

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

See Annexure C
See Annexure C

Work Code	01-06-2023 Salary - Contribution Wage - Pension Fund and Council Fees	01-06-2023 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%	* BC Fee EE - Salon Reg pre Nov 17 1.3%	* 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) - Contributing Wage	2023 National Pension Fund (EE) - Contributing Wage	2023 National SPF Employer based on Minimum Wage	2023 National SPF Employee based on Minimum Wage
3089	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	R 2 339.82	R 4 956.86	R 1 143.90	R 25.42	R 148.00	R 30.42	R 30.42	R 30.42	R 30.42	R 140.39	R 140.39	R 24.78	R 24.78
2002	R 2 658.88	R 4 956.86	R 1 143.90	R 25.42	R 148.00	R 34.57	R 34.57	R 34.57	R 34.57	R 159.53	R 159.53	R 24.78	R 24.78
2004	R 3 616.08	R 4 956.86	R 1 143.90	R 25.42	R 148.00	R 47.01	R 47.01	R 47.01	R 47.01	R 216.96	R 216.96	R 24.78	R 24.78
2006	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
3036	R 1 802.88	R 4 956.86	R 1 143.90	R 25.42	R 148.00	R 23.44	R 23.44	R 23.44	R 23.44	R 108.17	R 108.17	R 24.78	R 24.78
3034	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	R 3 284.14	R 4 956.86	R 1 143.90	R 25.42	R 148.00	R 42.69	R 42.69	R 42.69	R 42.69	R 197.05	R 197.05	R 24.78	R 24.78
3014	R 4 535.02	R 4 956.86	R 1 143.90	R 25.42	R 148.00	R 58.96	R 58.96	R 58.96	R 58.96	R 272.10	R 272.10	R 24.78	R 24.78
3022	R 2 446.63	R 4 956.86	R 1 143.90	R 25.42	R 148.00	R 31.81	R 31.81	R 31.81	R 31.81	R 146.80	R 146.80	R 24.78	R 24.78
4018	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	R 1 864.51	R 2 753.81	R 635.50	R 25.42	R 148.00	R 24.24	R 24.24	R 24.24	R 24.24	R 111.87	R 111.87	R 13.77	R 13.77
2010	R 2 421.03	R 4 956.86	R 1 143.90	R 25.42	R 148.00	R 31.47	R 31.47	R 31.47	R 31.47	R 145.26	R 145.26	R 24.78	R 24.78
2021	R 2 571.00	R 2 753.81	R 635.50	R 25.42	R 148.00	R 33.42	R 33.42	R 33.42	R 33.42	R 154.26	R 154.26	R 13.77	R 13.77
2020	R 3 853.99	R 4 956.86	R 1 143.90	R 25.42	R 148.00	R 50.10	R 50.10	R 50.10	R 50.10	R 231.24	R 231.24	R 24.78	R 24.78
2023	R 3 607.01	R 3 607.01	R 832.39	R 33.30	R 148.00	R 46.89	R 46.89	R 46.89	R 46.89	R 216.42	R 216.42	R 18.04	R 18.04
2022	R 5 426.18	R 5 426.18	R 1 252.20	R 27.83	R 148.00	R 70.54	R 70.54	R 70.54	R 70.54	R 325.57	R 325.57	R 27.13	R 27.13
2046		R 1 657.70	R 382.55	R 8.50	R 148.00	R -	R -	R -	R -	R -	R -	R 8.29	R 8.29
2048		R 3 315.23	R 765.06	R 17.00	R 148.00	R -	R -	R -	R -	R -	R -	R 16.58	R 16.58
2050		R 5 111.13	R 1 179.50	R 26.21	R 148.00	R -	R -	R -	R -	R -	R -	R 25.56	R 25.56
2052	R 3 072.52	R 7 459.39	R 1 721.41	R 38.25	R 148.00	R 39.94	R 39.94	R 39.94	R 39.94	R 184.35	R 184.35	R 37.30	R 37.30
4000		R 1 657.70	R 382.55	R 8.50	R 148.00	R -	R -	R -	R -	R -	R -	R 8.29	R 8.29
4001		R 3 315.23	R 765.06	R 17.00	R 148.00	R -	R -	R -	R -	R -	R -	R 16.58	R 16.58
4002		R 5 111.13	R 1 179.50	R 26.21	R 148.00	R -	R -	R -	R -	R -	R -	R 25.56	R 25.56
4003	R 3 072.52	R 7 459.39	R 1 721.41	R 38.25	R 148.00	R 39.94	R 39.94	R 39.94	R 39.94	R 184.35	R 184.35	R 37.30	R 37.30
3028	R 3 110.85	R 4 956.86	R 1 143.90	R 25.42	R 148.00	R 40.44	R 40.44	R 40.44	R 40.44	R 186.65	R 186.65	R 24.78	R 24.78
3026	R 4 418.84	R 4 956.86	R 1 143.90	R 25.42	R 148.00	R 57.44	R 57.44	R 57.44	R 57.44	R 265.13	R 265.13	R 24.78	R 24.78
3032	R 6 981.25	R 6 981.25	R 1 611.07	R 35.80	R 148.00	R 90.76	R 90.76	R 90.76	R 90.76	R 418.87	R 418.87	R 34.91	R 34.91
2060	R 7 222.25	R 7 222.25	R 1 666.69	R 37.04	R 148.00	R 93.89	R 93.89	R 93.89	R 93.89	R 433.33	R 433.33	R 36.11	R 36.11
2054	R 7 114.98	R 7 114.98	R 1 641.93	R 36.49	R 148.00	R 92.49	R 92.49	R 92.49	R 92.49	R 426.90	R 426.90	R 35.57	R 35.57
3040	R 2 715.93	R 4 956.86	R 1 143.90	R 25.42	R 148.00	R 35.31	R 35.31	R 35.31	R 35.31	R 162.96	R 162.96	R 24.78	R 24.78
3084	R 2 797.41	R 4 956.86	R 1 143.90	R 25.42	R 148.00	R 36.37	R 36.37	R 36.37	R 36.37	R 167.84	R 167.84	R 24.78	R 24.78

Approved: _____
 Chairperson: P Matjebe
 Date: 01 June 2023

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Work Code	01-06-2023 Salary - Contribution Wage - Pension Fund and Council Fees	01-06-2023 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%	* BC Fee EE - Salon Reg pre Nov 17 1.3%	* 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) - Contributing Wage	2023 National Pension Fund (EE) - Contributing Wage	2023 National SPF Employer based on Minimum Wage	2023 National SPF Employee based on Minimum Wage
3038	R 4 418.84	R 4 956.86	R 1 143.90	R 25.42	R 148.00	R 57.44	R 57.44	R 57.44	R 57.44	R 265.13	R 265.13	R 24.78	R 24.78
3088	R 2 461.90	R 4 956.86	R 1 143.90	R 25.42	R 148.00	R 32.00	R 32.00	R 32.00	R 32.00	R 147.71	R 147.71	R 24.78	R 24.78
3087	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
2066	R 2 537.71	R 2 753.81	R 635.50	R 25.42	R 148.00	R 32.99	R 32.99	R 32.99	R 32.99	R 152.26	R 152.26	R 13.77	R 13.77
2067	R 2 544.33	R 4 956.86	R 1 143.90	R 25.42	R 148.00	R 33.08	R 33.08	R 33.08	R 33.08	R 152.66	R 152.66	R 24.78	R 24.78
2069	R 2 564.32	R 2 753.81	R 635.50	R 25.42	R 148.00	R 33.34	R 33.34	R 33.34	R 33.34	R 153.86	R 153.86	R 13.77	R 13.77
2068	R 3 847.33	R 4 956.86	R 1 143.90	R 25.42	R 148.00	R 50.02	R 50.02	R 50.02	R 50.02	R 230.84	R 230.84	R 24.78	R 24.78
3042	R 4 377.98	R 4 956.86	R 1 143.90	R 25.42	R 148.00	R 56.91	R 56.91	R 56.91	R 56.91	R 262.68	R 262.68	R 24.78	R 24.78
2083	R 3 001.16	R 3 001.16	R 692.58	R 27.70	R 148.00	R 39.02	R 39.02	R 39.02	R 39.02	R 180.07	R 180.07	R 15.01	R 15.01
2082	R 4 547.15	R 4 956.86	R 1 143.90	R 25.42	R 148.00	R 59.11	R 59.11	R 59.11	R 59.11	R 272.83	R 272.83	R 24.78	R 24.78
3048	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
3052	R 5 712.14	R 5 712.14	R 1 318.20	R 29.29	R 148.00	R 74.26	R 74.26	R 74.26	R 74.26	R 342.73	R 342.73	R 28.56	R 28.56
1000	R 3 475.53	R 4 956.86	R 1 143.90	R 25.42	R 148.00	R 45.18	R 45.18	R 45.18	R 45.18	R 208.53	R 208.53	R 24.78	R 24.78
1001	R 2 299.41	R 2 753.81	R 635.50	R 25.42	R 148.00	R 29.89	R 29.89	R 29.89	R 29.89	R 137.96	R 137.96	R 13.77	R 13.77
2089	R 5 426.18	R 5 426.18	R 1 252.20	R 27.83								R 81.39	
2139	R 5 426.18	R 5 426.18	R 1 252.20	R 27.83		R 225.75						R 162.79	

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

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.

Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017

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.

Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day

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

Approved: _____
Chairperson: P Matjebe
Date: 01 June 2023

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Should the stylist earn basic + commission, stock is deductible

Learners to also include any apprentices

Union Members: Union Fee equates to **R 148.00** per month per member. For members who join UASA after the age of 60, the Union Fee equates to **R 121.00** 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 148.00** per person per month but with no UASA benefits.

Approved: _____

Chairperson: P Matjebe

Date: 01 June 2023