

ANNEXURE "H8"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 108 BEING THE NORTH-WEST PROVINCE - EXCLUDING RUSTENBURG, BRITS AND MANKWE

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| EOHC8 Subscriptions |
| Bargaining Levy |
| Basic establishment charge * |
| Total minimum charge * |
| One Man Band / Rent A Chairs |

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|----------------|
| 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) | National SPF Employer | National SPF Employee |
|-----------|--|-------------|-------------------------|---------------------|-------------------|-------------------|----------------------------|----------------------------|-----------------------|-----------------------|
| 2002 | Barber - Trainee | R 2 198.91 | R 2 330.85 | R 108.00 | R 27.84 | R 79.32 | R 139.85 | R 139.85 | R 11.65 | R 11.65 |
| 2004 | Barber - Junior | R 2 827.17 | R 2 996.80 | R 108.00 | R 27.84 | R 79.32 | R 179.81 | R 179.81 | R 14.98 | R 14.98 |
| 2006 | Barber - Senior | R 4 711.96 | R 4 994.67 | R 108.00 | R 27.84 | R 79.32 | R 299.68 | R 299.68 | R 24.97 | R 24.97 |
| 3020 | Beauty Therapist / Health and skincare therapist - Unqualified | R 3 055.87 | R 3 239.22 | R 108.00 | R 27.84 | R 66.80 | R 194.35 | R 194.35 | R 16.20 | R 16.20 |
| 3014 | Beauty Therapist / Health & Skincare Therapist | R 3 411.11 | R 3 615.77 | R 108.00 | R 27.84 | R 66.80 | R 216.95 | R 216.95 | R 18.08 | R 18.08 |
| 3022 | Cleaner - Beauty | R 2 347.49 | R 2 488.34 | R 108.00 | R 27.84 | R 66.80 | R 149.30 | R 149.30 | R 12.44 | R 12.44 |
| 4018 | Drybar Worker | | ** | | | | | | | |
| 2010 | General Assistant | R 2 015.61 | R 2 136.55 | R 108.00 | R 16.71 | R 33.40 | R 128.19 | R 128.19 | R 10.68 | R 10.68 |
| 2012 | General Assistant after 5 years | R 2 116.66 | R 2 243.66 | R 108.00 | R 16.71 | R 33.40 | R 134.62 | R 134.62 | R 11.22 | R 11.22 |
| 2014 | General Assistant after 10 years | R 2 216.35 | R 2 349.33 | R 108.00 | R 16.71 | R 33.40 | R 140.96 | R 140.96 | R 11.75 | R 11.75 |
| 2020 | Hairdresser - 1st year after qualified | R 4 156.84 | R 4 406.25 | R 108.00 | R 27.84 | R 79.32 | R 264.38 | R 264.38 | R 22.03 | R 22.03 |
| 2022 | Hairdresser - Qualified | R 5 541.55 | R 5 874.04 | R 108.00 | R 27.84 | R 79.32 | R 352.44 | R 352.44 | R 29.37 | R 29.37 |
| 2024 | Hairdresser - Qualified - after 5 years | R 5 817.41 | R 6 166.45 | R 108.00 | R 27.84 | R 79.32 | R 369.99 | R 369.99 | R 30.83 | R 30.83 |
| 2026 | Hairdresser - Qualified - after 10 years | R 6 095.99 | R 6 461.75 | R 108.00 | R 27.84 | R 79.32 | R 387.70 | R 387.70 | R 32.31 | R 32.31 |
| 2046 | LEARNER – Entry Level | R 1 762.97 | R 1 868.74 | R 108.00 | R 16.71 | R 33.40 | R 112.12 | R 112.12 | R 9.34 | R 9.34 |
| 2048 | LEARNER – Level 2 | R 2 036.10 | R 2 158.27 | R 108.00 | R 16.71 | R 33.40 | R 129.50 | R 129.50 | R 10.79 | R 10.79 |
| 2050 | LEARNER – Level 3 | R 2 358.36 | R 2 499.86 | R 108.00 | R 20.88 | R 45.93 | R 149.99 | R 149.99 | R 12.50 | R 12.50 |
| 2052 | LEARNER – Level 4 | R 2 636.95 | R 2 795.17 | R 108.00 | R 20.88 | R 45.93 | R 167.71 | R 167.71 | R 13.98 | R 13.98 |
| 4000 | STUDENTS - Entry Level | R 1 762.97 | R 1 868.74 | R 108.00 | R 16.71 | R 33.40 | R 112.12 | R 112.12 | R 9.34 | R 9.34 |
| 4001 | STUDENTS - Module 2 (Level 1 & 2) | R 2 036.10 | R 2 158.27 | R 108.00 | R 16.71 | R 33.40 | R 129.50 | R 129.50 | R 10.79 | R 10.79 |
| 4002 | STUDENTS - Module 4 (Level 3 & 4) | R 2 358.36 | R 2 499.86 | R 108.00 | R 20.88 | R 45.93 | R 149.99 | R 149.99 | R 12.50 | R 12.50 |
| 4003 | STUDENTS - Module 6 (Level 5 & 6) | R 2 636.95 | R 2 795.17 | R 108.00 | R 20.88 | R 45.93 | R 167.71 | R 167.71 | R 13.98 | R 13.98 |

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|-----------|---|-------------|-------------------------|---------------------|-------------------|-------------------|----------------------------|----------------------------|-----------------------|-----------------------|
| 3032 | Manager - Beauty | R 5 769.86 | R 6 116.05 | R 108.00 | R 27.84 | R 66.80 | R 366.96 | R 366.96 | R 30.58 | R 30.58 |
| 2060 | Manager - Hairdresser | R 5 840.61 | R 6 191.05 | R 108.00 | R 27.84 | R 79.32 | R 371.46 | R 371.46 | R 30.96 | R 30.96 |
| 2062 | Manager - Hairdresser after 5 years | R 6 132.89 | R 6 500.86 | R 108.00 | R 27.84 | R 79.32 | R 390.05 | R 390.05 | R 32.50 | R 32.50 |
| 2064 | Manager - Hairdresser after 10 years | R 6 425.08 | R 6 810.59 | R 108.00 | R 27.84 | R 79.32 | R 408.64 | R 408.64 | R 34.05 | R 34.05 |
| 3030 | Manager - only (Beauty Establishment) | R 4 354.60 | R 4 615.88 | R 108.00 | R 27.84 | R 66.80 | R 276.95 | R 276.95 | R 23.08 | R 23.08 |
| 2054 | Manager - only (Hairdressing) | R 4 849.21 | R 5 140.16 | R 108.00 | R 27.84 | R 79.32 | R 308.41 | R 308.41 | R 25.70 | R 25.70 |
| 2056 | Manager - only (Hairdressing) after 5 years | R 5 092.28 | R 5 397.82 | R 108.00 | R 27.84 | R 79.32 | R 323.87 | R 323.87 | R 26.99 | R 26.99 |
| 2058 | Manager - only (Hairdressing) after 10 years | R 5 333.98 | R 5 654.02 | R 108.00 | R 27.84 | R 79.32 | R 339.24 | R 339.24 | R 28.27 | R 28.27 |
| 3034 | Manicurist / Pedicurist / Wax Technician | R 1 929.01 | R 2 044.75 | R 108.00 | R 27.84 | R 66.80 | R 122.69 | R 122.69 | R 10.22 | R 10.22 |
| 3036 | Manicurist / Pedicurist / Wax Technician -Unqualified | R 1 253.86 | R 1 329.09 | R 108.00 | R 27.84 | R 66.80 | R 79.75 | R 79.75 | R 6.65 | R 6.65 |
| 3040 | Nail technician - Unqualified | R 1 948.65 | R 2 065.57 | R 108.00 | R 27.84 | R 66.80 | R 123.93 | R 123.93 | R 10.33 | R 10.33 |
| 3084 | Nail technician - Certified | R 2 005.41 | R 2 125.74 | R 108.00 | R 27.84 | R 66.80 | R 127.54 | R 127.54 | R 10.63 | R 10.63 |
| 3038 | Nail technician - Qualified | R 2 339.64 | R 2 480.02 | R 108.00 | R 27.84 | R 66.80 | R 148.80 | R 148.80 | R 12.40 | R 12.40 |
| 3087 | Massage Therapist - One Year Qualified | R 2 572.09 | R 2 726.42 | R 108.00 | R 27.84 | R 66.80 | R 163.58 | R 163.58 | R 13.63 | R 13.63 |
| 2067 | Operator - Trainee | R 2 676.56 | R 2 837.16 | R 108.00 | R 16.71 | R 33.40 | R 170.23 | R 170.23 | R 14.19 | R 14.19 |
| 2068 | Operator | R 3 708.94 | R 3 931.48 | R 108.00 | R 16.71 | R 33.40 | R 235.89 | R 235.89 | R 19.66 | R 19.66 |
| 2072 | Operator - after 10 years | R 4 079.01 | R 4 323.75 | R 108.00 | R 16.71 | R 33.40 | R 259.43 | R 259.43 | R 21.62 | R 21.62 |
| 2070 | Operator - after 5 years | R 3 894.65 | R 4 128.33 | R 108.00 | R 16.71 | R 33.40 | R 247.70 | R 247.70 | R 20.64 | R 20.64 |
| 2074 | Operator - Multi skilled | R 4 390.36 | R 4 653.78 | R 108.00 | R 16.71 | R 33.40 | R 279.23 | R 279.23 | R 23.27 | R 23.27 |
| 2076 | Operator - Multi skilled - after 5 years | R 4 610.23 | R 4 886.84 | R 108.00 | R 16.71 | R 33.40 | R 293.21 | R 293.21 | R 24.43 | R 24.43 |
| 2078 | Operator - Multi skilled - after 10 years | R 4 828.72 | R 5 118.44 | R 108.00 | R 16.71 | R 33.40 | R 307.11 | R 307.11 | R 25.59 | R 25.59 |
| 3042 | Receptionist - Beauty Establishment | R 3 930.63 | R 4 166.47 | R 108.00 | R 27.84 | R 66.80 | R 249.99 | R 249.99 | R 20.83 | R 20.83 |
| 2082 | Receptionist - Hairdressing salon | R 3 923.33 | R 4 158.73 | R 108.00 | R 27.84 | R 66.80 | R 249.52 | R 249.52 | R 20.79 | R 20.79 |
| 2084 | Receptionist - Hairdressing salon - after 5 years | R 4 119.98 | R 4 367.18 | R 108.00 | R 27.84 | R 66.80 | R 262.03 | R 262.03 | R 21.84 | R 21.84 |
| 2086 | Receptionist - Hairdressing salon - after 10 years | R 4 315.26 | R 4 574.18 | R 108.00 | R 27.84 | R 66.80 | R 274.45 | R 274.45 | R 22.87 | R 22.87 |
| 3048 | Somatologist 3 Years | R 3 581.09 | R 3 795.95 | R 108.00 | R 27.84 | R 66.80 | R 227.76 | R 227.76 | R 18.98 | R 18.98 |
| 3052 | Somatologist B Tech - 4 Years | R 3 796.79 | R 4 024.59 | R 108.00 | R 27.84 | R 66.80 | R 241.48 | R 241.48 | R 20.12 | R 20.12 |
| 3054 | Somatologist - B Tech Laser | R 4 201.81 | R 4 453.92 | R 108.00 | R 27.84 | R 66.80 | R 267.24 | R 267.24 | R 22.27 | R 22.27 |
| 1012 | Specific Skilled Stylist | R 1 920.01 | R 2 035.21 | R 108.00 | R 27.84 | R 79.32 | R 122.11 | R 122.11 | R 10.18 | R 10.18 |
| 1014 | Specific Skilled Stylist - after 5 years | R 2 015.61 | R 2 136.55 | R 108.00 | R 27.84 | R 79.32 | R 128.19 | R 128.19 | R 10.68 | R 10.68 |
| 1016 | Specific Skilled Stylist - after 10 years | R 2 112.57 | R 2 239.32 | R 108.00 | R 27.84 | R 79.32 | R 134.36 | R 134.36 | R 11.20 | R 11.20 |
| 1000 | Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting | R 1 312.31 | R 1 391.05 | R 108.00 | R 27.84 | R 79.32 | R 83.46 | R 83.46 | R 6.96 | R 6.96 |

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|-----------|--|-------------|-------------------------|---------------------|-------------------|-------------------|----------------------------|----------------------------|-----------------------|-----------------------|
| 1002 | Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting after 5 years | R 1 377.87 | R 1 460.54 | R 108.00 | R 27.84 | R 79.32 | R 87.63 | R 87.63 | R 7.30 | R 7.30 |
| 1004 | Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting after 10 years | R 1 444.79 | R 1 531.47 | R 108.00 | R 27.84 | R 79.32 | R 91.89 | R 91.89 | R 7.66 | R 7.66 |
| 2089 | Working Employer (in Salon with Staff) | R 5 541.55 | R 5 874.04 | R - | R - | R - | R - | R - | R 88.11 | R - |
| 2139 | Rent A Chair / One Man Band (No Staff) | R 5 541.55 | R 5 874.04 | R 108.00 | R 206.00 | R - | R - | R - | R 176.22 | R - |

NOTES

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| 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 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. |
| 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) |
| 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. |

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|-----------|---|--|-------------------------|---------------------|-------------------|-------------------|----------------------------|----------------------------|-----------------------|-----------------------|
| | COMMISSION EARNERS | 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 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 | | | | | | | | |