

Government Gazette Staatskoerant REPUBLIC OF SOUTH AFRICA

Regulation Gazette

No. 10781

Regulasiekoerant

Vol. 629

November November

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No. 41271

Part 1 of 2

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IMPORTANT NOTICE:

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Closing times for ORDINARY WEEKLY PROPERTY REGULATION GAZETTE

The closing time is **15:00** sharp on the following days:

- > 29 December, Thursday, for the issue of Friday 06 January 2017
- 06 January, Friday, for the issue of Friday 13 January 2017
- 13 January, Friday, for the issue of Friday 20 January 2017
- 20 January, Friday, for the issue of Friday 27 January 2017
- > 27 January, Friday, for the issue of Friday 03 February 2017
- 03 February, Friday, for the issue of Friday 10 February 2017
- ➤ 10 February, Friday, for the issue of Friday 17 February 2017
- ➤ 17 February, Friday, for the issue of Friday 24 February 2017
- 24 February, Friday, for the issue of Friday 24 February 201
- ➤ 24 February, Friday, for the issue of Friday 03 March 2017
- 03 March, Friday, for the issue of Friday 10 March 2017
 10 March, Friday, for the issue of Friday 17 March 2017
- ➤ 16 March, Thursday, for the issue of Friday 24 March 2017
- > 24 March, Friday, for the issue of Friday 31 March 2017
- > 31 March, Friday, for the issue of Friday 07 April 2017
- 06 April, Thursday, for the issue of Thursday 13 April 2017
- ➤ 12 April, Wednesday, for the issue of Friday 21 April 2017
- ➤ 20 April, Thursday, for the issue of Friday 28 April 2017
- > 26 April, Wednesday, for the issue of Friday 05 May 2017
- 05 May, Friday, for the issue of Friday 12 May 2017
- > 12 May, Friday, for the issue of Friday 19 May 2017
- ➤ 19 May, Friday, for the issue of Friday 26 May 2017
- > 26 May, Friday, for the issue of Friday 02 June 2017
- ➤ 02 June, Friday, for the issue of Friday 09 June 2017
- ➤ 08 June, Thursday, for the issue of Thursday 15 June 2017
- ➤ 15 June, Thursday, for the issue of Friday 23 June 2017
- > 23 June, Friday, for the issue of Friday 30 June 2017
- ➤ 30 June, Friday, for the issue of Friday 07 July 2017
- ➤ 07 July, Friday, for the issue of Friday 14 July 2017
- ➤ 14 July, Friday, for the issue of Friday 21 July 2017
- 21 July, Friday, for the issue of Friday 28 July 2017
 28 July, Friday, for the issue of Friday 04 August 2017
- ➤ 03 August, Thursday, for the issue of Friday 11 August 2017
- ➤ 11 August, Friday, for the issue of Friday 18 August 2017
- ➤ 18 August, Friday, for the issue of Friday 25 August 2017
- 25 August, Friday, for the issue of Friday 01 September 2017
- > 01 September, Friday, for the issue of Friday 08 September 2017
- > 08 September, Friday, for the issue of Friday 15 September 2017
- ➤ 15 September, Friday, for the issue of Friday 22 September 2017
- > 21 September, Thursday, for the issue of Friday 29 September 2017
- ➤ 29 September, Friday, for the issue of Friday 06 October 2017
- ➤ 06 October, Friday, for the issue of Friday 13 October 2017
- ➤ 13 October, Friday, for the issue of Friday 20 October 2017
- ➤ 20 October, Friday, for the issue of Friday 27 October 2017
- > 27 October, Friday, for the issue of Friday 03 November 2017
- ➤ 03 November, Friday, for the issue of Friday 10 November 2017
- ➤ 10 November, Friday, for the issue of Friday 17 November 2017
- > 17 November, Friday, for the issue of Friday 24 November 2017
- > 24 November, Friday, for the issue of Friday 01 December 2017
- 01 December, Friday, for the issue of Friday 08 December 2017
 08 December, Friday, for the issue of Friday 15 December 2017
- ➤ 15 December, Friday, for the issue of Friday 22 December 2017
- > 20 December, Wednesday, for the issue of Friday 29 December 2017

LIST OF TARIFF RATES

FOR PUBLICATION OF NOTICES

COMMENCEMENT: 1 APRIL 2016

NATIONAL AND PROVINCIAL

Notice sizes for National, Provincial & Tender gazettes 1/4, 2/4, 3/4, 4/4 per page. Notices submitted will be charged at R1000 per full page, pro-rated based on the above categories.

Pricing for National, Prov	rincial - Variable Priced No	tices
Notice Type	Page Space	New Price (R)
Ordinary National, Provincial	1/4 - Quarter Page	250.00
Ordinary National, Provincial	2/4 - Half Page	500.00
Ordinary National, Provincial	3/4 - Three Quarter Page	750.00
Ordinary National, Provincial	4/4 - Full Page	1000.00

EXTRA-ORDINARY

All Extra-ordinary National and Provincial gazette notices are non-standard notices and attract a variable price based on the number of pages submitted.

The pricing structure for National and Provincial notices which are submitted as **Extra ordinary submissions** will be charged at **R3000** per page.

The **Government Printing Works** (**GPW**) has established rules for submitting notices in line with its electronic notice processing system, which requires the use of electronic *Adobe* Forms. Please ensure that you adhere to these guidelines when completing and submitting your notice submission.

CLOSING TIMES FOR ACCEPTANCE OF NOTICES

- 1. The Government Gazette and Government Tender Bulletin are weekly publications that are published on Fridays and the closing time for the acceptance of notices is strictly applied according to the scheduled time for each gazette.
- 2. Please refer to the Submission Notice Deadline schedule in the table below. This schedule is also published online on the Government Printing works website www.gpwonline.co.za

All re-submissions will be subject to the standard cut-off times.

All notices received after the closing time will be rejected.

Government Gazette Type	Publication Frequency	Publication Date	Submission Deadline	Cancellations Deadline
National Gazette	Weekly	Friday	Friday 15h00 for next Friday	Tuesday, 15h00 - 3 days prior to publication
Regulation Gazette	Weekly	Friday	Friday 15h00, to be published the following Friday	Tuesday, 15h00 - 3 days prior to publication
Petrol Price Gazette	As required	First Wednesday of the month	One week before publication	3 days prior to publication
Road Carrier Permits	Weekly	Friday	Thursday 15h00, to be published the following Friday	3 days prior to publication
Unclaimed Monies (justice, labour or lawyers)	January / As required 2 per year	Any	15 January / As required	3 days prior to publication
Parliament (acts, white paper, green paper)	As required	Any		3 days prior to publication
Manuals	As required	Any	None	None
State of Budget (National Treasury)	Monthly	Any	7 days prior to publication	3 days prior to publication
Legal Gazettes A, B and C	Weekly	Friday	One week before publication	Tuesday, 15h00 - 3 days prior to publication
Tender Bulletin	Weekly	Friday	Friday 15h00 for next Friday	Tuesday, 15h00 - 3 days prior to publication
Gauteng	Weekly	Wednesday	Two weeks before publication	3 days after submission deadline
Eastern Cape	Weekly	Monday	One week before publication	3 days prior to publication
Northern Cape	Weekly	Monday	One week before publication	3 days prior to publication
North West	Weekly	Tuesday	One week before publication	3 days prior to publication
KwaZulu-Natal	Weekly	Thursday	One week before publication	3 days prior to publication
Limpopo	Weekly	Friday	One week before publication	3 days prior to publication
Mpumalanga	Weekly	Friday	One week before publication	3 days prior to publication
Gauteng Liquor License Gazette	Monthly	Wednesday before the First Friday of the month	Two weeks before publication	3 days after submission deadline
Northern Cape Liquor License Gazette	Monthly	First Friday of the month	Two weeks before publication	3 days after submission deadline
National Liquor License Gazette	Monthly	First Friday of the month	Two weeks before publication	3 days after submission deadline
Mpumalanga Liquor License Gazette	2 per month	Second & Fourth Friday	One week before	3 days prior to publication

EXTRAORDINARY GAZETTES

3. Extraordinary Gazettes can have only one publication date. If multiple publications of an Extraordinary Gazette are required, a separate Z95/Z95Prov Adobe Forms for each publication date must be submitted.

Notice Submission Process

- Download the latest Adobe form, for the relevant notice to be placed, from the Government Printing Works website www.gpwonline.co.za.
- 5. The *Adobe* form needs to be completed electronically using *Adobe Acrobat / Acrobat Reader*. Only electronically completed *Adobe* forms will be accepted. No printed, handwritten and/or scanned *Adobe* forms will be accepted.
- 6. The completed electronic *Adobe* form has to be submitted via email to submit.egazette@gpw.gov.za. The form needs to be submitted in its original electronic *Adobe* format to enable the system to extract the completed information from the form for placement in the publication.
- Every notice submitted must be accompanied by an official GPW quotation. This must be obtained from the eGazette Contact Centre.
- 8. Each notice submission should be sent as a single email. The email **must** contain **all documentation relating** to a particular notice submission.
 - 8.1. Each of the following documents must be attached to the email as a separate attachment:
 - 8.1.1. An electronically completed *Adobe* form, specific to the type of notice that is to be placed.
 - 8.1.1.1. For National *Government Gazette* or *Provincial Gazette* notices, the notices must be accompanied by an electronic Z95 or Z95Prov *Adobe* form
 - 8.1.1.2. The notice content (body copy) **MUST** be a separate attachment.
 - 8.1.2. A copy of the official **Government Printing Works** quotation you received for your notice . (*Please see Quotation section below for further details*)
 - 8.1.3. A valid and legible Proof of Payment / Purchase Order: **Government Printing Works** account customer must include a copy of their Purchase Order. **Non-Government Printing Works** account customer needs to submit the proof of payment for the notice
 - 8.1.4. Where separate notice content is applicable (Z95, Z95 Prov and TForm 3, it should **also** be attached as a separate attachment. (*Please see the Copy Section below, for the specifications*).
 - 8.1.5. Any additional notice information if applicable.
- 9. The electronic *Adobe* form will be taken as the primary source for the notice information to be published. Instructions that are on the email body or covering letter that contradicts the notice form content will not be considered. The information submitted on the electronic *Adobe* form will be published as-is.
- 10. To avoid duplicated publication of the same notice and double billing, Please submit your notice ONLY ONCE.
- 11. Notices brought to **GPW** by "walk-in" customers on electronic media can only be submitted in *Adobe* electronic form format. All "walk-in" customers with notices that are not on electronic *Adobe* forms will be routed to the Contact Centre where they will be assisted to complete the forms in the required format.
- 12. Should a customer submit a bulk submission of hard copy notices delivered by a messenger on behalf of any organisation e.g. newspaper publisher, the messenger will be referred back to the sender as the submission does not adhere to the submission rules.

QUOTATIONS

- 13. Quotations are valid until the next tariff change.
 - 13.1. *Take note:* **GPW**'s annual tariff increase takes place on *1 April* therefore any quotations issued, accepted and submitted for publication up to *31 March* will keep the old tariff. For notices to be published from 1 April, a quotation must be obtained from **GPW** with the new tariffs. Where a tariff increase is implemented during the year, **GPW** endeavours to provide customers with 30 days' notice of such changes.
- 14. Each quotation has a unique number.
- 15. Form Content notices must be emailed to the *eGazette* Contact Centre for a quotation.
 - 15.1. The *Adobe* form supplied is uploaded by the Contact Centre Agent and the system automatically calculates the cost of your notice based on the layout/format of the content supplied.
 - 15.2. It is critical that these *Adobe* Forms are completed correctly and adhere to the guidelines as stipulated by **GPW**.
- 16. APPLICABLE ONLY TO GPW ACCOUNT HOLDERS:
 - 16.1. **GPW** Account Customers must provide a valid **GPW** account number to obtain a quotation.
 - 16.2. Accounts for GPW account customers must be active with sufficient credit to transact with GPW to submit notices.
 - 16.2.1. If you are unsure about or need to resolve the status of your account, please contact the **GPW** Finance Department prior to submitting your notices. (If the account status is not resolved prior to submission of your notice, the notice will be failed during the process).

17. APPLICABLE ONLY TO CASH CUSTOMERS:

- 17.1. Cash customers doing **bulk payments** must use a **single email address** in order to use the **same proof of payment** for submitting multiple notices.
- 18. The responsibility lies with you, the customer, to ensure that the payment made for your notice(s) to be published is sufficient to cover the cost of the notice(s).
- 19. Each quotation will be associated with one proof of payment / purchase order / cash receipt.
 - 19.1. This means that the quotation number can only be used once to make a payment.

COPY (SEPARATE NOTICE CONTENT DOCUMENT)

- 20. Where the copy is part of a separate attachment document for Z95, Z95Prov and TForm03
 - 20.1. Copy of notices must be supplied in a separate document and may not constitute part of any covering letter, purchase order, proof of payment or other attached documents.

The content document should contain only one notice. (You may include the different translations of the same notice in the same document).

20.2. The notice should be set on an A4 page, with margins and fonts set as follows:

Page size = A4 Portrait with page margins: Top = 40mm, LH/RH = 16mm, Bottom = 40mm; Use font size: Arial or Helvetica 10pt with 11pt line spacing;

Page size = A4 Landscape with page margins: Top = 16mm, LH/RH = 40mm, Bottom = 16mm; Use font size: Arial or Helvetica 10pt with 11pt line spacing;

CANCELLATIONS

- 21. Cancellation of notice submissions are accepted by **GPW** according to the deadlines stated in the table above in point 2. Non-compliance to these deadlines will result in your request being failed. Please pay special attention to the different deadlines for each gazette. Please note that any notices cancelled after the cancellation deadline will be published and charged at full cost.
- 22. Requests for cancellation must be sent by the original sender of the notice and must accompanied by the relevant notice reference number (N-) in the email body.

AMENDMENTS TO NOTICES

23. With effect from 01 October 2015, GPW will not longer accept amendments to notices. The cancellation process will need to be followed according to the deadline and a new notice submitted thereafter for the next available publication date.

REJECTIONS

- 24. All notices not meeting the submission rules will be rejected to the customer to be corrected and resubmitted. Assistance will be available through the Contact Centre should help be required when completing the forms. (012-748 6200 or email info.egazette@gpw.gov.za). Reasons for rejections include the following:
 - 24.1. Incorrectly completed forms and notices submitted in the wrong format, will be rejected.
 - 24.2. Any notice submissions not on the correct Adobe electronic form, will be rejected.
 - 24.3. Any notice submissions not accompanied by the proof of payment / purchase order will be rejected and the notice will not be processed.
 - 24.4. Any submissions or re-submissions that miss the submission cut-off times will be rejected to the customer. The Notice needs to be re-submitted with a new publication date.

APPROVAL OF NOTICES

- 25. Any notices other than legal notices are subject to the approval of the Government Printer, who may refuse acceptance or further publication of any notice.
- 26. No amendments will be accepted in respect to separate notice content that was sent with a Z95 or Z95Prov notice submissions. The copy of notice in layout format (previously known as proof-out) is only provided where requested, for Advertiser to see the notice in final Gazette layout. Should they find that the information submitted was incorrect, they should request for a notice cancellation and resubmit the corrected notice, subject to standard submission deadlines. The cancellation is also subject to the stages in the publishing process, i.e. If cancellation is received when production (printing process) has commenced, then the notice cannot be cancelled.

GOVERNMENT PRINTER INDEMNIFIED AGAINST LIABILITY

- The Government Printer will assume no liability in respect of—
 - 27.1. any delay in the publication of a notice or publication of such notice on any date other than that stipulated by the advertiser;
 - 27.2. erroneous classification of a notice, or the placement of such notice in any section or under any heading other than the section or heading stipulated by the advertiser;
 - 27.3. any editing, revision, omission, typographical errors or errors resulting from faint or indistinct copy.

LIABILITY OF ADVERTISER

28. Advertisers will be held liable for any compensation and costs arising from any action which may be instituted against the Government Printer in consequence of the publication of any notice.

CUSTOMER INQUIRIES

Many of our customers request immediate feedback/confirmation of notice placement in the gazette from our Contact Centre once they have submitted their notice – While GPW deems it one of their highest priorities and responsibilities to provide customers with this requested feedback and the best service at all times, we are only able to do so once we have started processing your notice submission.

GPW has a 2-working day turnaround time for processing notices received according to the business rules and deadline submissions.

Please keep this in mind when making inquiries about your notice submission at the Contact Centre.

- 29. Requests for information, quotations and inquiries must be sent to the Contact Centre ONLY.
- Requests for Quotations (RFQs) should be received by the Contact Centre at least 2 working days before the submission deadline for that specific publication.

PAYMENT OF COST

- 31. The Request for Quotation for placement of the notice should be sent to the Gazette Contact Centre as indicated above, prior to submission of notice for advertising.
- 32. Payment should then be made, or Purchase Order prepared based on the received quotation, prior to the submission of the notice for advertising as these documents i.e. proof of payment or Purchase order will be required as part of the notice submission, as indicated earlier.
- 33. Every proof of payment must have a valid **GPW** quotation number as a reference on the proof of payment document.
- 34. Where there is any doubt about the cost of publication of a notice, and in the case of copy, an enquiry, accompanied by the relevant copy, should be addressed to the Gazette Contact Centre, **Government Printing Works**, Private Bag X85, Pretoria, 0001 email: info.egazette@gpw.gov.za before publication.
- 35. Overpayment resulting from miscalculation on the part of the advertiser of the cost of publication of a notice will not be refunded, unless the advertiser furnishes adequate reasons why such miscalculation occurred. In the event of underpayments, the difference will be recovered from the advertiser, and future notice(s) will not be published until such time as the full cost of such publication has been duly paid in cash or electronic funds transfer into the **Government Printing Works** banking account.
- 36. In the event of a notice being cancelled, a refund will be made only if no cost regarding the placing of the notice has been incurred by the Government Printing Works.
- 37. The **Government Printing Works** reserves the right to levy an additional charge in cases where notices, the cost of which has been calculated in accordance with the List of Fixed Tariff Rates, are subsequently found to be excessively lengthy or to contain overmuch or complicated tabulation.

Proof of publication

- 38. Copies of any of the *Government Gazette* or *Provincial Gazette* can be downloaded from the **Government Printing Works** website www.gpwonline.co.za free of charge, should a proof of publication be required.
- 39. Printed copies may be ordered from the Publications department at the ruling price. The **Government Printing Works** will assume no liability for any failure to post or for any delay in despatching of such *Government Gazette*(s).

GOVERNMENT PRINTING WORKS CONTACT INFORMATION

Physical Address:Postal Address:GPW Banking Details:Government Printing WorksPrivate Bag X85Bank: ABSA Bosman Street149 Bosman StreetPretoriaAccount No.: 405 7114 016Pretoria0001Branch Code: 632-005

For Gazette and Notice submissions: Gazette Submissions: E-mail: submit.egazette@gpw.gov.za
For queries and quotations, contact: Gazette Contact Centre: E-mail: info.egazette@gpw.gov.za

Tel: 012-748 6200

Contact person for subscribers: Mrs M. Toka: E-mail: subscriptions@gpw.gov.za

Tel: 012-748-6066 / 6060 / 6058

Fax: 012-323-9574

PROCLAMATIONS • PROKLAMASIES

PROCLAMATION NO. R. 37 OF 2017

by the PRESIDENT of the REPUBLIC of SOUTH AFRICA

SPECIAL INVESTIGATING UNITS AND SPECIAL TRIBUNALS ACT, 1996 (ACT NO. 74 OF 1996): REFERRAL OF MATTERS TO EXISTING SPECIAL INVESTIGATING UNIT

WHEREAS allegations as contemplated in section 2(2) of the Special Investigating Units and Special Tribunals Act, 1996 (Act No. 74 of 1996) (hereinafter referred to as the "Act"), have been made in respect of the affairs of the National Department of Transport, the Provincial Departments of Transport, local authorities and entities that perform functions in terms of the National Road Traffic Act, 1996 (Act No. 93 of 1996), which relate to the allegations mentioned in the Schedule (hereinafter collectively referred to as hereinafter referred to as the "Institutions");

AND WHEREAS the Institutions or the State suffered losses that may be recovered;

AND WHEREAS I deem it necessary that the said allegations should be investigated and civil proceedings emanating from such investigation should be adjudicated upon;

NOW, THEREFORE, I hereby, under section 2(1) of the Act, refer the matters mentioned in the Schedule in respect of the Institutions, for investigation to the Special Investigating Unit established by Proclamation No. R. 118 of 31 July 2001 and determine that, for the purposes of the investigation of the matters, the terms of reference of the Special Investigating Unit are to investigate as contemplated in the Act, any alleged—

- (a) serious maladministration in connection with the affairs of the Institutions;
- (b) improper or unlawful conduct by employees, officials or agents of the Institutions:
- (c) unlawful appropriation or expenditure of public money or property;

- (d) unlawful, irregular or unapproved acquisitive act, transaction, measure or practice having a bearing upon State property;
- (e) intentional or negligent loss of public money or damage to public property;
- (f) offence referred to in Parts 1 to 4, or section 17, 20 or 21 (in so far as it relates to the aforementioned offences) of Chapter 2 of the Prevention and Combating of Corrupt Activities Act, 2004 (Act No. 12 of 2004), and which offences were committed in connection with the affairs of the Institutions; or
- (g) unlawful or improper conduct by any person, which has caused or may cause serious harm to the interests of the public or any category thereof,

which took place between 1 January 2010 and the date of publication of this Proclamation or which took place prior to 1 January 2010 or after the date of publication of this Proclamation, but is relevant to, connected with, incidental or ancillary to the matters mentioned in the Schedule or involve the same persons, entities or conduct investigated under authority of this Proclamation, and to exercise or perform all the functions and powers assigned to or conferred upon the said Special Investigating Unit by the Act, including the recovery of any losses suffered by the Institutions or the State, in relation to the said matters in the Schedule.

Given under my Hand and the Seal of the Republic of South Africa at Pretoria this Fourth day of November Two thousand and seventeen.

J G Zuma

President

By Order of the President-in-Cabinet:

T M Masutha Minister of the Cabinet

SCHEDULE

- 1. Unlawful or improper conduct by employees, officials or agents of the Institutions or any other person which relate to the—
- (a) registration and licensing of motor vehicles;
- (b) registration of motor vehicle ownership or licensing details;
- (c) issuing of driving licences, learner's licences or professional driving permits;
- (d) conversion of foreign driving licences and military driving licences to driving licences:
- (e) issuing of roadworthy certificates; or
- (f) issuing of operator fitness cards.
- 2. The entering of, changing, tampering with, or manipulation of, data or information on the electronic National Traffic Information System in a manner that—
- (a) was contrary to applicable legislation, manuals, policies, procedures, prescripts, instructions or practices of, or applicable to the Institutions; or
- (b) resulted or could potentially result in the circumvention of the payment of licensing fees, penalties or any other outstanding moneys due to the Institutions or the State.

PROKLAMASIE NO. R. 37 VAN 2017

van die PRESIDENT van die REPUBLIEK van SUID-AFRIKA

WET OP SPESIALE ONDERSOEKEENHEDE EN SPESIALE TRIBUNALE, 1996 (WET NO. 74 VAN 1996): VERWYSING VAN AANGELEENTHEDE NA BESTAANDE SPESIALE ONDERSOEKEENHEID

AANGESIEN bewerings soos beoog in artikel 2(2) van die Wet op Spesiale Ondersoekeenhede en Spesiale Tribunale, 1996 (Wet No. 74 van 1996) (hierna na verwys as die "Wet"), gemaak is in verband met die aangeleenthede van die Nasionale Departement van Vervoer, die Provinsiale Departemente van Vervoer, plaaslike owerhede en entiteite wat funksies verrig ingevolge die Nasionale Padverkeerswet, 1996 (Wet No. 93 van 1996) (hierna na verwys as die "Instellings");

EN AANGESIEN die Instellings en die Staat verliese gely het wat moontlike verhaal kan word:

EN AANGESIEN ek dit nodig ag dat gemelde bewerings ondersoek en siviele verrigtinge voortspruitend uit sodanige ondersoek bereg moet word;

DERHALWE verwys ek hierby, kragtens artikel 2(1) van die Wet, die aangeleenthede in die Bylae vermeld ten opsigte van die Instellings, vir ondersoek na die Spesiale Ondersoekeenheid ingestel by Proklamasie No. R. 118 van 31 Julie 2001 en bepaal dat, vir die doeleindes van die ondersoek van die aangeleenthede, dit die opdrag van die Spesiale Ondersoekeenheid is om soos beoog in gemelde Wet, ondersoek te doen na enige beweerde—

(a) ernstige wanadministrasie in verband met die aangeleenthede van die Instellings;

- (b) onbehoorlike of onregmatige optrede deur werknemers, beamptes of agente van die Instellings;
- (c) onregmatige bewilliging of besteding van publieke geld of eiendom;
- (d) onwettige, onreëlmatige of nie-goedgekeurde verkrygende handeling, transaksie, maatreël of praktyk wat op Staatseiendom betrekking het;
- (e) opsetlike of nalatige verlies van publieke geld of skade aan publieke eiendom;
- (f) misdryf bedoel in Dele 1 tot 4, of artikel 17, 20 of 21 (vir sover dit op voornoemde misdrywe betrekking het) van Hoofstuk 2 van die Wet op die Voorkoming en Bestryding van Korrupte Bedrywighede, 2004 (Wet No. 12 van 2004), en welke misdrywe in verband met die sake van die Instellings gepleeg is; of
- (g) onwettige of onbehoorlike optrede deur enige persoon wat ernstige benadeling vir die belange van die publiek of enige kategorie daarvan veroorsaak het of kan veroorsaak,

wat plaasgevind het tussen 1 Januarie 2010 en die datum van publikasie van hierdie Proklamasie of wat plaasgevind het voor 1 Januarie 2010 of na die datum van publikasie van hierdie Proklamasie, maar wat relevant is tot, verband hou met, insidenteel of bykomstig is tot, die aangeleenthede vermeld in die Bylae of wat dieselfde persone, entiteite of kontrakte betrek wat ondersoek word kragtens die volmag verleen deur hierdie Proklamasie, en om al die werksaamhede en bevoegdhede wat deur die Wet aan die gemelde Spesiale Ondersoekeenheid toegewys of opgedra is, uit te oefen of te verrig in verband met die genoemde aangeleenthede in die Bylae, insluitend die verhaal van enige verliese wat deur die Instellings of die Staat gely is.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Pretoria op hede die Vierde dag van November Twee duisend-en-sewentien.

J G Zuma

President

Op las van die President-in-Kabinet:

TM Masutha

Minister van die Kabinet

BYLAE

- 1. Onwettige of onbehoorlike optrede deur werknemers, beamptes of agente van die Instellings of enige ander persoon wat verband hou met die—
- (a) registrasie en lisensiëring van motorvoertuie;
- (b) registrasie van motorvoertuig eienaarskap of lisensiëring besonderhede;
- (c) uitreiking van bestuurslisensies, leerlinglisensies of professionele bestuurspermitte;
- (d) omskakeling van buitelandse bestuurslisensies en militêre bestuurslisensies na bestuurslisensies;
- (e) uitreiking van padwaardigheidsertifikate; of
- (f) uitreiking van operateursgeskiktheid kaarte.
- 2. Die invoeging van, verandering, peuter met, of manipulasie van, data of inligting op die Elektroniese Nasionale Verkeersinligtingstelsel op 'n wyse wat—
- (a) strydig was met toepaslike wetgewing, handleidings, beleid, prosedures, voorskrifte, instruksies of praktyke van, of wat op die Instellings van toepassing is; of
- (b) aanleiding gegee het of moontlik aanleiding kon gegee het tot die ontduiking van die betaling van lisensiegelde, boetes of enige ander uitstaande gelde wat aan die Instellings of die Staat verskuldig was.

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF COMMUNICATIONS

NO. R. 1305 24 NOVEMBER 2017

GOVERNMENT GAZETTE NOTICE OF EXTENSION FOR PUBLIC COMMENT: FILMS AND PUBLICATIONS BOARD DRAFT TARIFFS

REPUBLIC OF SOUTH AFRICA

I, Ms. N.F.T Mpumlwana, hereby publish notice of extension for public comment on the Draft Tariffs developed under section 31(1) A of the Films and Publications Act, 61 of 1996, as amended.

The FPB has initially planned to conduct public consultations with stakeholders to solicit inputs from 02 October to 10 November 2017. Following several requests from industry stakeholder to extend the consultation period. The FPB is extending the consultation period with 30 working days, which will result in the closing date to be 22 December 2017.

Hand deliver to: The Film and Publication Board

Eco Glade 2, 420 Witch Hazel Avenue

Centurion, 1609

Attention: Tshepo Mogale

Or e-mail to: tariffs.submissions@fpb.org.za

A copy of the Draft Tariffs is also available free online at www.fpb.org.za

Cape Town: Second Floor, 56 Barrack Street, Cape Town, 8000 | Tel: +27 21 461 8171 | Fax: +27 21 461 8126 |
Durban: Number 12, Concorde Place Westridge, Mayville, 4091 | Tel: +27 31 261 7139 | Fax: +27 31 261 7130

GENERAL	NOTICES
NOTICE_	

SCHEDULE

- The Film and Publication Board (Board) is a public entity of the Department of Communications, established in terms of the Films and Publications Act 65, 1996 (as amended in 2004 and in 2009).
- 2. The mandate of the Board can be summarised as follows:
 - 2.1 To regulate the creation, production, possession and distribution of films, games and certain publications by way of classification;
 - 2.2 To protect children from exposure to disturbing and harmful material and from premature exposure to adult material; and
 - 2.3 To criminalise child pornography and the use and exposure of children to pornography.
- 3. Section 18(1) of the Films and Publications Act requires any person who intends to distribute any film or game and certain publications in the Republic of South Africa first to register with the Board and to submit to the Board for examination and classification such film, game or publication.
- 4. Although the current legislation is not platform-specific, the Board's compliance and classification activities have over the years focused more on physical platforms and less on the online space, resulting in children being exposed to unclassified content accessed through the internet and other mobile platforms.

- 5. Media convergence a new technology trend enabled by the digitisation of media content, the widespread availability of high-speed broadband connections, and the proliferation of Internet-enabled devices has fundamentally transformed the way media content is distributed and consumed. Consumers can now access media content across geographic boundaries, anytime, anywhere, and however they want it.
- 6. Section 31(1)A of the Act empowers the Minister in consultation with the Minister of Finance, make regulations regarding fees payable in respect of any application, exemption, permit or appeal under this Act. The current tariff structure does not make adequate provision for the increasing volumes of online content and growth and development of the video on demand industry as a whole. As a public entity, the grant received from National Treasury through the Department of Communications is largely used to subsidize the cost of the administrative functions performed by the FPB pursuant to the provisions of the Act. Thus in the financial year 2015/16 strategy FPB resolved to review the tariffs by appointing Enterprises of the University of Pretoria, to conducted indepth research on the market trends and legislative framework review. Enterprise included on this exercise industry engagements through round table discussions held in Gauteng and Durban to assess the relevancy of the current tariffs, and also issue directives on how the FPB Board must charge classification and registration of content distributed online for the South African market. This is to ensure online content distributors that fall under our jurisdiction register with the Board and pay the justifiable fee and have their content classified pre distribution. Against this background, in order to give effect to the Act, the Minister of Communications in consultation with the Minister of Finance, intends to adopt the attached Draft Tariffs.
- The purpose of the Draft Tariffs is to ensure that tariffs payable by distributors are justifiable, fair and relevant.

8. This Draft Tariffs is also available for free online at www.fpb.org.za

Annexure

Annexure A	Physical Content and General Penalties (tariffs)
Annexure B	Online Distribution and General Penalties (tariffs)

Ms. N.F.T Mpumlwana FPB Council Chairperson 03/11/2017

Date



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FPB DRAFT TARIFFS 2017

Annexure A (Physical Content and Distributor Size)

1. Physical Content tariffs

Tariff	Serial	Contraction	nachodo Hinc L	Proposed Fee	Propos dif	Proposed Fees with size differentiation	th size n
number	0 N	resort briggs	iaiii categoi y	differentiation)	Small client	Medium client	Large client
		Distributor or exhibitor of films or interactive					
		computer games, and mobile cellular and					
1	1.1	internet content (Online)	Registration	R1 222.00	R1 222	R1 222	R1 222
		Distributor or exhibitor of films or interactive					
		computer games, and mobile cellular and					
2	1.1.1	internet content (Manual)	Registration	R1 635.00	R1 635	R1 635	R1 635
3	1.2	Internet Service Provider	Registration	R611.00	R611	R611	R611
4	1.3	Annual renewal of distribution certificate: Online	Registration	R166.00	R83	R166	R249
		Annual renewal of distribution certificate:					
5	1.3.1	Manual	Registration	R218.00	R109	R218	R327
6	1.4	Issue of new certificate on change of details	Registration	R261.00	R131	R261	R392
			Classification - Publication submitted in				
7	7 2.1.1	Periodical (annual fee)	terms of Section 16(4) of the Act	R16 426.00	R8 213	R16 426	R24 639
			Classification - Publication submitted in				
8	2.1.2	Single Issue	terms of Section 16(4) of the Act	R1 851.00	R926	R1 851	R2 777
			Classification - Films - Public entertainment				
6	2.2.1.1	New release of original English - language film	format	R3 423.00	R1 712	R3 423	R5 135
10	10 2.2.1.2	New release of original non-English language film	Classification - Films - Public entertainment	R1 711.00	R856	R1 711	R2 567



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		(Subtitled) - 50% of the original language	format				
			Classification - Films - Public entertainment				
11	2.2.1.3	New release of an adult movie (First 3 hours)	format	R3 423.00	R1 712	R3 423	R5 135
			Classification - Films - Public entertainment				
12	2.2.1.4	New release of an adult movie (3 to 4 hours)	format	R4 441.00	R2 221	R4 441	R6 662
			Classification - Films - Public entertainment				
13	2.2.1.5	New release of an adult movie (4 to 6 hours)	format	R5 459.00	R2 730	R5 459	R8 189
			Classification - Films - Public entertainment				
14	2.2.1.6	Trailer of a film	format	R34.00	R17	R34	R51
		Re - release of original English language film -	Classification - Films - Public entertainment				
15	2.2.1.7	50% of the applicable tariffs	format	R1 711.00	R856	R1 711	R2 567
		Re - release of original non-English language	Classification - Films - Public entertainment				
16	2.2.1.8	films (Subtitled) - 50% of the applicable tariffs	format	R926.00	R463	R926	R1 389
		New release of original English - language film	Classification - Films - Home Entertainment				
17	2.2.2.1	(First 1 hours)	format	R1 537.00	R769	R1 537	R2 306
		New release of original English - language film (2	Classification - Films - Home Entertainment				
18	2.2.2.2	to 3 hours)	format	R2 306.00	R1 153	R2 306	R3 459
		New release of original English - language film (3	Classification - Films - Home Entertainment				
19	2.2.2.3	to 5 hours)	format	R3 075.00	R1 538	R3 075	R4 613
		New release of original non-English language film	Classification - Films - Home Entertainment				
20	2.2.2.4	(Subtitled)	format	R2 289.00	R1 145	R2 289	R3 434
		New release of original non-English language film	Classification - Films - Home Entertainment				
21	2.2.2.5	(Not Subtitled)	format	R7 630.00	R3 815	R7 630	R11 445
			Classification - Films - Home Entertainment				
22	2.2.2.6	New release of an adult movie (First 3 hours)	format	R3 423.00	R1 712	R3 423	R5 135
			Classification - Films - Home Entertainment				R6 662
23	2.2.2.7	New release of an adult movie (3 to 4 hours)	format	R4 441.00	R2 221	R4 441	



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24	2.2.2.8	New release of an adult movie (4 to 6 hours)	Classification - Films - Home Entertainment format	R5 459.00	R2 730	R5 459	R8 189
I.			Classification - Films - Home Entertainment		I.	1	1
25	2.2.2.9	Re - release ot original English - language tilm	tormat	R769.00	R385	R769	R1 154
		Re- release of original non-English language film	Classification - Films - Home Entertainment				
26	2.2.2.10	(Subtitled)	format	R1 145.00	R573	R1 145	R1 718
		Re- release of original non-English language film	Classification - Films - Home Entertainment				
27	2.2.2.11	(Not Subtitled)	format	R3 815.00	R1 908	R3 815	R5 723
			Classification - Films - Serials in any				
28	2.2.3.1	Foreign Productions (First 3 hours)	language or format	R3 423.00	R1 712	R3 423	R5 135
			Classification - Films - Serials in any				
29	2.2.3.2	Foreign Productions (3 to 4 hours)	language or format	R610.00	R305	R610	R915
			Classification - Films - Serials in any				
31	2.2.3.4	South African Productions (First 5 hours)	language or format	R3 423.00	R1 712	R3 423	R5 135
			Classification - Films - Serials in any				
32	2.2.3.5	South African Productions (5 hours and more)	language or format	R610.00	R305	R610	R915
			Classification - Films - Films produced in				
33	2.2.4.1	Public entertainment format	Africa (including Bollywood)	R913.00	R457	R913	R1370
			Classification - Films - Films produced in				
34	2.2.4.2	Home Entertainment format	Africa (including Bollywood)	R830.00	R415	R830	R1 245
35	2.3.1	New release in original format	Classification - Interactive Computer Games	R2 794.00	R1 397	R2 794	R4 191
36	2.3.2	New release in different format	Classification - Interactive Computer Games	R2 794.00	R1 397	R2 794	R4 191
28	2.3.3	Re- release in original format	Classification - Interactive Computer Games	R1 396.00	R698	R1 396	R2 094
38	2.3.4	Re- release in different format	Classification - Interactive Computer Games	R1 396.00	R698	R1 396	R2 094
		Re-classification of games distributed with					
39	2.3.5	magazine	Classification - Interactive Computer Games	R1 398.00	R699	R1 398	R2 097

R3 422 R101

R261

R16 376 R123

R10 269

R69

R3 422

R1 650

R417

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Film and Publication Board TM	ation Board TM					
40	40 2.3.6	Posters of films and interactive computer games	Classification - Interactive Computer Games	R46.00	R23	R46
41	41 2.4.1	Exemption of Films for Film Festival	Classification - Exemptions	R2 281.00	R1 141	R2 281
		Exemption of a film in home - entertainment				
42	42 2.4.2	format	Classification - Exemptions	R1 100.00	R550	R1 100
		Exemption of a film in home - entertainment				
43	43 2.4.3	format (additional disc)	Classification - Exemptions	R278.00	R139	R278
44	44 2.4.4	Exemption of an Interactive computer Game	Classification - Exemptions	R1 369.00	R685	R1 369
		Copy of a certificate of registration, classification				
45	45 2.4.5	or exemption or decision	Classification - Exemptions	R261.00	R261	R261
46	2.4.6	List of all titles classified by the Board (per year)	Classification - Exemptions	R2 281.00	R1 141	R2 281
48	48 2.5.1	Trailer of a film	Classification - Appeal to Appeal Tribunal	R67.00	R34	R67
49	49 2.5.2	New release of a film	Classification - Appeal to Appeal Tribunal	R6 846.00	R3 423	R6 846
20	50 2.5.3	New release of an adult movie	Classification - Appeal to Appeal Tribunal	R10 917.00	R5 459	R10 917
51	51 2.5.4	Copy of report of Appeal Tribunal	Classification - Appeal to Appeal Tribunal	R82.00	R41	R82
		Expedited Classification @ 25% above standard				
52	5.6	classification fees	Expedited Classification			



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2. SPLIT OF REVENUE BY CLIENT SIZE

ISTRIBUTOR SIZE	NUMBER OF TITLES SUBMITTED PREVIOUS YEAR
SMALL	LESS THAN 5
МЕDIUМ	5 – 99
LARGE	100+

Annexure B (online distribution and general penalties)

1. ONLINE DISTRIBUTOR ANNUAL LICENSE FEES (FILMS/GAMES)

NUMBER OF TITLES	FILMS	SERIALS
0 – 499	R 259.31/TITLE	R1,037.24/SEASON
500 – 999	R 207.45/TITLE	R 829.79/SEASON
1,000+	R 165.96/TITLE	R 663.83/SEASON



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The fees above are applied in a stepped fashion (i.e. If a distributor offers more than 1,000 titles, the "0-499" fee is applied for the first 499 titles, the "500-999" fee is applied for the next 500 tittles, and the "1,000+" fee is applied for the remaining titles)

2. NON-COMPLIANCE PENALTY FEES

2.1 NON-COMPLIANCE PENALTY FEES PER TITLE (ONLINE DISTRIBUTORS - FILM CONTENT)

Offence	Number of fi	Number of film titles offered by distributor	/ distributor
	0 – 499	666 - 005	1,000+
Failure to register Failure to renew license	R518.62	R414.90	R331.92
Failure to display classification decision Incorrect display of classification decision Failure to submit for classification	R43.22	R34.58	R27.66



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2.2 NON-COMPLIANCE PENALTY FEES PER TITLE (ONLINE DISTRIBUTORS - SERIAL CONTENT)

Offense	Number of se	Number of serial titles offered by distributor	y distributor
	0 – 499	500 - 999	1,000+
Failure to register Failure to renew license	R2,074.88	R1,659.58	R1,327.66
Failure to display classification decision Incorrect display of classification decision Failure to submit for classification	R172.87	R138.30	R110.64



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and serial content, the penalty must be applied in respect of both types of content. This fee is set in line with the expected annual tariff cost related to the content. The first penalty fee outlined in the tables above is to be applied in the same stepped fashion as the tariff in respect of all title. Where a distributor offers both film

penalty must be applied per title for which there was a failure, based on the number of total titles offered at the time. This penalty must be applied per month for The second penalty fee outlined in the tables is to be applied per title for which there was a failure, based on the number of total titles offered at the time. this which there was a failure. this represents double the monthly cost that must be paid in respect of those titles

2.3 NON-COMPLIANCE PENALTY FEES PER TITLE (EXCLUDING ONLINE DISTRIBUTORS)

Offence	Penalty fee recommendation
1. Failure to register with FPB	Twice the registration fee
2. Failure to display classification decision on classified content	Twice the relevant classification fee
3. Incorrect display of classification decision	Twice the relevant classification fee
4. Failure to renew distributor license	Twice the renewal fee
5. Failure to submit content for classification	Twice the relevant classification fee

3. Accreditation of international rating agencies

The tariff review also focused on accrediting international rating agencies, this is subject to the FPB bill being passed.

DEPARTMENT OF LABOUR

NO. R. 1306 24 NOVEMBER 2017

ANNEXURE "AG1"

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

SUBSCRIPTION FEES

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

BARGAINING LEVY;

R458-00 Nationally

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

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

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

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

BARGAINING COUNCIL

ANNEXURE "AG2"

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

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

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

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CIVI.		netalogy - Beauty & Ski
NOITAIN	RGAIN	Hairdressing - Cost

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

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

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ANNEXURE "HZ"

to the Hairdressing . Cosmetology . Beauty & Skincare Industry

ANNEXURE "AG3"

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

			HOMA	HUMANSDORP)	RP)												
	EOHCB Subscriptions			3	354.00												
	Bargaining Levy				458.00												
	Basic establishment charge			æ	99.41												
	Total minimum charge			8	180.52												
	One Man Band / Rent A Chairs	1 21		8	215.00												
Work Code	Work Code Destription	201	2016 Salary	2017 Salary 6% increase	ary 6% ase	Union or Agency Fee	n or y Fee	BC Fee Employer	100	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)		National SPF Emplayer	- /*-	National SPF Employee	4
2002	2002 Barber - Trainee	R 2	2 084.28	R 22	2 209.33	R 108.00	-	R 26.51	1 R	75.55	R 132.56	R 132.56	8 R	11.05	15 R	11.05	In
2004	2004 Barber - Junior	8 2	2 679.79	R 28	2 840.57	R 10	108.00 R	3 26.51	1 8	75.55	R 170.43 R	R 170.43	13 R	14.20	0 R	14.20	0
2006	2006 Barber - Senior	R 4	4 466.31	R 47	4 734.29	R 10	108.00 R	3 26.51	1 R	75.55	R 284.06	R 284.06	96 R	23.67	37 R	23.67	
3020	3020 Beauty Therapist / Health and skincare therapist - Unqualified	R 3	3 144.28	æ	3 332.93	R 10	108.00 R	3 26.51	1 8	63.62	R 199.98 R	R 199.98	8 R	16.66	96 R	16.66	(0
3014	3014 Beauty Therapist / Health & Skincare Therapist	8 3	3 509.80	æ	3 720.39	R 10	108.00 R	3 26.51	1 R	63.62	R 223.22	R 223.22	2 R	18.60	80 R	18.60	0
3022	3022 Cleaner - Beauty	R 2	2354.44	R 24	2 495.71	R 10	108.00	R 26.51	1 R	63.62	R 149.74	R 149.74	74 R	12.48	R 81	12.48	00
2010	2010 General Assistant	R 2	2 426.90	R 25	2 572.52	R 10	108.00 R	15.91	1 R	31.81	R 154.35	R 154.35	35 R	12.86	36 R	12.86	100
2012	2012 General Assistant after 5 years	R 2	2 547.85	æ	2 700.72 R		108.00 R	15.91	1 R	31.81	R 162.04 R	R 162.04	A R	13.50	80 B	13.50	0
2014	2014 General Assistant after 10 years	R 2	2 670.11	R 28	2 830.31	R 10	108.00	R 15.91	1 R	31.81	R 169.82	R 169.82	32 R	14,15	.S.	14.15	10
2020	2020 Hairdresser - after 1st year qualified	R 4	4 570.27	R 48	4 844.49	R 10	108.00 R	3 26.51	1 8	75.55	R 290.67	R 290.67	37 R	24.22	12 R	24.22	~
2022	2022 Hairdresser - Qualified	R S	5 489.78	R 58	5 819.17	R 10	108.00 R	3 26.51	1 R	75.55	R 349.15	R 349.15	.S.	29.10	0 B	29.10	0
2024	2024 Hairdresser - Qualified - after 5 years	R S	5 764.21	R 61	6 110.06	R 10	108.00 R	3 26.51	1 R	75.55	R 366.60	R 366.60	80 R	30.55	S5 R	30.55	in
2026	2026 Hairdresser - Qualified - after 10 years	R 6	6 038.64	R 64	6 400.96	R 10	108.00	R 26.51	1 8	75.55	R 384.06	R 384.06	96 R	32.00	00 R	32.00	0
2046	2046 LEARNER - Entry Level	R 2	2 101.75	R 22	2 227.85	×	108.00 R	15.91	1 R	31.81	R 133.67 R	R 133.67	37 R	11,14	14 R	11.14	-
2048	2048 LEARNER - Level 2	R 2	2 402.19	R 25	2 546.32	R 10	108.00 R	15.91	1 8	31.81	R 152.78	R 152.78	78 R	12.73	73 R	12.73	m
2050	2050 LEARNER - Level 3	R 2	2 697.42	R 28	2 859.27	R 10	108.00	R 19.89	9 R	43.75	R 171.56	R 171.56	8 B	14.30	30 R	14.30	0
2022	2052 LEARNER - Level 4	R 2	2 928.92	R 31	3 104.65	R 10	108.00 R	19.89	8 8	43.75	R 186.28	R 186.28	8 R	15.52	32 R	15.52	2
4000	4000 STUDENTS - Entry Level	R 2	2 101.75	R 22	2 227.85	R 10	108.00 R	15.91	1 8	31.81	R 133.67	R 133.67	57 R	11.14	4 R	11.14	et
4001	4001 STUDENTS - Module 2 (Level 1 & 2)	R 2	2 402.19	R 25	2 546.32	R 10	108.00 F	R 15.91	1 8	31.81	R 152.78	R 152.78	78 R	12.73	73 R	12.73	m
4005	4002 STUDENTS - Module 4 (Level 3 & 4)	R 2	2 697.42	R 28	2 859.27	R 10	108.00 R	3 19.89	9 R	43.75	R 171.56	R 171.56	8 B	14.30	30 R	14.30	0
4003	4003 STUDENTS - Module 6 (Level 5 & 6)	R 2	2 928.92	æ	3 104.65	R 10	108.00 R	19.89	9 R	43.75	R 186.28 R	R 186.28	8 R	15.52	52 R	15.52	2
3032	3032 Manager - Beauty	R S	5 936.80	R 62	6 293.00	R 10	108.00 R	26.51	1 R	63.62	R 377.58	R 377.58	8 R	31.47	17 R	31.47	7
2060	2060 Manager - Hairdresser	R S	5 573.02	R 59	5 907.41	R 10	108.00 R	1	1 R	75.55	R 354.44	R 354.44	14 R	29.54	4 R	29.54	et
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Work Code Description	2016	2016 Salary	2017 Salary 6% increase	Union or Agency Fee	BC Fee Employer	-0.00	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer		National SPF Employee
2062 Manager - Hairdresser after 5 years		5 851.35	R 6 202.43	R 108.00	R 26.51	1 R	75.55	R 372.15	R 372.15	R 31.01	01 R	31.01
2064 Manager - Hairdresser after 10 years	R 63	6 129.68	R 6497.46	R 108.00	R 26.51	-		R 389.85	R 389.85	R 32.49		32.49
3030 Manager - only (Beauty Establishment)		4 480.60	R 4749.43	R 108.00	R 26.51	1 8	63.62	R 284.97	R 284.97	R 23.75		23.75
2054 Manager - only (Hairdressing)	m	739.19	R 3 963.54	R 108.00	R 26.51	1 8	75.55	R 237.81	R 237.81	R 19.82	82 R	19.82
2056 Manager - only (Hairdressing) after 5 years	R 39	926.48	R 4162.07	R 108.00	R 26.51	1 R	75.55	R 249.72	R 249.72	R 20.81	81 R	20.81
2058 Manager - only (Hairdressing) after 10 years	4	113.76	R 4360.59	R 108.00	R 26.51	1 8	75.55	R 261.64	R 261.64	R 21.80	80 R	21.80
3034 Manicurist / Pedicurist / Wax Technician	R 19	1 984.83	R 2103.92	R 108.00	R 26.51	1 R	63.62	R 126.24	R 126.24	R 10.52	52 R	10.52
3036 Manicurist / Pedicurist / Wax Technician -Unqualified	R 1	1 290.14	R 1367.54	R 108.00	R 26.51	1 8	63.62	R 82.05	R 82.05	R 6.84	84 R	6.84
3040 Nail technician - Unqualified	100	2 005.03	R 2125.33	R 108.00	R 26.51	1 R	63.62	R 127.52	R 127.52	R 10.63	53 R	10.63
3084 Nail Technician - Certified		2 063.44	R 2187.25	R 108.00	R 26.51	1 8	63.62	R 131.23	R 131.23	R 10.94	94 R	10.94
3038 Nail technician - Qualified		2 407.34	R 2551.79	R 108.00	R 26.51	1 8	63.62	R 153.11	R 153.11	R 12.76	76 R	12.76
3087 Massage Therapist - One Year Qualified	.0	2 438.00	R 2584.28	R 108.00	R 26.51	1 8	63.62	R 155.06	R 155.06	R 12.92	92 R	12.92
2067 Operator - Trainee	R 22	2 209.71	R 2342.29	R 108.00	R 15.91	1 R	31.81	R 140.54 R	R 140.54	R 11.71	71 R	11.71
2068 Operator	R 27	2 710.43	R 2873.06	R 108.00	R 15.91	1 8	31.81	R 172.38	R 172.38	R 14.37	37 R	14.37
2070 Operator - after 5 years		2 845.69	R 3 016.43	R 108.00	R 15.91	1 8	31.81	R 180.99	R 180.99	R 15.08	80 R	15.08
2072 Operator - after 10 years	35	2 982.26	R 3161.19	R 108.00	R 15.91	1 8	31.81	R 189.67	R 189.67	R 15.81	- 50	15.81
2074 Operator - Multi skilled	R 3	312.60	R 3511.35	R 108.00	R 15.91	1 R	31.81	R 210.68	R 210.68	R 17.56	S6 R	17.56
2076 Operator - Multi skilled - after 5 years	9	3 477.78	R 3 686.44	R 108.00	R 15.91	1 8	31.81	R 221.19	R 221.19	R 18.43	43 R	18.43
2078 Operator - Multi skilled - after 10 years	m	644.25	R 3862.90	R 108.00	R 15.91	1 8	31.81	R 231.77	R 231.77	R 19.31	31 R	19.31
3042 Receptionist - Beauty Establishment	-	4 044.37	R 4287.03	R 108.00	R 26.51	1 R	63.62	R 257.22	R 257.22	R 21.44	44 R	21.44
2080 Receptionist- First year of experience	R 41	4 130.67	R 4378.51	R 108.00	R 26.51	1 R	63.62	R 262.71	R 262.71	R 21.89	89 R	21.89
2082 Receptionist - Hairdressing salon	46.1	4 927.94	R 5 223.62	R 108.00	R 26.51	1 R	63.62	R 313.42	R 313.42	R 26.12	12 R	26.12
2084 Receptionist - Hairdressing salon - after 5 years	R 5	5 173.75	R 5 484.18	R 108.00	R 26.51	1 R	63.62	R 329.05	R 329.05	R 27.42	42 R	27.42
2086 Receptionist - Hairdressing salon - after 10 years	5	422.15	R 5747.48	R 108.00	R 26.51	1 8	63.62	R 344.85	R 344.85	R 28.74	74 R	28.74
3048 Somatologist 3 Years	R 36	684.71	R 3 905.79	R 108.00	R 26.51	1 R	63.62	R 234.35	R 234.35	R 19.53	53 R	19.53
3052 Somatologist B Tech - 4 years	μ,	4 028.61	R 4270.33	R 108.00	R 26.51	1 R	63.62	R 256.22	R 256.22	R 21.35	35 R	21.35
3054 Somatologist - B Tech Laser	R 4	323.39	R 4582.79	R 108.00	R 26.51	1 R	63.62	R 274.97	R 274.97	R 22.91	91 R	22.91
1012 Specific Skilled Stylist	R 2	2 148.57	R 2277.48	R 108.00	R 26.51	1 8	75.55	R 136.65	R 136.65	R 11.39	39 R	11.39
1014 Specific Skilled Stylist - after 5 years	1	2 256.53	R 2391.92	R 108.00	R 26.51	1 R	75.55	R 143.52	R 143.52	R 11.96	96 R	11.96
1016 Specific Skilled Stylist - after 10 years	R 2	363.16	R 2504.95	R 108.00	R 26.51	-	75.55	R 150.30	R 150.30	R 12.	.52 R	12.52
Specific Skilled Stylist - doing only one of the following: Braiding, 1000 Platting, Cutting	R 1	400.73	R 1484.77	R 108.00	R 26.51	~	75.55	R 89.09	R 89.09	R 7.	7.42 R	7.42
Specific Skilled Stylist - doing only one of the following: Braiding,	2	2000		0000	200	,				1 6		

National SPF Employee

National SPF

Employer

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- R 87.29 R

ANNEXURE "H2"

-	~	Lec.	100	
National Pension Fund (EE)	98.02			
Pen	000	æ	×	
National National Pension Fund Pension Fund (ER) (EE)	98.02	ı	1	
Pen	oc.	~	×	
BC Fee Employee	75.55		Ī	
, a	~	æ	×	
BC Fee Employer	26.51		206.00	
	~	8	8	
2017 Salary 6% Union or increase Agency Fee	R 108.00	R	R 108.00	
%9	13	12	17	
017 Salary 6 increase	1 633.6	5 819.1	5 819.1	
Ä	~	œ	8	
2016 Salary	R 1541.20 R 1633.67 R 108.00 R 26.51 R 75.55 R 98.02 R 98.02 R	R 5 489.78 R 5 819.17 R	R 5489.78 R 5819.17 R 108.00 R 206.00 R	
7	œ	œ	œ	
Work Code Description	Specific Skilled Stylist - doing only one of the following: Braiding, 1004 Platting, Cutting after 10 years	ith Staff)	2139 Rent A Chair / One Man Band (No Staff)	
ork Code	1004	2089	2139	

Work Code

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

NNEXURE "H



ANNEXURE "AG4"

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

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

ANNEXURE "HS"



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

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CASUAL EMPLOYEE

NOTES

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PAGE 3

ARGAINING COUNCIL

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

BARGAINING COUNCIL

ANNEXURE "AGS"

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

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

354.00	458.00	99.41	180.52	215.00
æ	æ	R	R	K

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

ANNEXURE "He"



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

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

SICK PAY FUND

ANNEXURE "HG"

PASE 3

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

Work Code Description	2	2016 Salary	ZOL7 Salary	A.	Union or Agency Fee		BC Fee Employer	BC Fee Employee		Pension Fund (ER)	-	Pension Fund (EE)	New National SPF Employer	-0.0	New National SPF Employee
Specific Skilled Stylist - doing only one of the following: Braiding, 1002 Platting, Cutting after 5 years	ω 66	1 499.58	R 158	1 589.56	R 108.00	8	26.51	R 75.	75.55 R	95.37	~	95.37	R 7.95	35 R	7.95
Specific Skilled Stylist - doing only one of the following: Braiding, 1004 Platting, Cutting after 10 years	ec.	1 571.12	~	1 665.39	R 108.00	0 R	26.51	1		- 1		99.92	~		8.33
2089 Working Employer (in Salon with Staff)	œ	5 037.18	R 533	S 339.41 F	R	œ				1	-	×	-	-	
2139 Rent A Chair / One Man Band (No Staff)	æ	5 037.18	R 533	5 339.41 F	R 108.00	œ	206.00	R	R		æ		R 160.18	8	
NOTES									١,						
CASHAI EMBLOVEE	An en	An employee who substitutes for any permanent employee who is sick or on leave	no substitut	es for a	ny perm	anent e	mployee	who is	sick or	on leave					
CASOAL EMPLOTEE	Remu	Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment	Basic Sala	ry / Wa	ges shall	pe cal	culated a	at the pre	scribe	d DAILY	rate fo	r that c	ategory of		
	An en	An employee who works 1 or 2 or 3 days per week	to works 1	or 2 or	3 days pe	er week									
	Remu	Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment.	Basic Sala	ry / Wa	ges shall	be cal	sulated a	at the pre	scribe	DAILY	rate fo	r that o	ategory of		
PART TIME EMPLOYEE	Shoul of the	Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.	ncil not reck position for	sive the	lower ca	alculate ory will	d salary apply.	from the	Emplo	yer (Sal	on owr	er), the	en the sala	ζ.	
	if rece	If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.	the deduct	li amou	Il be char	s worke	scording ed.	y to the	lower 8	mount fo	or the	actual a	imount of		
WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND		Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017	r a Working	g Emplo	yer (Wo	k Code	2089 A	ND 2136), is vo	luntary f	for SPF	from 1	January		
PENSION FUND	Pensi	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.	ontribution yable by al	s to be	paid by a	Il Empl be 6%	oyees w	ill be 6% asic Sala	of the	Basic Sa Te Emplo	alary o	f the Er	nployee.	-	
2.3	Basic	Basic Salary / Wage divided by 26 working days = Dally Rate (when employee works a 6 day week)	lage divide	d by 26	working	days=	Daily R	ate (whe	n empl	owee wo	rks a 6	day we	sek)		
DAILY RATE CALCULATION	Basic	Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week) Basic Salary / Wage divided by 17.33 working days = Daily Rate (when employee works a 4 day week)	/age divide	d by 21	.67 work	ing day	s = Daily s = Daily	Rate (w	hen e	npioyee	works	a 5 day a 4 day	/week)		
	Basic	Basic Salary / Wage divided by 13 working days ≂ Daily Rate (when employee works a 3 day week)	'age divide	d by 13	working	days =	Daily R	ate (wher	и етр	oyee wo	rks a 3	day we	sek)		

BARGAINING COUNCIL Tor the Hairdressing - Cosmetology - Beauty & Skincare Industry Tor the Hairdressing - Cosmetology - Beauty & Skincare Industry Tor the Hairdressing - Cosmetology - Beauty & Skincare Industry Tor the Hairdressing - Cosmetology - Beauty & Skincare Industry Tor the Hairdressing - Cosmetology - Beauty & Skincare Industry Tor the Hairdressing - Cosmetology - Beauty & Skincare Industry Tor the Hairdressing - Cosmetology - Beauty & Skincare Industry Tor the Hairdressing - Cosmetology - Beauty & Skincare Industry Tor the Hairdressing - Cosmetology - Beauty & Skincare Industry Tor the Hairdressing - Cosmetology - Beauty & Skincare Industry Tor the Hairdressing - Cosmetology - Beauty & Skincare Industry Toronto Industr	COMMISSION EARNERS NO STOCK DEDUCTIONS ARE ALLOWED BC = Bargaining Council	ABBREVIATION DESCRIPTIONS ER = Employer	SBF = Sick Benefit Fund SPF = Sick Pay Fund	Effective from the date of the publication of this Agreement, council levies for new salons and employees registered after the date of publication, will be as follows.	AKGA	ME Stylist will be possible to stock DED C = Bargaining E = Employee R = Employer BF = Sick Benef FPF = Sick Pay F Thective from the agistered after t	2017 Salary Daild 40% committee Council It Fund Cate of the pub The date of pub	Union or Agency Fee ALLOWED ALLOWED Ilication of thi	Br Fee Employer s Agreement be as follows	BC Fee Employee , council lev	National Pension Fund (ER)	National Pension Fund (EE)		-51/24
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PAGE 1



ANNEXURE "AG6"

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

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

458.00	458.00	99.41	180.52	215.00
×	2	œ	æ	8

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

NEXUKE "HS"

6 126.92 6 432.85 6 738.80	2017 Salary	Union or Agency Fee	BC Fee Employer		BC Fee Employee	Pension Fund (ER)	Pension Fund (EE)	New National SPF Employer	ional Ne loyer SPF	New National SPF Employee
	R 6494.53	R 108.00	R 26.51	×	75.55	R 389.67	R 389.67	R 3.	32.47 R	32.47
_	R 6818.83	R 108.00	R 26.51	æ	75.55	R 409.13	R 409.13	œ	34.09 R	34.09
-	R 7143.13	R 108.00	R 26.51	æ	75.55	R 428.59	R 428.59 R	77	35.72 R	35.72
431.04	R 5756.90 R	R 108.00 R	R 26.51	R	63.62 R	R 345.41	R 345.41	×	28.78 R	28.78
959.56 R	R 5257.13 R	R 108.00 R	R 26.51	R.	75.55 R	R 315.43	R 315.43	œ	26.29 R	26.29
156.84 R	R 5466.25 R	R 108.00	R 26.51	8	75.55 R	R 327.97	R 327.97	œ	27.33 R	27.33
402.65 R	8 5726.81	R 108.00	R 26.51	~	75.55	R 343.61	R 343.61	×	28.63 R	28.63
2 405.85	R 2550.20	R 108.00	R 26.51	œ	63.62	R 153.01	R 153.01	œ	12.75 R	12.75
1 563.81	R 1657.64	R 108.00	R 26.51	R	63.62	R 99.46	R 99.46	æ	8.29 R	8.29
430.35	R 2576.17	R 108.00	R 26.51	œ	63.62	R 154,57	R 154.57	×	12.88 R	12.88
501.13	R 2651.20	R 108.00	R 26.51	×	63.62	R 159.07	R 159.07	R 1	13.26 R	13.26
917.99	R 3 093.07	R 108,00	R 26.51	R	63.62	R 185.58	R 185.58	æ	15.47 R	15.47
710.00	R 3 932.60	R 108.00	R 26.51	œ	63.62	R 235.96	R 235.96	æ	19.66 R	19.66
662,39	R 1762.13	R 108.00	R 15.91	8	31.81	R 105.73	R 105.73	æ	8.81 R	8.81
285.37 R	3	-	œ	8	31.81	0.0	~		.41 R	17.41
449.51 R	m		ď	1 R	31.81	(C)	æ		3.28 R	18.28
613.64 R		15-	æ	1 R	31.81	104	æ	R	1.15 R	19.15
733.13 R	3	R 108.00	R 15.9	1 B	31.81	R 237.43	R 237.43	œ	8.79 R	19.79
919.59	R 4154.77	R 108.00	R 15.9	8		R 249.29	R 249.29	æ	1.77 R	20.77
106.05	R 4352.41	R 108.00	æ	R	_	R 261.14	R 261.14	R	.76 R	21.76
847.68	R 5 138.54	R 108.00	~	œ	-	R 308.31	R 308.31	×	8.69 R	25.69
369.41	R 3571.58	R 108.00	R 26.5	æ		R 214.29	R 214.29	æ	.86 R	17.86
706.87	R 3929.29	R 108.00	R 26.5	æ	_	4.3	œ	œ	8.65 R	19.65
537.49	R 3749.73	R 108.00	R 26.5	1 R		100	R 224.98	œ	3.75 R	18.75
466.31	R 4734.29	R 108.00	æ	1 R	-	R 284.06	R 284.06	æ	3.67 R	23.67
883.17	R 5176.16	R 108.00	R	1 R		1100	œ	R	.88 R	25.88
240.47	R 5 554.90		œ	1 R	63.62			æ	1.77 R	27.77
111.46 R	H		œ	1 R	78.40		×		1.19 R	11.19
217.82	R 2350.89	R 108.00	×	1 R	78.40	100	œ	æ	L.75 R	11.75
322.86	R 2462.23	120	œ	1 R	78.40	100	æ	æ	31 R	12.31
	R 1451.72	1	~	1 R	78.40	R 87.10	œ	~	7.26 R	7.26
_			~	00			œ	œ		7.98
3 449.51 3 449.51 3 449.51 3 613.64 3 733.13 3 919.59 4 466.31 4 466.31 4 466.31 4 883.17 5 240.47 5 240.47 5 240.47 5 240.47 6 2 217.82 2 312.86 1 369.55		3 482.50 3 656.48 3 830.45 3 957.12 4 154.77 4 352.41 5 138.54 3 3 29.29 3 7 49.73 4 7 3 4.29 5 5 5 5 4.90 2 2 3 5 0 8 9 2 4 6 2 2 3 5 0 8 9 2 4 6 2 2 3 5 0 8 9 2 4 6 2 2 3 5 0 8 9 2 4 6 2 2 3 5 0 8 9 2 4 6 2 2 3 5 0 8 9 2 4 6 2 2 3 5 0 8 9 2 4 6 2 2 3 5 0 8 9 2 4 6 2 2 3 5 0 8 9 2 4 6 2 2 3 5 0 8 9 2 4 6 2 2 3 5 0 8 9 2 4 6 2 2 3 5 0 8 9 2 4 6 2 2 3 5 0 8 9 2 4 6 2 2 3 5 0 8 9 2 4 6 2 2 3 5 0 8 9 2 4 6 2 2 3 5 0 8 9 3 7 6 0 8 9 8 9 8 9 8 9 8 9 8 9 8 9 8 9 8 9 8	705.13 R 6482.50 R 830.48 R 830.45 R 830.41 R 138.54 R 871.58 R 871.58 R 871.58 R 871.58 R 874.29 R 734.29 R 734.29 R 734.29 R 734.29 R 734.29 R 734.29 R 734.29 R	782.13 K 108.00 R 655.43 K 108.00 R 830.45 R 108.00 R 830.45 R 108.00 R 108.71 R 108.00 R 138.54 R 108.00 R 138.54 R 108.00 R 176.16 R 108.00 R 176.16 R 108.00 R 176.15 R 108.15 R 108	482.50 R 108.00 R 15.91 R 830.45 R 108.00 R 15.91 R 830.45 R 108.00 R 15.91 R 124.71 R 108.00 R 15.91 R 124.72 R 108.00 R 15.91 R 138.54 R 108.00 R 26.51 R 274.29 R 108.00 R 26.51 R 275.24 R 108.00 R 26.51 R 275.24 R 108.00 R 27.51 R 25.84 R 108.00 R 27.51 R 25.83 R 108.00 R 27.51 R 25.83 R 108.00 R 27.51 R 25.23 R 26.23 R 108.00 R 27.51 R 25.23 R 25.23 R 25.24 R 25.25 R 25.24 R 25.25 R 27.51 R 25.25 R 27.51 R 25.25 R 27.51 R 25.25 R 27.51 R 27.51 R 27.51 R 27.51 R 27.51 R 25.25 R 27.51 R 27	482.50 R 108.00 R 15.91 R 850.45 R 108.00 R 15.91 R 850.45 R 108.00 R 15.91 R 154.72 R 108.00 R 15.91 R 154.72 R 108.00 R 15.91 R 138.54 R 108.00 R 26.51 R 27.25 R 108.00 R 26.51 R 27.25 R 108.00 R 26.51 R 27.52 R 108.00 R 27.51 R 25.8.4 R 108.00 R 27.51 R 25.8.4 R 108.00 R 27.51 R 25.8.4 R 108.00 R 27.51 R 25.23 R 108.00 R 27.51 R 25.25 R	482.50 R 108.00 R 15.91 R 31.81 R 208.95 830.45 R 108.00 R 15.91 R 31.81 R 208.95 830.45 R 108.00 R 15.91 R 31.81 R 229.83 957.12 R 108.00 R 15.91 R 31.81 R 237.43 124.77 R 108.00 R 15.91 R 31.81 R 249.29 352.41 R 108.00 R 15.91 R 31.81 R 261.14 138.54 R 108.00 R 26.51 R 63.62 R 308.31 574.29 R 108.00 R 26.51 R 63.62 R 23.76 749.73 R 108.00 R 27.51 R 66.02 R 310.57 254.90 R 108.00 R 27.51 R 66.02 R 310.57 254.90 R 108.00 R 27.51 R 78.40 R 134.29 350.89 R 108.00 R 27.51 R 78.40 R 134.29 350.89 R 108.00 R 27.51 R 78.40 R 141.05 462.23 R 108.00 R 27.51 R 78.40 R 141.05 462.23 R 108.00 R 27.51 R 78.40 R 141.05 462.23 R 108.00 R 27.51 R 78.40 R 141.05 462.23 R 108.00 R 27.51 R 78.40 R 141.05 462.23 R 108.00 R 27.51 R 78.40 R 141.05 462.23 R 108.00 R 27.51 R 78.40 R 141.05 462.23 R 108.00 R 27.51 R 78.40 R 141.05 462.23 R 108.00 R 27.51 R 78.40 R 87.10	482.50 R 15.91 R 31.81 R 205.05 R 482.50 R 108.00 R 15.91 R 31.81 R 208.95 R 830.45 R 108.00 R 15.91 R 31.81 R 229.33 R 957.12 R 108.00 R 15.91 R 31.81 R 237.43 R 124.77 R 108.00 R 15.91 R 31.81 R 249.29 R 138.54 R 108.00 R 26.51 R 63.62 R 308.31 R 529.29 R 108.00 R 26.51 R 63.62 R 235.76 R 749.73 R 108.00 R 26.51 R 66.02 R 235.76 R 744.07 R 108.00 R 26.51 R 66.02 R 235.76 R	482.50 R 15.91 R 31.81 R 205.75 R 205.75 R 205.75 R 205.95 R 205.93 R 219.39 R 219.39 R 205.93 R 219.39 R 205.93 R 205.	482.50 R 105.00 R 15.91 R 21.81 R 208.95 R 105.00 R 15.91 R 21.81 R 208.95 R 15.91 R 21.81 R 208.95 R 15.91 R 21.81 R 208.93 R 15.93 R 15.91 R 21.81 R 208.93 R 20.32 R 21.82 R 15.23 R 15.93 R 15.91 R 13.81 R 229.33 R 12.93 R 13.28 R 12.93 R 13.78 R 13.82 R 12.93 R 13.75 R <t< td=""></t<>

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

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

PAGEL



ANNEXURE "AG6"

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

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

458.00	458.00	99.41	180.52	215.00
×	æ	ĸ	œ	œ

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

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

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Work Code Description	2016 Salany	2017 Salary	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Func (ER)	National National Pension Fund Pension Fund (ER) (EE)	New National New National SPF Employer SPF Employee	New Na SPF Emp
Specific Skilled Stylist - doing only one of the following: Braiding, 02 Platting, Cutting after 5 years	R 1437.84	R 1524.11	R 108.00	R 27.51	1 R 78.40	R 91.45	R 91.45	R 7.62	œ
89 Working Employer (in Salon with Staff)	R 4710.08	R 4 992.68	8	· «	·	×	R	R 74.89	œ
39 Rent A Chair / One Man Band (No Staff)	R 4710.08	R 4992.68	R 108.00 R	R 206.00	0 R .	R	~	R 149.78	æ
NOTES									١.
CASUAL EMPLOYEE	An employee w employment	An employee who substitutes for any permanent employee who is sick or on leave employment	r any permar	nent emplo	yee who is sid	sk or on leave		i u	
	An employee w Remuneration employment	An employee who works 1 or 2 or 3 days per week Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment	or 3 days per Vages shall t	week e calculate	d at the pres	cribed DAILY	rate for that	category of	
PART TIME EMPLOYEE	Should the Cousalary of the Fu	Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.	the lower cal	culated sal	ary from the E	Employer (Sa	on owner), th	nen the	
	If received, the days worked ar	If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.	will be chan	ged accord worked.	ingly to the lo	wer amount f	or the actual	amount of	
WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND		Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017	ployer (Work	Code 208	9 AND 2139)	is voluntary	or SPF from	1 January	
PENSION FUND	Pension Fund Contributions p	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.	be paid by all ployers will b	Employee	s will be 6% o	of the Basic S y of the Empl	alary of the E	employee.	
,	Basic Salary / /	Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week)	26 working o	lays = Dail	/ Rate (when	employee wo	rks a 6 day v	week)	
DAILY RATE CALCULATION	Basic Salary //	Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week)	21.67 workir	g days = [aily Rate (wh	en employee	works a 5 da	ay week)	
	Basic Salary //	Basic Salary / Wage divided by 17.33 working days = Daily Rate (when employee works a 4 day week)	17.33 workir	g days = [aily Rate (wh	en employee	works a 4 da	ay week)	
	Basic Salary / /	Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)	13 working o	lays = Dail	/ Rate (when	employee wo	irks a 3 day v	week)	
SICK PAY FUND	Sick Pay Fund Contributions p	Sick Pay Fund Contributions to be paid by all Employees will be 1% of the Basic Salary of the Employee. Contributions payable by all Employers will be 1% of the Basic Salary of the Employee.	be paid by a	Il Employee	ss will be ½% ne Basic Sala	of the Basic ry of the Emp	Salary of the loyee,	Employee.	
COMMISSION EARNERS	All Stylist will b	All Stylist will be paid 40% commission	mission						
	NO STOCK DE	NO STOCK DEDUCTIONS ARE ALLOWED	E ALLOWE						

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

NNEXURE "HS"

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ANNEXURE "HE"



ANNEXURE "AG7"

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

R 391.00

EOHCB Subscriptions

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

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Work Code Description 2016 Salary	3042 Receptionist - Beauty Establishment R 5 464.12	2080 Receptionist - (Hairdressing) First year of experience R 3 770.76	2082 Receptionist - Hairdressing salon R 4 952.25	2139 Rent A Chair / One Man Band (No Staff) R 6 237.35	3048 Somatologist 3 Years R 6541.47	3052 Somatologist B Tech - 4 years R 7 194.88	4000 STUDENTS - Entry Level R 2 295.78	Level 1 & 2)	4002 STUDENTS - Module 4 (Level 3 & 4)	4003 STUDENTS - Module 6 (Level 5 & 6)	2089 Working Employer (in Salon with Staff) R 6 237.35	NOTES	CASUAL EMPLOYEE An employment of employment	An employee w Remuneration J of employment	PART TIME EMPLOYEE Should the (If received, days worker	WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND 2017	PENSION FUND Contribution	Basic Salar	DAILY RATE CALCULATION Basic Salan	Basic Salar	Basic Salar	SICK PAY FUND SICK PAY FU
2017 Salary 6% Increase	12 R 5 791.97	76 R 3 997.00 R	-	35 R 6 611.59 R	17 R 6933.96 R	88 R 7 626.57	78 R 2433.53	-	77 R 3 008.03 R	80 R 3 249.74 R	35 R 6611.59		An employee who substitutes for any permanent employee who is sick or on leave of employment.	An employee who works 1 or 2 or 3 days per week Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment	Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.	If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.	Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.	Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week)	Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week)	Basic Salary / Wage divided by 17,33 working days = Daily Rate (when employee works a 4 day week)	Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)	Sick Pay Fund Contributions to be paid by all Employees will be ½% of the Basic Salary of the Employee.
Union or Agency Fee	R 108.00 R	R 108.00 R	R 108.00 R	R 108.00 R	R 108.00 R	R 108.00 R	R 108.00 R	R 108.00 R	R 108.00 R	R 108.00 R	R .		for any permane	2 or 3 days per v Wages shall be	the lower calcut for that Job Ca	is will be change mount of days w	mployer (Work (be paid by all Employers will be	y 26 working da	y 21.67 working	y 17.33 working	y 13 working da	o be paid by all
BC Fee BC Employer Emp	62.52 R	62.52 R	62.52 R	206.00 R	62.52 R	62.52 R	32.46 R	32.46 R	32.46 R	32.46 R	R		ant employee w	week calculated at 8	lated salary fro tegory will apply	ed accordingly to	Sode 2089 AND	Employees will I	ys = Daily Rate	days = Daily R	days = Daily R	ys = Daily Rate	Employees will
BC Fee National Pension (E	62.52 R 34	62.52 R 2	62.52 R 3:	œ	62.52 R 4:	62.52 R 4	32.46 R 1	32,46 R 1	32.46 R 1	32.46 R 19	ec ,		ho is sick or	he prescribed	m the Emplo y.	o the lower a) 2139), is vo	c Salary of the	(when empli	ate (when en	ate (when er	(when emply	be ½% of the
National National Pension Fund (EE) (EE)	347.52 R 347.52	239.82 R 239.82	314.96 R 314.96	2	416.04 R 416.04	457.59 R 457.59	146.01 R 146.01	167.00 R 167.00	180.48 R 180.48 R	194.98 R 194.98	. R		n leave	DAILY rate for	yer (Salon owne	nount for the ac	untary for SPF	Basic Salary of the Employee.	iyee works a 6 d	ployee works a	ployee works a	yee works a 3 c	Basic Salary of
Mational SPF Employer	2 R 28.96	2 R 19.99	6 R 26.25	R 99.17	4 R 34.67	9 R 38.13	1 R 12.17	0 R 13.92	8 R 15.04 R	8 R 16.25 R	R 198.35		·	hat category), then the	ual amount of	om 1 January	e Employee.	ay week)	5 day week)	4 day week)	ay week)	the Employee
National SPF Employee	R 28.96	R 19.99	R 26.25		R 34.67	R 38.13	R 12.17	R 13.92	R 15.04 R	R 16.25 R	8												
SBF Employer		R 150.00	R 190.00	R 252.00	R	2	R 150.00	R 150.00 R	R 150.00 R	R 150,00 R	R 252.00												
SBF Employee	В.	R 150.00	R 190.00	R 252.00			œ	R 150.00	R 150.00	R 150.00	R 252.00												

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

ANNEXURE "AG8"

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

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

380.00	458.00	99.41	180.52	215.00
œ	ĸ	œ	æ	R

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

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Work Code	Work Code Description	1	2016 Salary	2017 Salary 6% Increase	- 8	Union or Agency Fee	BC Fee Employer		BC Fee Employee	Pensi	National Pension Fund (ER)	National Pension Fund (EE)	200	New National SPF Employer	New SPF E	New National SPF Employee
2002	2062 Manager - Hairdresser after 5 years	æ	5 208.86	R 5521.39	R	108.00	R 26.51	1 R	75.55	œ	331.28	R 331.28	×	27.61	8	27.61
2064	2064 Manager - Hairdresser after 10 years	oc.	5 458.58	R 5 786.09 R	8	108.00 R	R 26.51	1 R	75.55 R		347.17	R 347.17	-	28.93	œ	28.93
3030	3030 Manager - only (Beauty Establishment)	œ	3 530.17	R 3741.98 R	2	108.00 R	R 26.51		63.62	×	224.52	R 224.52		18.71	œ	18.71
2054	2054 Manager - only (Hairdressing)	æ	3 839.33	R 4 069.69 R	~	108.00 R	R 26.51			nc.	244.18	R 244.18		20.35		20.35
2056	2056 Manager - only (Hairdressing) after 5 years	×	4 030.53	R 4272.37 R	2	108.00 R	R 26.51	1 8	75.55 R		256.34 R	R 256.34		21.36		21.36
2058	2058 Manager - only (Hairdressing) after 10 years	×	4 224.32	R 4477.78 R	8	108.00 R	R 26.51	1 8	75.55	œ	268.67 R	R 268.67 R	~	22.39	æ	22,39
3034	3034 Manicurist / Pedicurist / Wax Technician	œ	1563.81	R 1657.64 R	2	108.00 R	R 26.51	1 R	63.62	œ	99,46 R	R 99.46 R	œ	8.29	æ	8.29
3036	3036 Manicurist / Pedicurist / Wax Technician -Unqualified	œ	1 016.48	R 1077.46 R	2	108.00 R		26.51 R	63.62	œ	64.65 R		æ	5.39	~	5.39
3040	3040 Nail technician - Unqualified	œ	1579.73	R 1674.51	~	108.00 R		1 8	63.62 R		100.47 R	-	×	8.37	8	8.37
3084	3084 Nail Technician - Certified	æ	1625.73	R 1723.27	R	108.00 R	R 26.51	1 R	63.62 R		103.40 R		œ	8.62	~	8.62
3038	3038 Nail technician - Qualified	œ	1 862.98	R 1974.76 R	æ	108.00 R		26.51 R	63.62	8	118.49 R		œ	9.87	~	9.87
3087	3087 Massage Therapist - One Year Qualified	œ	2 438.00	R 2584.28 R	œ	108.00	R 26.51	1 R	63.62	æ	155.06	R 155.06 R	œ	12.92	œ	12.92
2067	2067 Operator - Trainee	×	1 637.85	R 1736.12	2	108.00	R 15.91	1 R	31.81	œ	104.17	R 104.17	œ	8.68	8	89.8
2068	2068 Operator	œ	2 261.98	R 2397.70 R	æ	108.00	R 15.91	1 8	31.81	œ	143.86	R 143.86	œ	11.99	œ	11.99
2070	2070 Operator - after 5 years	æ	2374.63	R 2517.11	æ	108.00	R 15.91	1 R	31.81	×	151.03	R 151.03		12.59	æ	12.59
2022	2072 Operator - after 10 years	×	2 487.26	R 2 636.50	R	108.00	R 15.91	1 B	31.81	×	158.19	R 158.19	~	13.18	œ	13.18
2074	2074 Operator - Multi skilled	œ	2 796.02	R 2963.78	8	108.00	R 15.91	1 R	31.81	œ	177.83	R 177.83	~	14.82	œ	14.82
2075	2076 Operator - Multi skilled - after S years	œ	2 936.48	R 3112.67	œ	108.00	R 15.91	1 8	31.81	œ	186.76	R 186.76	œ	15.56	×	15.56
2078	2078 Operator - Multi skilled - after 10 years	œ	3 075.62	R 3 260.16	œ	108.00	R 15.91	1 R	31.81	œ	195.61	R 195.61	1	16.30	œ	16.30
3042	3042 Receptionist - Beauty Establishment	×	3 186.48	R 3377.67	æ	108.00		1 8	63.62	œ	-	R 202.66	-	16.89	œ	16.89
2082	2082 Receptionist - Hairdressing salon	œ	2 754.65	R 2919.93	E E	108.00	R 26.51	1 R	63.62	œ	-	R 175.20	~	14.60	œ	14.60
2084	2084 Receptionist - Hairdressing salon - after 5 years	8	2 892.52	R 3 066.07	2	108.00	R 26.51	1 8	63.62	œ	183.96		-	15.33	œ	15.33
2086	2086 Receptionist - Hairdressing salon - after 10 years	æ	3 030.37	R 3212.19	œ	108.00	R 26.51	1 R	63.62	æ	192.73	R 192.73	æ	16.06	œ	16.06
3048	3048 Somatologist 3 Years	æ	2 903.11	R 3077.29	8	108.00	R 26.51	1 R	63.62	æ	184.64	R 184.64	œ	15.39	~	15.39
3052	3052 Somatologist B Tech - 4 years	œ	3 174.05	R 3364.50	R	108.00	R 26.51	1 8	63.62	8	201.87	R 201.87	-	16.82	~	16.82
3054	3054 Somatologist - B Tech Laser	×	3 406.31	R 3 610.69	æ	108.00	R 26.51	-	63.62	~	-		-	18.05	2	18.05
1012	1012 Specific Skilled Stylist	œ	1 490.25	1	-	-	1	-	75.55	œ	-		-	7.90	œ	7.90
1014	1014 Specific Skilled Stylist - after 5 years	æ	1917.07	R 2032.10	R	108.00	R 26.51		75.55	æ	121.93	R 121.93	-	10.16	~	10.16
1016	1016 Specific Skilled Stylist - after 10 years	æ	2 009.41	R 2129.97	æ	108.00	R 26.51	1 R	75.55	×	127.80	R 127.80	-	10.65	×	10.65
1000	Specific Skilled Stylist - doing only one of the following: Braiding, 1000 Platting, Cutting	oc.	117.21	R 1184.24	œ	108.00	R 26.51	20	75.55	oc.	-	R 71.05	-	5.92	02	5.92
1002	Specific Skilled Stylist - doing only one of the following: Braiding, 1002 Platting, Cutting after 5 years	~	-		~	_		-		0	-		-	623	α.	633

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(COUNCIL	cauty & Skincare Industry
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Work Code Description	20	2016 Salary	2017 S. Inc	2017 Salary 6% Increase	Union or Agency Fee	nor Fee	BC Fee Employer	8C Fee Employee	10.77	National Pension Fund (ER)	National Pension Fund (EE)	-	New National SPF Employer	
Specific Skilled Stylist - doing only one of the following: Braiding, 04 Platting, Cutting after 10 years	œ	1 227.76 R		1 301.42	R 108.00		R 26.51	R 75.55	8	78.09	R 78.09	~	-	6.51
89 Working Employer (in Salon with Staff)	œ	3 111.00 R		3 297.66								œ	49	49.46
39 Rent A Chair / One Man Band (No Staff)	œ	3 111.00 R	100	3 297.66 R		108.00			-			œ	98	98.93
NOTES														
CASUAL EMPLOYEE	Aner	nployee wh	ho subs	stitutes f	or any p	erman	ent emplo	An employee who substitutes for any permanent employee who is sick or on leave Beautoparism / Basic Salary / Wares shall be calculated at the prescribed DAILY rate for that category of	sick or	on leave	rate for the	to to	VIOUS	,,
	empl	Remuneration / employment	Dasic	oalary /	wayes	Silali D	calculat	ar me bie	2000	בועם ה	rate tot ute	1 79	200	5
	An el Remi empl	An employee who works 1 or 2 or 3 days per week Remuneration / Basic Salary / Wages shall be calc employment	ho work Basic S	s 1 or 2 Salary /	or 3 da Wages	ys per shall be	week e calculate	An employee who works 1 or 2 or 3 days per week Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment	escribe	ed DAILY	rate for that	est est	gony	6
PART TIME EMPLOYEE	Shou	Should the Council not receive the lower calculated salary from salary of the Full Time position for that Job Category will apply.	incil not	receive	the low for that	Job Ca	ulated sal	Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.	Emp	oyer (Sa	on owner).	then	the	
	If rec	If received, then the deductions will be changed accordays worked and not the full amount of days worked.	n the de	eduction:	s will be	change days v	ed accord	If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.	lower	amount f	or the actua	al am	o nuc	-
WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND	Cont 2017	ibutions fo	or a Wo	rking En	nployer	(Work	Code 208	Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017	9), is v	oluntary	for SPF fro	E 1	annar	>
PENSION FUND	Pens	ion Fund C	Contribu	utions to by all En	be paid	by all le	Employee 8 6% of th	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.	of the	Basic S the Empl	alary of the oyee.	Emp	loyee.	100
	Basic	Salary / W	Vage di	ivided by	/ 26 WOI	rking de	ays = Dail	Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week)	an em	oloyee wo	orks a 6 day	wee	9	
DAILY RATE CALCULATION	Basic	Salary / W	Vage di Vage di	ivided by	721.67	working	g days = [Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week) Basic Salary / Wage divided by 17.33 working days = Daily Rate (when employee works a 4 day week)	when when	employee	works a 5	day v	eek)	
	Basic	Salary / V	Vage d	ivided by	y 13 wor	rking da	ays = Dail	Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)	an emi	oloyee wo	orks a 3 day	/ wee	0	- 1
SICK PAY FUND	Sick	Pay Fund (Contrib	utions to	be pair	d by all	Employer 3 1/2% of the	Sick Pay Fund Contributions to be paid by all Employees will be ½% of the Basic Salary of the Employee. Contributions payable by all Employers will be ½% of the Basic Salary of the Employee.	% of t	he Basic the Emp	Salary of the	e En	ployee	m

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Work Code

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

ANNEXURE "AG9"

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

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

354.00	458.00	99.41	180.52	215.00
æ	×	R	œ	æ

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

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



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

,	COUNCIL	v & Skincare Industry
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Vork	Work Code Description	2016 Salary	2017 Salary 6% increase	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee
		Qualified Haird minimum of 30	Qualified Hairdressers / Stylists, which are employees and employed on or after 2010, whom will receive a minimum of 30% commission.	ch are emplo	yees and er	mployed on c	or after 2010,	whom will re	ceive a	
	COMMISSION EARNERS	Qualified Hairdressers / Sty minimum 40% Commission NO STOCK DEDUCTIONS	Qualified Hairdressers / Stylists, which are employees and employed prior to 2010, whom will receive a minimum 40% Commission NO STOCK DEDUCTIONS ARE ALLOWED	ch are emplo	yees and er	mployed prio	r to 2010, who	om will recei	œ œ	-
		BC = Bargaining Council	1g Council							
	0	EE = Employee	ø							
	ABBREVIATION DESCRIPTIONS	ER = Employer	_							
		SBF = Sick Benefit Fund	nefit Fund							
		SPF = Sick Pay Fund	y Fund							
V		Effective from registered after	Effective from the date of the publication of this Agreement, council levies for new salons and employees registered after the date of publication, will be as follows.	ation of this /	Agreement, cas follows.	council levies	s for new sal	ons and en	ployees	
	COUNCIL LEVIES FOR NEW SALONS FROM DATE OF PUBLICATION OF THIS AGREEMENT	1. Employers 2. Employers salary, in res	 Employers to deduct 1.3% Council Levy from each employee's basic salary. Employers to contribute 1.3% Council Levy, calculated on the basis of each individual employee's basic salary, in respect of each employee employed. 	Council Levy fro	om each emi	ployee's bas on the basis	ic salary. s of each indiv	ridual emplo	/ee's basic	



ANNEXURE "AG10"

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

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Work	Work Code Description	-	2016 Salary	201	2017 Salary	Union	Union or Agency Fee	" 5	BC Fee Employer	BC Fee Employee	9 9	Pensic	National Pension Fund (ER)	Pensic (National Pension Fund (EE)	Naci	National SPF Employer	S m	National SPF Employee
2002	2002 Barber - Trainee	~	2 739.34 R	3	2 903.70	œ	108.00	œ	66.12	R 66	66.12	R	188.74	R	188.74	2	14.52	œ	14.52
2004	2004 Barber - Junior	~	3 811.25	œ	4 039.93	nc.	108.00	œ	66.12 R		66.12	R 2	262.60 R		262.60	×	20.20	œ	20.20
2006	2006 Barber - Senior	œ	5 716.88	æ	68.6509	œ	108.00	~	66.12	R 66	66.12	R 3	393.89	æ	393.89	æ	30.30	œ	30.30
3020	Beauty Therapist / Health and skincare therapist - 3020 Unqualified	œ	2 977.54 R		3 156.19 R	œ	108.00 R	œ	66.12	R 66	66.12	R 2	205.15 R		205.15	~	15.78	~	15.78
3014	3014 Beauty Therapist / Health & Skincare Therapist	~	4 168.56	œ	4 418.67	œ	108.00 R	œ	66.12	R 66	66.12	R 2	287.21 R		287.21	R	22.09	œ	22.09
3022	3022 Cleaner - Beauty	œ	3 087.11	8	3 272.34	æ	108.00	×	66.12	R 66	66.12	R 2	212.70	æ	212.70	×	16.36	æ	16.36
2010	2010 General Assistant	œ	2 117.63	~	2 244.68	æ	108.00	œ	54.10	R 54	54.10 R	100	145.90 R	100	145.90	×	11.22	æ	11.22
2022	2022 Hairdresser - no trade test	œ	3 513.50	œ	3 724.31	æ	108.00	œ	66.12	R 66	66.12 R		242.08 R		242.08	œ	18.62	œ	18.62
2020	2020 Hairdresser - After 1st year qualified	æ	3 532.56	œ	3 744.51	œ	108.00	œ	66.12	R 66	66.12 R		243.39	æ	243.39	æ	18.72	œ	18.72
2016	2016 Hairdresser - Qualified	œ	5 053.48	æ	5 356.68 R	œ	108.00	æ	66.12 R		66.12 R		348.18 R		348.18	œ	26.78	æ	26.78
2046	2046 LEARNER - Entry Level	~	2346.61	œ	2 487.40 R	×	108.00	R	66.12	R 66	66.12 R		161.68	œ	161.68	œ	12.44	æ	12.44
2048	2048 LEARNER - Level 2	œ	2 471.36	œ	2 619.64 R	æ	108.00	æ	54.10 R		54.10 R		170.28	œ	170.28	×	13.10	œ	13.10
2050	2050 LEARNER – Level 3	~	2714.32	~	2877.18	œ	108.00	æ	66.12	R 66	66.12	R	187.02	æ	187.02	×	14.39	œ	14.39
2022	2052 LEARNER – Level 4	œ	3 006.13	æ	3 186.50	æ	108.00	œ	66.12	R 66	66.12	R 2	207.12	æ	207.12	œ	15.93	œ	15.93
4000	4000 STUDENTS - Entry Level	~	2 346.61	æ	2 487.40	œ	108.00	œ	66.12	R 66	66.12	R 1	161.68	œ	161.68	æ	12.44	œ	12.44
4001	4001 STUDENTS - Module 2 (Level 1 & 2)	œ	2 471.36	œ	2 619.64	~	108.00	œ	66.12	R 66	66.12 R		170.28	R 1	170.28	œ	13.10	œ	13.10
4002	4002 STUDENTS - Module 4 (Level 3 & 4)	œ	2 714.32	×	2877.18	×	108.00	æ	66.12 R		66.12	R	187.02	œ	187.02	œ	14.39	æ	14.39
4003	4003 STUDENTS - Module 6 (Level 5 & 6)	œ	3 006.13	~	3 186.50 R	æ	108.00	œ	66.12 R		66.12 R		207.12	~	207.12	×	15.93	œ	15.93
3028	3028 Make-up Artist Trainge	~	2977.54 R		3 156 19 R	α	108 00 R	æ	66 17 R		66 17 R		205 15 R		205 15 B	α	15 78 R	~	15 78

ANNEXURE "H9"

Work	Work Code Description	2	2016 Salary	20	2017 Salary	Union	Union or Agency		BC Fee			Na	National Pension Fund	Na	National Pension Fund	Nat	National SPF	Nat	National SPF
Code							9	5	Employer	5	Employee		(ER)		(EE)	5	employer	5	cmpioyee
3026	3026 Make-up Artist	œ	4 168.56	æ	4 418.67	~	108.00	œ	66.12	œ	66,12	R	287.21	R 2	287.21	2	22.09	œ	22.09
3036	3036 Manicurist / Pedicurist / Wax Technician -Unqualified	~	1 905.63	œ	2 019.96 R	œ	108.00	~	54.10 R	œ	54.10	R 1	131.30 R		131.30	~	10.10	~	10.10
3034	3034 Manicurist / Pedicurist / Wax Technician	ď	2 858.44	~	3 029.94	~	108.00	æ	66.12	œ	66.12	8	196.95	R 1	196.95	æ	15.15	æ	15.15
3040	3040 Nail technician - Unqualified	æ	3 009.00	œ	3 189.54	8	108.00	œ	66.12	æ	66.12	R 2	207.32 R		207.32	æ	15.95	œ	15.95
3084	3084 Nail Technician - Certified	æ	3 096.64	æ	3 282.44	œ	108.00	œ	66.12	æ	66.12	R	213.36	R 2	213.36	œ	16.41	œ	16.41
3038	3038 Nail technician - Qualified	æ	4 049.45	æ	4 292.42	æ	108.00	œ	66.12	ď	66.12	R 2	279.01	R 2	279.01	œ	21.46	œ	21.46
3087	3087 Massage Therapist - One Year Qualified	œ	2 438.00	8	2 584.28	~	108.00	œ	66.12	R	66.12	R 1	167.98	8	167.98	æ	12.92	œ	12.92
2067	2067 Operator - Trainee	œ	2 613.09	œ	2 769.88	œ	108.00	R	66.12	R	66.12	8	180.04	R 1	180.04	œ	13.85	œ	13.85
2068	2068 Operator	æ	3 087.11	~	3 272.34	œ	108.00	~	66.12	8	66.12	R 2	212.70	R 2	212.70	R	16.36	œ	16.36
2074	2074 Operator - Multi skilled	æ	3 085.93	8	3 394.52	œ	108.00	æ	66.12	œ	66.12	8	220.64	~	220.64	æ	16.97	œ	16.97
3042	3042 Receptionist - Beauty Establishment	œ	3 984.61	8	4 223.69	œ	108.00	×	66.12	×	66.12	R	274.54	R 2	274.54	œ	21.12	œ	21.12
2082	2082 Receptionist - Hairdressing salon	æ	4 099.48	œ	4 345.44	œ	108.00	æ	66.12	æ	66.12	R 2	282.45	R 2	282.45	œ	21.73	œ	21.73
3048	3048 Somatologist 3 Years	œ	5 121.37	œ	5 428.65	æ	108.00	R	66.12	ď	66.12	œ	352.86	R 3	352.86	œ	27.14	œ	27.14
3052	3052 Somatologist B Tech - 4 years	œ	5 776.43	æ	6 123.01	R	108.00	æ	66.12	œ	66.12	2	398.00		398.00	æ	30.62	æ	30.62
1012	1012 Specific Skilled Stylist	œ	2 118.81	æ	2 245.94	æ	108.00	œ	54.10	œ	54.10 R	2.71	145,99	R 1	145.99	œ	11.23	œ	11.23
į (į	Specific Skilled Stylist - doing only one of the		00000				00		2 2 2	-			AF 33	0	AE 33	٥	11 10	٥	11 10
1000	1000 following: Braiding, Platting, Cutting	×	2 109.29		2 235.85	×	108.00	×	24.10	×	24.10	2	145.33	2	145.35	c 0	11.10	-	77.70
2089	2089 Working Employer (in Salon with Staff)	œ	5 053.48	×	5 356.68											r	80.35		1
2139	2139 Rent A Chair / One Man Band (No Staff)	œ	5 053.48	ď	5 356.68	œ	108.00									œ	160.70	Ц	

National SPF Employer PAGES

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

Work

NOIES	
	An employee who substitutes for any permanent employee who is sick or on leave
CASUAL EMPLOYEE	Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment
	An employee who works 1 or 2 or 3 days per week
	Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment
PART TIME EMPLOYEE	Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.
	If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.
WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND	Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017
PENSION FUND	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.
	Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week)
DAILY RATE CALCULATION	Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week) Basic Salary / Wage divided by 17.33 working days = Daily Rate (when employee works a 4 day week)
	Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)

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

BARGAINING COUNCIL

ANNEXURE "AG11"

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

EOHCB Subscriptions /Bargaining Levy	Bargaining Levy	Salon Charge	One Man Band / Rent A Chairs

458.00	458.00	207.99	215.00
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Work Code Description	2016 Salary	2017 Salany	Weekly Rate	Daily Rate	Union or Agency Fee	45	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	Nation Empl	National SPF Employer	Emp	National SPF Employee
2000 Barber - starting 1 month	R 2 620.24	R 2777.45 R	R 640.95	R 128.19	R 108.00	R	45.69	R 166.65	R 166.65	œ	13,89	8	13.89
2002 Barber - Trainee	R 2977.54	2 977.54 R 3 156.19 R	R 728.36	R 145.67 R	R 108.00	æ	45.69	R 189.37	R 189.37	œ	15.78	R	15.78
2004 Barber - Junior	R 4 049,45	R 4 292,42 R	R 990.57	R 198.11	R 108.00	æ	82.96	R 257.55	R 257.55	æ	21.46	8	21.46
2006 Barber - Senior	R 5 955.08	R 6312.38	R 1456.72	R 291.34	R 108.00	×	82.96	R 378.74	R 378.74	œ	31.56	~	31.56
3020 Beauty Therapist / Health and skincare therapist - Unqualified	R 3 575.71	R 3 575.71 R 3 790.25 R	R 874.68 R	R 174.94 R	R 108.00 R	~	82.96	82.96 R 227.42 R	R 227.42	œ	18.95	œ	18.95
3014 Beauty Therapist / Health & Skincare Therapist	R 4 938.24	R 5 234,54	R 1207.98	R 241.60 R	R 108.00	R	82.96	R 314.07	R 314.07	ď	26.17	œ	26.17
3022 Cleaner - Beauty	R 2 612.21	R 2768.94	R 638.99 R	R 127.80 R	R 108.00 R	R	82.96	R 166.14	R 166.14	æ	13.84	æ	13.84
2011 General Assistant - Part Time	R 2 031.59	2 031.59 R 2 153.48	R 496.96 R	R 99.39 R	R 108.00	R	45.69	R 129.21 R	R 129.21	æ	10.77	œ	10.77
2010 General Assistant	R 2 636.14	2 636.14 R 2 794.30	R 644.84	R 128.97 R	R 108.00	R	45.69	R 167.66	R 167.66	œ	13.97	nc	13.97
2021 Hairdresser - after 1st year qualified - Part Time	R 2 799.86	R 2967.85	R 684.89	R 136.98	R 108.00	R	82.96	R 178.07	R 178.07	æ	14.84	œ	14.84
2020 Hairdresser - after 1st year qualified	R 4 196.66	R 4448.46	R 4448.46 R 1026.57 R	R 205.31 R	R 108.00) R	82.96	R 266.91	R 266.91	œ	22.24	nz.	22.24
2023 Hairdresser - Qualified - Part Time	R 3963.65	R 4 201.47	R 969.58	R 193.92	R 108.00	R	82.96	R 252.09	R 252.09	œ	21.01	×	21.01
2022 Hairdresser - Qualified	R 5963.73	R 6321.55 R	R 1458.83	R 291.77 R	R 108.00	R	82.96	R 379.29	R 379.29	œ	31.61	œ	31.61
2046 LEARNER - Entry Level	R 2 541.67	R 2 694.17	R 621.74	R 124.35 R	R 108.00 R	S S	45.69	R 161.65 R	R 161.65	æ	13.47	œ	13.47
2048 LEARNER - Level 2	R 2748.24	R 2913.14	R 672.27	R 134.45 R	R 108.00 R	R	45.69	R 174.79	R 174.79	æ	14.57	æ	14.57
2050 LEARNER - Level 3	R 3 034.13	R 3216.18	R 742.20 R	R 148.44 R	R 108.00	R	45.69	R 192.97	R 192.97	œ	16.08	œ	16.08
2052 LEARNER - Level 4	R 3 346.49	R 3547.28	R 818.61	R 163.72	R 108.00 R	R	45.69	R 212.84	R 212.84	æ	17.74	œ	17.74
4000 STUDENTS - Entry Level	R 2 541.67	R 2 694.17	R 621.74 R	R 124.35 R	R 108.00 R	R	45.69	R 161.65	R 161.65	æ	13.47	×	13.47
4001 STUDENTS - Module 2 (Level 1 & 2)	R 2748.24	R 2913.14	R 672.27	R 134.45 R	R 108.00	R	45.69	R 174.79	R 174.79	œ	14.57	œ	14.57
4002 STUDENTS - Module 4 (Level 3 & 4)	R 3 034.13	R 3 216.18	R 742.20	R 148.44	R 108.00	R	45.69 R	R 192.97	R 192.97	œ	16.08	œ	16.08
4003 STUDENTS - Module 6 (Level 5 & 6)	R 3 346.49	R 3547.28	R 818.61 R	R 163.72 R	R 108.00	R	45.69	R 212.84	R 212.84	œ	17.74	æ	17.74
3028 Make-up Artist Trainee	R 3 385.53	3 385.53 R 3 588.67	R 828.16 R	R 165.63 R	R 108.00	O R	82.96 R	R 215.32	R 215.32	œ	17.94	8	17.94
3026 Make-up Artist	R 4812.55	R 5 101.30	R 4812.55 R 5 101.30 R 1177.23 R	R 235.45 R	R 108.00 R	R.	82.96	R 306.08	R 306.08	æ	25.51	œ	25.51

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Work Code Description	2016 Salary	2017 Salary	Weekly Rate	Daily Rate	Union or Agency Fee		BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer		National SPF Employee
3032 Manager - Beauty	R 7674.14	R 8 134.58	R 1877.23	R 375.45	8 R 108.00	æ	82.96	R 488.07	R 488.07	R 40	40.67 R	40.67
2060 Manager - Hairdresser	R 7 937.36	R 8413.61	R 1941.62	R 388.32 R	R 108.00	æ	95.98	R 504.82	R 504.82	R 42	42.07 R	42.07
2054 Manager - only (Hairdressing)	R 7748.43	R 8 213.34	R 1895.40 R	R 379.08 R	3 R 108.00	R	95.98	R 492.80	R 492,80	8	41.07 R	41.07
3036 Manicurist / Pedicurist / Wax Technician - Unqualified	R 1963.55	R 2 081.37		R 96.06	S R 108.00	æ	82.96 R	R 124.88	R 124.88	R 10	10.41 R	10.41
3034 Manicurist / Pedicurist / Wax Technician	R 2 791.05	R 2958.52	R 682.74	R 136.55 R	R 108.00	œ	82.96 R	R 177.51	R 177.51	R 14	14.79 R	14.79
3040 Nail technician - Unqualified	R 3 013.11	R 3 193.90	R 737.06	R 147.41	I R 108.00	~	82.96	R 191.63	R 191.63	R 15	15.97 R	15.97
3084 Nail Technician - Certified	R 3 103.51	R 3 289.72	R 759.17	R 151.83	3 R 108.00	~	82.96	R 197.38	R 197.38	×	16.45 R	16.45
3038 Nail technician - Qualified	R 4812.55	R 5 101.30	R 1177.23	R 235.45	8 R 108.00	æ	82.96	R 306.08	R 306.08	æ	25.51 R	25.51
3087 Massage Therapist - One Year Qualified	R 3 710.00	R 3 932.60	R 907.53	R 181.51 R	L R 108.00	œ	82.96	R 235.96	R 235.96	æ	19.66 R	19.66
2066 Operator - Trainee - Part Time	R 1846.44	R 1957.22	R 451.67	R 90.33	3 R 108.00	æ	63.72	R 117.43	R 117.43	æ	9.79 R	9.79
2067 Operator - Trainee	R 2770.90	R 2937.16	R 677.81	R 135.56	5 R 108.00	×	63.72	R 176.23	R 176.23	œ	14.69 R	14.69
2069 Operator - Part Time	R 2 792.32	R 2959.85	R 683.05	R 136.61	I R 108.00	æ	63.72	R 177.59	R 177.59	R 14	14.80 R	14.80
2068 Operator	R 4 190.35	R 4 441.77	R 1 025.03	R 205.01	I R 108.00	œ	63.72	R 266.51	R 266.51	R 22	22.21 R	22.21
3042 Receptionist - Beauty Establishment	R 4765.69	R 5 051.63	R 1165.77	R 233.15	S R 108.00	æ	82.96	R 303.10	R 303.10	R	25.26 R	25.26
2083 Receptionist - Hairdressing salon - Part Time	R 3 268.39	R 3464.50 R	R 799.51	R 159.90 R	J R 108.00	œ	82.96	R 207.87	R 207.87	R 17	17.32 R	17.32
2082 Receptionist - Hairdressing salon	R 4 905.75	R 5 200.10	R 1 200.03	R 240.01	I R 108.00	œ	82.96	R 312.01	R 312.01	œ	26.00 R	26,00
3048 Somatologist 3 Years	R 5 708.05	R 6 050.53	R 1396.29	R 279.26	5 R 108.00	æ	82.96	R 363.03	R 363.03	~	30.25 R	\tilde{a}
3052 Somatologist B Tech - 4 years	R 6277.15	R 6 653.78	R 1535.50 R	R 307.10	D R 108.00	×	82.96	R 399.23	R 399.23	×	33.27 R	33.27
Specific Skilled Stylist - doing only one of the following: Braidin 1000 Platting, Cutting	ng, R 2 605.91 R	R 2 762.27	R 637.45	R 127.49	9 R 108.00	œ	82.96	R 165.74	R 165.74	DC.	13.81 R	13.81
Specific Skilled Stylist - doing only one of the following: Braidin 1001 Platting, Cutting - Part Time	ing, R 1738.10	R 1842.39	R 425.17	R 85.03	3 R 108.00	œ	82.96	R 110.54	R 110.54	œ	9.21 R	9.21
2089 Working Employer (in Salon with Staff)	R 5963.73	R 6321.55	R 1458.83	R 291.77	1					R 94	94.82	
2139 Rent A Chair / One Man Band (No Staff)	R 5963.73	R 6321.55	R 1458.83 R	R 291.77 R	7 R 108.00	0	Ī			R 189	189.65	

NOTES

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

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

BA	BARGAINING COUNCIL	NAL ING Osmetolog	y - Beauty	OUP 2 Skincar	VCIL c Industry					
Work Code Description	ZO16 Salary	2017 Səlary	Weekly Rate	Daily Rate	Union or Agency Fee	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee
	BC = Bargaining Council	ing Council								
	EE = Employee	9								
ABBREVIATION DESCRIPTIONS	ER = Employer	e								
	SBF = Sick Benefit Fund	enefit Fund								
	SPF = Sick Pay Fund	ay Fund								
	Effective from new salons be as follows:	and employe	Effective from the date of the publication of this Agreement, council levies for new salons and employees registered after the date of publication, will be as follows.	of this Agree after the da	ment, counc	il levies for ation, will				
COUNCIL LEVIES FOR NEW SALONS FROM DATE OF PUBLICATION OF THIS AGREEMENT		rs to deduct	 Employers to deduct 1.3% Council Levy from each employee's basic salary. 	Levy from ea	ach employe	s's basic				
	2. Employe each indivic employed.	rs to contribu	 Employers to contribute 1.3% Council Levy, calculated on the basis of each individual employee's basic salary, in respect of each employee employed. 	icil Levy, cal	culated on th of each empl	e basis of oyee				

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BARGAINING COUNCIL

ANNEXURE "AG12"

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

Work Code Description Code	2016 Salary	2017 Salary	Weekly Rate	Dally Rate	Hourly Rate	Union or Agency Fee	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee	345
2000 Barber - starting 1 month	R 2669.67	R 2 829.85	R 653.05	R 108.84	R 12.09	R 108.00	R 45.69	R 169.79	R 169.79	R 14,15	œ	14.15
2002 Barber - Trainee	R 3 033.72	R 3215.74 R	R 742.10 R	R 123.68 R	R 13.74 R	108.00	R 45.69 R	R 192.94	R 192.94	R 16.08	œ	16.08
2004 Barber - Junior	R 4125.86	R 4373.41	R 1009.26	R 168.21	R 18.69	R 108,00	R 82.96	R 262.40	R 262.40	R 21.87	82	21.87
2006 Barber - Senior		R 6431.49	R 1484.20	R 247.37	R 27.49	R 108.00	R 82.96	R 385.89	R 385.89	R 32.16	æ	32,16
3020 Beauty Therapist / Health and skincare therapist - Unqualified	R 4 098.74	R 4344.67 R	R 1002.62	R 167.10 R	18.57	R 108.00	R 82.96	R 250.68	R 260.68	R 21.72	æ	21.72
3014 Beauty Therapist / Health & Skincare Therapist	R 5 661.12	R 6 000.79	R 1384.81	R 230.80	R 25.64	R 108.00	R 82.96 R	R 360.05 R	R 360.05	R 30.00	œ	30.00
3022 Cleaner - Beauty	R 2993.85	R 3173.48	R 732.35	R 122.06	R 13.56	R 108.00	R 82.96	R 190.41	R 190.41	R 15.87	×	15.87
2011 General Assistant - Part Time	R 2 069.90 R	R 2194.10 R	Ť	R 84.39	R 9.38 R	R 108.00	R 45.69	R 131.65 R	R 131.65	R 10.97	œ	10.97
2010 General Assistant	R 2 685.88	R 2847.03	R 657.01	R 109.50 R	R 12.17 R	R 108.00	R 45.69	R 170.82 R	R 170.82	R 14.24	æ	14.24
2021 Hairdresser - after 1st year qualified - Part Time	R 2852.69	R 3 023.85	R 697.82	R 116.30	R 12.92	R 108.00	R 82.96	R 181.43 R	R 181.43	R 15.12	œ	15,12
2020 Hairdresser - after 1st year qualified	R 4275.84 R	4 532.39	R 1045.94	R 174.32 R	R 19.37	R 108.00	R 82.96	R 271.94	R 271.94	R 22.66	æ	22.66
2023 Hairdresser - Qualified - Part Time	R 4 038,43	R 4280.74 R	R 987.87	R 164.64 R	R 18.29 R	R 108.00	R 82.96	R 256.84 R	R 256.84 R	R 21.40	R	21.40
2022 Hairdresser - Qualified	R 6076.25	R 6440.82	R 1486.36	R 247.73	R 27.53 R	R 108.00	R 82.96	R 386.45	R 386.45	R 32,20	œ	32.20
2046 LEARNER - Entry Level	R 2589.63	R 2745.01	R 633.47	R 105.58	R 11.73	R 108.00	R 45.69	R 164.70	R 164.70	R 13.73	~	13.73
2048 LEARNER - Level 2	R 2800.09	R 2968.09 R	R 684,95	R 114.16 R	R 12.68 R	R 108.00	R 45.69	R 178.09	R 178.09		œ	14.84
2050 LEARNER - Level 3	R 3091.38	R 3 276.87	R 756.21	R 126.03	R 14.00 R	108.00	R 45.69	R 196.61	R 196.61	R 16.38	œ	16.38
2052 LEARNER - Level 4	R 3409.63	R 3614.21	R 834,05	R 139.01	R 15.45	R 108.00	R 45.69	R 216.85	R 216.85	R 18.07	œ	18.07
4000 STUDENTS - Entry Level	R 2 589,63 R	R 2745.01 R	633.47	R 105.58 R		R 108.00	R 45.69	R 164.70	R 164.70	R 13.73	œ	13.73
4001 STUDENTS - Module 2 (Level 1 & 2)	R 2 800.09	R 2968.09 R	R 684.95	R 114.16 R	R 12.68	R 108.00	R 45.69	R 178.09	R 178.09	R 14.84	R	14.84
4002 STUDENTS - Module 4 (Level 3 & 4)	R 3 091.38	R 3 276.87	R 756,21	R 126.03	R 14.00	R 108.00	R 45.69	R 196.61	R 196.61	R 16.38	œ	16.38
4003 STUDENTS - Module 6 (Level 5 & 6)	R 3 409.63	R 3614.21 R	R 834.05	R 139.01	R 15.45	R 108.00	R 45.69	R 216.85	R 216.85	R 18.07	œ	18.07
3028 Make-up Artist Trainee	R 3 880.59	R 4113.42 R	949.26	R 158.21 R	R 17.58 R	R 108.00	R 82,96 R	R 246.81	R 246.81	R 20.57	œ	20.57
3026 Make-up Artist	R 5515,48	R 5846.41	R 1349.18	R 224.86	R 24.98 R	R 108.00	R 82.96	R 350.78	R 350.78 R	R 29.23	te	29.23
3032 Manager - Beauty	R 8794.21	R 9321.86	R 2151.21	R 358.54	R 39.84	R 108.00	R 82.96	R 559.31	R 559.31	R 46.61	œ	46.61
2060 Manager - Hairdresser	R 8 087.57	R 8572.82	R 1978.36	R 329.73	R 36.64 R	R 108.00	R 86.56	R 514.37	R 514.37	R 42.86	ď	45.86
2054 Manager - only (Hairdressing)	R 7894.64	R 8368.31	R 1931.16	R 321.86 R	R 35.76 R	R 108.00	R 86.56 R	R 502.10	R 502.10	R 41.84	œ	41.84
3036 Manicurist / Pedicurist / Wax Technician -Unqualified	R 2250.86	R 2385.91	R 550.60	R 91.77	R 10.20 R	R 108.00 R	R 82.96	R 143.15	R 143.15	R 11.93	œ	11.93
3034 Manicurist / Pedicurist / Wax Technician	R 3 199.19	R 3391.14	R 782.58	R 130.43	R 14,49	R 108.00	R 82.96	R 203.47	R 203.47	R 16.96	æ	16.96
3040 Nail technician - Unqualified	R 3389.75 R	R 3 593.14 R	R 829.19 R	R 138.20 R	R 15.36 R	R 108.00 R	R 82.96 R	R 215.59	R 215.59	œ	17.97 R	17.97

ANNEXURE "HIT."

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

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

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AINING COUNCIL

ANNEXURE "AG13"

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

EOHCB Subscriptions	Crel												
Bargaining Levy Salon Charge	N 40	R 458.00											
One Man Band / Rent A Chairs		R 215.00											
Work code Work Code Description	2016 Salary	2017 Səlary	Weekly Rate	Daily Rate	Hourly Rate	Union or Agency Fee	BC Fee Employer	BC.Fee Employee	National Pension fund (ER)	National Pension Fund (EE)	New National SPF Employer	-	New National SPF Employee
2000 Barber - starting 1 month	R 1802.03	R 1910.15	R 440.81	R 73.47	R 8.16	R 108.00	R 45.69	R 47.41	R 114.61	I R 114.61	R 9.	9.55 R	9.55
2002 Barber - Trainee	R 2047.76	R 2170.63	R 500.92	R 83.49	R 9.28	R 108.00	R 45.69	R 47,41	R 130.24	1 R 130.24	œ	85 R	10.85
2004 Barber - Junior	R 2784,96	R 2952.06	R 681.25	R 113.54	R 12.62	R 108.00	R 82.96	R 86.09	R 177.12	2 R 177.12	R 14.76	76 R	14.76
2006 Barber - Senior	R 4095.52	R 4341.25	R 1001.84	R 166.97	R 18.55	R 108.00	R 82.96	R 86.09	R 260.48	3 R 260.48	R 21.71	71 R	21.71
3020 Beauty Therapist / Health and skincare therapist - Unqualified	2 529.31	R 2 681.07	R 618.71	R 103.12	R 11.46	R 108.00	R 82.96	R 86.09	R 160.86	5 R 160.86	R 13.41	41 R	13.41
3014 Beauty Therapist / Health & Skincare Therapist	R 3 492.69	R 3 702.25	R 854.37	R 142.40	R 15.82	R 108.00	R 82.96	R 86.09	R 222.14	t R 222.14	R 18.51	51 R	18.51
3022 Cleaner - Beauty	R 1884.30	R 1997.36	R 460,93	R 76.82	R 8.54 R	108.00	R 82.96 R	R 86.09	R 119.84 R	1 R 119.84 R		9.99 R	9.99
2011 General Assistant - Part Time	R 1435.97	R 1522.13	R 351,26	R 58.54	R 6.50 R	108.00	R 45.69 R	R 47.41 R	R 91.33 R	3 R 91.33 R		7.61 R	7.61
2010 General Assistant	R 1864.58	R 1976.46 R	R 456.11 R	R 76.02 R	R 8.45 R	R 108.00 R	R 45.69 R	R 47.41 R	R 118.59 R	9 R 118.59 R		9.88 R	9.88
2021 Hairdresser - after 1st year qualified - Part Time	R 1980.08 R	R 2 098.88 R	R 484.36 R	R 80.73 R	R 8.97 R	R 108.00 R	R 82.96 R	R 86.09 R	R 125.93 R	3 R 125.93 R		10,49 R	10.49
2020 Hairdresser - after 1st year qualified	R 2968.19 R	R 3146.28 R	R 726.07 R	R 121.01 R	R 13.45 R	R 108,00 R	R 82.96 R		86.09 R 188.78 R	8 R 188.78 R		15.73 R	15.73
2023 Hairdresser - Qualified - Part Time	R 2 803.93 R	R 2972.17 R	R 685.89 R	R 114.32 R		12.70 R 108.00 R	R 82.96 R		86.09 R 178.33 R	3 R 178.33 R		14.85 R	14.86
2022 Hairdresser - Qualified	R 4218.08 R	R 4471.16 R	R 1031.82 R	R 171.97 R	R 19.11 R	R 108.00 R	R 82.96 R	R 86.09 R	R 268.27 R	7 R 268.27 R		22.36 R	22.36
2046 LEARNER – Entry Level	R 1797.84 R	R 1905.72 R	R 439.78 R	R 73.30 R	R 8.14 R	R 108.00 R	R 45.69 R	R 47.41 R	R 114.34 R	-1		9.53 R	9.53
2048 LEARNER - Level 2	R 1942.86 R	R 2059.44 R	R 475.26 R	R 79.21 R	R 8.80 R	R 108.00 R	R 45.69 R	R 47.41	R 123.57	7 R 123.57 R	R 10.30	30 R	10,30
2050 LEARNER - Level 3	R 2145.62 R	R 2274.36 R	R 524.86 R	R 87.48 R	R 9.72 R	R 108.00 R	R 45.69 R	R 47.41	R 136,46 R	6 R 136.46 R	R 11.37	37 R	11.37
2052 LEARNER - Level 4	R 2366.33 R	R 2 508.31 R	R 578.85 R	R 96.47 R	R 10.72 R	108.00	R 45.69	R 47.41	R 150.50 R	0 R 150.50	R 12.54	54 R	12.54
4000 STUDENTS - Entry Level	R 1797.84 R	R 1905.72 R	R 439.78 R	R 73.30 R	R 8.14 R	108.00	R 45.69 R	R 47.41	×	4 R 114.34	œ	-	9.53
4001 STUDENTS - Module 2 (Level 1 & 2)	R 1942.86 R	R 2 059.44 R	R 475.26 R	R 79.21 R	R 8.80 R	108.00	R 45.69 R	R 47.41	R 123.57	7 R 123.57	R 10.30	30 R	10.30
4002 STUDENTS - Module 4 (Level 3 & 4)	R 2145.62	R 2274.36 R	R 524.86	R 87.48	R 9.72	R 108.00	R 45.69	R 47.41	R 136.46	6 R 136.46	R 11.37	37 R	11.37
4003 STUDENTS - Module 6 (Level 5 & 6)	R 2366.33	R 2508.31	R 578.85	R 96.47	R 10.72	R 108.00	R 45.69	R 47.41	R 150.50	0 R 150.50	R 12.54	54 R	12.54
3028 Make-up Artist Trainee	R 2395.85	R 2539.61	R 586.07	R 97.68	R 10.85	R 108.00	R 82.96	R 86.09	R 152.38	8 R 152,38	R 12.70	70 R	12.70
3026 Make-up Artist	R 3.403.21	R 3607.41	R 832.49	R 138.75	R 15.42	R 108.00	R 82.96	R 86.09	R 216.44	4 R 215.44	R 18.04	04 R	18.04
3032 Manager - Beauty	R 5 426,92	R 5752,54	R 1327,52	R 221.25	R 24.58	R 108.00	R 82.96	R 86.09	R 345.15	5 R 345.15	œ	76 R	28.76
2060 Manager - Hairdresser	R 5 614.27	R 5 951,12	R 1373.35	R 228.89	R 25.43	R 108.00	R 86.56	R 89.83	œ	œ		29.76 R	29.76
2054 Manager - only (Hairdressing)	R 5 530.88	R 5 862.73	R 1352.95	R 225.49	R 25.05	R 108.00 R	R 86.56	R 89.83 R	1 R 351.76	6 R 351.76 R		29.31 R	29.31
3036 Manicurist / Pedicurist / Wax Technician -Unqualified	R 1388.50	R 1471.81	R 339.65	R 56.61	R 6.29	R 108.00 R	R 82.96 R	R 86.09 R		88.31 R 88.31 R		7.36 R	7,36
3034 Manicurist / Pedicurist / Wax Technician	R 1973.67	R 2 092.09 R	R 482.79	R 80.47	R 8.94	R 108.00 R	R 82.96 R		R 125.53 R	3 R 125.53 R		10.46 R	10.46
3040 Nail technician - Unqualified	R 2 091.70	R 2217.20 R	R 511.67	R 85.28	R 9.48 R				- 1		- 1	11.09 R	11.09
3084 Nail Technician - Certified	R 2154.45 R	R 2 283.72	R 527.02 R	R 87.84 R	R 9.76 R	R 108.00 R	R 82.96 R	R 86.09 R	9 R 137.02 R	2 R 137.02 R		11.42 R	11.42

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2 676.71

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

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

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

1877.16 R 4471.16 R 4471.16 R

1770.91 R 4 218.08 R 4 218.08 R

23.53 14.19

6.92 10.39 10.47 15.70 17.87 12.36 18.56 21.39 23.53

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

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18.04 R

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ANNIEDURE "HES"

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

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

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Coun	cauty & Skin
JUZ	tology - B
NATION S GAININ	Ssing . C
BARG	orthe Hairdro

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

achigo inc

Annexure "AG14"



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

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

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

I

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

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

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

6.2.1.4

6.3 Appeals

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

6.4 The granting of exemption or withdrawal thereof

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

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

APPLICATION FOR EXEMPTION

ANNEXURE 'D'

SA	AL REF NO _			AGEN	T		-
(P	ETAILS OF T lease tick the b s the applicant	ox with an X	Where applicable)				
	The employe	er					
	The employe	ee					
	ВОНСВ Ме	mber					
E	Non EOHC	B Member					
	Rent-a-Chai	r / Working E	mployer (no staff)				
Name &	Surname of Ap	pplicant:					-b
ID / Pass	port Number	-			Date of Birth:		2
Designat							->
Salon Na	me:	- 41	S	Salon Code			-
Physical	Address:						_
Postal Ad	ddress:				_Code:	1.	
			Cell				
Fax No:_			e-mail address				
Employe Union	e's name/s:	Initials	Id/Passport No	Date of	e-mail	Cell	Address
Y/N	Sumanic	muais	Id/Tusspert Ite	Birth		Phone	
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							1
		N -					

agree to abide by the outcome.	
gnature:	Date:
ull Name and Surname:	<i>y</i>
	demonstrate and consecutive and about service of the medition
NATURE OF EXEMPTION:	
lPay lesser basic salary:	
RESCIBED SALARY:	R
URRENT SALARY:	R
ROPOSED SALARY:	Δ
ERIOD OF EXEMPTION	
NACE OF EMERIN TION	
Pay lesser commission	
RESCRIBED COMMISSION:	
URRENT COMMISSION:	
ROPOSED COMMISSION:	
ERIOD OF EXEMPTION	
Pay basic plus commission ASIC	
COMMISSION	
ERIOD OF EXEMPTION	
Part and the state of the state	
Pay commission only	
COMMISSION	
ERIOD OF EXEMPTION	
ve a brief description of salary structure	and financial support documentation:
	*
Sick Pay Fund Membership:	

Payslip attached:	☐ YES	□ NO	
Alternative Medical	Aid: YES	□NO	
	of of Medical Aid		nere payment are made in terms of SBF
☐ Pension Fund M	Membership:		
Fund contribution Alternative Fund	of of Alternative s according to C	ollective Agreen	lip where payment are made in terms of Pensio nent and comparison between the HBSI Funda BROKER APPLICATION FORM
☐ Hours of Work:			
PRESCRIBED HO	URS		
CURRENT HOUR			
PROPOSED HOUR	RS		
PERIOD OF EXEM	MPTION		
TIME OF THE			
MOTIVATION FO	R HOURS		
MOTIVATION FO Close Shop: Region:	□W/Cape □	□Pretoria □NO	
MOTIVATION FO	□W/Cape □		
MOTIVATION FO Close Shop: Region: Employer: Employee:	□W/Cape □ □YES □ □YES □	□no	
MOTIVATION FO Close Shop: Region: Employer: Employee: Describe	□W/Cape □ □YES □ □YES □	□no	
MOTIVATION FO Close Shop: Region: Employer: Employee: Describe EXEMPTION PER	□W/Cape □ □YES □ □YES □	□no	

7

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

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

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

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

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



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

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

HAIRDRESSING BEAUTY AND SKINCARE INDUSTRY PENSION FUND

BROKER EXEMPTION APPLICATION FORM

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

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

Date of Application:

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

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

Fil	11	Pension	Fund	documentation	of F	und anniving	for ever	nntion must	he attached
ru	и.	Pension	runa	documentation	101 6	und applying	or exer	npuon must	pe attached.

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

Signature

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

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

SUR	RNAME	FIRST NAME/S	I.D. NUMBER	BARGAINING COUNCIL NO.	SIGNATURE OF EMPLOYEE
				1 = 1	
	4.1				,

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

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

DEPARTMENT OF LABOUR

NO. R. 1307

24 NOVEMBER 2017

LABOUR RELATIONS ACT, 1995

BUILDING BARGAINING COUNCIL NORTH AND WEST BOLAND: EXTENSION OF AMENDMENTS OF MAIN COLLECTIVE 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, except clauses 1(1)(a) and 1A which was concluded in the Building Bargaining Council North and West Boland and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry, with effect from the second Monday after the date of publication and for the period ending 31 December 2020.

M N OLIPHANT, MP

MINISTER OF LABOUR

DATE: 03/11/2017

UMNYANGO WEZABASEBENZI

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA - 1995

UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI EMBONINI YEZOKWAKHA ENYAKATHO KANYE NASENTSHONALANGA YEBOLAND:

UKWELULELWA KWESIVUMELWANO SABAQASHI NABASEBENZI ESICHIBIYELAYO SELULELWA KULABO ABANGEYONA INGXENYE YASO

Mina, MILDRED NELISIWE OLIPHANT, uNgqongqoshe Wezabasebenzi, lapha ngokwesigaba 32(2) soMthetho Wobudlelwano kwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, ngokushiya ngaphandle kohlamvu lwamazwi alandelayo ku 1(1)(a) kanye no 1A esenziwa uMkhandlu Wokuxoxisana Phakathi Kwabaqashi Nabasebenzi Embonini Yezokwakha eNyakatho kanye neseNtshonalanga yeBoland, futhi ngokwesigaba 31 soMthetho Wobudlelwano KwezabaSebenzi, ka 1995, esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyomboni kusukela ngomSombuluko wesibili emva kokushicilelwa kwalesisaziso kuze kube mhlaka 31 kuZibandlela 2020.

MN OLIPHANT, MP

UNGQONGQOSHE WEZABASEBENZI

DATE: 03/11/ 2017

SCHEDULE

BUILDING BARGAINING COUNCIL NORTH AND WEST BOLAND

MAIN COLLECTIVE AGREEMENT

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

Meesterbouers Assosiasie Groter Boland (MBA Groter Boland)

Bou Industriee Assosiasie Wes-Boland

(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the

Building Workers Union

(hereinafter referred to as the "employees" or the "trade union") of the other part, being the parties to the Building Bargaining Council North and West Boland, to amend the Collective Agreement, extended to non-parties, published under Government Notice R. 1011 of 26 October 2007 as further amended, extended, renewed and re-enacted by Government Notices No.'s R. 1012 of 26 October 2007, R. 1174 of 7 November 2008, R. 1083 of 13 November 2009, R. 844 and R. 845 of 1 October 2010, R. 624 of 5 August 2011, R. 133 of 24 February 2012, R. 957 of 23 November 2012, R. 691 of 20 September 2013, R. 820 of 24 October 2014, R. 1039 of 30 October 2015, R. 1108 of 13 November 2015 and R. 1367 of 04 November 2016.

1. SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed-

- (a) by all employers and by all employees engaged or employed in the Building Industry who are members of the employers' organisations and the trade union, respectively;
- (b) in the Magisterial Districts of Ceres, Montagu, Robertson, Tulbagh and Worcester;
- (c) Overberg District Municipality excluding Overstrand Local Municipality
 (which includes Gansbaai, Hangklip, Kleinmond, Hermanus and Stanford);
- (d) Central Karoo District Municipality (excluding the Magisterial District of Beaufort-West); and
- (e) West Coast District Municipality (excluding the Magisterial District of Malmesbury).
- (2) Notwithstanding the provisions of sub-clause (1), the terms of this Agreement shall apply to-
 - (a) only those classes of employees for whom wages are prescribed in this Agreement;
 - (b) apprentices and learners only in so far as the provisions are not inconsistent with the provisions of the Manpower Training Act, 1981, and the Skills Development Act, 1998, or any conditions fixed there under.
 - (c) labour-only contractors, working partners and working directors, principals and contractors.
- (3) Notwithstanding the provisions of sub-clause (1)(a), the terms of this Agreement shall not apply to -
 - (a) clerical employees and administrative staff;

- university students and graduates in building science and construction surveyors and other such persons doing practical work in the completion of their academic training;
- (c) foremen or general foremen;
- (d) non-parties in respect of clauses 1(1) (a) and 1A of this Agreement.

1A. PERIOD OF OPERATION

This agreement shall come into operation on the date fixed by the Minister of Labour as the effective date on which the Agreement shall be extended to become binding on non-parties, or the date on which the Minister of Labour declines to extend the Agreement to non-parties, and the Agreement shall remain in force until 31 December 2020.

2. CLAUSE 6: REGISTRATION OF EMPLOYERS

2.1 Substitute the following for sub-clause 7:

- "(7) Subject to the provisions of the Basic Conditions of Employment Act, 1997, every employer shall keep the following records in respect of every employee in his employment:
- The Bargaining Council number;
- the identity number, full name and residential address;
- the employee's occupation and status;
- the banking details of the employee;
- the tax number of the employee;
- a record of normal and overtime worked;
- a record of remuneration paid and the calculation thereof, including all deductions.

Foreigners

Problems are encountered with the employment of foreigners.

The Department of Home Affairs provided the following important information:

- Employers must ensure that non-SA citizens have valid work permits or asylum seeker documents.
- Always check the expiration date. Remind employees in advance that they must obtain a new permit/asylum seeker document before the expiry date.
- If you become aware of an employee who works without a valid permit/asylum seeker document, you must still follow a FAIR PROCEDURE and refer the employee to the Department of Home Affairs.
- This will involve giving the employee notice of a formal hearing, having a formal hearing and suspending the employee's services until he or she can provide a valid work permit/asylum seeker document.
- In addition, the Department of Home Affairs emphasizes that the law requires that a minimum of 60% of your employees must be SA citizens.
- Department of Home Affairs has indicated: Non-compliant companies will be fined heavily and have their licenses reviewed, while managers and owners could be jailed for up to two years if the department decides to take legal action."

3. CLAUSE 9: CONDITIONS OF SERVICE

3.1 Substitute the following for sub-clause (6)(a)(i):

"(i) The closing period of the building industry starts at 17:00 and will re-open at 08:00 on the following periods:

PERIOD	CLOSING DATE	RE-OPENING DATE
From the date of commencement of this Agreement to 31 October 2018	15 December 2017	11 January 2018
For the period 1 November 2018 to 31 October 2019	14 December 2018	11 January 2019
For the period 1 November 2019 to 31 October 2020	13 December 2019	10 January 2020

If building work is required, employers will be allowed to make prior arrangements with the Council in order to work, during the official period of leave. If there are employees working during this period, employees will be paid at normal pay rates, except Saturdays and Sundays who will be paid as prescribed by the Basic Conditions of Employment Act of 1997. No building work will be allowed between 16:00 on the 24th December until 08:00 on 8th January."

4. CLAUSE 10: REMUNERATION

4.1 Substitute the following for sub-clause (1):

"(1) Basic wage: The basic wage in the Industry shall be as follows:

From the date of commencement of this Agreement to 31 October 2018

Category of employee	From the date of commencement of this Agreement.			
	Area	Area	Area	Area
	'A'	'B'	,C,	'D'
	R	R	R	R
	per	per	per	per
	hour	hour	hour	hour
(a) (1) Cleaner	20,00	20,00	20,00	20,00

(2) Cleaner (New)	20,00	20,00	20,00	20,00
(b) (1) Beginner Labourer/Prefabricated				
Concrete wall Labourer	20,00	20,00	20,00	20,00
(2) Beginner Labourer/Prefabricate				
Concrete wall Labourer (New)	20,00	20,00	20,00	20,00
(c) (1) Labourer	20,00	20,00	20,00	20,00 4/5
(2) Labourer (New)	20,00	20,00	20,00	20,00
(d) (1) General Worker	21,62	21,62	20,01	20,97
(e) Builder worker & Leaner Category 4	23,79	23,79	22,01	23,07
(f) Builder worker & Leaner Category 3	26,16	26,16	24,21	25,38
(g) Builder worker & Leaner Category 2	28,78	28,78	26,63	27,93
(h) Builder worker & Leaner Category 1	31,66	31,66	29,30	30,71
(i) Artisan: Carpet/Floor layer, Crane				
Operator, Painter, and Water proofer	34,83	34,83	33,79	33,79
(j) (1) Artisan in all others trades	38,31	38,31	37,16	37,16 5
(2) Artisan in all others trades	42,15	42,15	40,87	40,87 5
(3) Artisan in all others trades	46,35	46,35	44,96	44,96
(4) Artisan in all others trades	51,00	51,00	49,46	49,46
(5) Artisan in all others trades	56,09	56,09	54,41	54,41
(6) Artisan in all others trades	61,70	61.70	59,85	59,85
(7) Artisan in all others trades	67,87	67,87	65,84	65,84
(8) Artisan in all others trades	74,65	74,65	72,42	72,42

	per day	per day	per day	per day
(k) Guards (full time) Per day (9 hours)	180,00	180,00	180,00	180,00
	per day	per day	per day	per day
(I) Drivers of motor vehicles and				
operators				
which are required to be in possession				
of	214,12	214,12	198,09	207,62
a code: Per day (9 hours)	235,45	235,45	217,89	228,45
(1) B licence	259,05	259,05	239,72	251,32
(2) C1 licence	313,45	313,45	304,07	304,07
(3) C or EB of EC1 licence				
(4) EC licence				

For the period 1 November 2018 to 31 October 2019

Category of employee	1 November 2018 to 31 October 201			
J-10	Area	Area	Area	Area
	'A'	'B'	,C,	,D,
	R	R	R	R
	per	per	per	per
	hour	hour	hour	hour
(a) (1) Cleaner	21,20	21,20	21,20	21,20
(2) Cleaner (New)	21,20	21,20	21,20	21,20
(b) (1) Beginner Labourer/Prefabricated				
Concrete wall Labourer	21,20	21,20	21,20	21,20

	per day	per day	per day	per day
(8) Artisan in all others trades	79,13	79,13	76,77	76,77
(7) Artisan in all others trades	71,94	71,94	69,79	69,79
(6) Artisan in all others trades	65,40	65.40	63,44	63,44
(5) Artisan in all others trades	59,46	59,46	57,67	57,67
(4) Artisan in all others trades	54,06	54,06	52,43	52,43
(3) Artisan in all others trades	49,13	49,13	47,66	47,66
(2) Artisan in all others trades	44,68	44,68	43,32	43,32
(j) (1) Artisan in all others trades	40,61	40,61	39,39	39,39
Operator, Painter, and Water proofer	36,92	36,92	35,82	35,82
(i) Artisan: Carpet/Floor layer, Crane		\ 		
(h) Builder worker & Leaner Category 1	33,56	33,56	31,06	32,55
(g) Builder worker & Leaner Category 2	30,51	30,51	28,23	29,61
(f) Builder worker & Leaner Category 3	27,73	27,73	25,66	26,90
(e) Builder worker & Leaner Category 4	25,22	25,22	23,33	24,45
(d) (1) General Worker	22,92	22,92	21,20	22,23
(2) Labourer (New)	21,20	21,20	21,20	21,20
(c) (1) Labourer	21,20	21,20	21,20	21,20
Concrete wall Labourer (New)	21,20	21,20	21,20	21,20

(I) Drivers of motor vehicles and				
operators				
which are required to be in possession				
of	226,97	226,97	209,98	220,08
a code: Per day (9 hours)	249,58	249,58	230,96	242,16
(1) B licence	274,59	274,59	254,10	266,40
(2) C1 licence	332,26	332,26	322,31	322,31
(3) C or EB of EC1 licence				
(4) EC licence				

For the period 1 November 2019 to 31 October 2020

Category of employee	egory of employee 1 November 2019 to 31 Oct			
	Area	Area	Area	Area
	'A'	'B'	,C,	'D'
	R	R	R	R
	per	per	per	per
	hour	hour	hour	hour
(a) (1) Cleaner	22,47	22,47	22,47	22,47
(2) Cleaner (New)	22,47	22,47	22,47	22,47
(b) (1) Beginner Labourer/Prefabricated				
Concrete wall Labourer	22,47	22,47	22,47	22,47
(2) Beginner Labourer/Prefabricate				
Concrete wall Labourer (New)	22,47	22,47	22,47	22,47
(c) (1) Labourer	22,47	22,47	22,47	22,47 4

(2) Labourer (New)	22,47	22,47	22,47	22,47
(d) (1) General Worker	24,29	24,29	22,48	23,56
(e) Builder worker & Leaner Category 4	26,73	26,73	24,73	25,92
(f) Builder worker & Leaner Category 3	29,39	29,39	27,20	28,52
(g) Builder worker & Leaner Category 2	32,34	32,34	29,92	31,38
(h) Builder worker & Leaner Category 1	35,57	35,57	32,92	34,51
(i) Artisan: Carpet/Floor layer, Crane				
Operator, Painter, and Water proofer	39,13	39,13	37,97	37,97
(j) (1) Artisan in all others trades	43,05	43,05	41,75	41,75 5/5
(2) Artisan in all others trades	47,36	47,36	45,92	45,92 5
(3) Artisan in all others trades	52,08	52,08	50,52	50,52
(4) Artisan in all others trades	57,30	57,30	55,57	55,57
(5) Artisan in all others trades	63,02	63,02	61,14	61,14
(6) Artisan in all others trades	69,33	69.33	67,25	67,25
(7) Artisan in all others trades	76,26	76,26	73,98	73,98
(8) Artisan in all others trades	83,88	83,88	81.37	81,37
	per day	per day	per day	per day
(k) Guards (full time) Per day (9 hours)	202,25	202,25	202,25	202,25
	per day	per day	per day	per day
(I) Drivers of motor vehicles and				
operators				
which are required to be in possession				8 - 1
of	240,59	240,59	222,57	233,28
a code: Per day (9 hours)	264,55	264,55	244,82	256,69

(1) B licence	291,07	291,07	269,35	282,38
(2) C1 licence	352,19	352,19	341,65	341,65
(3) C or EB of EC1 licence				
(4) EC licence				ķ.

Provided that the aforementioned wages shall not be less than those prescribed in terms of the Manpower Training Act, 1981, or the Skills Development Act, 1998: Provided further that the wages specified above for drivers/plant operators shall be payable if such employees have worked 42 hours in any week. If such employees have, however, worked less than 42 normal hours in any week, their wages for that week shall be calculated as follows: The above specified wages divided by 42 hours, multiplied by the actual number of normal working hours worked."

4.2 Substitute the following for sub-clause (7):

"(7) Accommodation

(a) An employee who, in the performance of his duties, is required to work away from his ordinary place of residence at a place of work so situated that such employee is unable to return to his normal place of residence, shall in respect of every night he spends away from his ordinary place of residence, be afforded suitable sleeping facilities, suitable bath facilities, separate toilet facilities, cooking facilities and hot water. The place of residence should be well ventilated with windows and doors, and should have a solid floor (not a soil floor). It should be free of charge to the employee. All transport required shall be provided free of charge by the employer.

(b) In respect of each night that such an employee spends away from his usual place of residence a living away allowance will be paid to the employee as follows:

PERIOD PER NIGHT	GREATER-BOLAND	WEST-BOLAND
From the date of commencement of this Agreement to 31 October 2018	R45.00	R80.00
For the period 1 November 2018 to 31 October 2019	R49.50	R88.00
For the period 1 November 2019 to 31 October 2020	R54.45	R96.80"

5. CLAUSE 14: HOLIDAY FUND

5.1 Substitute the following for sub-clauses (1), (2), (3) and (4):

- "(1) The Holiday Fund is hereby continued and shall be continued to be administered by the Council for the purposes of providing eligible employees with leave pay for the period of annual leave in terms of clause 9(6) of the Agreement. Holiday Fund pay-out at the end of the year shall be for fifteen (15) working days. Moneys contributed to the Fund by employers shall be invested as provided for in terms of section 53(5) of the Act.
- (2) Contributions by the employer: (a) An employer shall contribute an amount to the holiday fund on behalf of an eligible employee for each day that the employee remains in his/her employ (a contribution day), which amount shall be calculated as follows:

From the date of commencement of this Agreement to 31 October 2018

Category of employee	From the date of commencement of
	this Agreement 31 October 2018.

	Area	Area	Area	Area
	'A'	'B'	,C,	,D,
	R	R	R	R
	per	per	per	per
	day	day	day	day
Employees for whom wages are				
prescribed in-	10,29	10,29	10,29	10,29
(i) clause 10 (1) (a) (1)	10,29	10,29	10,29	10,29
(ii) clause 10 (1) (a) (2)	10,29	10,29	10,29	10,29
(iii) clause 10 (1) (b) (1)	10,29	10,29	10,29	10,29
(iv) clause 10 (1) (b) (2)	10,29	10,29	10,29	10,29
(v) clause 10 (1) (c) (1)	10,29	10,29	10,29	10,29
(vi) clause 10 (1) (c) (2)	11,12	11,12	10,29	10,79
(vii) clause 10 (1) (d)	12,23	12,23	11,32	11,86
(viii) clause 10 (1) (e)	13,45	13,45	12,45	13,05
(ix) clause 10 (1) (f)	14,80	14,80	13,70	14,36
(x) clause 10 (1) (g)	16,28	16,28	15,07	15,79
(xi) clause 10 (1) (h)	17,91	17,91	17,38	17,38
(xii) clause 10 (1) (i)	19,70	19,70	19,11	19,11
(xiii) clause 10 (1) (j) (1)	21,68	21,68	21,02	21,02
(xiv) clause 10 (1) (j) (2)	23,84	23,84	23,12	23,12
(xv) clause 10 (1) (j) (3)	26,23	26,23	25,43	25,43
(xvi) clause 10 (1) (j) (4)	28,85	28,85	27,98	27,98
(xvii) clause 10 (1) (j) (5)	31,73	31,73	30,78	30,78

(xvii) clause 10 (1) (j) (6)	34,90	34,90	33,86	33,86
(xix) clause 10 (1) (j) (7)	38,39	38,39	37,24	37,24
(xx) clause 10 (1) (j) (8)	10,29	10,29	10,29	10,29
(xxi) clause 10 (1) (k)	12,23	12,23	11,32	11,86
(xxii) clause 10 (1) (I) (1)	13,45	13,45	12,45	13,05
(xxiii) clause 10 (1) (I) (2)	14,80	14,80	13,70	14,36
(xxiv) clause 10 (1) (I) (3)	17,91	17,91	17,38	17,38
(xxv) clause 10 (1) (I) (4)				

For the period 1 November 2018 to 31 October 2019

Category of employee	1 November 2018 to 31 October 2019				
	Area	Area	Area	Area	
	'A'	'B'	,C,	'D'	
	R	R	R	R	
	per	per	per	per	
	day	day	day	day	
Employees for whom wages are					
prescribed in-	10,90	10,90	10,90	10,90	
(i) clause 10 (1) (a) (1)	10,90	10,90	10,90	10,90	
(ii) clause 10 (1) (a) (2)	10,90	10,90	10,90	10,90	
(iii) clause 10 (1) (b) (1)	10,90	10,90	10,90	10,90	
(iv) clause 10 (1) (b) (2)	10,90	10,90	10,90	10,90	
(v) clause 10 (1) (c) (1)	10,90	10,90	10,90	10,90	

(vi) clause 10 (1) (c) (2)	11,79	11,79	10,91	11,43
(vii) clause 10 (1) (d)	12,97	12,97	12,00	12,58
(viii) clause 10 (1) (e)	14,26	14,26	13,20	13,84
(ix) clause 10 (1) (f)	15,69	15,69	14,52	15,23
(x) clause 10 (1) (g)	17,26	17,26	15,97	16,74
(xi) clause 10 (1) (h)	18,99	18,99	18,42	18,42
(xii) clause 10 (1) (i)	20,88	20,88	20,26	20,26
(xiii) clause 10 (1) (j) (1)	22,98	22,98	22,28	22,28
(xiv) clause 10 (1) (j) (2)	25,27	25,27	24,51	24,51
(xv) clause 10 (1) (j) (3)	27,80	27,80	26,96	26,96
(xvi) clause 10 (1) (j) (4)	30,58	30,58	29,66	29,66
(xvii) clause 10 (1) (j) (5)	33,64	33,64	32,63	32,63
(xvii) clause 10 (1) (j) (6)	37,00	37,00	35,89	35,89
(xix) clause 10 (1) (j) (7)	40,69	40,69	39,48	39,48
(xx) clause 10 (1) (j) (8)	10,90	10,90	10,90	10,90
(xxi) clause 10 (1) (k)	12,97	12,97	12,00	12,58
(xxii) clause 10 (1) (I) (1)	14,26	14,26	13,20	13,84
(xxiii) clause 10 (1) (I) (2)	15,69	15,69	14,52	15,23
(xxiv) clause 10 (1) (I) (3)	18,99	18,99	18,42	18,42
(xxv) clause 10 (1) (I) (4)			W	

Category of employee	1 November 2019 to 31 October 2020				
	Area	Area	Area	Area	
	'A'	'A' 'B'	,C,	'D'	
	R	R	R	R	
	per	per	per	per	
	day	day	day	day	
Employees for whom wages are					
prescribed in-	11,56	11,56	11,56	11,56	
(i) clause 10 (1) (a) (1)	11,56	11,56	11,56	11,56	
(ii) clause 10 (1) (a) (2)	11,56	11,56	11,56	11,56	
(iii) clause 10 (1) (b) (1)	11,56	11,56	11,56	11,56	
(iv) clause 10 (1) (b) (2)	11,56	11,56	11,56	11,56	
(v) clause 10 (1) (c) (1)	11,56	11,56	11,56	11,56	
(vi) clause 10 (1) (c) (2)	12,49	12,49	11,56	12,12	
(vii) clause 10 (1) (d)	13,75	13,75	12,72	13,33	
(viii) clause 10 (1) (e)	15,12	15,12	13,99	14,67	
(ix) clause 10 (1) (f)	16,63	16,63	15,39	16,14	
(x) clause 10 (1) (g)	18,29	18,29	16,93	17,75	
(xi) clause 10 (1) (h)	20,12	20,12	19,53	19,53	
(xii) clause 10 (1) (i)	22,14	22,14	21,47	21,47	
(xiii) clause 10 (1) (j) (1)	24,36	24,36	23,62	23,62	
(xiv) clause 10 (1) (j) (2)	26,78	26,78	25,98	25,98	
(xv) clause 10 (1) (j) (3)	29,47	29,47	28,58	28,58	

(xvi) clause 10 (1) (j) (4)	32,41	32,41	31,44	31,44
(xvii) clause 10 (1) (j) (5)	35,66	35,66	34,58	34,58
(xvii) clause 10 (1) (j) (6)	39,22	39,22	38,05	38,05
(xix) clause 10 (1) (j) (7)	43,14	43,14	41,85	41,85
(xx) clause 10 (1) (j) (8)	11,56	11,56	11,56	11,56
(xxi) clause 10 (1) (k)	13,75	13,75	12,72	13,33
(xxii) clause 10 (1) (I) (1)	15,12	15,12	13,99	14,67
(xxiii) clause 10 (1) (i) (2)	16,63	16,63	15,39	16,14
(xxiv) clause 10 (1) (I) (3)	20,12	20,12	19,53	19,53
(xxv) clause 10 (1) (l) (4)				

- (b) Every employer shall pay the specified contribution to the Council on the employee's normal pay day, and shall on that day endorse and issue the employee with the specified fringe benefits indicating the amount of the contribution made.
- (3) Public holidays as proclaimed under the Public Holidays Act, 1994, will be pro-rata included into the holiday fund. Moneys contributed to the Fund by employers shall be invested as provided for in terms of section 53(5) of the Act.

The following paid holidays will be pro-rata included into the fringe benefits system:

From the date of commencement of this Agreement to 31 October 2018

1. 25 December 2017 - Christmas Day

26 December 2017 - Day of Goodwill

3. 01 January 2018 - New Year's Day

4. 21 March 2018 - Human Rights Day

5. 30 March 2018 - Good Friday

6. 02 April 2018 - Family Day

7. 27 April 2018 - Freedom Day

8. 01 May 2018 - Workers Day

9. . 9 August 2018 - Women's Day

10. 24 September 2018 - Heritage Day

For the period 1 November 2018 to 31 October 2019

1. 17 December 2018 - Day of Reconciliation

2. 25 December 2018 - Christmas Day

26 December 2018 - Day of Goodwill

4. 01 January 2019 - New Year's Day

5. 21 March 2019 - Human Rights Day

6. 19 April 2019 - Good Friday

7. 22 April 2019 - Family Day

8. 01 May 2019 - Workers Day

9. 17 June 2019 - Youth Day

10. 9 August 2019 - Women's Day

11. 24 September 2019 - Heritage Day

Election date still to be announced

For the period 1 November 2019 to 31 October 2020

1. 16 December 2019 - Day of Reconciliation

25 December 2019 - Christmas Day

26 December 2019 - Day of Goodwill

4. 01 January 2020 - New Year's Day

5.	10 April 2020		Good Friday
6.	13 April 2020	(-)	Family Day
7.	27 April 2020	1,0	Freedom Day
8.	01 May 2020	2	Workers Day
9.	16 June 2020	-	Youth Day
10.	10 August 2020	91	Women's Day
11.	24 September 2020	1.50	Heritage Day

- (a) Employers shall pay their employees for each public holiday that fall in the work period, as defined by the Basic Conditions of Employment Act no. 75 of 1997, in that specific pay week.
- (b) Employers can only claim the funds back from the Building Bargaining Council, if their employee's benefits are up to date and sufficient. If an employer's benefits are not up to date, and not sufficient, the employer will be held responsible to pay their employees for each public holiday. The Council will only deal with claims from employers.
- (c) Employers are obliged to purchase a benefit for each employee on each public holiday, except on the following public holidays:

PERIOD	DATES
From the date of commencement of this Agreement to 31 October 2018	25 December 2017 26 December 2017 1 January 2018
For the period 1 November 2018 to 31 October 2019	17 December 2018 25 December 2018 26 December 2018 1 January 2019

16 December 2019 25 December 2019 26 December 2019 1 January 2020

These public holidays fall under the annual holiday fund.

(4) Contributions by the employer: (a) An employer shall contribute an amount to the holiday fund for the public holidays on behalf of an eligible employee for each day that the employee remains in his/her employ (a contribution day), which amount shall be calculated as follows:

From the date of commencement of this Agreement to 31 October 2018

Category of employee	From the date of commencement of this Agreement.				
	Area	Area	Area	Area	
	'A'	'B'	'C'	,D,	
	R	R	R	R	
	per	per	per	per	
	day	day	day	day	
Employees for whom wages are prescribed					
in-	6,86	6,86	6,86	6,86	
(i) clause 10 (1) (a) (1)	6,86	6,86	6,86	6,86	
(ii) clause 10 (1) (a) (2)	6,86	6,86	6,86	6,86	
(iii) clause 10 (1) (b) (1)	6,86	6,86	6,86	6,86	
(iv) clause 10 (1) (b) (2)	6,86	6,86	6,86	6,86	
(v) clause 10 (1) (c) (1)	6,86	6,86	6,86	6,86	

(vi) clause 10 (1) (c) (2)	7,41	7,41	6,86	7,19
(vii) clause 10 (1) (d)	8,16	8,16	7,55	7,91
(viii) clause 10 (1) (e)	8,97	8,97	8,30	8,70
(ix) clause 10 (1) (f)	9,87	9,87	9,13	9,57
(x) clause 10 (1) (g)	10,86	10,86	10,04	10,53
(xi) clause 10 (1) (h)	11,94	11,94	11,59	11,59
(xii) clause 10 (1) (i)	13,13	13,13	12,74	12,74
(xiii) clause 10 (1) (j) (1)	14,45	14,45	14,01	14,01
(xiv) clause 10 (1) (j) (2)	15,89	15,89	15,42	15,42
(xv) clause 10 (1) (j) (3)	17,48	17,48	16,96	16,96
(xvi) clause 10 (1) (j) (4)	19,23	19,23	18,65	18,65
(xvii) clause 10 (1) (j) (5)	21,15	21,15	20,52	20,52
(xviii) clause 10 (1) (j) (6)	23,27	23,27	22,57	22,57
(xix) clause 10 (1) (j) (7)	25,60	25,60	24,83	24,83
(xx) clause 10 (1) (j) (8)	6,86	6.86	6,86	6,86
(xxi) clause 10 (1) (k)	8,16	8,16	7,55	7,91
(xxii) clause 10 (1) (I) (1)	8,97	8,97	8,30	8,70
(xxiii) clause 10 (1) (I) (2)	9,87	9,87	9,13	9,57
(xxiv) clause 10 (1) (l) (3)	11,94	11,94	11,59	11,59
(xxv) clause 10 (1) (I) (4)				

Category of employee	1 November 2018 to 31 October 201				
	Area	Area	Area	Area	
	'A'	'B'	,C,	,D,	
	R	R	R	R	
	per	per	per	per	
	day	day	day	day	
Employees for whom wages are prescribed					
in-	8,72	8,72	8,72	8,72	
(i) clause 10 (1) (a) (1)	8,72	8,72	8,72	8,72	
(ii) clause 10 (1) (a) (2)	8,72	8,72	8,72	8,72	
(iii) clause 10 (1) (b) (1)	8,72	8,72	8,72	8,72	
(iv) clause 10 (1) (b) (2)	8,72	8,72	8,72	8,72	
(v) clause 10 (1) (c) (1)	8,72	8,72	8,72	8,72	
(vi) clause 10 (1) (c) (2)	9,43	9,43	8,73	9,15	
(vii) clause 10 (1) (d)	10,38	10,38	9,60	10,06	
(viii) clause 10 (1) (e)	11,41	11,41	10,56	11,07	
(ix) clause 10 (1) (f)	12,55	12,55	11,61	12,18	
(x) clause 10 (1) (g)	13,81	13,81	12,78	13,39	
(xi) clause 10 (1) (h)	15,19	15,19	14,74	14,74	
(xii) clause 10 (1) (i)	16,71	16,71	16,21	16,21	
(xiii) clause 10 (1) (j) (1)	18,38	18,38	17,82	17,82	
(xiv) clause 10 (1) (j) (2)	20,21	20,21	19,61	19,61	
(xv) clause 10 (1) (j) (3)	22,24	22,24	21,57	21,57	

(xvi) clause 10 (1) (j) (4)	24,46	24,46	23,73	23,73
(xvii) clause 10 (1) (j) (5)	26,91	26,91	26,10	26,10
(xviii) clause 10 (1) (j) (6)	29,60	29,60	28,71	28,71
(xix) clause 10 (1) (j) (7)	32,56	32,56	31,58	31,58
(xx) clause 10 (1) (j) (8)	8,72	8.72	8,72	8,72
(xxi) clause 10 (1) (k)	10,38	10,38	9,60	10,06
(xxii) clause 10 (1) (I) (1)	11,41	11,41	10,56	11,07
(xxiii) clause 10 (1) (I) (2)	12,55	12,55	11,61	12,18
(xxiv) clause 10 (1) (I) (3)	15,19	15,19	14,74	14,74
(xxv) clause 10 (1) (l) (4)				

Category of employee	1 November 2019 to 31 October 2020					
	Area	Area	Area	Area		
	'A'	'B'	'C'	,D,		
	R	R	R	R		
	per	per	per	per		
	day	day	day	day		
Employees for whom wages are prescribed						
lne"	8,48	8,48	8,48	8,48		
(i) clause 10 (1) (a) (1)	8,48	8,48	8,48	8,48		
(ii) clause 10 (1) (a) (2)	8,48	8,48	8,48	8,48		

(iii) clause 10 (1) (b) (1)	8,48	8,48	8,48	8,48
(iv) clause 10 (1) (b) (2)	8,48	8,48	8,48	8,48
v) clause 10 (1) (c) (1)	8,48	8,48	8,48	8,48
(vi) clause 10 (1) (c) (2)	9,16	9,16	8,48	8,89
vii) clause 10 (1) (d)	10,08	10,08	9,33	9,77
viii) clause 10 (1) (e)	11,09	11,09	10,26	10,76
(ix) clause 10 (1) (f)	12,20	12,20	11,29	11,83
(x) clause 10 (1) (g)	13,42	13,42	12,42	13,02
(xi) clause 10 (1) (h)	14,76	14,76	14,32	14,32
(xii) clause 10 (1) (i)	16,23	16,23	15,75	15,75
(xiii) clause 10 (1) (j) (1)	17,86	17,86	17,32	17,32
(xiv) clause 10 (1) (j) (2)	19,64	19,64	19,05	19,05
(xv) clause 10 (1) (j) (3)	21,61	21,61	20,96	20,96
(xvi) clause 10 (1) (j) (4)	23,77	23,77	23,06	23,06
(xvii) clause 10 (1) (j) (5)	26,15	26,15	25,36	25,36
(xviii) clause 10 (1) (j) (6)	28,76	28,76	27,90	27,90
(xix) clause 10 (1) (j) (7)	31,63	31,63	30,69	30,69
(xx) clause 10 (1) (j) (8)	8,48	8.48	8,48	8,48
(xxi) clause 10 (1) (k)	10,08	10,08	9,33	9,77
(xxii) clause 10 (1) (I) (1)	11,09	11,09	10,26	10,76
(xxiii) clause 10 (1) (I) (2)	12,20	12,20	11,29	11,83
(xxiv) clause 10 (1) (I) (3)	14,76	14,76	14,32	14.32
(xxv) clause 10 (1) (I) (4)				

(b) Every employer shall pay the specified contribution to the Council on the employee's normal pay day, and shall on that day endorse and issue the employee with the specified fringe benefits indicating the amount of the contribution made."

6. CLAUSE 15: RETIREMENT FUNDS

6.1 Substitute the following for sub-clauses (4)(a) and (b):

"(4) Contributions by the employer:

(a) Every employer shall contribute an amount to the Retirement Fund on behalf of each eligible employee in respect of each contribution day that the employee remains in his/her employ, which shall be calculated as follows:

From the date of commencement of this Agreement to 31 October 2018

Category of employee	From the date of commencement of this Agreement to 31 October 2018				
	Area 'A'	Area 'B'	Area 'C'	Area	
	R	R	R	R	
	per	per	per	per	
	day	day	day	day	
Employees for whom wages are prescribed					
in-	20,16	20,16	20,16	20,16	
(i) clause 10 (1) (a) (1)					
(ii) clause 10 (1) (a) (2)	20,16	20,16	20,16	20,16	

(iii) clause 10 (1) (b) (1)		1		
(iv) clause 10 (1) (b) (2)	20,16	20,16	20.16	20,16
v) clause 10 (1) (c) (1)				
vi) clause 10 (1) (c) (2)	21,80	21,80	20,17	21,14
vii) clause 10 (1) (d)	23,98	23,98	22,18	23,25
viii) clause 10 (1) (e)	26,37	26,37	24,41	25,58
ix) clause 10 (1) (f)	29,01	29,01	26,85	28,15
x) clause 10 (1) (g)	31,92	31,92	29,53	30,96
xi) clause 10 (1) (h)	35,11	35,11	34,06	34,06
xii) clause 10 (1) (i)	38,61	38,61	37,46	37,46
xiii) clause 10 (1) (j) (1)	42,48	42,48	41,20	41,20
xiv) clause 10 (1) (j) (2)	46,73	46,73	45,32	45,32
(xv) clause 10 (1) (j) (3)	51,41	51,41	49,85	49,85
(xvi) clause 10 (1) (j) (4)	56,54	56,54	54,84	54,84
(xvii) clause 10 (1) (j) (5)	62,19	62,19	60,32	60,32
(xviii) clause 10 (1) (j) (6)	68,42	68,42	66,36	66,36
(xix) clause 10 (1) (j) (7)	75,25	75,25	73,00	73,00
(xx) clause 10 (1) (j) (8)	20,16	20,16	20,16	20,16
(xxi) clause 10 (1) (k)	23,98	23,98	22,18	23,25
(xxii) clause 10 (1) (I) (1)	26,37	26,37	24,41	25,58
(xxiii) clause 10 (1) (I) (2)	29,01	29,01	26,85	28,15
(xxiv) clause 10 (1) (I) (3)	35,11	35,11	34,06	34,06
(xxv) clause 10 (1) (I) (4)		1.1		

Category of employee	1 November 2018 to 31 October 201				
	Area	Area	Area	Area	
	,V,	'B'	,C,	,D,	
	R	R	R	R	
	per	per	per	per	
	day	day	day	day	
Employees for whom wages are prescribed					
in-	19,15	19,15	19,15	19,15	
(i) clause 10 (1) (a) (1)					
(ii) clause 10 (1) (a) (2)	19,15	19,15	19,15	19,15	
(iii) clause 10 (1) (b) (1)					
(iv) clause 10 (1) (b) (2)	19,15	19,15	19,15	19,15	
(v) clause 10 (1) (c) (1)					
(vi) clause 10 (1) (c) (2)	20,70	20,70	19,15	20,07	
(vii) clause 10 (1) (d)	22,77	22,77	21,07	22,08	
(viii) clause 10 (1) (e)	25,04	25,04	23,17	24,29	
(ix) clause 10 (1) (f)	27,55	27,55	25,49	26,74	
(x) clause 10 (1) (g)	30,30	30,30	28,04	29,39	
(xi) clause 10 (1) (h)	33,34	33,34	32,34	32,34	
(xii) clause 10 (1) (i)	36,67	36,67	35,57	35,57	
(xiii) clause 10 (1) (j) (1)	40,34	40,34	39,12	39,12	
(xiv) clause 10 (1) (j) (2)	44,37	44,37	43,03	43,03	
(xv) clause 10 (1) (j) (3)	48,82	48,82	47,34	47,34	

59,06 64,96 71,46 19,15	59,06 64,96 71,46 19,15	57,28 63,02 69,32 19,15	57,28 63,02 69,32 19,15
71,46 19,15	71,46	69,32	69,32
19,15			
	19,15	19,15	19,15
22,77	22,77	21,07	22,08
25,04	25,04	23,17	24,29
27,55	27,55	25,49	26,74
33,34	33,34	32,34	32,34
	25,04 27,55	25,04 25,04 27,55 27,55	25,04 25,04 23,17 27,55 27,55 25,49

Category of employee	1 November 2019 to 31 October 202				
	Area	Area	Area	Area	
	'A'	'B'	,C,	,D,	
	R	R	R	R	
	per	per	per	per	
	day	day	day	day	
Employees for whom wages are prescribed					
in-	17,93	17,93	17,93	17,93	
(i) clause 10 (1) (a) (1)					
(ii) clause 10 (1) (a) (2)	17,93	17,93	17,93	17,93	

(iii) clause 10 (1) (b) (1)				
(iv) clause 10 (1) (b) (2)	17,93	17,93	17,93	17.93
(v) clause 10 (1) (c) (1)				
(vi) clause 10 (1) (c) (2)	19,38	19,38	17,94	18,81
(vii) clause 10 (1) (d)	21,33	21,33	19,73	20,68
(viii) clause 10 (1) (e)	23,45	23,45	21,70	22,76
(ix) clause 10 (1) (f)	25,81	25,81	23,88	25,04
(x) clause 10 (1) (g)	28,39	28,39	26,27	27,54
(xi) clause 10 (1) (h)	31,23	31,23	30,30	30,30
(xii) clause 10 (1) (i)	34,35	34,35	33,32	33,32
(xiii) clause 10 (1) (j) (1)	37,80	37,80	36,64	36,64
(xiv) clause 10 (1) (j) (2)	41,56	41,56	40,32	40,32
(xv) clause 10 (1) (j) (3)	45,72	45,72	44,35	44,35
(xvi) clause 10 (1) (j) (4)	50,29	50,29	48,79	48,79
(xvii) clause 10 (1) (j) (5)	55,33	55,33	53,66	53,66
(xviii) clause 10 (1) (j) (6)	60,85	60,85	59,04	59,04
(xix) clause 10 (1) (j) (7)	66,93	66,93	64,94	64,94
(xx) clause 10 (1) (j) (8)	17,93	17,93	17,93	17,93
(xxi) clause 10 (1) (k)	21,33	21,33	19,73	20,68
(xxii) clause 10 (1) (I) (1)	23,45	23,45	21,70	22,76
(xxiii) clause 10 (1) (l) (2)	25,81	25,81	23,88	25,04
(xxiv) clause 10 (1) (I) (3)	31,23	31,23	30,30	30,30
(xxv) clause 10 (1) (I) (4)				

(b) Every employer shall pay the specified contribution to the Council on the employee's normal pay day, and shall on that day endorse and issue the employee with the Council's fringe benefits indicating the amount of the contribution made."

6.2 Substitute the following for sub-clause (7):

"(7) Contributions by employees: (a) Every employer shall deduct a retirement fund contribution amount on behalf of each eligible employee in respect of each day that the employee remains in his / her employ, which shall be calculated as follows:

From the date of commencement of this Agreement to 31 October 2018

	Category of employee	From the date of commencement of this Agreement to 31 October 2018				
		Area	Area	Area	Area	
		'A'	'B'	,C,	'D'	
		R	R	R	R	
		per	per	per	per	
		day	day	day	day	
Emp	loyees for whom wages are prescribed in-					
(i)	clause 10 (1) (a) (1)	3,36	3,36	3,36	3,36	
(ii)	clause 10 (1) (a) (2)			100		
(iii)	clause 10 (1) (b) (1)	3,36	3,36	3,36	3,36	
(iv)	clause 10 (1) (b) (2)					
(v)	clause 10 (1) (c) (1)	3.36	3,36	3,36	3,36	
(vi)	clause 10 (1) (c) (2)					

(vii) clause 10 (1) (d)	3.63	3,63	3,36	3,52
(viii) clause 10 (1) (e)	4,00	4,00	3,70	3,88
(ix) clause 10 (1) (f)	4,40	4,40	4,07	4,26
(x) clause 10 (1) (g)	4,84	4,84	4,47	4,69
(xi) clause 10 (1) (h)	5,32	5,32	4,92	5,16
(xii) clause 10 (1) (i)	5,85	5,85	5,68	5,68
(xiii) clause 10 (1) (j) (1)	6,44	6,44	6,24	6,24
(xiv) clause 10 (1) (j) (2)	7,08	7,08	6,87	6,87
(xv) clause 10 (1) (j) (3)	7,79	7,79	7,55	7,55
(xvi) clause 10 (1) (j) (4)	8,57	8,57	8,31	8,31
(xvii) clause 10 (1) (j) (5)	9,42	9,42	9,14	9,14
(xviii) clause 10 (1) (j) (6)	10,36	10,36	10,05	10,05
(xix) clause 10 (1) (j) (7)	11,40	11,40	11,06	11,06
(xx) clause 10 (1) (j) (8)	12,54	12,54	12,17	12,17
(xxi) clause 10 (1) (k)	3,36	3,36	3,36	3,36
(xxii) clause 10 (1) (I) (1)	4,00	4,00	3,70	3,88
(xxiii) clause 10 (1) (I) (2)	4,40	4,40	4,07	4,26
(xxiv) clause 10 (1) (I) (3)	4,84	4,84	4,47	4,69
(xxv) clause 10 (1) (l) (4)	5,85	5,85	5,68	5,68

Category of employee	1 November 2018 to 31 October 2019

	Area	a Area	rea Area Area	Area	Area
	,V,	'B'	,C,	,D,	
	R	R	R	R	
	per	per	per	per	
	day	day	day	day	
Employees for whom wages are prescribed in-					
(12) clause 10 (1) (a) (1)	5,79	5,79	5,79	5,79	
(ii) clause 10 (1) (a) (2)					
(iii) clause 10 (1) (b) (1)	5,79	5,79	5,79	5,79	
(iv) clause 10 (1) (b) (2)					
(v) clause 10 (1) I (1)	5,79	5,79	5,79	5,79	
(vi) clause 10 (1) I (2)					
(vii) clause 10 (1) (d)	6,26	6,26	5,79	6,07	
(viii) clause 10 (1) I	6,88	6,88	6,37	6,68	
(ix) clause 10 (1) (f)	7,57	7,57	7,01	7,34	
(x) clause 10 (1) (g)	8,33	8,33	7,71	8,08	
(xi) clause 10 (1) (h)	9,16	9,16	8,48	8,89	
(xii) clause 10 (1) (i)	10,08	10,08	9,78	9,78	
(xiii) clause 10 (1) (j) (1)	11,09	11,09	10,75	10,75	
(xiv) clause 10 (1) (j) (2)	12.20	12,20	11,83	11,83	
(xv) clause 10 (1) (j) (3)	13,41	13,41	13,01	13,01	
(xvi) clause 10 (1) (j) (4)	14,76	14,76	14,31	14,31	
(xvii) clause 10 (1) (j) (5)	16,23	16,23	15,75	15,75	
(xviii) clause 10 (1) (j) (6)	17,85	17,85	17,32	17,32	

(xix) clause 10 (1) (j) (7)	19,64	19,64	19,05	19,05
(xx) clause 10 (1) (j) (8)	21,60	21,60	20,96	20,96
(xxi) clause 10 (1) (k)	5,79	5,79	5,79	5,79
(xxii) clause 10 (1) (I) (1)	6,88	6,88	6,37	6,68
(xxiii) clause 10 (1) (I) (2)	7,57	7,57	7,01	7,35
(xxiv) clause 10 (1) (I) (3)	8,33	8,33	7,71	8,08
(xxv) clause 10 (1) (I) (4)	10,08	10,08	9,78	9,78

Category of employee	1 November 2019 to 31 October 202				
	Area	Area	Area	Area	
	'A'	'B'	,C,	'D'	
	R	R	R	R	
	per	per	per	per	
	day	day	day	day	
Employees for whom wages are prescribed			1		
in-	8,49	8,49	8,49	8,49	
(i) clause 10 (1) (a) (1)				-1	
(ii) clause 10 (1) (a) (2)	8,49	8,49	8,49	8,49	
(iii) clause 10 (1) (b) (1)					
(iv) clause 10 (1) (b) (2)	8,49	8,49	8,49	8,49	
(v) clause 10 (1) (c) (1)					

(vi) clause 10 (1) (c) (2)	9,18	9,18	8,50	8,91
(vii) clause 10 (1) (d)	10,11	10,11	9,35	9,80
(viii) clause 10 (1) (e)	11,11	11,11	10,28	10,78
(ix) clause 10 (1) (f)	12,22	12,22	11,31	11,86
(x) clause 10 (1) (g)	13,45	13,45	12,45	13,04
(xi) clause 10 (1) (h)	14,79	14,79	14,35	14,35
(xii) clause 10 (1) (i)	16,27	16,27	15,78	15,78
(xiii) clause 10 (1) (j) (1)	17,90	17,90	17,36	17,36
(xiv) clause 10 (1) (j) (2)	19,69	19,69	19,10	19,10
(xv) clause 10 (1) (j) (3)	21,66	21,66	21,01	21,01
(xvi) clause 10 (1) (j) (4)	23,82	23,82	23,11	23,11
(xvii) clause 10 (1) (j) (5)	26,21	26,21	25,42	25,42
(xviii) clause 10 (1) (j) (6)	28,82	28,82	27,96	27,96
(xix) clause 10 (1) (j) (7)	31,71	31,71	30,76	30,76
(xx) clause 10 (1) (j) (8)	8,49	8,49	8,49	8,49
(xxi) clause 10 (1) (k)	10,11	10,11	9,35	9,80
(xxii) clause 10 (1) (I) (1)	11,11	11,11	10,28	10,78
(xxiii) clause 10 (1) (I) (2)	12,22	12,22	11,31	11,86
(xxiv) clause 10 (1) (I) (3)	14,79	14,79	14,35	14,35"
(xxv) clause 10 (1) (I) (4)				

7. CLAUSE 16: SICK LEAVE AND FAMILY RESPONSIBILITY LEAVE BENEFIT FUND FOR THE BUILDING INDUSTRY

7.1 Substitute the following for sub-clauses (3)(a) and (b):

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"(3) Contributions by the employer:

(a) Every employer shall contribute an amount to the Fund on behalf of each eligible employee in respect of each contribution day for which the employee remains in his/her employ, which amount shall be calculated as follows:

From the date of commencement to this Agreement to 31 October 2018

Category of employee	From the date of commencement of this Agreement to 31 October 2018.				
	Area	Area	Area	Area	
	,V,	'B'	,C,	,D,	
	R	R	R	R	
	per	per	per	per	
	day	day	day	day	
Employees for whom wages are prescribed					
in-	2,52	2,52	2,52	2,52	
(i) clause 10 (1) (a) (1)	2,52	2,52	2,52	2,52	
(ii) clause 10 (1) (a) (2)	2,52	2,52	2,52	2,52	
(iii) clause 10 (1) (b) (1)	2,52	2,52	2,52	2,52	
(iv) clause 10 (1) (b) (2)	2,52	2,52	2,52	2,52	
(v) clause 10 (1) (c) (1)	2,52	2,52	2,52	2,52	
(vi) clause 10 (1) (c) (2)	2,72	2,72	2,52	2,64	
(vii) clause 10 (1) (d)	3,00	3,00	2,77	2,91	
(viii) clause 10 (1) (e)	3,30	3,30	3,05	3,20	
(ix) clause 10 (1) (f)	3,63	3,63	3,36	3,52	

(x) clause 10 (1) (g)	3,99	3,99	3,69	3,87
(xi) clause 10 (1) (h)	4,39	4,39	4,26	4,26
(xii) clause 10 (1) (i)	4,83	4,83	4,68	4,68
(xiii) clause 10 (1) (j) (1)	5,31	5,31	5,15	5,15
(xiv) clause 10 (1) (j) (2)	5,84	5,84	5,67	5,67
(xv) clause 10 (1) (j) (3)	6,43	6,43	6,23	6,23
(xvi) clause 10 (1) (j) (4)	7,07	7,07	6,86	6,86
(xvii) clause 10 (1) (j) (5)	7,77	7,77	7,54	7,54
(xviii) clause 10 (1) (j) (6)	8,55	8,55	8,30	8,30
(xix) clause 10 (1) (j) (7)	9,41	9,41	9,12	9,12
(xx) clause 10 (1) (j) (8)	2,52	2,52	2,52	2,52
(xxi) clause 10 (1) (k)	3,00	3,00	2,77	2,91
(xxii) clause 10 (1) (I) (1)	3,30	3,30	3,05	3,20
(xxiii) clause 10 (1) (l) (2)	3,63	3,63	3,36	3,52
(xxiv) clause 10 (1) (I) (3)	4.39	4,39	4,26	4,26
(xxv) clause 10 (1) (I) (4)				

yee 1 Nove	1 November 2018 to 31 October 2019					
Area	Area	Area	Area			
'A'	'B'	,C,	'D'			
R	R	R	R			
0)	Area	Area Area 'A' 'B'	Area Area Area 'A' 'B' 'C'			

	per	per	per	per
	day	day	day	day
Employees for whom wages are prescribed				
n-	2,67	2,67	2,67	2,67
(i) clause 10 (1) (a) (1)	2,67	2,67	2,67	2,67
(ii) clause 10 (1) (a) (2)	2,67	2,67	2,67	2,67
(iii) clause 10 (1) (b) (1)	2,67	2,67	2,67	2,67
(iv) clause 10 (1) (b) (2)	2,67	2,67	2,67	2,67
(v) clause 10 (1) (c) (1)	2,67	2,67	2,67	2,67
(vi) clause 10 (1) (c) (2)	2,89	2,89	2,67	2,80
(vii) clause 10 (1) (d)	3,18	3,18	2,94	3,08
(viii) clause 10 (1) (e)	3,49	3,49	3,23	3,39
(ix) clause 10 (1) (f)	3,84	3,84	3,56	3,73
(x) clause 10 (1) (g)	4,23	4,23	3,91	4,10
(xi) clause 10 (1) (h)	4,65	4,65	4,51	4,51
(xii) clause 10 (1) (i)	5,12	5,12	4,96	4,96
(xiii) clause 10 (1) (j) (1)	5,63	5,63	5,46	5,46
(xiv) clause 10 (1) (j) (2)	6,19	6,19	6,00	6,00
(xv) clause 10 (1) (j) (3)	6,81	6,81	6,61	6,61
(xvi) clause 10 (1) (j) (4)	7,49	7,49	7,27	7,27
(xvii) clause 10 (1) (j) (5)	8,24	8,24	7,99	7,99
(xviii) clause 10 (1) (j) (6)	9,06	9,06	8,79	8,79
(xix) clause 10 (1) (j) (7)	9,97	9,97	9,67	9,67
(xx) clause 10 (1) (j) (8)	2,67	2,67	2,67	2,67

(xxi) clause 10 (1) (k)	3,18	3,18	2,94	3,08
(xxii) clause 10 (1) (I) (1)	3,49	3,49	3,23	3,39
(xxiii) clause 10 (1) (I) (2)	3,84	3,84	3,56	3,73
(xxiv) clause 10 (1) (I) (3)	4,65	4,65	4,51	4,51
(xxv) clause 10 (1) (l) (4)				

Category of employee	1 Novem	ber 2019	to 31 Octo	ber 2020
	Area	Area	Area	Area
	'A'	'B'	,C,	,D,
	R	R	R	R
	per	per	per	per
	day	day	day	day
Employees for whom wages are prescribed				
in-	2,83	2,83	2,83	2,83
(i) clause 10 (1) (a) (1)	2,83	2,83	2,83	2,83
(ii) clause 10 (1) (a) (2)	2,83	2,83	2,83	2,83
(iii) clause 10 (1) (b) (1)	2,83	2,83	2,83	2,83
(iv) clause 10 (1) (b) (2)	2,83	2,83	2,83	2,83
(v) clause 10 (1) (c) (1)	2,83	2,83	2,83	2,83
(vi) clause 10 (1) (c) (2)	3,06	3,06	2,83	2,97
(vii) clause 10 (1) (d)	3,37	3,37	3,12	3,27
(viii) clause 10 (1) (e)	3,70	3,70	3,43	3,59

(ix) clause 10 (1) (f)	4,07	4,07	3,77	3,95
(x) clause 10 (1) (g)	4,48	4,48	4,15	4,35
(xi) clause 10 (1) (h)	4,93	4,93	4,78	4,78
(xii) clause 10 (1) (i)	5,42	5,42	5,26	5,26
(xiii) clause 10 (1) (j) (1)	5,97	5,97	5,79	5,79
(xiv) clause 10 (1) (j) (2)	6,56	6,56	6,37	6,37
(xv) clause 10 (1) (j) (3)	7,22	7,22	7,00	7,00
(xvi) clause 10 (1) (j) (4)	7,94	7,94	7,70	7,70
(xvii) clause 10 (1) (j) (5)	8,74	8,74	8,47	8,47
(xviii) clause 10 (1) (j) (6)	9,61	9,61	9,32	9,32
(xix) clause 10 (1) (j) (7)	10,57	10,57	10,25	10,25
(xx) clause 10 (1) (j) (8)	2,83	2,83	2,83	2,83
(xxi) clause 10 (1) (k)	3,37	3,37	3,12	3,27
(xxii) clause 10 (1) (I) (1)	3,70	3,70	3,43	3,59
(xxiii) clause 10 (1) (I) (2)	4,07	4,07	3,77	3,95
(xxiv) clause 10 (1) (I) (3)	4,93	4,93	4,78	4,78
(xxv) clause 10 (1) (l) (4)				

(b) Every employer shall pay the specified contribution to the Council on the employee's normal pay day."

8. CLAUSE 19: EXPENSES OF THE COUNCIL

- 8.1 Substitute the following for sub-clauses (1)(a) and (b):
- "(1) Contributions by the employer:

(a) Every employer shall contribute an amount to the Council in respect of each eligible employee for each contribution day that the employee remains in his/her employ, which amount shall be calculated as follows:

From the date of commencement of this Agreement to 31 October 2018

	Category of employee	From the date of commencement of this Agreement to 31 October 2018.				
		Area	Area	Area	Area	
		'A'	'B'	,C,	'D'	
		R	R	R	R	
		per	per	per	per	
		day	day	day	day	
Emp	oloyees for whom wages are prescribed					
in-		4,31	4,31	4,31	4,31	
(i)	clause 10 (1) (a) (1)	4,31	4,31	4,31	4,31	
(ii)	clause 10 (1) (a) (2)	4,31	4,31	4,31	4,31	
(iii)	clause 10 (1) (b) (1)	4,31	4,31	4,31	4,31	
(iv)	clause 10 (1) (b) (2)	4,31	4,31	4,31	4,31	
(v)	clause 10 (1) (c) (1)	4,31	4,31	4,31	4,31	
(vi)	clause 10 (1) (c) (2)	4,66	4,66	4,31	4,52	

(vii) clause 10 (1) (d)	5,12	5,12	4,74	4,97
(viii) clause 10 (1) (e)	5,64	5,64	5,22	5,47
(ix) clause 10 (1) (f)	6,20	6,20	5,74	6,02
(x) clause 10 (1) (g)	6,82	6,82	6,31	6,62
(xi) clause 10 (1) (h)	7,50	7,50	7,28	7,28
(xii) clause 10 (1) (i)	8,25	8,25	8,01	8,01
(xiii) clause 10 (1) (j) (1)	9,08	9,08	8,81	8,81
(xiv) clause 10 (1) (j) (2)	9,99	9,99	9,69	9,69
(xv) clause 10 (1) (j) (3)	10,99	10,99	10,66	10,66
(xvi) clause 10 (1) (j) (4)	12,09	12,09	11,72	11,72
(xvii) clause 10 (1) (j) (5)	13,29	13,29	12,89	12,89
(xviii) clause 10 (1) (j) (6)	14,62	14,62	14,19	14,19
(xix) clause 10 (1) (j) (7)	16,08	16,08	15,60	15,60
(xx) clause 10 (1) (j) (8)	4,31	4,31	4,31	4,31
(xxi) clause 10 (1) (k)	5,12	5,12	4,74	4,97
(xxii) clause 10 (1) (I) (1)	5,64	5,64	5,22	5,47
(xxiii) clause 10 (1) (I) (2)	6,20	6,20	5,74	6,02
(xxiv) clause 10 (1) (I) (3)	7,50	7,50	7,28	7,28
(xxv) clause 10 (1) (l) (4)				

Category of employee	1 November 2018 to 31 October			
	Area	Area	Area	Area

	,V,	'B'	,C,	,D,
	R	R	R	R
	per	per	per	per
	day	day	day	day
Employees for whom wages are prescribed				
n-	4,57	4,57	4,57	4,57
(i) clause 10 (1) (a) (1)	4,57	4,57	4,57	4,57
ii) clause 10 (1) (a) (2)	4,57	4,57	4,57	4,57
(iii) clause 10 (1) (b) (1)	4,57	4,57	4,57	4,57
(iv) clause 10 (1) (b) (2)	4,57	4.57	4,57	4,57
(v) clause 10 (1) (c) (1)	4,57	4.57	4,57	4,57
(vi) clause 10 (1) (c) (2)	4,94	4,94	4,57	4,79
(vii) clause 10 (1) (d)	5,43	5,43	5,03	5,27
(viii) clause 10 (1) (e)	5,97	5,97	5,53	5,80
(ix) clause 10 (1) (f)	6,57	6,57	6,08	6,38
(x) clause 10 (1) (g)	7,23	7,23	6,69	7,01
(xi) clause 10 (1) (h)	7,95	7,95	7,72	7,72
(xii) clause 10 (1) (i)	8,75	8,75	8,49	8,49
(xiii) clause 10 (1) (j) (1)	9,63	9,63	9,33	9,33
(xiv) clause 10 (1) (j) (2)	10,59	10,59	10,27	10,27
(xv) clause 10 (1) (j) (3)	11,65	11,65	11,30	11,30
(xvi) clause 10 (1) (j) (4)	12,81	12,81	12,43	12,43
(xvii) clause 10 (1) (j) (5)	14,09	14,09	13,67	13,67
(xviii) clause 10 (1) (j) (6)	15,50	15,50	15,04	15,04

(xix) clause 10 (1) (j) (7)	17,05	17,05	16,54	16,54
(xx) clause 10 (1) (j) (8)	4,57	4,57	4,57	4,57
(xxi) clause 10 (1) (k)	5,43	5,43	5,03	5,27
(xxii) clause 10 (1) (I) (1)	5,97	5,97	5,53	5,80
(xxiii) clause 10 (1) (I) (2)	6,57	6,57	6,08	6,38
(xxiv) clause 10 (1) (I) (3)	7,95	7,95	7,72	7,72
(xxv) clause 10 (1) (l) (4)				

Category of employee	1 Novem	ber 2019	to 31 Octo	ber 2020
	Area	Area	Area	Area
	'A'	'B'	,C,	,D,
	R	R	R	R
	per	per	per	per
	day	day	day	day
Employees for whom wages are prescribed				
in-	4,84	4,84	4,84	4,84
(i) clause 10 (1) (a) (1)	4,84	4,84	4,84	4,84
(ii) clause 10 (1) (a) (2)	4,84	4,84	4,84	4,84
(iii) clause 10 (1) (b) (1)	4,84	4,84	4,84	4,84
(iv) clause 10 (1) (b) (2)	4,84	4,84	4,84	4,84
(v) clause 10 (1) (c) (1)	4,84	4,84	4,84	4,84
(vi) clause 10 (1) (c) (2)	5,23	5,23	4,84	5,08
(vii) clause 10 (1) (d)	5,76	5,76	5,33	5,58

(viii) clause 10 (1) (e)	6,33	6,33	5,86	6,14
(ix) clause 10 (1) (f)	6,97	6,97	6,45	6,76
(x) clause 10 (1) (g)	7,66	7,66	7,09	7,44
(xi) clause 10 (1) (h)	8,43	8,43	8,18	8,18
(xii) clause 10 (1) (i)	9,27	9,27	9,00	9,00
(xiii) clause 10 (1) (j) (1)	10,20	10,20	9,89	9,89
(xiv) clause 10 (1) (j) (2)	11,22	11,22	10,88	10,88
(xv) clause 10 (1) (j) (3)	12,35	12,35	11,97	11,97
(xvi) clause 10 (1) (j) (4)	13,58	13,58	13,17	13,17
(xvii) clause 10 (1) (j) (5)	14,94	14,94	14,49	14,49
(xviii) clause 10 (1) (j) (6)	16,43	16,43	15,94	15,94
(xix) clause 10 (1) (j) (7)	18,07	18,07	17,53	17,53
(xx) clause 10 (1) (j) (8)	4,84	4,84	4,84	4,84
(xxi) clause 10 (1) (k)	5,76	5,76	5,33	5,58
(xxii) clause 10 (1) (I) (1)	6,33	6,33	5,86	6,14
(xxiii) clause 10 (1) (I) (2)	6,97	6,97	6,45	6,76
(xxiv) clause 10 (1) (I) (3)	8,43	8,43	8,18	8,18
(xxv) clause 10 (1) (I) (4)				

(b) Every employer shall pay the specified amount to the Council on the employee's normal pay day."

8.2 Substitute the following for sub-clauses (2)(a) and (b):

"(2) Special levy by the employee:

(a) Every employer may on each pay day deduct from the wages due every day to each eligible employee the amount that is specified below:

From the date of commencement of this Agreement to 31 October 2018

Category of employee	From the date of commencement of this Agreement to 31 October 2018.			
	Area	Area	Area	Area
	'A'	'B'	,C,	'D'
	R	R	R	R
	per	per	per	per
	day	day	day	day
Employees for whom wages are prescribed				
in-	4,31	4,31	4,31	4,31
(i) clause 10 (1) (a) (1)	4,31	4,31	4,31	4,31
(ii) clause 10 (1) (a) (2)	4,31	4,31	4,31	4,31
(iii) clause 10 (1) (b) (1)	4,31	4,31	4,31	4,31
(iv) clause 10 (1) (b) (2)	4,31	4,31	4,31	4,31
(v) clause 10 (1) (c) (1)	4,31	4,31	4,31	4,31
(vi) clause 10 (1) (c) (2)	4,66	4,66	4,31	4,52
(vii) clause 10 (1) (d)	5,12	5,12	4,74	4,97
(viii) clause 10 (1) (e)	5,64	5,64	5,22	5,47
(ix) clause 10 (1) (f)	6,20	6.20	5,74	6,02
(x) clause 10 (1) (g)	6,82	6,82	6,31	6,62
(xi) clause 10 (1) (h)	7,50	7,50	7,28	7,28
(xii) clause 10 (1) (i)	8,25	8,25	8,01	8,01

(xiii) clause 10 (1) (j) (1)	9,08	9,08	8,81	8,81
(xiv) clause 10 (1) (j) (2)	9,99	9,99	9,69	9,69
(xv) clause 10 (1) (j) (3)	10.99	10,99	10,66	10,66
(xvi) clause 10 (1) (j) (4)	12,09	12,09	11,72	11,72
(xvii) clause 10 (1) (j) (5)	13,29	13,29	12,89	12,89
(xviii) clause 10 (1) (j) (6)	14,62	14,62	14,19	14,19
(xix) clause 10 (1) (j) (7)	16,08	16,08	15,60	15,60
(xx) clause 10 (1) (j) (8)	4,31	4,31	4,31	4,31
(xxi) clause 10 (1) (k)	5,12	5,12	4,74	4,97
(xxii) clause 10 (1) (l) (1)	5,64	5,64	5,22	5,47
(xxiii) clause 10 (1) (l) (2)	6,20	6,20	5,74	6,02
(xxiv) clause 10 (1) (l) (3)	7,50	7,50	7,28	7,28
(xxv) clause 10 (1) (l) (4)				

Category of employee	1 Novem	ber 2018 t	o 31 Octo	ber 201
	Area	Area	Area	Area
	'A'	'B'	,C,	'D'
	R	R	R	R
	per	per	per	per
	day	day	day	day

Employees for whom wages are prescr	ibed			
in-	4,57	4,57	4,57	4,57
(i) clause 10 (1) (a) (1)	4,57	4,57	4,57	4,57
(ii) clause 10 (1) (a) (2)	4,57	4,57	4,57	4,57
(iii) clause 10 (1) (b) (1)	4,57	4,57	4,57	4,57
(iv) clause 10 (1) (b) (2)	4,57	4,57	4,57	4,57
(v) clause 10 (1) (c) (1)	4,57	4,57	4,57	4,57
(vi) clause 10 (1) (c) (2)	4,94	4,94	4,57	4,79
(vii) clause 10 (1) (d)	5,43	5,43	5,03	5,27
(viii) clause 10 (1) (e)	5,97	5,97	5,53	5,80
(ix) clause 10 (1) (f)	6,57	6,57	6,08	6,38
(x) clause 10 (1) (g)	7,23	7,23	6,69	7,01
(xi) clause 10 (1) (h)	7,95	7,95	7,72	7,72
(xii) clause 10 (1) (i)	8,75	8,75	8,49	8,49
(xiii) clause 10 (1) (j) (1)	9,63	9,63	9,33	9,33
(xiv) clause 10 (1) (j) (2)	10,59	10,59	10,27	10,27
(xv) clause 10 (1) (j) (3)	11,65	11,65	11,30	11,30
(xvi) clause 10 (1) (j) (4)	12,81	12,81	12,43	12,43
(xvii) clause 10 (1) (j) (5)	14,09	14,09	13,67	13,67
(xviii) clause 10 (1) (j) (6)	15,50	15,50	15,04	15,04
(xix) clause 10 (1) (j) (7)	17,05	17,05	16,54	16,54
(xx) clause 10 (1) (j) (8)	4,57	4,57	4,57	4,57
(xxi) clause 10 (1) (k)	5,43	5,43	5,03	5,27
(xxii) clause 10 (1) (I) (1)	5,97	5,97	5,53	5,80

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6,57	6,57	6,08	6,38
7,95	7,95	7,72	7,72

Category of employee	1 November 2019 to 31 October 202			
	Area	Area	Area	Area
	'A'	'B'	,C,	,D,
	R	R	R	R
	per	per	per	per
	day	day	day	day
Employees for whom wages are prescribed				
in-	4,84	4,84	4,84	4,84
(i) clause 10 (1) (a) (1)	4,84	4,84	4,84	4,84
(ii) clause 10 (1) (a) (2)	4,84	4,84	4,84	4,84
(iii) clause 10 (1) (b) (1)	4,84	4,84	4,84	4,84
(iv) clause 10 (1) (b) (2)	4,84	4,84	4,84	4,84
(v) clause 10 (1) (c) (1)	4,84	4,84	4,84	4,84
(vi) clause 10 (1) (c) (2)	5,23	5,23	4,84	5,08
(vii) clause 10 (1) (d)	5,76	5,76	5,33	5,58
(viii) clause 10 (1) (e)	6,33	6,33	5,86	6,14
(ix) clause 10 (1) (f)	6,97	6,97	6,45	6,76
(x) clause 10 (1) (g)	7,66	7,66	7,09	7,44

(xi) clause 10 (1) (h)	8,43	8,43	8,18	8,18
(xii) clause 10 (1) (i)	9,27	9,27	9,00	9,00
(xiii) clause 10 (1) (j) (1)	10,20	10,20	9,89	9,89
(xiv) clause 10 (1) (j) (2)	11,22	11,22	10,88	10,88
(xv) clause 10 (1) (j) (3)	12,35	12,35	11,97	11,97
(xvi) clause 10 (1) (j) (4)	13,58	13,58	13,17	13,17
(xvii) clause 10 (1) (j) (5)	14,94	14,94	14,49	14,49
(xviii) clause 10 (1) (j) (6)	16,43	16,43	15,94	15,94
(xix) clause 10 (1) (j) (7)	18,07	18,07	17,53	17,53
(xx) clause 10 (1) (j) (8)	4,84	4,84	4,84	4,84
(xxi) clause 10 (1) (k)	5,76	5,76	5,33	5,58
(xxii) clause 10 (1) (I) (1)	6,33	6,33	5,86	6,14
(xxiii) clause 10 (1) (l) (2)	6,97	6,97	6,45	6,76
(xxiv) clause 10 (1) (I) (3)	8,43	8,43	8,18	8,18
(xxv) clause 10 (1) (l) (4)				

(c) Every employer shall pay the specified amounts to the Council as prescribed in subclause (1) hereof."

9. CLAUSE 21: SPECIAL MEMBERSHIP LEVY: EMPLOYERS

9.1 Substitute the following for clause (21)(1):

"(1) Every employer, to whom this agreement applies, shall pay an amount of R1,70 per day for each normal workday, in respect of each eligible employee in his/her employment during that normal working day."

10. CLAUSE 30: FUNERAL BENEFIT

10.1 Substitute the following for clause (30)(1)(2)(3)(4):

- (1) The funeral benefit fund, administered by the Council, for the purpose of providing a funeral benefit to new eligible employees, namely Cleaners, Beginner Prefabricated concrete wall Labourers and Labourers which are registered in the industry for the first time. Fees contributed by the employers to the fund must be invested as determined under section 53 (5) of the Act. After a membership of 1 year they will automatically qualify for the full retirement benefit.
- (2) Contributions by the employer: (a) An employer shall contribute an amount on behalf of an eligible employee to the Funeral Benefit for each day that the employee is employed (a contribution week), which amount shall be calculated as follows:

From the date of commencement of this Agreement to 31 October 2018

Category of employee	From the date of commencement of this Agreement to 31 October 2018.			
	Area	Area 'B'	Area 'C'	Area
	R	R	R	R
	per	per	per	per
	day	day	day	day
Employees for whom wages are prescribed				
in-				

(i) clause 10 (1) (a) (1)	1,00	1,00	1,00	1,00
(ii) clause 10 (1) (a) (2)				
(iii) clause 10 (1) (b) (1)	1,00	1,00	1,00	1,00
(iv) clause 10 (1) (b) (2)				
(v) clause 10 (1) (c) (1)	1,00	1,00	1,00	1,00
(vi) clause 10 (1) (c) (2)				
(vii) clause 10 (1) (d)				
(viii) clause 10 (1) (e)				
(ix) clause 10 (1) (f)				
(x) clause 10 (1) (g)				
(xi) clause 10 (1) (h)				
(xii) clause 10 (1) (i)				
(xiii) clause 10 (1) (j) (1)				
(xiv) clause 10 (1) (j) (2)				
(xv) clause 10 (1) (j) (3)				
(xvi) clause 10 (1) (j) (4)				
(xvii) clause 10 (1) (j) (5)				
(xviii) clause 10 (1) (j) (6)				
(xix) clause 10 (1) (j) (7)				
(xx) clause 10 (1) (j) (8)				
(xxi) clause 10 (1) (k)				
(xxii) clause 10 (1) (I) (1)				
(xxiii) clause 10 (1) (I) (2)				
(xxiv) clause 10 (1) (I) (3)				

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For the period 1 November 2018 to 31 October 2019

Category of employee	1 Novem	ber 2018	to 31 Octo	ber 2019
	Area	Area	Area	Area
	'A'	'B'	,C,	'D'
	R	R	R	R
	per	per	per	per
	day	day	day	day
Employees for whom wages are prescribed				
in-				
(i) clause 10 (1) (a) (1)	1,00	1,00	1,00	1,00
(ii) clause 10 (1) (a) (2)				
(iii) clause 10 (1) (b) (1)	1,00	1,00	1,00	1,00
(iv) clause 10 (1) (b) (2)				
(v) clause 10 (1) (c) (1)	1,00	1,00	1,00	1,00
(vi) clause 10 (1) (c) (2)				
(vii) clause 10 (1) (d)			~	
(viii) clause 10 (1) (e)				
(ix) clause 10 (1) (f)				

(x) clause 10 (1) (g)	
(xi) clause 10 (1) (h)	
(xii) clause 10 (1) (i)	
(xiii) clause 10 (1) (j) (1)	
(xiv) clause 10 (1) (j) (2)	
(xv) clause 10 (1) (j) (3)	
(xvi) clause 10 (1) (j) (4)	
(xvii) clause 10 (1) (j) (5)	
(xviii) clause 10 (1) (j) (6)	
(xix) clause 10 (1) (j) (7)	
(xx) clause 10 (1) (j) (8)	
(xxi) clause 10 (1) (k)	
(xxii) clause 10 (1) (l) (1)	
(xxiii) clause 10 (1) (l) (2)	
(xxiv) clause 10 (1) (l) (3)	
(xxv) clause 10 (1) (I) (4)	

For the period 1 November 2019 to 31 October 2020

Category of employee	1 Novem	ber 2019	to 31 Octo	ber 2020
	Area	Area	Area	Area
	'A'	,B,	,C,	,D,
	R	R	R	R

	per	per	per	per
	day	day	day	day
Employees for whom wages are prescribed				
in-				
(i) clause 10 (1) (a) (1)	1,00	1,00	1,00	1,00
(ii) clause 10 (1) (a) (2)				
(iii) clause 10 (1) (b) (1)	1,00	1,00	1,00	1,00
(iv) clause 10 (1) (b) (2)				
(v) clause 10 (1) (c) (1)	1,00	1,00	1,00	1,00
(vi) clause 10 (1) (c) (2)				
(vii) clause 10 (1) (d)				
(viii) clause 10 (1) (e)				
(ix) clause 10 (1) (f)				
(x) clause 10 (1) (g)				
(xi) clause 10 (1) (h)				
(xii) clause 10 (1) (i)				
(xiii) clause 10 (1) (j) (1)				
(xiv) clause 10 (1) (j) (2)				
(xv) clause 10 (1) (j) (3)				
(xvi) clause 10 (1) (j) (4)				
(xvii) clause 10 (1) (j) (5)				
(xviii) clause 10 (1) (j) (6)	,			
(xix) clause 10 (1) (j) (7)				
(xx) clause 10 (1) (j) (8)				

(xxi) clause 10 (1) (k)	
(xxii) clause 10 (1) (I) (1)	
(xxiii) clause 10 (1) (I) (2)	
(xxiv) clause 10 (1) (l) (3)	
(xxv) clause 10 (1) (I) (4)	

- (3) If Cleaners, Prefabricated concrete wall Labourers and Labourers withdraw their pension / provident benefits and return to the industry, he/she is eligible for a funeral benefit and only after a year qualifies for full retirement benefits.
- (4) Eligible employees will qualify for a funeral benefit of R5000.00 if they contribute 50 daily contributions during a working year."

SIGNED ON BEHALF OF THE PARTIES ON THIS 22nd DAY OF AUGUST 2017.

TOTAL WORD COUNT - 10 264

R.C. DAMON CHAIRMAN

MBA WEST BOLAND

Bou Industrieë Assosiasie Wes-Boland

D'J PHILLIPS

MBA GREATER BOLAND

Meesterbouers Assosiasie Groter Boland (MBA Groter Boland)

G. RICHARDS

BUILDING WORKERS UNION

L. ONTONG SECRETARY

BUILDING BARGAINGING COUNCIL NORTH AND WEST-BOLAND

DEPARTMENT OF LABOUR

NO. R. 1308 24 NOVEMBER 2017

LABOUR RELATIONS ACT, 1995

BUILDING INDUSTRY BARGAINING COUNCIL NORTH AND WEST BOLAND: EXTENSION OF PERIOD OF OPERATION OF THE MAIN COLLECTIVE AGREEMENT

I, MILDRED NELISIWE OLIPHANT, Minister of Labour, hereby, in terms of section 32(6)(a)(i) of the Labour Relations Act, 1995, extend the periods fixed in Government Notices Nos. R. 624 of 5 August 2011, R. 133 of 24 February 2012, R. 957 of 23 November 2012, R. 691 of 20 September 2013, R. 820 of 24 October 2014, R. 1039 of 30 October 2015, R. 1108 of 13 November 2015 and R. 1367 of 04 November 2016 by a further period ending 31 December 2020.

M N OLIPHANT, MP MINISTER OF LABOR 03/11/2017

UMNYANGO WEZABASEBENZI

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA 1995

BUILDING INDUSTRY BARGAINING COUNCIL NORTH AND WEST BOLAND: UKWELULWA KWESIKHATHI SOKUSEBENZA SESIVUMELWANO ESIYINGQIKITHI PHAKATHI KWABAQASHI NABASEBENZI

Mina, MILDRED NELISIWE OLIPHANT, uNgqongqoshe Wezabasebenzi, lapha ngokwesigaba 32(6)(a)(i) soMthetho Wobudlelwano Kwezabasebenzi, ka-1995, ngelula izikhathi zokusebenza ezihlinzekwe kwiZaziso zikaHulumeni ezingunombolo R. 624 somhlaka 5 kuNewaba 2011, R. 133 somhlaka 24 kuNhlolanja 2012, R. 957 somhlaka 23 kuLwezi 2012, R. 691 somhlaka 20 kuMandulo 2013, R.820 somhlaka 24 kuMfumfu 2014, R. 1039 somhlaka 30 kuMfumfu 2015, R. 1108 somhlaka 13 kuLwezi 2015 kanye nesingunombolo R. 1367 somhlaka 4 kuLwezi 2016 ngizelula ngesikhathi esingeziwe esiyakuphela ngomhlaka 31 kuZibandlela 2020.

M N OLIPHANT, MP

UNGOONGOOSHE WEZABASEBENZI

03/ 11/2017

WARNING!!!

To all suppliers and potential suppliers of goods to the Government Printing Works

The Government Printing Works would like to warn members of the public against an organised syndicate(s) scamming unsuspecting members of the public and claiming to act on behalf of the Government Printing Works.

One of the ways in which the syndicate operates is by requesting quotations for various goods and services on a quotation form with the logo of the Government Printing Works. Once the official order is placed the syndicate requesting upfront payment before delivery will take place. Once the upfront payment is done the syndicate do not deliver the goods and service provider then expect payment from Government Printing Works.

Government Printing Works condemns such illegal activities and encourages service providers to confirm the legitimacy of purchase orders with GPW SCM, prior to processing and delivery of goods.

To confirm the legitimacy of purchase orders, please contact:

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Anna-Marie du Toit (012) 748-6292 (Anna-Marie.DuToit@gpw.gov.za) and

Siraj Rizvi (012) 748-6380 (Siraj.Rizvi@gpw.gov.za)

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