

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 114 BEING THE MAGISTERIAL DISTRICT OF BRONKHORSTSPRUIT AND CULLINAN

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|---------------------|----------------|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |
| Salon Charge * | R 218.39 |

| Work Code | Work Code Description | 2022 Salary - Contribution Wage - Pension Fund and Council Fees | 2022 Minimum Wage - for SPF Calc only | 2022 Weekly Rate | 2022 Hourly Rate - 45h/Per week | 2022 Union Fee | * BC Fee ER - Salon Reg pre Nov17 | * BC Fee EE - Salon Reg pre Nov17 | * BC Fee ER - Salon Reg after Nov17 - 1.3% of Contributing Wage | * BC Fee EE - Salon Reg after Nov17 - 1.3% of Contributing Wage | 2022 National Pension Fund (ER) - Contributing Wage | 2022 National Pension Fund (EE) - Contributing Wage | 2022 National SPF Employer based on Minimum Wage | 2022 National SPF Employee based on Minimum Wage |
|-----------|--|---|---------------------------------------|------------------|---------------------------------|----------------|-----------------------------------|-----------------------------------|---|---|---|---|--|--|
| 3089 | Aesthetic Therapist | R 7,310.49 | R 7,310.49 | R 1,687.05 | R 37.49 | R 140.00 | | R 47.97 | R 95.04 | R 95.04 | R 438.63 | R 438.63 | R 36.55 | R 36.55 |
| 2000 | Barber - starting 1 month | R 2,166.50 | R 4,522.02 | R 1,043.55 | R 23.19 | R 140.00 | | R 47.97 | R 28.16 | R 28.16 | R 129.99 | R 129.99 | R 22.61 | R 22.61 |
| 2002 | Barber - Trainee | R 2,461.92 | R 4,522.02 | R 1,043.55 | R 23.19 | R 140.00 | | R 47.97 | R 32.01 | R 32.01 | R 147.72 | R 147.72 | R 22.61 | R 22.61 |
| 2004 | Barber - Junior | R 3,348.22 | R 4,522.02 | R 1,043.55 | R 23.19 | R 140.00 | | R 87.10 | R 43.53 | R 43.53 | R 200.89 | R 200.89 | R 22.61 | R 22.61 |
| 2006 | Barber - Senior | R 4,923.85 | R 4,923.85 | R 1,136.28 | R 25.25 | R 140.00 | | R 87.10 | R 64.01 | R 64.01 | R 295.43 | R 295.43 | R 24.62 | R 24.62 |
| 3036 | Beauty Technologist - Unqualified | R 1,669.33 | R 4,522.02 | R 1,043.55 | R 23.19 | R 140.00 | | R 87.10 | R 21.70 | R 21.70 | R 100.16 | R 100.16 | R 22.61 | R 22.61 |
| 3034 | Beauty Technologist - Qualified | R 4,884.71 | R 4,884.71 | R 1,127.25 | R 25.05 | R 140.00 | | R 87.10 | R 63.50 | R 63.50 | R 293.08 | R 293.08 | R 24.42 | R 24.42 |
| 3020 | Beauty and Skincare Therapist - Unqualified | R 3,040.87 | R 4,522.02 | R 1,043.55 | R 23.19 | R 140.00 | | R 87.10 | R 39.53 | R 39.53 | R 182.45 | R 182.45 | R 22.61 | R 22.61 |
| 3014 | Beauty and Skincare Therapist | R 4,199.09 | R 4,522.02 | R 1,043.55 | R 23.19 | R 140.00 | | R 87.10 | R 54.59 | R 54.59 | R 251.95 | R 251.95 | R 22.61 | R 22.61 |
| 3022 | Salon Assistant | R 2,265.40 | R 4,522.02 | R 1,043.55 | R 23.19 | R 140.00 | | R 87.10 | R 29.45 | R 29.45 | R 135.92 | R 135.92 | R 22.61 | R 22.61 |
| 4018 | Drybar Worker | R 4,229.52 | R 4,522.02 | R 1,043.55 | R 23.19 | R 140.00 | | R 87.10 | R 54.98 | R 54.98 | R 253.77 | R 253.77 | R 22.61 | R 22.61 |
| 2011 | General Assistant - Part Time | R 1,726.40 | R 2,512.23 | R 579.75 | R 23.19 | R 140.00 | | R 47.97 | R 22.44 | R 22.44 | R 103.58 | R 103.58 | R 12.56 | R 12.56 |
| 2010 | General Assistant | R 2,241.70 | R 4,522.02 | R 1,043.55 | R 23.19 | R 140.00 | | R 47.97 | R 29.14 | R 29.14 | R 134.50 | R 134.50 | R 22.61 | R 22.61 |
| 2021 | Hairdresser - 1st year after qualified - Part Time | R 2,380.56 | R 2,512.23 | R 579.75 | R 23.19 | R 140.00 | | R 87.10 | R 30.95 | R 30.95 | R 142.83 | R 142.83 | R 12.56 | R 12.56 |
| 2020 | Hairdresser - 1st year after qualified | R 3,568.51 | R 4,522.02 | R 1,043.55 | R 23.19 | R 140.00 | | R 87.10 | R 46.39 | R 46.39 | R 214.11 | R 214.11 | R 22.61 | R 22.61 |
| 2023 | Hairdresser - Qualified - Part Time | R 3,371.03 | R 3,371.03 | R 777.94 | R 31.12 | R 140.00 | | R 87.10 | R 43.82 | R 43.82 | R 202.26 | R 202.26 | R 16.86 | R 16.86 |
| 2022 | Hairdresser - Qualified | R 5,071.19 | R 5,071.19 | R 1,170.28 | R 26.01 | R 140.00 | | R 87.10 | R 65.93 | R 65.93 | R 304.27 | R 304.27 | R 25.36 | R 25.36 |
| 2046 | LEARNER – Entry Level | | R 1,512.50 | R 349.04 | R 7.76 | R 140.00 | | | | | | | R 7.56 | R 7.56 |
| 2048 | LEARNER – Level 2 | | R 3,024.86 | R 698.05 | R 15.51 | R 140.00 | | | | | | | R 15.12 | R 15.12 |
| 2050 | LEARNER – Level 3 | | R 4,663.45 | R 1,076.19 | R 23.92 | R 140.00 | | | | | | | R 23.32 | R 23.32 |
| 2052 | LEARNER – Level 4 | R 2,844.93 | R 6,806.01 | R 1,570.63 | R 34.90 | R 140.00 | | R 47.97 | R 36.98 | R 36.98 | R 170.70 | R 170.70 | R 34.03 | R 34.03 |
| 4000 | STUDENTS - Entry Level | | R 1,512.50 | R 349.04 | R 7.76 | R 140.00 | | | | | | | R 7.56 | R 7.56 |
| 4001 | STUDENTS - Module 2 (Level 1 & 2) | | R 3,024.86 | R 698.05 | R 15.51 | R 140.00 | | | | | | | R 15.12 | R 15.12 |
| 4002 | STUDENTS - Module 4 (Level 3 & 4) | | R 4,663.45 | R 1,076.19 | R 23.92 | R 140.00 | | | | | | | R 23.32 | R 23.32 |
| 4003 | STUDENTS - Module 6 (Level 5 & 6) | R 2,844.93 | R 6,806.01 | R 1,570.63 | R 34.90 | R 140.00 | | R 47.97 | R 36.98 | R 36.98 | R 170.70 | R 170.70 | R 34.03 | R 34.03 |
| 3028 | Make-up Artist Trainee | R 2,880.42 | R 4,522.02 | R 1,043.55 | R 23.19 | R 140.00 | | R 87.10 | R 37.45 | R 37.45 | R 172.83 | R 172.83 | R 22.61 | R 22.61 |
| 3026 | Make-up Artist | R 4,091.52 | R 4,522.02 | R 1,043.55 | R 23.19 | R 140.00 | | R 87.10 | R 53.19 | R 53.19 | R 245.49 | R 245.49 | R 22.61 | R 22.61 |
| 3032 | Manager - Beauty | R 6,524.53 | R 6,524.53 | R 1,505.67 | R 33.46 | R 140.00 | | R 87.10 | R 84.82 | R 84.82 | R 391.47 | R 391.47 | R 32.62 | R 32.62 |
| 2060 | Manager - Hairdresser | R 6,749.77 | R 6,749.77 | R 1,557.65 | R 34.61 | R 140.00 | | R 90.89 | R 87.75 | R 87.75 | R 404.99 | R 404.99 | R 33.75 | R 33.75 |
| 2054 | Manager - only (Hairdressing) | R 6,649.51 | R 6,649.51 | R 1,534.51 | R 34.10 | R 140.00 | | R 90.89 | R 86.44 | R 86.44 | R 398.97 | R 398.97 | R 33.25 | R 33.25 |
| 3040 | Nail technician - Unqualified | R 2,514.75 | R 4,522.02 | R 1,043.55 | R 23.19 | R 140.00 | | R 87.10 | R 32.69 | R 32.69 | R 150.88 | R 150.88 | R 22.61 | R 22.61 |
| 3084 | Nail Technician - Certified | R 2,590.19 | R 4,522.02 | R 1,043.55 | R 23.19 | R 140.00 | | R 87.10 | R 33.67 | R 33.67 | R 155.41 | R 155.41 | R 22.61 | R 22.61 |
| 3038 | Nail technician - Qualified | R 4,091.52 | R 4,522.02 | R 1,043.55 | R 23.19 | R 140.00 | | R 87.10 | R 53.19 | R 53.19 | R 245.49 | R 245.49 | R 22.61 | R 22.61 |
| 3088 | Massage Therapist - entry level | R 2,279.53 | R 4,522.02 | R 1,043.55 | R 23.19 | R 140.00 | | R 87.10 | R 29.63 | R 29.63 | R 136.77 | R 136.77 | R 22.61 | R 22.61 |
| 3087 | Massage Therapist | R 4,229.52 | R 4,522.02 | R 1,043.55 | R 23.19 | R 140.00 | | R 87.10 | R 54.98 | R 54.98 | R 253.77 | R 253.77 | R 22.61 | R 22.61 |
| 2066 | Operator - Trainee - Part Time | R 2,349.73 | R 2,512.23 | R 579.75 | R 23.19 | R 140.00 | | R 66.90 | R 30.55 | R 30.55 | R 140.98 | R 140.98 | R 12.56 | R 12.56 |
| 2067 | Operator - Trainee | R 2,355.86 | R 4,522.02 | R 1,043.55 | R 23.19 | R 140.00 | | R 66.90 | R 30.63 | R 30.63 | R 141.35 | R 141.35 | R 12.61 | R 12.61 |
| 2069 | Operator - Part Time | R 2,374.37 | R 2,512.23 | R 579.75 | R 23.19 | R 140.00 | | R 66.90 | R 30.87 | R 30.87 | R 142.46 | R 142.46 | R 12.56 | R 12.56 |
| 2068 | Operator | R 3,562.35 | R 4,522.02 | R 1,043.55 | R 23.19 | R 140.00 | | R 66.90 | R 46.31 | R 46.31 | R 213.74 | R 213.74 | R 22.61 | R 22.61 |
| 3042 | Receptionist - Beauty Establishment | R 4,053.69 | R 4,522.02 | R 1,043.55 | R 23.19 | R 140.00 | | R 87.10 | R 52.70 | R 52.70 | R 243.22 | R 243.22 | R 22.61 | R 22.61 |
| 2083 | Receptionist - Hairdressing salon - Part Time | R 2,804.82 | R 2,804.82 | R 647.27 | R 25.89 | R 140.00 | | R 87.10 | R 36.46 | R 36.46 | R 168.29 | R 168.29 | R 14.02 | R 14.02 |
| 2082 | Receptionist - Hairdressing salon | R 4,210.32 | R 4,522.02 | R 1,043.55 | R 23.19 | R 140.00 | | R 87.10 | R 54.73 | R 54.73 | R 252.62 | R 252.62 | R 22.61 | R 22.61 |
| 3048 | Somatologist 3 Years | R 4,852.73 | R 4,852.73 | R 1,119.87 | R 24.89 | R 140.00 | | R 87.10 | R 63.09 | R 63.09 | R 291.16 | R 291.16 | R 24.26 | R 24.26 |

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|-----------|--|---|---------------------------------------|------------------|---------------------------------|----------------|-----------------------------------|-----------------------------------|---|---|---|---|--|--|
| 3052 | Somatologist B Tech - 4 years | R 5,338.45 | R 5,338.45 | R 1,231.96 | R 27.38 | R 140.00 | | R 87.10 | R 69.40 | R 69.40 | R 320.31 | R 320.31 | R 26.69 | R 26.69 |
| 1000 | Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting | R 3,218.08 | R 4,522.02 | R 1,043.55 | R 23.19 | R 140.00 | | R 87.10 | R 41.84 | R 41.84 | R 193.08 | R 193.08 | R 22.61 | R 22.61 |
| 1001 | Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting - Part Time | R 2,129.08 | R 2,512.23 | R 579.75 | R 23.19 | R 140.00 | | R 87.10 | R 27.68 | R 27.68 | R 127.74 | R 127.74 | R 12.56 | R 12.56 |
| 2089 | Working Employer (in Salon with Staff) | R 5,071.19 | R 5,071.19 | R 1,170.28 | R 26.01 | | | | | | | | R 76.07 | |
| 2139 | Legal Owner | R 5,071.19 | R 5,071.19 | R 1,170.28 | R 26.01 | | R 225.75 | | | | | | R 152.14 | |

NOTES

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| CASUAL EMPLOYEE | An employee who substitutes for any permanent employee who is sick or on leave Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment |
| PART TIME EMPLOYEE | An employee who works 1 or 2 or 3 or 4 days per week Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment. 3 Days per week is calculated at two thirds of the basic wage. Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply. If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked. |
| WORKING EMPLOYERS AND LEGAL OWNERS | Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017 |
| PENSION FUND | Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee. |
| DAILY RATE CALCULATION | Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day |
| COMMISSION ONLY EARNERS | Qualified Hairdressers / Stylists, which are employees will receive a minimum of 30% commission - THIS IS APPLICABLE ONLY TO AFRO SALONS NO STOCK DEDUCTIONS ARE ALLOWED IN AFRO SALONS ONLY. VAT AND LOYALTY CARD FEES SHALL BE DEDUCTABLE Should the stylist earn basic + commission, stock is deductible |
| ABBREVIATION DESCRIPTIONS | BC = Bargaining Council EE = Employee ER = Employer SBF = Sick Benefit Fund SPF = Sick Pay Fund |
| LEARNERS | Learners to also include any apprentices |
| UNION FEE / AGENCY FEE | Union Members: Union Fee equates to R 140.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R 115.00 per month per member (Excluding the funeral benefit) Non- Union Members: Non-Union members pays an Agency Fee equal to the Union membership fees currently R 140.00 per person per month but with no UASA benefits. |