

The Council Chronicle

JANUARY 2019

IMPORTANT NOTICES:

1. The Council appointed a new National Sick Pay Fund Administrator, namely, Gesina Viljoen.
Tel No: (011) 760 1685
E-mail: sickpayfund@hcsbc.co.za
2. The new Administration Manager, Danelle Prinsloo's details are as follows:
Tel No: (011) 760 1685
E-mail: danelle@hcsbc.co.za
3. The new e-mail address for all claims and queries on the National Sick Benefit Funds in Cape Town and Natal is:
Tel No: (021) 425 2153
E-mail: sickbenefitfund@hcsbc.co.za
Sick Benefit Fund Administrator: Julia Wagenstroom
4. The Council is pleased to announce that we now have offices in East London, from where we can provide services to the Industry
Tel No: 065 816 8597 / (043) 783 9825
E-mail: lulama@hcsbc.co.za
Agent: Lulama Mekhazni
Address: Regus, Ground Floor, 14 Stewart Drive, Berea, East London



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

accounts@hcsbc.co.za / queries@hcsbc.co.za

0861 427 227

www.hcsbc.co.za



FROM THE CEO'S DESK

Dear Industry

And here we are again at the beginning of a new and exciting year. I hope that you all have had a profitable and blessed Festive Season.

The Employer Organisation and the Union are still engaged in the negotiation process, therefore salaries etc. remain as per the 2018 wage schedules, until we inform Industry of any changes.

It is important to note that Union subscriptions will increase to R120.00, effective, 1 February 2019.

The EOHCB'S subscription fees have also increased with effect 1 January 2019.

| Division: | Amount: |
|-----------------------------|---------|
| Border | 430.00 |
| Eastern Cape | 430.00 |
| Free State & Kimberley | 462.00 |
| Kungwini | 499.00 |
| Kwa Zulu Natal | 430.00 |
| Limpopo | 499.00 |
| Mpumalanga | 499.00 |
| North West | 430.00 |
| Northern Gauteng | 499.00 |
| Rustenburg, Brits & Mankwe | 499.00 |
| Southern Gauteng & Alberton | 499.00 |
| Western Cape | 473.00 |
| All Other Regions | 473.00 |
| Legal Owners | 250.00 |
| Bargaining Levy (National) | 499.00 |

With best wishes



STEPHEN DELPORT

CEO

NEW NATIONAL MINIMUM WAGE

The new Act No. 9 of 2018: National Minimum Wage Act, 2018, is now effective from 1 January 2019.

The Act states that: "subject to item 2, the national minimum wage is R20 for each ordinary hour worked excluding payments for transport, equipment, tool, food, accommodation allowances, payment in kind, gratuities including bonuses, tips or gifts and any other prescribed category of payment.

Disputes

Any dispute relating to the underpayment of the National Minimum Wage must be referred to the CCMA, and not to the Bargaining Council, as we do not have jurisdiction over this specific matter.

Exemptions

15.(1) An employer or an employers' organisation registered in terms of section 96 of the Labour Relations Act, or any other law, acting on behalf of a member, may, in the prescribed form and manner, apply for an exemption from paying the national minimum wage.

It must be noted that these applications for exemptions does not fall under the jurisdiction of the Bargaining Council, but with the Department of Labour.

Learners/ Apprentices:

Schedule 2 of the National Minimum Wage address the allowances paid to either learners or apprentices.

These allowances paid to learners/ apprentices are calculated on a weekly rate and not an hourly rate.

This is applicable to learners/ apprentices who has concluded a learnership/ apprentice agreement in terms of section 17 of Skills Development Act, 1998 (act No 97 of 1998)

Should you need additional information or clarity, please contact your EOHCB or UASA THE UNION representative for assistance

The Council will place the National Minimum Wage Act on our website, for your convenience at

hcsbc.co.za