

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 113 BEING THE MAGISTERIAL DISTRICTS OF PRETORIA, WONDERBOOM - WORKING 46 HOURS AND PART TIME 25 HOURS - ALL CATEGORIES

Work Code	Work Code Description	EOHCB Subscriptions Bargaining Levy		See Annexure C See Annexure C		2017 Salary	2018 Salary	2018 Weekly Rate	2018 Hourly Rate - 45h/46w	2023 Salary - Contribution Wage - Pension Fund and Council Fees		2023 Minimum Wage - Fee/SPF Calc only		01-06-2023 Minimum Wage - for SPF Calc only		2023 Weekly Rate	2023 Hourly Rate - 45h/46w	2023 Union Fee	* BC Fee ER - Salon Reg pre Nov17 - 1.3% on Contributing Wage	* BC Fee EE - Salon Reg pre Nov17 - 1.3% on Contributing Wage	* BC Fee ER - Salon Reg after Nov17 - 1.3% of Contributing Wage	* BC Fee EE - Salon Reg after Nov17 - 1.3% of Contributing Wage	2023 National Pension Fund (EE) - Contributing Wage	2023 National Pension Fund (ER) - Contributing Wage	2023 National Minimum Wage	2023 National SPF Employer based on Minimum Wage													
		R	R	R	R					R	R	R	R	R	R												R	R	R	R	R	R	R	R	R	R	R	R	R
3089	Aesthetic Therapist									R	7 310.49	R	7 310.49	R	7 822.23	R	7 822.23	R	1 805.14	R	40.11	R	148.00	R	101.69	R	101.69	R	101.69	R	101.69	R	469.33	R	469.33	R	39.11	R	39.11
2000	Barber - starting 1 month	R	2 829.85	R	2 999.65	R	692.23	R	15.38	R	3 209.62	R	4 956.86	R	3 466.39	R	4 956.86	R	1 143.90	R	25.42	R	148.00	R	45.06	R	45.06	R	45.06	R	45.06	R	207.98	R	207.98	R	24.78	R	24.78
2002	Barber - Trainee	R	3 215.74	R	3 408.69	R	786.63	R	17.48	R	3 647.30	R	4 956.86	R	3 939.08	R	4 956.86	R	1 143.90	R	25.42	R	148.00	R	51.21	R	51.21	R	51.21	R	51.21	R	236.34	R	236.34	R	24.78	R	24.78
2004	Barber - Junior	R	4 373.41	R	4 635.82	R	1 069.81	R	23.77	R	4 960.32	R	4 960.32	R	5 307.55	R	5 307.55	R	1 224.83	R	27.22	R	148.00	R	69.00	R	69.00	R	69.00	R	69.00	R	318.45	R	318.45	R	26.54	R	26.54
2006	Barber - Senior	R	6 431.49	R	6 817.38	R	1 573.25	R	34.96	R	7 294.59	R	7 294.59	R	7 805.21	R	7 805.21	R	1 801.22	R	40.03	R	148.00	R	101.47	R	101.47	R	101.47	R	101.47	R	468.31	R	468.31	R	39.03	R	39.03
3036	Beauty Technologist - Unqualified	R	2 385.91	R	2 529.06	R	583.63	R	12.97	R	2 706.10	R	4 956.86	R	2 922.59	R	4 956.86	R	1 143.90	R	25.42	R	148.00	R	37.99	R	37.99	R	37.99	R	37.99	R	175.36	R	175.36	R	24.78	R	24.78
3034	Beauty Technologist - Qualified	R	3 391.14	R	3 594.61	R	829.53	R	18.43	R	4 884.71	R	4 956.86	R	4 956.86	R	4 956.86	R	1 143.90	R	25.42	R	148.00	R	64.44	R	64.44	R	64.44	R	64.44	R	297.41	R	297.41	R	24.78	R	24.78
3020	Beauty and Skincare Therapist - Unqualified	R	4 344.67	R	4 605.35	R	1 062.78	R	23.62	R	4 927.72	R	4 956.86	R	4 956.86	R	4 956.86	R	1 143.90	R	25.42	R	148.00	R	64.44	R	64.44	R	64.44	R	64.44	R	297.41	R	297.41	R	24.78	R	24.78
3014	Beauty and Skincare Therapist	R	6 000.79	R	6 360.84	R	1 467.90	R	32.62	R	6 806.09	R	6 806.09	R	7 282.52	R	7 282.52	R	1 680.59	R	37.35	R	148.00	R	94.67	R	94.67	R	94.67	R	94.67	R	436.95	R	436.95	R	36.41	R	36.41
3022	Salon Assistant	R	3 173.48	R	3 363.89	R	776.29	R	17.25	R	3 599.37	R	4 956.86	R	3 887.32	R	4 956.86	R	1 143.90	R	25.42	R	148.00	R	50.54	R	50.54	R	50.54	R	50.54	R	233.24	R	233.24	R	24.78	R	24.78
4018	Drybar Worker									R	4 229.52	R	4 956.86	R	4 567.88	R	4 956.86	R	1 143.90	R	25.42	R	148.00	R	59.38	R	59.38	R	59.38	R	59.38	R	274.07	R	274.07	R	24.78	R	24.78
2011	General Assistant - Part Time	R	2 194.10	R	2 325.74	R	536.71	R	12.17	R	2 488.55	R	2 753.81	R	2 687.63	R	2 753.81	R	635.50	R	25.42	R	148.00	R	34.94	R	34.94	R	34.94	R	34.94	R	161.26	R	161.26	R	13.77	R	13.77
2010	General Assistant	R	2 847.03	R	3 017.86	R	696.43	R	15.48	R	3 229.11	R	4 956.86	R	3 487.43	R	4 956.86	R	1 143.90	R	25.42	R	148.00	R	45.34	R	45.34	R	45.34	R	45.34	R	209.25	R	209.25	R	24.78	R	24.78
2021	Hairdresser - 1st year after qualified - Part Time	R	3 023.85	R	3 205.29	R	739.69	R	16.59	R	3 429.66	R	3 429.66	R	3 669.73	R	3 669.73	R	846.87	R	33.87	R	148.00	R	47.71	R	47.71	R	47.71	R	47.71	R	220.18	R	220.18	R	18.35	R	18.35
2020	Hairdresser - 1st year after qualified	R	4 532.39	R	4 804.33	R	1 108.70	R	24.64	R	5 140.64	R	5 140.64	R	5 500.48	R	5 500.48	R	1 269.35	R	28.21	R	148.00	R	71.51	R	71.51	R	71.51	R	71.51	R	330.03	R	330.03	R	27.50	R	27.50
2023	Hairdresser - Qualified - Part Time	R	4 280.74	R	4 537.58	R	1 047.14	R	23.62	R	4 855.21	R	4 855.21	R	5 195.08	R	5 195.08	R	1 198.87	R	47.95	R	148.00	R	67.54	R	67.54	R	67.54	R	67.54	R	311.70	R	311.70	R	25.98	R	25.98
2022	Hairdresser - Qualified	R	6 440.82	R	6 827.27	R	1 575.54	R	35.01	R	7 305.18	R	7 305.18	R	7 816.54	R	7 816.54	R	1 803.83	R	40.09	R	148.00	R	101.62	R	101.62	R	101.62	R	101.62	R	468.99	R	468.99	R	39.08	R	39.08
2046	LEARNER - Entry Level	R	2 745.01	R	2 909.71	R	671.48	R	14.92	R	3 057.72	R	3 057.72	R	3 255.85	R	3 255.85	R	785.50	R	25.42	R	148.00	R	-	R	-	R	-	R	-	-	-	-	-	-	8.29	R	8.29
2048	LEARNER - Level 2	R	2 968.09	R	3 146.18	R	726.05	R	16.13	R	3 315.23	R	3 315.23	R	3 511.13	R	3 511.13	R	765.06	R	17.00	R	148.00	R	-	R	-	R	-	R	-	-	-	-	-	-	16.58	R	16.58
2050	LEARNER - Level 3	R	3 276.87	R	3 473.48	R	801.58	R	17.81	R	3 711.13	R	3 711.13	R	3 917.03	R	3 917.03	R	1 179.50	R	26.21	R	148.00	R	-	R	-	R	-	R	-	-	-	-	-	-	25.56	R	25.56
2052	LEARNER - Level 4	R	3 614.21	R	3 831.06	R	884.10	R	19.65	R	4 099.23	R	4 099.23	R	4 427.17	R	4 427.17	R	1 211.41	R	38.25	R	148.00	R	57.55	R	57.55	R	57.55	R	57.55	R	265.63	R	265.63	R	37.30	R	37.30
4000	STUDENTS - Entry Level	R	2 745.01	R	2 909.71	R	671.48	R	14.92	R	3 057.72	R	3 057.72	R	3 255.85	R	3 255.85	R	785.50	R	25.42	R	148.00	R	-	R	-	R	-	R	-	-	-	-	-	-	8.29	R	8.29
4001	STUDENTS - Module 2 (Level 1 & 2)	R	2 968.09	R	3 146.18	R	726.05	R	16.13	R	3 315.23	R	3 315.23	R	3 511.13	R	3 511.13	R	765.06	R	17.00	R	148.00	R	-	R	-	R	-	R	-	-	-	-	-	-	16.58	R	16.58
4002	STUDENTS - Module 4 (Level 3 & 4)	R	3 276.87	R	3 473.48	R	801.58	R	17.81	R	3 711.13	R	3 711.13	R	3 917.03	R	3 917.03	R	1 179.50	R	26.21	R	148.00	R	-	R	-	R	-	R	-	-	-	-	-	-	25.56	R	25.56
4003	STUDENTS - Module 6 (Level 5 & 6)	R	3 614.21	R	3 831.06	R	884.10	R	19.65	R	4 099.23	R	4 099.23	R	4 427.17	R	4 427.17	R	1 211.41	R	38.25	R	148.00	R	57.55	R	57.55	R	57.55	R	57.55	R	265.63	R	265.63	R	37.30	R	37.30
3028	Make-up Artist Trainee	R	4 113.42	R	4 360.23	R	1 006.21	R	22.36	R	4 665.44	R	4 956.86	R	4 956.86	R	4 956.86	R	1 143.90	R	25.42	R	148.00	R	64.44	R	64.44	R	64.44	R	64.44	R	297.41	R	297.41	R	24.78	R	24.78
3026	Make-up Artist	R	5 846.41	R	6 197.19	R	1 430.13	R	31.78	R	6 630.99	R	6 630.99	R	7 095.16	R	7 095.16	R	1 637.36	R	36.39	R	148.00	R	92.24	R	92.24	R	92.24	R	92.24	R	425.71	R	425.71	R	35.48	R	35.48
3032	Manager - Beauty	R	9 321.85	R	9 881.17	R	2 280.29	R	50.67	R	10 572.85	R	10 572.85	R	11 312.95	R	11 312.95	R	2 610.70	R	58.02	R	148.00	R	147.07	R	147.07	R	147.07	R	147.07	R	678.78	R	678.78	R	56.56	R	56.56
2060	Manager - Hairdressing	R	8 572.82	R	8 987.19	R	2 097.06	R	46.00	R	9 723.29	R	9 723.29	R	10 403.92	R	10 403.92	R	2 400.92	R	53.35	R	148.00	R	135.25	R	135.25	R	135.25	R	135.25	R	621.21	R	621.21	R	52.02	R	52.02
2054	Manager - only (Hairdressing)	R	8 368.31	R	8 870.41	R	2 047.03	R	45.49	R	9 491.34	R	9 491.34	R	10 155.74	R	10 155.74	R	2 345.65	R	52.08	R	148.00	R	132.02	R	132.02	R	132.02	R	132.02	R	609.34	R	609.34	R	50.78	R	50.78
3040	Nail technician - Unqualified	R	3 593.14	R	3 808.73	R	878.94	R	19.53	R	4 075.34	R	4 956.86	R	4 401.36	R	4 956.86	R	1 143.90	R	25.42	R	148.00	R	57.22	R	57.22	R	57.22	R	57.22								

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EOHCB Subscriptions Bargaining Levy Salon Charge *	See Annexure C See Annexure C R 218.39
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Work Code	Work Code Description	2017 Salary	2018 Salary	2018 Weekly Rate	2018 Hourly Rate - 45h/yr	2023 Salary - Contribution Wage - Pension Fund and Council Fees	2023 Minimum Wage - for SPF Calc only	01-06-2023 Salary - Contribution Minimum Wage - for SPF Calc only	2023 Weekly Rate	2023 Hourly Rate - 45h/Per week	2023 Union Fee	* BC Fee ER - Salon Reg pre Nov17 - 1.3% on Contributing Wage	* BC Fee EE - Salon Reg pre Nov17 - 1.3% on Contributing Wage	* BC Fee ER - Salon Reg after Nov17 - 1.3% of Contributing Wage	* BC Fee EE - Salon Reg after Nov17 - 1.3% of Contributing Wage	2023 National Pension Fund [ER] - Employer based on	2023 National Pension Fund [EE] - Employee based on	2023 National SPF Employer based on	2023 National SPF Employee based on
	UNION FEE / AGENCY FEE																		
Non-Union Members: Non-Union members pays an Agency Fee equal to the Union membership fees currently R 148.00 per person per month but with no UASA benefits.																			