

**ANNEXURE "H2"** 

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 102 BEING EAST LONDON, PORT ALFRED, AND ALL OF THE MAGISTERIAL DISTRICTS OF THE EASTERN CAPE PROVINCE (EXCLUDING PORT ELIZABETH, UITENHAGE AND HUMANSDORP).

EOHCB Subscriptions	See Annexure C	
Bargaining Levy	See Annexure C	
Basic establishment charge *	R -	I
Total minimum charge *	R -	l

Work Code	Work Code Description	01 JAN 2024 Salary Contribution Wage Pension Fund and Council Fees	O1 JAN 2024 Prescribed Wage - for SPF Calc only	2024 Weekly Rate	2024 Hourly Rate - 45h/Per week	2024 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	2024 National Pension Fund (ER) - Contributing Wage	2024 National Pension Fund (EE) - Contributing Wage	2024 National SPF Employer based on Minimum Wage	2024 National SPF Employee based on Minimum Wage
		R 8,291.5		,===::=	-			R 107.79					-	
	1 11 11	R 2,868.6		R 1,212.53		R 148.00				R 37.29				
		R 3,688.2		R 1,212.53		R 148.00				R 47.95			R 26.27	
		R 6,033.3	-,	R 1,392.31		R 148.00				R 78.43				
		R 1,775.6 R 5.254.2		,		R 148.00				R 23.08				
		-, -	-, -	1,212.55		R 148.00				R 68.31				
		R 4,327.5 R 4.830.6		,		R 148.00				R 62.80				
		R 4,830.6		,		R 148.00				R 42.13			R 26.27	
		R 4.887.6		R 1,212.53	R 26.95	R 148.00				R 63.54				
		R 3,340.2	-, -	R 1,212.53		R 148.00				R 43.42				
		R 3,506.7		,		R 148.00				R 45.59				
2014	General Assistant after 10 years	R 3,674.9	7 R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 47.77	R 47.77	R 47.77	R 47.77	R 220.50	R 220.50	R 26.27	R 26.27
2020	Hairdresser - 1st year after qualified	R 5,443.2	7 R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 70.76	R 70.76	R 70.76	R 70.76	R 326.60	R 326.60	R 26.27	R 26.27
		R 6,538.4	2 R <b>5,254.27</b>	R 1,212.53		R 148.00	R 85.00	R 85.00	R 85.00	R 85.00	R 392.31	R 392.31	R 26.27	R 26.27
2024		R 6,865.2	-,	,		R 148.00								
	The second control of	R 7,192.1		,		R 148.00			R 93.50	R 93.50				
	LEARNER – Entry Level		R 1,757.17			R 148.00				R -	R -	1.	R 8.79	
	LEARNER – Level 2		R 3,514.15	R 810.96		R 148.00			• •		R -	R -	R 17.57	
	LEARNER – Level 3		R 5,417.79	R 1,250.27		R 148.00		R -	**	R -	R -	R -	R 27.09	
	LEARNER – Level 4	R 4,069.2	R 7,906.95	R 1,824.69 R 405.50		R 148.00				R 52.90				
	STUDENTS - Entry Level STUDENTS - Module 2 (Level 1 & 2)		R 1,757.17			R 148.00		.,		R -	R -	R -	R 8.79	
	STUDENTS - Module 4 (Level 3 & 4)		R 5,417.79	R 1.250.27		R 148.00		.,		R -	R -	R -	R 27.09	
		R 4.069.2		R 1.824.69		R 148.00		• • • • • • • • • • • • • • • • • • • •	**	R 52.90				
	, ,	R 8,019.7	,	R 1,850.72		R 148.00				R 104.26				
	• .	R 6,637.5		R 1,212.53	R 26.95	R 148.00				R 86.29		R 398.25		
2062	Manager - Hairdresser after 5 years	R 6,969.0	R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 90.60	R 90.60	R 90.60	R 90.60	R 418.14	R 418.14	R 26.27	R 26.27
2064	Manager - Hairdresser after 10 years	R 7,300.5	R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 94.91	R 94.91	R 94.91	R 94.91	R 438.03	R 438.03	R 26.27	R 26.27
3030	• / /	R 6,052.6	,	R 1,396.77		R 148.00				R 78.68				
		R 5,146.3	,	R 1,212.53		R 148.00				R 66.90				
		R 5,254.2	-, -	,		R 148.00					R 315.26			
		R 5,254.2	-, -	R 1,212.53		R 148.00	R 68.31				R 315.26		R 26.27	
		R 2,759.6		R 1,212.53		R 148.00				R 35.87				
		R 2,839.9 R 3.313.3	,	R 1,212.53 R 1.212.53		R 148.00				R 36.92			R 26.27	
		R 2,634.2		R 1,212.53		R 148.00				R 43.07				
	• , ,	R 4,887.6		R 1,212.53		R 148.00				R 63.54				
		R 3,041.3				R 148.00				R 39.54				
		R 3,730.4	,	R 1,212.53	R 26.95	R 148.00	R 48.50			R 48.50			R 26.27	
		R 3,916.6	,	R 1,212.53		R 148.00	R 50.92			R 50.92			R 26.27	
		R 4,104.5		,		R 148.00			R 53.36			R 246.28		

Innroved: (M) as habo

Chairperson: P Matjebe Date: 01 Dec 2023

ANNEXURE "12"



## **ANNEXURE "H2"**

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 102 BEING EAST LONDON, PORT ALFRED, AND ALL OF THE MAGISTERIAL DISTRICTS OF THE EASTERN CAPE PROVINCE (EXCLUDING PORT ELIZABETH, UITENHAGE AND HUMANSDORP).

EOHCB Subscriptions	See Annexure C	
Bargaining Levy	See Annexure C	Ī
Basic establishment charge *	R -	Ī
Total minimum charge *	R -	

Work Code	Work Code Description	01 JAN 2024 Salary - Contribution Wage - Pension Fund and Council Fees	01 JAN 2024 Prescribed Wage - for SPF Calc only	2024 Weekly Rate	2024 Hourly Rate - 45h/Per week	2024 Union Fee	* BC Fee ER - Salon Reg pre Nov17 - 1.3% on Contributing Wage	Reg pre Nov17 - 1.3% on	* BC Fee ER - Salon Reg after Nov17 - 1.3% of Contributing Wage	* BC Fee EE - Salon Reg after Nov17 - 1.3% of Contributing Wage	2024 National Pension Fund (ER) - Contributing Wage	2024 National Pension Fund (EE) - Contributing Wage	2024 National SPF Employer based on Minimum Wage	2024 National SPF Employee based on Minimum Wage
2074	Operator - Multi skilled	R 4,559.25	R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 59.27	R 59.27	R 59.27	R 59.27	R 273.56	R 273.56	R 26.27	R 26.27
2076	Operator - Multi skilled - after 5 years	R 4,786.59	R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 62.23	R 62.23	R 62.23	R 62.23	R 287.20	R 287.20	R 26.27	R 26.27
2078	Operator - Multi skilled - after 10 years	R 5,015.72	R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 65.20	R 65.20	R 65.20	R 65.20	R 300.94	R 300.94	R 26.27	R 26.27
3042	Receptionist - Beauty Establishment	R 5,254.27	R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 68.31	R 68.31	R 68.31	R 68.31	R 315.26	R 315.26	R 26.27	R 26.27
2080	Receptionist- First year of experience	R 5,254.27	R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 68.31	R 68.31	R 68.31	R 68.31	R 315.26	R 315.26	R 26.27	R 26.27
2082	Receptionist - Hairdressing salon	R 6,656.91	R 6,656.91	R 1,536.22	R 34.14	R 148.00	R 86.54	R 86.54	R 86.54	R 86.54	R 399.41	R 399.41	R 33.28	R 33.28
2084	Receptionist - Hairdressing salon - after 5 years	R 6,988.97	R 6,988.97	R 1,612.85	R 35.84	R 148.00	R 90.86	R 90.86	R 90.86	R 90.86	R 419.34	R 419.34	R 34.94	R 34.94
2086	Receptionist - Hairdressing salon - after 10 years	R 7,324.52	R 7,324.52	R 1,690.29	R 37.56	R 148.00	R 95.22	R 95.22	R 95.22	R 95.22	R 439.47	R 439.47	R 36.62	R 36.62
3048	Somatologist 3 Years	R 5,071.40	R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 65.93	R 65.93	R 65.93	R 65.93	R 304.28	R 304.28	R 26.27	R 26.27
3052	Somatologist B Tech - 4 years	R 5,254.27	R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 68.31	R 68.31	R 68.31	R 68.31	R 315.26	R 315.26	R 26.27	R 26.27
3054	Somatologist - B Tech Laser	R 5,840.25	R 5,840.25	R 1,347.76	R 29.95	R 148.00	R 75.92	R 75.92	R 75.92	R 75.92	R 350.42	R 350.42	R 29.20	R 29.20
1012	Specific Skilled Stylist	R 2,957.15	R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 38.44	R 38.44	R 38.44	R 38.44	R 177.43	R 177.43	R 26.27	R 26.27
1014	Specific Skilled Stylist - after 5 years	R 3,105.75	R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 40.37	R 40.37	R 40.37	R 40.37	R 186.34	R 186.34	R 26.27	R 26.27
1016	Specific Skilled Stylist - after 10 years	R 3,252.51	R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 42.28	R 42.28	R 42.28	R 42.28	R 195.15	R 195.15	R 26.27	R 26.27
	Specific Skilled Stylist - doing only one of the following: Braiding,													
1000	Platting, Cutting	R 1,927.87	R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 25.06	R 25.06	R 25.06	R 25.06	R 115.67	R 115.67	R 26.27	R 26.27
	Specific Skilled Stylist - doing only one of the following: Braiding,													
1002	Platting, Cutting after 5 years	R 2,024.54	R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 26.32	R 26.32	R 26.32	R 26.32	R 121.47	R 121.47	R 26.27	R 26.27
	Specific Skilled Stylist - doing only one of the following: Braiding,													
1004	Platting, Cutting after 10 years	R 2,121.21	R 5,254.27	R 1,212.53		R 148.00	R 27.58	R 27.58	R 27.58	R 27.58	R 127.27	R 127.27		
2089	Working Employer (in Salon with Staff)	R 7,415.87	R 7,415.87	R 1,711.37	R 38.03	R -	R -	R -	R -	R -	R -	R -	R 111.24	R -

## NOTES

UNION FEE / AGENCY FEE	Union Members: Union Fee equates to <b>R 148.00</b> per month per member. For members who join UASA after the age of 60, the Union Fee equates to <b>R 121.00</b> per month per member (Excluding the funeral benefit)
LEARNERS	Learners to also include any apprentices
	SPF = Sick Pay Fund
	SBF = Sick Benefit Fund
ABBREVIATION DESCRIPTIONS	ER = Employer
	EE = Employee
	BC = Bargaining Council
COMMISSION EARNERS	NO STOCK DEDUCTIONS ARE ALLOWED. VAT AND LOYALTY CARD FEES SHALL BE DEDUCTABLE
	All Stylist will be paid 30% commission
DAILY RATE CALCULATION	Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day
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.
WORKING EMPLOYERS AND LEGAL OWNERS	Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017
	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.
····	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.
PART TIME EMPLOYEE	Remuneration / Basic Salary / Wages shall be calculated at the prescribed <b>HOURLY</b> rate for that category of employment
	An employee who works 1 or 2 or 3 or 4 days per week
CASOAL LIVIL LOTEL	Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment
CASUAL EMPLOYEE	An employee who substitutes for any permanent employee who is sick or on leave

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Chairperson: P Matjebe Date: 01 Dec 2023

INNEXURE "H2"