17,18	R 40,66	R 2			R			
Standard Level 4								978,37	357,40	R	R 178,70	R 178,70	
Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting	R 2 319,25	R 2 069,00	R 535,22	R 107,04	R 13,38	R 73,83	R 2			R			
Afro Hairdresser - doing only one of the following: Braiding, Plaiting, Cutting - Part Time	R 1 546,91	R 1 380,00	R 356,98	R 71,40	R 8,92	R 56,71	R 1	546,91	185,63	R	R 92,81	R 92,81	
Barber - starting 1 month	R 2 332,00	new	R 538,16	R 107,63	R 13,45	R 40,66	R 2			R			
Barber - Trainee	R 2 650,00	new	R 611,54	R 122,31	R 15,29	R 40,66	R 2	332,00	279,84	R	R 139,92	R 139,92	
Barber - Junior	R 3 604,00	new	R 831,70	R 166,34	R 20,79	R 73,83	R 3			R			
Barber - Senior	R 5 300,00	new	R 1 223,09	R 244,62	R 30,58	R 73,83	R 5	650,00	318,00	R	R 159,00	R 159,00	
STUDENT – UNIT STANDARDS - Entry Level	R 2 262,08	new	R 522,02	R 104,40	R 13,05	R 40,66	R 2			R			
STUDENT – UNIT STANDARDS - Core Unit	R 2 445,92	new	R 564,45	R 112,89	R 14,11	R 40,66	R 2	604,00	432,48	R	R 216,24	R 216,24	
Standard Level 2								300,00	636,00	R			
STUDENT – UNIT STANDARDS - Core Unit	R 2 700,37	new	R 623,17	R 124,63	R 15,58	R 40,66	R 2			R	R 318,00	R 318,00	
Standard Level 3								700,37	324,04	R	R 162,02	R 162,02	
STUDENT – UNIT STANDARDS - Core Unit	R 2 978,37	new	R 687,32	R 137,46	R 17,18	R 40,66	R 2	978,37	357,40	R	R 178,70	R 178,70	
Standard Level 4													

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

ANNEXURE I

ANNEXURE "I"

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

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

CATEGORY	SALARY 2014	SALARY 2012	WEEKLY	DAILY	HOURLY	Increased Levies - EE(2014) 7%	SALARY 2014	TOTAL PENSION 12%	PENSION EMPLOYER 6%	PENSION EMPLOYEE 6%
Hairdresser - after 1st year qualified	R 3 805,48	R 3 332,00	R 878,19	R 175,64	R 21,95	R 73,83	R 3 805,48	R 456,66	R 228,33	R 228,33
Hairdresser - after 1st year qualified - Part Time	R 2 538,89	R 2 223,00	R 585,90	R 117,18	R 14,65	R 73,83	R 2 538,89	R 304,67	R 152,33	R 152,33
Hairdresser - Qualified	R 5 407,84	R 4 735,00	R 1 247,97	R 249,59	R 31,20	R 73,83	R 5 407,84	R 648,94	R 324,47	R 324,47
Hairdresser - Qualified - Part Time	R 3 594,19	R 3 147,00	R 829,43	R 165,89	R 20,74	R 73,83	R 3 594,19	R 431,30	R 215,65	R 215,65
Operator - after 1 year training	R 3 799,76	R 3 327,00	R 876,88	R 175,38	R 21,92	R 56,71	R 3 799,76	R 455,97	R 227,99	R 227,99
Operator - Trainee	R 2 512,62	R 2 200,00	R 579,84	R 115,97	R 14,50	R 56,71	R 2 512,62	R 301,51	R 150,76	R 150,76
Operator - after 1 year training - Part Time	R 2 532,04	R 2 217,00	R 584,32	R 116,86	R 14,61	R 56,71	R 2 532,04	R 303,84	R 151,92	R 151,92
Operator - Trainee - Part Time	R 1 674,32	R 1 466,00	R 386,39	R 77,28	R 9,66	R 56,71	R 1 674,32	R 200,92	R 100,46	R 100,46
Receptionist - Hairdressing salon	R 4 448,48	R 3 895,00	R 1 026,58	R 205,32	R 25,66	R 73,83	R 4 448,48	R 533,82	R 266,91	R 266,91
Receptionist - Hairdressing salon - Part Time	R 2 963,75	R 2 535,00	R 683,95	R 136,79	R 17,10	R 73,83	R 2 963,75	R 355,65	R 177,82	R 177,82
General Assistant	R 2 390,42	R 2 093,00	R 551,64	R 110,33	R 13,79	R 40,66	R 2 390,42	R 286,85	R 143,43	R 143,43
General Assistant - Part Time	R 1 842,21	R 1 613,00	R 425,13	R 85,03	R 10,63	R 40,66	R 1 842,21	R 221,07	R 110,53	R 110,53
Manager - only (Hairdressing)	R 7 026,20	R 6 152,00	R 1 621,44	R 324,29	R 40,54	R 77,04	R 7 026,20	R 843,14	R 421,57	R 421,57
Manager - Hairdresser	R 7 197,91	R 6 302,00	R 1 661,07	R 332,21	R 41,53	R 77,04	R 7 197,91	R 863,75	R 431,87	R 431,87
LEARNER - UNIT STANDARDS - Entry Level	R 2 304,76	R 2 018,00	R 531,87	R 106,37	R 13,30	R 40,66	R 2 304,76	R 276,57	R 138,29	R 138,29
LEARNER - UNIT STANDARDS - Core Unit Standard Level 2	R 2 492,07	R 2 182,00	R 575,10	R 115,02	R 14,38	R 40,66	R 2 492,07	R 299,05	R 149,52	R 149,52
LEARNER - UNIT STANDARDS - Core Unit Standard Level 3	R 2 751,32	R 2 409,00	R 634,93	R 126,99	R 15,87	R 40,66	R 2 751,32	R 330,16	R 165,08	R 165,08
LEARNER - UNIT STANDARDS - Core Unit Standard Level 4	R 3 034,56	R 2 657,00	R 700,29	R 140,06	R 17,51	R 40,66	R 3 034,56	R 364,15	R 182,07	R 182,07
Afro Hairdresser - doing only one of the following: Braiding, Platting, Cutting	R 2 319,25	R 2 089,00	R 535,22	R 107,04	R 13,38	R 73,83	R 2 319,25	R 278,31	R 139,15	R 139,15
Afro Hairdresser - doing only one of the following: Braiding, Platting, Cutting - Part Time	R 1 546,91	R 1 380,00	R 356,98	R 71,40	R 8,92	R 56,71	R 1 546,91	R 185,63	R 92,81	R 92,81
Barber - starting 1 month	R 2 376,00	new	R 548,31	R 108,66	R 13,71	R 40,66	R 2 376,00	R 285,12	R 142,56	R 142,56
Barber - Trainee	R 2 700,00	new	R 623,08	R 124,62	R 15,58	R 40,66	R 2 700,00	R 324,00	R 162,00	R 162,00
Barber - Junior	R 3 672,00	new	R 847,39	R 169,48	R 21,18	R 73,83	R 3 672,00	R 440,64	R 220,32	R 220,32

Barber - Senior	R 5400,00	new	R 1 246,16	R 249,23	R 31,15	R 73,83	R 5 400,00	R 648,00	R 324,00	R 324,00
STUDENT – UNIT STANDARDS - Entry Level	R 2 304,76	new	R 531,87	R 106,37	R 13,30	R 40,66	R 2 304,76	R 276,57	R 138,29	R 138,29
STUDENT – UNIT STANDARDS - Core Unit Standard Level 2	R 2 492,07	new	R 575,10	R 115,02	R 14,38	R 40,66	R 2 492,07	R 299,05	R 149,52	R 149,52
STUDENT – UNIT STANDARDS - Core Unit Standard Level 3	R 2 751,32	new	R 634,93	R 126,99	R 15,87	R 40,66	R 2 751,32	R 330,16	R 165,08	R 165,08
STUDENT – UNIT STANDARDS - Core Unit Standard Level 4	R 3 034,56	new	R 700,29	R 140,06	R 17,51	R 40,66	R 3 034,56	R 364,15	R 182,07	R 182,07

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

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

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

LEARNER – UNIT STANDARDS - Core Unit Standard Level 4	R 2 106,03	R 844,00	R 486,01	R 97,20	R 12,15	R 40,86	R 106,03	R 252,72	R 126,36	R 126,36
Afro Hairdresser - doing only one of the following: Braiding, Platting, Cutting	R 2 382,26	R 2 069,00	R 549,76	R 109,95	R 13,74	R 73,83	R 382,26	R 285,87	R 142,94	R 142,94
Afro Hairdresser - doing only one of the following: Braiding, Platting, Cutting - Part Time	R 1 576,10	R 1 380,00	R 363,72	R 72,74	R 9,09	R 56,71	R 576,10	R 189,13	R 94,57	R 94,57
Barber - starting 1 month	R 1 603,80	new	R 370,11	R 74,02	R 9,25	R 40,66	R 603,80	R 192,46	R 96,23	R 96,23
Barber - Trainee	R 1 822,50	new	R 420,58	R 84,12	R 10,51	R 40,66	R 822,50	R 218,70	R 109,35	R 109,35
Barber - Junior	R 2 478,60	new	R 571,99	R 114,40	R 14,30	R 73,83	R 478,60	R 297,43	R 148,72	R 148,72
Barber - Senior	R 3 645,00	new	R 841,16	R 168,23	R 21,03	R 73,83	R 3	R 3	R 218,70	R 218,70
STUDENT – UNIT STANDARDS - Entry Level	R 1 600,08	new	R 369,25	R 73,85	R 9,23	R 40,66	R 600,08	R 192,01	R 96,01	R 96,01
STUDENT – UNIT STANDARDS - Core Unit Standard Level 2	R 1 729,14	new	R 399,04	R 79,81	R 9,98	R 40,66	R 1	R 207,50	R 103,75	R 103,75
STUDENT – UNIT STANDARDS - Core Unit Standard Level 3	R 1 909,59	new	R 440,68	R 88,14	R 11,02	R 40,66	R 1	R 229,15	R 114,58	R 114,58
STUDENT – UNIT STANDARDS - Core Unit Standard Level 4	R 2 106,03	new	R 486,01	R 97,20	R 12,15	R 40,66	R 2	R 252,72	R 126,36	R 126,36

EOHCB Membership Contributions for 2014: R358-00

UASA Membership Contributions for 2014: R85-00

Council Basic Establishment Charge for 2014: R186,18

ANNEXURE K**ALARY SCALES FOR BEAUTY 2014: FROM THE DATE OF COMING INTO OPERATION OF THE AGREEMENT TO DECEMBER 2014****ANNEXURE "K"****SALARY SCALES FOR BEAUTY 2014: PRETORIA, WONDERBOOM (40 HOURS).**

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

	(NQF6)								
3050	Somatologist 3 Years - Unqualified	R 3 678,96	R 3 282,00	R 849,00	R 169,80	R 18,87	R 73,83	R 3 678,96	R 441,48
3052	Somatologist B Tech - 4 Years (NQF7)	R 5 749,36	R 5 129,00	R 1 326,78	R 265,36	R 29,48	R 73,83	R 5 749,36	R 689,92
3032	Manager - Beautician	R 6 829,95	R 6 093,00	R 1 576,15	R 315,23	R 35,03	R 73,83	R 6 829,95	R 344,96
3022	Cleaner - Beauty	R 2 324,86	R 2 074,00	R 536,51	R 107,30	R 11,92	R 73,83	R 2 324,86	R 409,80
3042	Receptionist - Beauty salon	R 4 364,98	R 3 894,00	R 1 007,31	R 201,46	R 22,38	R 73,83	R 4 364,98	R 278,98
									R 261,90
									R 261,90

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

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

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

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

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

ANNEXURE M

ANNEXURE "M"

SALARY SCALES FOR BEAUTY 2014: KUNGWINI, BRONKHORSTS普RUIT, CULLINAN MAGISTERIAL DISTRICTS (45 HOURS).

CATEGORY	SALARY 2014	SALARY 2012	WEEKLY	DAILY	HOURLY	Increased Levies - EE(2014) 7%	SALARY 2014	TOTAL PENSION 12%	PENSION EMPLOYER 6%	PENSION EMPLOYEE 6%
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3034	Manicurist / Pedicurist / Wax Technician (NQF3)	R 1756,56	R 1538,00	R 405,36	R 81,07	R 9,01	R 73,83	R 1756,56	R 210,79	R 105,39
3036	Manicurist / Pedicurist / Wax Technician - Unqualified	R 1235,76	R 1082,00	R 285,18	R 57,04	R 6,34	R 73,83	R 1235,76	R 148,29	R 74,15
3038	Nail technician (NQF4)	R 3028,85	R 2652,00	R 698,97	R 139,79	R 15,53	R 73,83	R 3 028,85	R 363,46	R 181,73
3040	Nail technician - Unqualified	R 2 131,16	R 1 866,00	R 491,81	R 98,36	R 10,93	R 73,83	R 2 131,16	R 255,74	R 127,87
3026	Make-up Artist	R 3028,85	R 2652,00	R 698,97	R 139,79	R 15,53	R 73,83	R 3 028,85	R 363,46	R 181,73
3028	Make-up Artist Trainee	R 2 132,30	R 1 867,00	R 492,07	R 98,41	R 10,93	R 73,83	R 2 132,30	R 255,88	R 127,94
3014	Beauty Therapist / Health & Skincare Therapist (NQF5)	R 3 199,02	R 2 801,00	R 738,24	R 147,65	R 16,41	R 73,83	R 3 199,02	R 383,88	R 191,94
3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 2 251,08	R 1 971,00	R 519,48	R 103,90	R 11,54	R 73,83	R 2 251,08	R 270,13	R 135,06
2090	Students	R 0,00	R 0,00	R 0,00	R 0,00	R 0,00	R 73,83	R 0,00	R 0,00	R 0,00
3048	Somatologist 3 Years (NQF6)	R 3 696,98	R 3 237,00	R 853,16	R 170,63	R 18,96	R 73,83	R 3 696,98	R 443,64	R 221,82
3050	Somatologist 3 Years - Unqualified	R 2 601,71	R 2 278,00	R 600,40	R 120,08	R 13,34	R 73,83	R 2 601,71	R 312,21	R 156,10
3052	Somatologist B Tech - 4 years (NQF7)	R 4 067,02	R 2 561,00	R 938,55	R 187,71	R 20,86	R 73,83	R 4 067,02	R 488,04	R 244,02
3032	Manager - Beautician	R 4 829,94	R 4 229,00	R 1 114,61	R 222,92	R 24,77	R 73,83	R 4 829,94	R 579,59	R 289,80
3022	Cleaner - Beauty	R 1 677,02	R 1 440,00	R 387,01	R 77,40	R 8,60	R 73,83	R 1 677,02	R 201,24	R 100,62
3042	Receptionist - Beauty salon	R 3 088,24	R 2 704,00	R 712,68	R 142,54	R 15,84	R 73,83	R 3 088,24	R 370,59	R 185,29

EOHCB Membership Contributions for 2014: R358-00

UASA Membership Contributions for 2014: R85-00

Council Basic Establishment Charge for 2014: R186,18

HAIRDRESSING AND COSMETOLOGY TRADE (CHAPTER D)

ANNEXURE A

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

SALARY SCALES FOR HAIRDRESSING 2014: HAIRDRESSING TRADE CAPE PENINSULA.

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

CODE	CATEGORY	SALARY 2014	WEEKLY	DAILY	HOUR LY	Increas ed Levies - ER(201 4) 7%	Increas ed Levies - EE(201 4) 7%	Continge ncy Levy ER Only	SALAR Y 2014	TOTAL PENSI ON 12%	PENSION EMPLOY ER 6%	PENSIO N EMPLOY EE 6%
2022	Hairdresser - Qualified	R 5 551,22	R 1 281,06	R 213,51	R 23,72	R 55,64	R 55,64	R 138,78	R 5 551,22	R 666,15	R 333,07	R 333,07
2020	Hairdresser - after 1st year qualified	R 3 905,04	R 901,17	R 150,20	R 16,69	R 55,64	R 55,64	R 97,63	R 3 905,04	R 468,60	R 234,30	R 234,30
2018	Hairdresser - No trade test	R 3 454,54	R 797,21	R 132,87	R 14,76	R 55,64	R 55,64	R 86,36	R 3 454,54	R 414,54	R 207,27	R 207,27
2068	Operator - after 1 year training	R 3 784,20	R 873,28	R 145,55	R 16,17	R 51,36	R 51,36	R 94,61	R 3 784,20	R 454,10	R 227,05	R 227,05
2010	General Assistant	R 2 727,38	R 629,40	R 104,90	R 11,66	R 51,36	R 51,36	R 68,18	R 2 727,38	R 227,29	R 163,64	R 163,64
2082	Receptionist - Hairdressing salon	R 4 407,48	R 1 017,12	R 169,52	R 18,84	R 51,36	R 51,36	R 110,19	R 4 407,48	R 528,90	R 264,45	R 264,45
2080	Receptionist- First year of experience	R 3 355,96	R 774,46	R 129,08	R 14,34	R 51,36	R 51,36	R 83,90	R 3 355,96	R 402,72	R 201,36	R 201,36
2060	Manager - Hairdresser	R 6 611,22	R 1 525,68	R 254,28	R 28,25	R 55,64	R 55,64	R 165,28	R 6 611,22	R 793,35	R 396,67	R 396,67
2054	Manager - only (Hairdressing)	R 5 591,50	R 1 290,36	R 215,06	R 23,90	R 55,64	R 55,64	R 139,79	R 5 591,50	R 670,98	R 335,49	R 335,49
2028	Hairdressing Assistant - Entrance (special needs)	R 2 236,60	R 516,14	R 86,02	R 9,56	R 55,64	R 55,64	R 55,92	R 2 236,60	R 268,39	R 134,20	R 134,20
2030	Hairdressing Assistant - Skilled (special needs)	R 2 523,86	R 582,43	R 97,07	R 10,79	R 55,64	R 55,64	R 63,10	R 2 523,86	R 302,86	R 151,43	R 151,43
2000	Barber - starting 1 month	R 2 226,00	R 513,70	R 85,62	R 9,51	R 55,64	R 55,64	R 55,65	R 2 226,00	R 267,12	R 133,56	R 133,56
2002	Barber - Trainee	R 2 438,00	R 562,62	R 93,77	R 10,42	R 55,64	R 55,64	R 60,95	R 2 438,00	R 292,56	R 146,28	R 146,28
2004	Barber - Junior	R 2 862,00	R 660,47	R 110,08	R 12,23	R 55,64	R 55,64	R 71,55	R 2 862,00	R 343,44	R 171,72	R 171,72
2006	Barber - Senior	R 3 922,00	R 905,08	R 150,85	R 16,76	R 55,64	R 55,64	R 98,05	R 3 922,00	R 470,64	R 235,32	R 235,32
2034	Module 1											R 131,12
		R 2 185,30	R 504,30	R 84,05	R 9,34	R 28,89	R 28,89		R 2 185,30	R 262,24	R 131,12	

Learners employed after 1 January 2011						
Completed College Full Time						
2046	LEARNER – UNIT STANDARDS - Entry Level	R 2 165,83	R 499,81	R 83,30	R 28,89	R 28,89
2048	LEARNER – UNIT STANDARDS - Core Unit Standard Level 2	R 2 337,00	R 539,31	R 89,89	R 28,89	R 28,89
2050	LEARNER – UNIT STANDARDS - Core Unit Standard Level 3	R 2 525,60	R 582,84	R 97,14	R 10,79	R 28,89
2052	LEARNER – UNIT STANDARDS - Core Unit Standard Level 4	R 2 728,55	R 629,67	R 104,95	R 11,66	R 28,89
New Learners at College Part Time						
2047	LEARNER – UNIT STANDARDS - Entry Level - Part Time	R 2 165,83	R 499,81	R 83,30	R 28,89	R 28,89
2049	LEARNER – UNIT STANDARDS - Core Unit Standard Level 2 - Part Time	R 2 337,00	R 539,31	R 89,89	R 28,89	R 28,89
2051	LEARNER – UNIT STANDARDS - Core Unit Standard Level 3 - Part Time	R 2 525,60	R 582,84	R 97,14	R 10,79	R 28,89
2053	Core Unit Standard Level 4 - Part Time	R 2 728,55	R 629,67	R 104,95	R 11,66	R 28,89
Students						
4000	STUDENT – UNIT STANDARDS - Entry Level	R 2 165,83	R 499,81	R 83,30	R 28,89	R 28,89
4001	STUDENT – UNIT STANDARDS - Core Unit Standard Level 2	R 2 337,00	R 539,31	R 89,89	R 28,89	R 28,89
4002	STUDENT – UNIT STANDARDS - Core Unit Standard Level 3	R 2 525,60	R 582,84	R 97,14	R 10,79	R 28,89
4003	STUDENT – UNIT STANDARDS - Core Unit Standard Level 4	R 2 728,55	R 629,67	R 104,95	R 11,66	R 28,89

EOHCB Membership Contributions for 2014: R337-00

USA Membership Contributions for 2014: R85-00

Council Basic Establishment Charge for 2014: R186,18

Council Renewal Charge for 2014: R267,50

Council Registration Fee for 2014: R535,00

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- Advertising : 012 748 6205/6206/6207/6208/6209/6210/6211/6212
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