

The Council Chronicle

FEBRUARY 2019

IMPORTANT NOTICES:

- 1. The Pension Funds Act, Regulation 37, requires that all Pension Funds offer its members the option of preservation and portability when leaving the service of their employer.**
- 2. It also requires the Pension Fund to offer its members a default investment portfolio, which is not excessively complex or unreasonably expensive.**
- 3. Please note that we have attached the Newsletter dealing with this, to your account, and we have also placed it on our website at hcsbc.co.za for your convenience.**
- 4. We are requesting that employers' hand this to their employees, who belong to the Pension Fund**

- 5. Please check out the Council website for the latest videos on Applications for Exemptions, and how they operate, and also an update on the current status of the Wage Negotiations and an explanation on the National Minimum Wage.**



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

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FROM THE CEO'S DESK

Dear Industry

I would like to start by wishing you all the best during this February, the month of LOVE.

The Council would like to apologize for any inconvenience caused last month, by a glitch on our system, which caused some of you to receive blank returns. This has now been resolved.

I would like to request that when you do not receive a return, to contact your nearest office immediately to assist in resolving the problem.

We are in the middle of a Data Project where-by we are looking at all the e-mail addresses on our systems, to ensure they are accurate, and will contact you should we need additional information.

It is important to ensure that your account stays current, to avoid arrears and penalties.

We have placed the details of all our offices and the responsible staff and departments, per region, on our website, for your convenience.

The Council, together with the EOHCB and UASA THE UNION, will continue this year with the extension of scope project, whereby new areas such as Limpopo, the remainder of the Natal and Cape Province, Mpumalanga etc will be visited, to assist the Industry to register and to become compliant.

With best wishes



STEPHEN DELPORT

QUESTIONS AND ANSWERS

Dear Mr. CEO

I am an employee and would like to enquire whether the Council will represent me in a dispute I have with my Employer?

Mr.X

Dear Mr. X

The Council is the statutory body that provides both employees and employers, with the Dispute Resolution facility to have disputes resolved.

The Agents of the Council will mediate between employers and employees, where there are compliance disputes for example: underpayment of wages, not receiving enough leave, an employee who did not give notice etc.

The Council follows a legal process to deal with the above contraventions of the Agreement.

When a dispute is an unfair labour practice or unfair dismissal, it is advised that the employee and employer seek the assistance of the Employer Organisation and the Union respectively.

The Council will facilitate the Conciliation and Arbitration processes by setting up dates, and appointing Commissioners to hear the disputes.

Employers and Employees are always welcome to contact their nearest Council Office for assistance with the processes to be followed.

Regards. CEO