

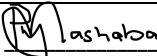
REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 102 BEING EAST LONDON, PORT ALFRED, AND ALL OF THE MAGISTERIAL DISTRICTS OF THE EASTERN CAPE PROVINCE (EXCLUDING PORT ELIZABETH, UITENHAGE AND HUMANSDORP).

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

Work Code	Work Code Description	01 JAN 2024 Salary - Pension Fund and Council Fees	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
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
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, 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
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, 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
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 10 years	R		2,121.21	R	5,254.27	R	1,212.53	R	26.95	R	148.00	R	27.58	R	27.58	R	27.58	R	27.58	R	127.27	R	127.27	R	26.27	R	26.27
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

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 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 EARNERS	All Stylist will be paid 30% commission NO STOCK DEDUCTIONS ARE ALLOWED. VAT AND LOYALTY CARD FEES SHALL BE DEDUCTABLE
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 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 Dec 2023