

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

Work Code	Work Code Description	2017 Salary	2018 Salary 6% Increase	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	
											See Annexure C
EOHCB Subscriptions											
Bargaining Levy											
Basic establishment charge *											
Total minimum charge *											
One Man Band / Rent A Chairs											
2002	Barber - Trainee	R 2 209.33	R 2 341.89	R 108.00	R 27.84	R 79.32	R 140.51	R 140.51	R 11.71	R 11.71	
2004	Barber - Junior	R 2 840.57	R 3 011.01	R 108.00	R 27.84	R 79.32	R 180.66	R 180.66	R 15.06	R 15.06	
2006	Barber - Senior	R 4 734.29	R 5 018.35	R 108.00	R 27.84	R 79.32	R 301.10	R 301.10	R 25.09	R 25.09	
3020	Beauty Therapist / Health and Skincare therapist - Unqualified	R 2 706.75	R 2 869.16	R 108.00	R 27.84	R 66.80	R 172.15	R 172.15	R 14.35	R 14.35	
3014	Beauty Therapist / Health & Skincare Therapist	R 3 021.41	R 3 202.69	R 108.00	R 27.84	R 66.80	R 192.16	R 192.16	R 16.01	R 16.01	
3022	Cleaner - Beauty	R 2 026.83	R 2 148.44	R 108.00	R 27.84	R 66.80	R 128.91	R 128.91	R 10.74	R 10.74	
4018	Drybar Worker		**								
2010	General Assistant	R 1 380.16	R 1 462.97	R 108.00	R 16.71	R 33.40	R 87.78	R 87.78	R 7.31	R 7.31	
2012	General Assistant after 5 years	R 1 446.77	R 1 533.58	R 108.00	R 16.71	R 33.40	R 92.01	R 92.01	R 7.67	R 7.67	
2014	General Assistant after 10 years	R 1 488.92	R 1 578.25	R 108.00	R 16.71	R 33.40	R 94.70	R 94.70	R 7.89	R 7.89	
2020	Hairdresser - 1st year after qualified	R 2 790.34	R 2 957.76	R 108.00	R 27.84	R 79.32	R 177.47	R 177.47	R 14.79	R 14.79	
2022	Hairdresser - Qualified	R 3 297.66	R 3 495.52	R 108.00	R 27.84	R 79.32	R 209.73	R 209.73	R 17.48	R 17.48	
2024	Hairdresser - Qualified - after 5 years	R 3 463.10	R 3 670.89	R 108.00	R 27.84	R 79.32	R 220.25	R 220.25	R 18.35	R 18.35	
2026	Hairdresser - Qualified - after 10 years	R 3 628.54	R 3 846.26	R 108.00	R 27.84	R 79.32	R 230.78	R 230.78	R 19.23	R 19.23	
2046	LEARNER - Entry Level	R 1 607.88	R 1 704.36	R 108.00	R 16.71	R 33.40	R 102.26	R 102.26	R 8.52	R 8.52	
2048	LEARNER - Level 2	R 1 764.65	R 1 870.53	R 108.00	R 16.71	R 33.40	R 112.23	R 112.23	R 9.35	R 9.35	
2050	LEARNER - Level 3	R 2 076.20	R 2 200.77	R 108.00	R 20.88	R 45.93	R 132.05	R 132.05	R 11.00	R 11.00	
2052	LEARNER - Level 4	R 2 291.27	R 2 428.74	R 108.00	R 20.88	R 45.93	R 145.72	R 145.72	R 12.14	R 12.14	
4000	STUDENTS - Entry Level	R 1 607.88	R 1 704.36	R 108.00	R 16.71	R 33.40	R 102.26	R 102.26	R 8.52	R 8.52	
4001	STUDENTS - Module 2 (Level 1 & 2)	R 1 764.65	R 1 870.53	R 108.00	R 16.71	R 33.40	R 112.23	R 112.23	R 9.35	R 9.35	
4002	STUDENTS - Module 4 (Level 3 & 4)	R 2 076.20	R 2 200.77	R 108.00	R 20.88	R 45.93	R 132.05	R 132.05	R 11.00	R 11.00	
4003	STUDENTS - Module 6 (Level 5 & 6)	R 2 291.27	R 2 428.74	R 108.00	R 20.88	R 45.93	R 145.72	R 145.72	R 12.14	R 12.14	
3032	Manager - Beauty	R 5 110.68	R 5 417.32	R 108.00	R 27.84	R 66.80	R 325.04	R 325.04	R 27.09	R 27.09	
2060	Manager - Hairdresser	R 5 259.46	R 5 575.03	R 108.00	R 27.84	R 79.32	R 334.50	R 334.50	R 27.88	R 27.88	
2062	Manager - Hairdresser after 5 years	R 5 521.39	R 5 852.68	R 108.00	R 27.84	R 79.32	R 351.16	R 351.16	R 29.26	R 29.26	
2064	Manager - Hairdresser after 10 years	R 5 786.09	R 6 133.26	R 108.00	R 27.84	R 79.32	R 368.00	R 368.00	R 30.67	R 30.67	

**ANNEXURE "H3"**

Work Code	Work Code Description	2017 Salary	2018 Salary 6% Increase	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
3030	Manager - only (Beauty Establishment)	R 3 857.12	R 4 088.54	R 108.00	R 27.84	R 66.80	R 245.31	R 245.31	R 20.44	R 20.44
2054	Manager - only (Hairdressing)	R 4 069.69	R 4 313.87	R 108.00	R 27.84	R 79.32	R 258.83	R 258.83	R 21.57	R 21.57
2056	Manager - only (Hairdressing) after 5 years	R 4 272.37	R 4 528.71	R 108.00	R 27.84	R 79.32	R 271.72	R 271.72	R 22.64	R 22.64
2058	Manager - only (Hairdressing) after 10 years	R 4 477.78	R 4 746.45	R 108.00	R 27.84	R 79.32	R 284.79	R 284.79	R 23.73	R 23.73
3034	Manicurist / Pedicurist / Wax Technician	R 1 619.06	R 1 716.21	R 108.00	R 27.84	R 66.80	R 102.97	R 102.97	R 8.58	R 8.58
3036	Manicurist / Pedicurist / Wax Technician -Unqualified	R 1 110.61	R 1 177.25	R 108.00	R 27.84	R 66.80	R 70.63	R 70.63	R 5.89	R 5.89
3040	Nail technician - Unqualified	R 1 726.03	R 1 829.59	R 108.00	R 27.84	R 66.80	R 109.78	R 109.78	R 9.15	R 9.15
3084	Nail technician - Certified	R 1 776.31	R 1 882.88	R 108.00	R 27.84	R 66.80	R 112.97	R 112.97	R 9.41	R 9.41
3038	Nail technician - Qualified	R 2 072.36	R 2 196.70	R 108.00	R 27.84	R 66.80	R 131.80	R 131.80	R 10.98	R 10.98
3087	One Year Qualified Massage Therapist	R 2 584.28	R 2 739.34	R 108.00	R 27.84	R 66.80	R 164.36	R 164.36	R 13.70	R 13.70
2067	Operator - Trainee	R 1 736.12	R 1 840.29	R 108.00	R 16.71	R 33.40	R 110.42	R 110.42	R 9.20	R 9.20
2068	Operator	R 2 338.72	R 2 479.05	R 108.00	R 16.71	R 33.40	R 148.74	R 148.74	R 12.40	R 12.40
2070	Operator - after 5 years	R 2 456.71	R 2 604.11	R 108.00	R 16.71	R 33.40	R 156.25	R 156.25	R 13.02	R 13.02
2072	Operator - after 10 years	R 2 573.28	R 2 727.68	R 108.00	R 16.71	R 33.40	R 163.66	R 163.66	R 13.64	R 13.64
2074	Operator - Multi skilled	R 2 894.96	R 3 068.66	R 108.00	R 16.71	R 33.40	R 184.12	R 184.12	R 15.34	R 15.34
2076	Operator - Multi skilled - after 5 years	R 3 038.23	R 3 220.52	R 108.00	R 16.71	R 33.40	R 193.23	R 193.23	R 16.10	R 16.10
2078	Operator - Multi skilled - after 10 years	R 3 182.91	R 3 373.88	R 108.00	R 16.71	R 33.40	R 202.43	R 202.43	R 16.87	R 16.87
3042	Receptionist - Beauty Establishment	R 3 481.59	R 3 690.48	R 108.00	R 27.84	R 66.80	R 221.43	R 221.43	R 18.45	R 18.45
2082	Receptionist - Hairdressing salon	R 2 919.93	R 3 095.13	R 108.00	R 27.84	R 66.80	R 185.71	R 185.71	R 15.48	R 15.48
2084	Receptionist - Hairdressing salon - after 5 years	R 3 066.07	R 3 250.03	R 108.00	R 27.84	R 66.80	R 195.00	R 195.00	R 16.25	R 16.25
2086	Receptionist - Hairdressing salon - after 10 years	R 3 212.19	R 3 404.92	R 108.00	R 27.84	R 66.80	R 204.30	R 204.30	R 17.02	R 17.02
3048	Somatologist 3 Years	R 3 171.98	R 3 362.30	R 108.00	R 27.84	R 66.80	R 201.74	R 201.74	R 16.81	R 16.81
3052	Somatologist B Tech - 4 years	R 3 468.03	R 3 676.11	R 108.00	R 27.84	R 66.80	R 220.57	R 220.57	R 18.38	R 18.38
3054	B Tech Laser Somatologist	R 3 721.78	R 3 945.09	R 108.00	R 27.84	R 66.80	R 236.71	R 236.71	R 19.73	R 19.73
1012	Specific Skilled Stylist	R 1 936.97	R 2 053.19	R 108.00	R 27.84	R 79.32	R 123.19	R 123.19	R 10.27	R 10.27
1014	Specific Skilled Stylist - after 5 years	R 2 033.47	R 2 155.48	R 108.00	R 27.84	R 79.32	R 129.33	R 129.33	R 10.78	R 10.78
1016	Specific Skilled Stylist - after 10 years	R 2 129.97	R 2 257.77	R 108.00	R 27.84	R 79.32	R 135.47	R 135.47	R 11.29	R 11.29
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting	R 1 184.24	R 1 255.30	R 108.00	R 27.84	R 79.32	R 75.32	R 75.32	R 6.28	R 6.28
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 10 years	R 1 301.42	R 1 379.51	R 108.00	R 27.84	R 79.32	R 82.77	R 82.77	R 6.90	R 6.90
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 5 years	R 1 243.51	R 1 318.12	R 108.00	R 27.84	R 79.32	R 79.09	R 79.09	R 6.59	R 6.59
2089	Working Employer (in Salon with Staff)	R 3 297.66	R 3 495.52	R -	R -	R -	R -	R -	R 52.43	R -
2139	Rent A Chair / One Man Band (No Staff)	R 3 297.66	R 3 495.52	R 108.00	R 215.00	R -	R -	R -	R 104.87	R -

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**NOTES**

<b>CASUAL EMPLOYEE</b>	<p>An employee who substitutes for any permanent employee who is sick or on leave</p> <p>Remuneration / Basic Salary / Wages shall be calculated at the prescribed <b>DAILY</b> rate for that category of employment</p>									
<b>PART TIME EMPLOYEE</b>	<p>An employee who works 1 or 2 or 3 days per week</p> <p>Remuneration / Basic Salary / Wages shall be calculated at the prescribed <b>DAILY</b> rate for that category of employment</p> <p>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.</p> <p>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.</p> <p>Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017</p>									
<b>WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND</b>	<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.</p>									
<b>PENSION FUND</b>	<p>Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week)</p> <p>Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week)</p> <p>Basic Salary / Wage divided by 17.33 working days = Daily Rate (when employee works a 4 day week)</p> <p>Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)</p>									
<b>DAILY RATE CALCULATION</b>	<p>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.</p> <p>Qualified Hairdressers / Stylists, which are employees and employed on or after 2010, whom will receive a minimum of 30% commission.</p> <p>Qualified Hairdressers / Stylists, which are employees and employed prior to 2010, whom will receive a minimum 40% Commission</p> <p><b>NO STOCK DEDUCTIONS ARE ALLOWED</b></p>									
<b>SICK PAY FUND</b>	<p>BC = Bargaining Council</p>									
<b>COMMISSION EARNERS</b>	<p>EE = Employee</p>									
<b>ABBREVIATION DESCRIPTIONS</b>	<p>ER = Employer</p>									

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		SBF = Sick Benefit Fund SPF = Sick Pay Fund									
	<b>* COUNCIL LEVIES FOR NEW SALONS REGISTERED AFTER 1ST NOVEMBER 2017</b>	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.									
	<b>** DRYBAR WORKER</b>	Salary as per Contract of Employment									