

ANNEXURE "H12"

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

EOHCB Subscriptions	See Annexure C
Bargaining Levy	See Annexure C
Salon Charge *	R 218.39
One Man Band / Rent A Chairs	R 215.00

See Annexure C
See Annexure C
R 218.39
R 215.00

Work Code	Work Code Description	2017 Salary	2018 Salary 6% Increase	Weekly Rate	Daily Rate	Hourly Rate	Union or Agency Fee	* BC Fee Employer	* BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EI)	New National SPF Employer	New National SPF Employee
2000	Barber - starting 1 month	R 1 910.15	R 2 024.76	R 467.26	R 77.88	R 8.65	R 108.00	R 47.97	R 50.25	R 121.49	R 121.49	R 10.12	R 10.12
2002	Barber - Trainee	R 2 170.63	R 2 300.86	R 530.97	R 88.50	R 9.83	R 108.00	R 47.97	R 50.25	R 138.05	R 138.05	R 11.50	R 11.50
2004	Barber - Junior	R 2 952.06	R 3 129.18	R 722.12	R 120.35	R 13.37	R 108.00	R 87.10	R 91.25	R 187.75	R 187.75	R 15.65	R 15.65
2006	Barber - Senior	R 4 341.25	R 4 601.73	R 1 061.95	R 176.99	R 19.67	R 108.00	R 87.10	R 91.25	R 276.10	R 276.10	R 23.01	R 23.01
3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 2 681.07	R 2 841.93	R 655.84	R 109.31	R 12.15	R 108.00	R 87.10	R 91.25	R 170.52	R 170.52	R 14.21	R 14.21
3014	Beauty Therapist / Health & Skincare Therapist	R 3 702.25	R 3 924.39	R 905.63	R 150.94	R 16.77	R 108.00	R 87.10	R 91.25	R 235.46	R 235.46	R 19.62	R 19.62
3022	Cleaner - Beauty	R 1 997.36	R 2 117.20	R 488.59	R 81.43	R 9.05	R 108.00	R 87.10	R 91.25	R 127.03	R 127.03	R 10.59	R 10.59
4018	Drybar Worker		**										
2011	General Assistant - Part Time	R 1 522.13	R 1 613.46	R 372.34	R 62.06	R 6.90	R 108.00	R 47.97	R 50.25	R 96.81	R 96.81	R 8.07	R 8.07
2010	General Assistant	R 1 976.46	R 2 095.04	R 483.48	R 80.58	R 8.95	R 108.00	R 47.97	R 50.25	R 125.70	R 125.70	R 10.48	R 10.48
2021	Hairstresser - 1st year after qualified - Part Time	R 2 098.88	R 2 224.82	R 513.42	R 85.57	R 9.51	R 108.00	R 87.10	R 91.25	R 133.49	R 133.49	R 11.12	R 11.12
2020	Hairstresser - 1st year after qualified	R 3 146.28	R 3 335.06	R 769.63	R 128.27	R 14.25	R 108.00	R 87.10	R 91.25	R 200.10	R 200.10	R 16.68	R 16.68
2023	Hairstresser - Qualified - Part Time	R 2 972.17	R 3 150.50	R 727.04	R 121.17	R 13.46	R 108.00	R 87.10	R 91.25	R 189.03	R 189.03	R 15.75	R 15.75
2022	Hairstresser - Qualified	R 4 471.16	R 4 739.43	R 1 093.72	R 182.29	R 20.25	R 108.00	R 87.10	R 91.25	R 284.37	R 284.37	R 23.70	R 23.70
2046	LEARNER - Entry Level	R 1 905.72	R 2 020.06	R 466.17	R 77.70	R 8.63	R 108.00	R 47.97	R 50.25	R 121.20	R 121.20	R 10.10	R 10.10
2048	LEARNER - Level 2	R 2 059.44	R 2 183.00	R 503.77	R 83.96	R 9.33	R 108.00	R 47.97	R 50.25	R 130.98	R 130.98	R 10.92	R 10.92
2050	LEARNER - Level 3	R 2 274.36	R 2 410.82	R 556.35	R 92.72	R 10.30	R 108.00	R 47.97	R 50.25	R 144.65	R 144.65	R 12.05	R 12.05
2052	LEARNER - Level 4	R 2 508.31	R 2 658.81	R 613.58	R 102.26	R 11.36	R 108.00	R 47.97	R 50.25	R 159.53	R 159.53	R 13.29	R 13.29
4000	STUDENTS - Entry Level	R 1 905.72	R 2 020.06	R 466.17	R 77.70	R 8.63	R 108.00	R 47.97	R 50.25	R 121.20	R 121.20	R 10.10	R 10.10
4001	STUDENTS - Module 2 (Level 1 & 2)	R 2 059.44	R 2 183.00	R 503.77	R 83.96	R 9.33	R 108.00	R 47.97	R 50.25	R 130.98	R 130.98	R 10.92	R 10.92
4002	STUDENTS - Module 4 (Level 3 & 4)	R 2 274.36	R 2 410.82	R 556.35	R 92.72	R 10.30	R 108.00	R 47.97	R 50.25	R 144.65	R 144.65	R 12.05	R 12.05
4003	STUDENTS - Module 6 (Level 5 & 6)	R 2 508.31	R 2 658.81	R 613.58	R 102.26	R 11.36	R 108.00	R 47.97	R 50.25	R 159.53	R 159.53	R 13.29	R 13.29
3028	Make-up Artist Trainee	R 2 539.61	R 2 691.98	R 621.23	R 103.54	R 11.50	R 108.00	R 87.10	R 91.25	R 161.52	R 161.52	R 13.46	R 13.46
3026	Make-up Artist	R 3 607.41	R 3 823.85	R 882.43	R 147.07	R 16.34	R 108.00	R 87.10	R 91.25	R 229.43	R 229.43	R 19.12	R 19.12
3032	Manager - Beauty	R 5 752.54	R 6 097.69	R 1 407.17	R 234.53	R 26.06	R 108.00	R 87.10	R 91.25	R 365.86	R 365.86	R 30.49	R 30.49
2054	Manager - Hairdresser	R 5 951.12	R 6 308.19	R 1 454.75	R 242.62	R 26.96	R 108.00	R 90.89	R 95.22	R 378.49	R 378.49	R 31.54	R 31.54
3036	Manager - only (Hairdressing)	R 5 862.73	R 6 214.50	R 1 434.13	R 239.02	R 26.56	R 108.00	R 90.89	R 95.22	R 372.87	R 372.87	R 31.07	R 31.07
3034	Manicurist / Pedicurist / Wax Technician - Unqualified	R 1 471.81	R 1 560.12	R 360.03	R 60.01	R 6.67	R 108.00	R 87.10	R 91.25	R 93.61	R 93.61	R 7.80	R 7.80
3034	Manicurist / Pedicurist / Wax Technician	R 2 092.09	R 2 217.61	R 511.76	R 85.29	R 9.48	R 108.00	R 87.10	R 91.25	R 133.06	R 133.06	R 11.09	R 11.09
3040	Nail technician - Unqualified	R 2 217.20	R 2 350.23	R 542.37	R 90.39	R 10.04	R 108.00	R 87.10	R 91.25	R 141.01	R 141.01	R 11.75	R 11.75

Work Code	Work Code Description	2017 Salary	2018 Salary 6% Increase	Weekly Rate	Daily Rate	Hourly Rate	Union or Agency Fee	* BC Fee Employer	* BC Fee Employee	National Pension Fund (EN)	National Pension Fund (EE)	New National SPF Employer	New National SPF Employee
3084	Nail Technician - Certified	R 2 283.72	R 2 420.74	R 558.64	R 93.11	R 10.35	R 108.00	R 87.10	R 91.25	R 145.24	R 145.24	R 12.10	R 12.10
3038	Nail technician - Qualified	R 3 607.41	R 3 823.85	R 882.43	R 147.07	R 16.34	R 108.00	R 87.10	R 91.25	R 229.43	R 229.43	R 19.12	R 19.12
3087	Massage Therapist - One Year Qualified	R 3 932.60	R 4 168.56	R 961.98	R 160.33	R 17.81	R 108.00	R 87.10	R 91.25	R 250.11	R 250.11	R 20.84	R 20.84
2066	Operator - Trainee - Part Time	R 1 383.39	R 1 466.39	R 338.40	R 56.40	R 6.27	R 108.00	R 66.90	R 70.09	R 87.98	R 87.98	R 7.33	R 7.33
2067	Operator - Trainee	R 2 077.11	R 2 201.74	R 508.10	R 84.68	R 9.41	R 108.00	R 66.90	R 70.09	R 132.10	R 132.10	R 11.01	R 11.01
2069	Operator - Part Time	R 2 093.44	R 2 219.04	R 512.09	R 85.35	R 9.48	R 108.00	R 66.90	R 70.09	R 133.14	R 133.14	R 11.10	R 11.10
2068	Operator	R 3 140.84	R 3 329.29	R 768.30	R 128.05	R 14.23	R 108.00	R 66.90	R 70.09	R 199.76	R 199.76	R 16.65	R 16.65
3042	Receptionist - Beauty Establishment	R 3 574.05	R 3 788.49	R 874.27	R 145.71	R 16.49	R 108.00	R 87.10	R 91.25	R 227.31	R 227.31	R 18.94	R 18.94
2083	Receptionist - Hairdressing salon - Part Time	R 2 472.95	R 2 621.33	R 604.93	R 100.82	R 11.20	R 108.00	R 87.10	R 91.25	R 157.28	R 157.28	R 13.11	R 13.11
2082	Receptionist - Hairdressing salon	R 3 712.15	R 3 934.88	R 908.06	R 151.34	R 16.82	R 108.00	R 87.10	R 91.25	R 236.09	R 236.09	R 19.67	R 19.67
3048	Somatologist 3 Years	R 4 278.55	R 4 535.26	R 1 046.61	R 174.43	R 19.38	R 108.00	R 87.10	R 91.25	R 272.12	R 272.12	R 22.68	R 22.68
3052	Somatologist B Tech - 4 years	R 4 706.79	R 4 989.20	R 1 151.36	R 191.89	R 21.32	R 108.00	R 87.10	R 91.25	R 299.35	R 299.35	R 24.95	R 24.95
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting	R 2 837.31	R 3 007.55	R 694.06	R 115.68	R 12.85	R 108.00	R 87.10	R 91.25	R 180.45	R 180.45	R 15.04	R 15.04
1001	Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting - Part Time	R 1 877.16	R 1 989.79	R 459.19	R 76.53	R 8.50	R 108.00	R 87.10	R 91.25	R 119.39	R 119.39	R 9.95	R 9.95
2089	Working Employer (In Salon with Staff)	R 4 471.16	R 4 739.43	R 1 093.72	R 182.29	R 20.25						R 71.09	
2139	Rent A Chair / One Man Band (No Staff)	R 4 471.16	R 4 739.43	R 1 093.72	R 182.29	R 20.25	R 108.00					R 142.18	

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 employment
PART TIME EMPLOYEE	An employee who works 1 or 2 or 3 days per week Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment. 3 Days per week is calculated at two thirds of the basic wage. Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply. If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.
WORKING EMPLOYERS 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 Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.
PENSION FUND	Basic Salary / Wage divided by 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)

Work Code	Work Code Description	2017 Salary	2018 Salary 6% Increase	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
		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 1/2% of the Basic Salary of the Employee. Contributions payable by all Employers will be 1/2% of the Basic Salary 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											
	ABBREVIATION DESCRIPTIONS	BC = Bargaining Council EE = Employee ER = Employer SBF = Sick Benefit Fund SPF = Sick Pay Fund											
	* COUNCIL LEVIES FOR NEW SALONS REGISTERED AFTER 1ST NOVEMBER 2017	Effective from the date of the publication of this Agreement, council levies for new salons and employees registered after the 1st of November 2017, 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 respect of each employee employed.											
	** DRYBAR WORKER	Salary as per Contract of Employment											