

The Council Chronicle

DECEMBER 2018

IMPORTANT NOTICES:

Contact details of Data Capturers:

1. Beauty Tonono: (S-Gauteng / Kimberley / North-West / Free-State / Port Elizabeth / East-London / Alberton)

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2. Lucia Hlongwane: (Pretoria / Brits / Hartbeestpoort / Kungwini / Mankwe / Rustenburg / Mpumalanga)

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3. Sandisiwe Ndikandika: (Western Cape Province)

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

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COUNCIL OFFICE CLOSURE

Please note that our offices will close on the 21st December 2018 at 15h00 and will re-open on the 2nd January 2019 at 07h30.

FROM THE CEO'S DESK

Dear Industry

It is hard to believe that 2018 is nearly done and dusted.

This has indeed been a year full of opportunities and challenges for the Industry.

I would like invite Employers to approach the Council when you are experiencing financial difficulties. We are here to assist to ensure that your Accounts do not escalate to a situation where it becomes extremely difficult to correct.

The Agents of the Council and the Debt Collectors are there to assist you, to reach *Settlement Agreements*, instead of having to go through lengthy legal processes.

The rules to enter into a *Settlement Agreement*, are that all arrear Pension Fund contributions and Union Subscriptions be paid first and the remainder over 6 months.

As CEO, I have the discretion to agree to an extended payment period, provided the employer submits a motivation to me.

On behalf of myself and my staff, we wish you all a Safe and Blessed Festive Season, and a Prosperous new 2019.

STEPHEN DELPORT



Q AND A SECTION:

Dear Mr CEO.

"On Probation": from Brits.

I am a Qualified Beauty Therapist who has been appointed in a Salon on a 3-month probation period. My Employer informed me that I must be registered with the Council during my probation period. I do not agree.

Dear "On Probation" from Brits

Your Employer is correct with the information provided to you. All employees must be registered within one month after being employed, whether on probation or permanent. This is in terms of the stipulations of the Council Agreement.

Regards

CEO

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Dear Mr. CEO

I am a small business owner of a Salon in the Free-state and am struggling financially to pay my operator the basic wage. What can I do please?

Kgomotso from Bloemfontein.

Dear Kgomotso.

I suggest that you contact your EOHCB representative in the area, to assist you with the process of engaging with your employee and her Union.

Regards CEO