

# The Council Chronicle

AUGUST 2018

## IMPORTANT NOTICES:

- ❖ *With the current project of extending our scope to the whole of South Africa, we are proud to announce that we have appointed an Agent in Nelspruit.*
- ❖ *The new Agent in Nelspruit is: Lungile Mashaba.  
You can contact her on 072 418 5517*
- ❖ *We also like to thank all those employee and employers who attended the info Sharing Sessions, and appreciate the valuable input we received from the Industry.*
- ❖ *The new office address in Vryburg is:  
Office A, 3 Noord Street, Vryburg  
Contact Karen on 083 3852 567*



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

[accounts@hcsbc.co.za](mailto:accounts@hcsbc.co.za) / [queries@hcsbc.co.za](mailto:queries@hcsbc.co.za)

0861 427 227

[www.hcsbc.co.za](http://www.hcsbc.co.za)



**PRETORIA OFFICE MOVE:**

The Pretoria office will move on the 31<sup>st</sup>  
August 2018

Business Park @ Zambesi, Sefako Makgato  
Street, Montana

(We will be at the back of the Montana  
Hospital)

**FROM THE CEO'S DESK**

Dear Industry

And so, we are nearly done with Winter. I am sure that many of you have been looking forward to Spring.

The Council would like to use this opportunity to honour all our women, with August being Women's Month.

We salute you all for your beauty, strength and wisdom.

The arrear Pension Fund Contributions remain a challenge to the Industry. We have referred a number of cases to the Pension Fund Adjudicator and have been successful with this process.

I would like to remind employers that, deducting Pension Fund contributions, and failing to pay this over to the Council, is a Criminal offence.

We are currently in contact with the National Prosecuting Authorities to assist us with the process of criminal cases against those that do not comply.

I would like to re-invite those who are in arrears, to contact us urgently to avoid this course of action.

STEPHEN DELPORT  
CEO



**Q AND A SECTION:**

Dear Mr CEO.

*I am an employer from Cape Town and wish to enquire whether "Days Off" are included in Annual Leave calculations?*

**Salon XY from Cape Town**

Dear Employer

*The calculation of Annual Leave will always be calculated on the working days. For example, if the employee is normally off on Tuesdays and Sundays, then those two days will not form part of your calculations.*

*As per the above scenario, the employee takes Annual Leave from Monday and return to work the next week on the Thursday, the employee took 7 days leave.*

*This is also applicable when there is a public holiday within the Annual Leave period.*

*On the above scenario, the Public Holiday is on the Wednesday of the first week. The employee then took 6 days Annual Leave, as the public Holiday is not counted as a working day.*

*You are welcome to contact the Agent in your area to assist with the correct calculations, should you be I doubt.*

Regards

CEO