

**ANNEXURE "H4"**

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

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

See Annexure C
See Annexure C
R 104.38
R 189.55
R 215.00

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 SP Employer	New National SP Employee
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 3 044.94	R 3 227.64	R 108.00	R 27.84	R 66.80	R 193.66	R 193.66	R 16.14	R 16.14
3014	Beauty Therapist / Health & Skincare Therapist	R 3 837.64	R 4 067.90	R 108.00	R 27.84	R 66.80	R 244.07	R 244.07	R 20.34	R 20.34
3022	Cleaner - Beauty	R 2 574.36	R 2 728.82	R 108.00	R 27.84	R 66.80	R 163.73	R 163.73	R 13.64	R 13.64
4018	Drybar Worker		**							
2010	General Assistant	R 2 733.82	R 2 897.85	R 108.00	R 16.71	R 33.40	R 173.87	R 173.87	R 14.49	R 14.49
2012	General Assistant after 5 years	R 2 870.29	R 3 042.51	R 108.00	R 16.71	R 33.40	R 182.55	R 182.55	R 15.21	R 15.21
2014	General Assistant after 10 years	R 3 008.15	R 3 188.64	R 108.00	R 16.71	R 33.40	R 191.32	R 191.32	R 15.94	R 15.94
2020	Hairdresser - 1st year after qualified	R 4 702.49	R 4 984.64	R 108.00	R 27.84	R 79.32	R 299.08	R 299.08	R 24.92	R 24.92
2022	Hairdresser - Qualified	R 5 339.41	R 5 659.78	R 108.00	R 27.84	R 79.32	R 339.59	R 339.59	R 28.30	R 28.30
2024	Hairdresser - Qualified - after 5 years	R 5 606.87	R 5 943.28	R 108.00	R 27.84	R 79.32	R 356.60	R 356.60	R 29.72	R 29.72
2026	Hairdresser - Qualified - after 10 years	R 5 873.80	R 6 226.23	R 108.00	R 27.84	R 79.32	R 373.57	R 373.57	R 31.13	R 31.13
2046	LEARNER – Entry Level	R 2 227.85	R 2 361.52	R 108.00	R 16.71	R 33.40	R 141.69	R 141.69	R 11.81	R 11.81
2048	LEARNER – Level 2	R 2 571.13	R 2 725.40	R 108.00	R 16.71	R 33.40	R 163.52	R 163.52	R 13.63	R 13.63
2050	LEARNER – Level 3	R 2 885.46	R 3 058.59	R 108.00	R 20.88	R 45.93	R 183.52	R 183.52	R 15.29	R 15.29
2052	LEARNER – Level 4	R 3 134.99	R 3 323.09	R 108.00	R 20.88	R 45.93	R 199.39	R 199.39	R 16.62	R 16.62
4000	STUDENTS - Entry Level	R 2 227.85	R 2 361.52	R 108.00	R 16.71	R 33.40	R 141.69	R 141.69	R 11.81	R 11.81
4001	STUDENTS - Module 2 (level 1 & 2)	R 2 571.13	R 2 725.40	R 108.00	R 16.71	R 33.40	R 163.52	R 163.52	R 13.63	R 13.63
4002	STUDENTS - Module 4 (level 3 & 4)	R 2 885.46	R 3 058.59	R 108.00	R 20.88	R 45.93	R 183.52	R 183.52	R 15.29	R 15.29
4003	STUDENTS - Module 6 (level 5 & 6)	R 3 134.99	R 3 323.09	R 108.00	R 20.88	R 45.93	R 199.39	R 199.39	R 16.62	R 16.62

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3032	Manager - Beauty	R 6 491.32	R 6 880.80	R 108.00	R 27.84	R 66.80	R 412.85	R 412.85	R 34.40	R 34.40
2060	Manager - Hairdresser	R 6 054.91	R 6 418.21	R 108.00	R 27.84	R 79.32	R 385.09	R 385.09	R 32.09	R 32.09
2062	Manager - Hairdresser after 5 years	R 6 358.22	R 6 739.71	R 108.00	R 27.84	R 79.32	R 404.38	R 404.38	R 33.70	R 33.70
2064	Manager - Hairdresser after 10 years	R 6 660.14	R 7 059.75	R 108.00	R 27.84	R 79.32	R 423.58	R 423.58	R 35.30	R 35.30
3030	Manager - only (Beauty Establishment)	R 4 899.11	R 5 193.06	R 108.00	R 27.84	R 66.80	R 311.58	R 311.58	R 25.97	R 25.97
2054	Manager - only (Hairdressing)	R 4 987.86	R 5 287.13	R 108.00	R 27.84	R 79.32	R 317.23	R 317.23	R 26.44	R 26.44
2056	Manager - only (Hairdressing) after 5 years	R 5 237.40	R 5 551.65	R 108.00	R 27.84	R 79.32	R 333.10	R 333.10	R 27.76	R 27.76
2058	Manager - only (Hairdressing) after 10 years	R 5 486.93	R 5 816.15	R 108.00	R 27.84	R 79.32	R 348.97	R 348.97	R 29.08	R 29.08
3034	Manicurist / Pedicurist / Wax Technician	R 2 170.22	R 2 300.44	R 108.00	R 27.84	R 66.80	R 138.03	R 138.03	R 11.50	R 11.50
3036	Manicurist / Pedicurist / Wax Technician - Unqualified	R 1 410.63	R 1 495.27	R 108.00	R 27.84	R 66.80	R 89.72	R 89.72	R 7.48	R 7.48
3040	Nail technician - Unqualified	R 2 192.32	R 2 323.86	R 108.00	R 27.84	R 66.80	R 139.43	R 139.43	R 11.62	R 11.62
3084	Nail Technician - Certified	R 2 256.18	R 2 391.55	R 108.00	R 27.84	R 66.80	R 143.49	R 143.49	R 11.96	R 11.96
3038	Nail technician - Qualified	R 2 632.19	R 2 790.12	R 108.00	R 27.84	R 66.80	R 167.41	R 167.41	R 13.95	R 13.95
3087	Massage Therapist - One Year Qualified	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 2 509.10	R 2 659.65	R 108.00	R 16.71	R 33.40	R 159.58	R 159.58	R 13.30	R 13.30
2068	Operator	R 3 190.14	R 3 381.54	R 108.00	R 16.71	R 33.40	R 202.89	R 202.89	R 16.91	R 16.91
2070	Operator - after 5 years	R 3 350.07	R 3 551.07	R 108.00	R 16.71	R 33.40	R 213.06	R 213.06	R 17.76	R 17.76
2072	Operator - after 10 years	R 3 508.60	R 3 719.11	R 108.00	R 16.71	R 33.40	R 223.15	R 223.15	R 18.60	R 18.60
2074	Operator - Multi skilled	R 3 686.44	R 3 907.63	R 108.00	R 16.71	R 33.40	R 234.46	R 234.46	R 19.54	R 19.54
2076	Operator - Multi skilled - after 5 years	R 3 871.18	R 4 103.46	R 108.00	R 16.71	R 33.40	R 246.21	R 246.21	R 20.52	R 20.52
2078	Operator - Multi skilled - after 10 years	R 4 055.92	R 4 299.27	R 108.00	R 16.71	R 33.40	R 257.96	R 257.96	R 21.50	R 21.50
3042	Receptionist - Beauty Establishment	R 4 422.14	R 4 687.47	R 108.00	R 27.84	R 66.80	R 281.25	R 281.25	R 23.44	R 23.44
2080	Receptionist - First year of experience	R 3 991.12	R 4 230.58	R 108.00	R 27.84	R 66.80	R 253.84	R 253.84	R 21.15	R 21.15
2082	Receptionist - Hairdressing salon	R 4 832.09	R 5 122.01	R 108.00	R 27.84	R 66.80	R 307.32	R 307.32	R 25.61	R 25.61
2084	Receptionist - Hairdressing salon - after 5 years	R 5 073.33	R 5 377.73	R 108.00	R 27.84	R 66.80	R 322.66	R 322.66	R 26.89	R 26.89
2086	Receptionist - Hairdressing salon - after 10 years	R 5 315.98	R 5 634.93	R 108.00	R 27.84	R 66.80	R 338.10	R 338.10	R 28.17	R 28.17
3048	Somatologist 3 Years	R 4 028.87	R 4 270.60	R 108.00	R 27.84	R 66.80	R 256.24	R 256.24	R 21.35	R 21.35
3052	Somatologist B Tech - 4 years	R 4 404.92	R 4 669.21	R 108.00	R 27.84	R 66.80	R 280.15	R 280.15	R 23.35	R 23.35
3054	Somatologist - B Tech Laser	R 4 727.21	R 5 010.84	R 108.00	R 27.84	R 66.80	R 300.65	R 300.65	R 25.05	R 25.05
1012	Specific Skilled Stylist	R 2 322.99	R 2 462.37	R 108.00	R 27.84	R 79.32	R 147.74	R 147.74	R 12.31	R 12.31
1014	Specific Skilled Stylist - after 5 years	R 2 438.80	R 2 585.12	R 108.00	R 27.84	R 79.32	R 155.11	R 155.11	R 12.93	R 12.93
1016	Specific Skilled Stylist - after 10 years	R 2 555.97	R 2 709.32	R 108.00	R 27.84	R 79.32	R 162.56	R 162.56	R 13.55	R 13.55
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting	R 1 513.74	R 1 604.56	R 108.00	R 27.84	R 79.32	R 96.27	R 96.27	R 8.02	R 8.02

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1002	Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting after 5 years	R 1 589,56	R 1 684,93	R 108,00	R 27,84	R 79,32	R 101,10	R 101,10	R 8,42	R 8,42
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting after 10 years	R 1 665,39	R 1 765,31	R 108,00	R 27,84	R 79,32	R 105,92	R 105,92	R 8,83	R 8,83
2089	Working Employer (in Salon with Staff)	R 5 339,41	R 5 659,78	R -	R -	R -	R -	R -	R 84,90	R -
2139	Rent A Chair / One Man Band (No Staff)	R 5 339,41	R 5 659,78	R 108,00	R 215,00	R -	R -	R -	R 169,79	R -

**NOTES**

<b>CASUAL EMPLOYEE</b>	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
<b>PART TIME EMPLOYEE</b>	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.
<b>WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND</b>	Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017
<b>PENSION FUND</b>	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.
<b>DAILY RATE CALCULATION</b>	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)
<b>SICK PAY FUND</b>	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.

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<b>COMMISSION EARNERS</b>		All Stylist will be paid 40% commission <b>NO STOCK DEDUCTIONS ARE ALLOWED</b>									
<b>ABBREVIATION DESCRIPTIONS</b>		BC = Bargaining Council EE = Employee ER = Employer 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									