

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

EOHCB Subscriptions	See Annexure C
Bargaining Levy	See Annexure C
One Man Band / Rent A Chairs	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	SFB Employer	SFB Employee
2000	Barber - starting 1 month	R 2 651.20	R 2 810.27	R 108.00	R 65.64	R 65.64	R 168.62	R 168.62	R 14.05	R 14.05	R 150.00	R 150.00
2002	Barber - Trainee	R 2 903.70	R 3 077.92	R 108.00	R 65.64	R 65.64	R 184.68	R 184.68	R 15.39	R 15.39	R 190.00	R 190.00
2004	Barber - Junior	R 3 408.69	R 3 613.21	R 108.00	R 65.64	R 65.64	R 216.79	R 216.79	R 18.07	R 18.07	R 190.00	R 190.00
2006	Barber - Senior	R 4 671.16	R 4 951.43	R 108.00	R 65.64	R 65.64	R 297.09	R 297.09	R 24.76	R 24.76	R 252.00	R 252.00
3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 4 344.66	R 4 605.34	R 108.00	R 65.64	R 65.64	R 276.32	R 276.32	R 23.03	R 23.03	R -	R -
3014	Beauty Therapist / Health & Skincare Therapist	R 6 000.79	R 6 360.83	R 108.00	R 65.64	R 65.64	R 381.65	R 381.65	R 31.80	R 31.80	R -	R -
3022	Cleaner - Beauty	R 3 173.48	R 3 363.89	R 108.00	R 65.64	R 65.64	R 201.83	R 201.83	R 16.82	R 16.82	R -	R -
4018	Drybar Worker		**									
2010	General Assistant	R 3 248.35	R 3 443.25	R 108.00	R 65.64	R 65.64	R 206.60	R 206.60	R 17.22	R 17.22	R 150.00	R 150.00
2018	Hairdresser - No trade test	R 4 114.41	R 4 361.27	R 108.00	R 65.64	R 65.64	R 261.68	R 261.68	R 21.81	R 21.81	R 190.00	R 190.00
2020	Hairdresser - 1st year after qualified	R 4 650.96	R 4 930.02	R 108.00	R 65.64	R 65.64	R 295.80	R 295.80	R 24.65	R 24.65	R 252.00	R 252.00
2022	Hairdresser - Qualified	R 6 611.59	R 7 008.28	R 108.00	R 65.64	R 65.64	R 420.50	R 420.50	R 35.04	R 35.04	R 252.00	R 252.00
2028	Hairdressing Assistant - Entrance (special needs)	R 2 663.83	R 2 823.66	R 108.00	R 65.64	R 65.64	R 169.42	R 169.42	R 14.12	R 14.12	R 190.00	R 190.00
2030	Hairdressing Assistant - Skilled (special needs)	R 3 005.96	R 3 186.31	R 108.00	R 65.64	R 65.64	R 191.18	R 191.18	R 15.93	R 15.93	R 190.00	R 190.00
2046	LEARNER - Entry Level	R 2 433.53	R 2 579.54	R 108.00	R 34.08	R 34.08	R 154.77	R 154.77	R 12.90	R 12.90	R 150.00	R 150.00
2048	LEARNER - Level 2	R 2 783.40	R 2 950.41	R 108.00	R 34.08	R 34.08	R 177.02	R 177.02	R 14.75	R 14.75	R 150.00	R 150.00
2050	LEARNER - Level 3	R 3 008.03	R 3 188.52	R 108.00	R 34.08	R 34.08	R 191.31	R 191.31	R 15.94	R 15.94	R 150.00	R 150.00
2052	LEARNER - Level 4	R 3 249.74	R 3 444.73	R 108.00	R 34.08	R 34.08	R 206.68	R 206.68	R 17.22	R 17.22	R 150.00	R 150.00
3028	Make-up Artist Trainee	R 4 113.43	R 4 360.23	R 108.00	R 65.64	R 65.64	R 261.61	R 261.61	R 21.80	R 21.80	R -	R -
3026	Make-up Artist	R 5 846.41	R 6 197.19	R 108.00	R 65.64	R 65.64	R 371.83	R 371.83	R 30.99	R 30.99	R -	R -
3032	Manager - Beauty	R 9 321.86	R 9 881.17	R 108.00	R 62.52	R 62.52	R 592.87	R 592.87	R 49.41	R 49.41	R 150.00	R 150.00
2060	Manager - Hairdresser	R 7 874.07	R 8 346.51	R 108.00	R 65.64	R 65.64	R 500.79	R 500.79	R 41.73	R 41.73	R 252.00	R 252.00
2054	Manager - only (Hairdressing)	R 6 659.57	R 7 059.14	R 108.00	R 65.64	R 65.64	R 423.55	R 423.55	R 35.30	R 35.30	R 252.00	R 252.00
3036	Manicurist / Pedicurist / Wax Technician - Unqualified	R 2 385.91	R 2 529.07	R 108.00	R 65.64	R 65.64	R 151.74	R 151.74	R 12.65	R 12.65	R -	R -
3034	Manicurist / Pedicurist / Wax Technician	R 3 391.14	R 3 594.61	R 108.00	R 65.64	R 65.64	R 215.68	R 215.68	R 17.97	R 17.97	R -	R -
3087	Massage Therapist - One Year Qualified	R 3 932.60	R 4 168.56	R 108.00	R 65.64	R 65.64	R 250.11	R 250.11	R 20.84	R 20.84	R -	R -
3040	Nail technician - Unqualified	R 3 593.14	R 3 808.72	R 108.00	R 65.64	R 65.64	R 228.52	R 228.52	R 19.04	R 19.04	R -	R -
3084	Nail Technician - Certified	R 3 700.94	R 3 922.99	R 108.00	R 65.64	R 65.64	R 235.38	R 235.38	R 19.61	R 19.61	R -	R -
3038	Nail technician - Qualified	R 5 846.41	R 6 197.19	R 108.00	R 65.64	R 65.64	R 371.83	R 371.83	R 30.99	R 30.99	R -	R -

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2068	Operator	R 4 507.04	R 4 777.46	R 108.00	R 65.64	R 65.64	R 286.65	R 286.65	R 23.89	R 23.89	R 190.00	R 190.00
3042	Receptionist - Beauty Establishment	R 5 791.97	R 6 139.49	R 108.00	R 65.64	R 65.64	R 368.37	R 368.37	R 30.70	R 30.70	R -	R -
2080	Receptionist - (Hairdressing) First year of experience	R 3 997.00	R 4 236.83	R 108.00	R 65.64	R 65.64	R 254.21	R 254.21	R 21.18	R 21.18	R 150.00	R 150.00
2082	Receptionist - Hairdressing salon	R 5 249.38	R 5 564.34	R 108.00	R 65.64	R 65.64	R 333.86	R 333.86	R 27.82	R 27.82	R 190.00	R 190.00
2139	Rent A Chair / One Man Band (No Staff)	R 6 611.59	R 7 008.28	R 108.00	R 206.00	R -	R -	R -	R 105.12	R -	R 252.00	R 252.00
3048	Somatologist 3 Years	R 6 933.96	R 7 350.00	R 108.00	R 65.64	R 65.64	R 441.00	R 441.00	R 36.75	R 36.75	R -	R -
3052	Somatologist B Tech - 4 years	R 7 626.57	R 8 084.17	R 108.00	R 65.64	R 65.64	R 485.05	R 485.05	R 40.42	R 40.42	R -	R -
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting	***	***									
4000	STUDENTS - Entry Level	R 2 433.53	R 2 579.54	R 108.00	R 34.08	R 34.08	R 154.77	R 154.77	R 12.90	R 12.90	R 150.00	R 150.00
4001	STUDENTS - Module 2 (Level 1 & 2)	R 2 783.40	R 2 950.41	R 108.00	R 34.08	R 34.08	R 177.02	R 177.02	R 14.75	R 14.75	R 150.00	R 150.00
4002	STUDENTS - Module 4 (Level 3 & 4)	R 3 008.03	R 3 188.52	R 108.00	R 34.08	R 34.08	R 191.31	R 191.31	R 15.94	R 15.94	R 150.00	R 150.00
4003	STUDENTS - Module 6 (Level 5 & 6)	R 3 249.74	R 3 444.73	R 108.00	R 34.08	R 34.08	R 206.68	R 206.68	R 17.22	R 17.22	R 150.00	R 150.00
2089	Working Employer (in Salon with Staff)	R 6 611.59	R 7 008.28	R -	R -	R -	R -	R -	R 210.25	R -	R 252.00	R 252.00

NOTES

CASUAL EMPLOYEE	<p>An employee who substitutes for any permanent employee who is sick or on leave of employment</p> <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 DAILY rate for that category of employment</p>
PART TIME EMPLOYEE	<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>
WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND	<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>
PENSION FUND	<p>Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week)</p>
DAILY RATE CALCULATION	<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>

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	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.										
	LEARNERS	Deductions for Learners pertaining to SPF, SBF and PF is voluntary. Deductions for Learners pertaining to SPF, SBF and PF will be compulsory from 1 January 2018										

SICK BENEFIT FUND CONTRIBUTIONS

EMPLOYEE CATEGORY	SCHEME "C"
ADULT DEPENDANT (each)	R 190.00
CHILD DEPENDANT (each)	R 90.00

	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.
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** DRYBAR WORKER	Salary as per Contract of Employment
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*** Specific Skilled Stylist - doing only one of the following: Braiding, Plaiting, Cutting	Salary as per Contract of Employment
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