

The Council Chronicle

APRIL 2019

IMPORTANT NOTICES:

1. Taking into consideration the current economic climate, both businesses and employees find themselves in, it was decided that the Council will not increase Council levies in 2019.

2. Please update your information with the Council when your details change. This will ensure that you continue to receive news and updates from the Council, and the parties to the Council. This is especially needed, to ensure employees receive their Annual Benefit Statements, from the Pension Fund Front Office.

3. Contact your nearest Council office to update your information.

4. The Council, UASA The Union and the EOHCB will visit Nelspruit on the 15th May 2019, to address the region on their specific needs and concerns. Details will be advertised.

5. The Council and the Parties hereby express our sincere thanks to the all the employers and employees, who attended the very successful Information Sharing Session in Pietermaritzburg, on the 8th April.



The National Bargaining Council for the Hairdressing, Cosmetology, Beauty and Skincare Industry

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FROM THE CEO'S DESK

Dear Industry

Unemployment in South Africa is a serious challenge, and this is also felt in our Industry.

I have started a CEO employment project in 2018, to assist the Industry with employment issues.

All the Council offices, provides a service whereby employers and employees can place their names on our *Employment Boards*, when either the employer seeks to employ, or the employee needs employment.

We will assist you to complete an advert form that will be placed on the *Employment Board*, and it will remain there for a period of 6 months.

The Receptionists can also forward you a list of those in need of a job, or employers seeking employees.

We ask that you please inform us when you were successful in your search, for us to remove your name from the list and from the *Employment Board*.

Whether the employee is suitable for the position, is entirely a process that needs to be determined between the employer and employer respectively. The Council only provides the information and not any references.

With best wishes

STEPHEN DELPORT

CEO



QUESTIONS AND ANSWERS

Dear Mr. CEO

I submitted a claim to have my Maternity Leave Benefit paid out. The Council denied my claim, because I only contributed to the Sick Pay Fund for 11 months. Can you also tell me what the benefit is please? Can I do something about this?

Mrs. Shiraz, Nelspruit

Dear Mrs. Shiraz

The Council is the Administrator of the Sick Pay Fund, and act according to the rules of the Sick Pay Fund.

The rules states that there must be contributions for 12 months, to qualify for the 30% of the basic salary Maternity Benefit.

The 30% of the basic salary, times four, is paid as a once-off to those that qualify, after the birth of your baby.

Should you feel aggrieved by the decision of the Council, not to pay, you are entitled to appeal against the decision. The appeal will be heard and decided on, by the Sick Funds Management Committee.

You can obtain the *Appeal Form* from the Sick Pay Fund Administrator, Gesina Viljoen, at 011 760 1685 or email her at

sickpayfund@hcsbc.co.za

Regards. CEO