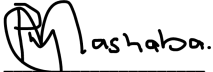


**REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE FOR DIVISION 106 BEING THE MAGISTERIAL DISTRICTS OF CAPE TOWN, WYNBERG, SIMONSTAD AND BELVILLE**

|                     |                |
|---------------------|----------------|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy     | See Annexure C |

| 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 | * 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 | SBF Employer - No New Members from 01/01/2021 | SBF Employee - No New Members from 01/01/2021 |
|-----------|---|--|---|------------------|---------------------------------|----------------|---|---|---|---|---|---|--|--|---|---|
| 3089      | Aesthetic Therapist                               | R 8,291.56   | R 8,291.56                                      | R 1,913.45       | R 42.52                         | R 148.00       | R 107.79  | R 107.79  | R 107.79  | R 107.79  | R 497.49  | R 497.49  | R 41.46  | R 41.46  | R 150.00                                      | R 150.00                                      |
| 2000      | Barber - starting 1 month                         | R 3,474.88   | R 5,254.27                                      | R 1,212.53       | R 26.95                         | R 148.00       | R 45.17   | R 45.17   | R 45.17   | R 45.17   | R 208.49  | R 208.49  | R 26.27  | R 26.27  | R 150.00                                      | R 150.00                                      |
| 2002      | Barber - Trainee                                  | R 3,805.82   | R 5,254.27                                      | R 1,212.53       | R 26.95                         | R 148.00       | R 49.48   | R 49.48   | R 49.48   | R 49.48   | R 228.35  | R 228.35  | R 26.27  | R 26.27  | R 190.00                                      | R 190.00                                      |
| 2004      | Barber - Junior                                   | R 4,467.70   | R 5,254.27                                      | R 1,212.53       | R 26.95                         | R 148.00       | R 58.08   | R 58.08   | R 58.08   | R 58.08   | R 268.06  | R 268.06  | R 26.27  | R 26.27  | R 190.00                                      | R 190.00                                      |
| 2006      | Barber - Senior                                   | R 6,009.03   | R 6,009.03                                      | R 1,386.71       | R 30.82                         | R 148.00       | R 78.12   | R 78.12   | R 78.12   | R 78.12   | R 360.54  | R 360.54  | R 30.05  | R 30.05  | R 252.00                                      | R 252.00                                      |
| 3036      | Beauty Technologist - Unqualified                 | R 3,127.17   | R 5,254.27                                      | R 1,212.53       | R 26.95                         | R 148.00       | R 40.65   | R 40.65   | R 40.65   | R 40.65   | R 187.63  | R 187.63  | R 26.27  | R 26.27  |   |   |
| 3034      | Beauty Technologist - Qualified                   | 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  |   |   |
| 3020      | Beauty and Skincare Therapist - Unqualified       | 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  |   |   |
| 3014      | Beauty and Skincare Therapist                     | R 7,719.47   | R 7,719.47                                      | R 1,781.43       | R 39.59                         | R 148.00       | R 100.35  | R 100.35  | R 100.35  | R 100.35  | R 463.17  | R 463.17  | R 38.60  | R 38.60  |   |   |
| 3022      | Salon Assistant                                   | R 4,159.42   | R 5,254.27                                      | R 1,212.53       | R 26.95                         | R 148.00       | R 54.07   | R 54.07   | R 54.07   | R 54.07   | R 249.57  | R 249.57  | R 26.27  | R 26.27  |   |   |
| 4018      | Drybar Worker                                     | R 4,887.63   | R 5,254.27                                      | R 1,212.53       | R 26.95                         | R 148.00       | R 63.54   | R 63.54   | R 63.54   | R 63.54   | R 293.26  | R 293.26  | R 26.27  | R 26.27  |   |   |
| 2010      | General Assistant                                 | R 4,257.55   | R 5,254.27                                      | R 1,212.53       | R 26.95                         | R 148.00       | R 55.35   | R 55.35   | R 55.35   | R 55.35   | R 255.45  | R 255.45  | R 26.27  | R 26.27  | R 150.00                                      | R 150.00                                      |
| 2018      | Hairdresser - No trade test                       | 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  | R 190.00                                      | R 190.00                                      |
| 2020      | Hairdresser - 1st year after qualified            | R 5,983.04   | R 5,983.04                                      | R 1,380.71       | R 30.68                         | R 148.00       | R 77.78   | R 77.78   | R 77.78   | R 77.78   | R 358.98  | R 358.98  | R 29.92  | R 29.92  | R 252.00                                      | R 252.00                                      |
| 2022      | Hairdresser - Qualified                           | R 8,505.21   | R 8,505.21                                      | R 1,962.76       | R 43.62                         | R 148.00       | R 110.57  | R 110.57  | R 110.57  | R 110.57  | R 510.31  | R 510.31  | R 42.53  | R 42.53  | R 252.00                                      | R 252.00                                      |
| 2028      | Hairdressing Assistant - Entrance (special needs) | R 3,491.43   | R 5,254.27                                      | R 1,212.53       | R 26.95                         | R 148.00       | R 45.39   | R 45.39   | R 45.39   | R 45.39   | R 209.49  | R 209.49  | R 26.27  | R 26.27  | R 190.00                                      | R 190.00                                      |
| 2030      | Hairdressing Assistant - Skilled (special needs)  | R 3,939.85   | R 5,254.27                                      | R 1,212.53       | R 26.95                         | R 148.00       | R 51.22   | R 51.22   | R 51.22   | R 51.22   | R 236.39  | R 236.39  | R 26.27  | R 26.27  | R 190.00                                      | R 190.00                                      |
| 2046      | LEARNER – Entry Level                             |  | R 1,757.17                                      | R 405.50         | R 9.01                          | R 148.00       | -   | -   | -   | -   | -   | -   | R 8.79   | R 8.79   | R 150.00                                      | R 150.00                                      |
| 2048      | LEARNER – Level 2                                 |  | R 3,514.15                                      | R 810.96         | R 18.02                         | R 148.00       | -   | -   | -   | -   | -   | -   | R 17.57  | R 17.57  | R 150.00                                      | R 150.00                                      |
| 2050      | LEARNER – Level 3                                 |  | R 5,417.79                                      | R 1,250.27       | R 27.78                         | R 148.00       | -   | -   | -   | -   | -   | -   | R 27.09  | R 27.09  | R 150.00                                      | R 150.00                                      |
| 2052      | LEARNER – Level 4                                 | R 4,259.38   | R 7,906.95                                      | R 1,824.69       | R 40.55                         | R 148.00       | R 55.37   | R 55.37   | R 55.37   | R 55.37   | R 255.56  | R 255.56  | R 39.53  | R 39.53  | R 150.00                                      | R 150.00                                      |
| 4000      | STUDENTS - Entry Level                            |  | R 1,757.17                                      | R 405.50         | R 9.01                          | R 148.00       | -   | -   | -   | -   | -   | -   | R 8.79   | R 8.79   | R 150.00                                      | R 150.00                                      |
| 4001      | STUDENTS - Module 2 (Level 1 & 2)                 |  | R 3,514.15                                      | R 810.96         | R 18.02                         | R 148.00       | -   | -   | -   | -   | -   | -   | R 17.57  | R 17.57  | R 150.00                                      | R 150.00                                      |
| 4002      | STUDENTS - Module 4 (Level 3 & 4)                 |  | R 5,417.79                                      | R 1,250.27       | R 27.78                         | R 148.00       | -   | -   | -   | -   | -   | -   | R 27.09  | R 27.09  | R 150.00                                      | R 150.00                                      |
| 4003      | STUDENTS - Module 6 (Level 5 & 6)                 | R 4,259.38   | R 7,906.95                                      | R 1,824.69       | R 40.55                         | R 148.00       | R 55.37   | R 55.37   | R 55.37   | R 55.37   | R 255.56  | R 255.56  | R 39.53  | R 39.53  | R 150.00                                      | R 150.00                                      |
| 3028      | Make-up Artist Trainee                            | 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  |   |   |
| 3026      | Make-up Artist                                    | R 7,520.88   | R 7,520.88                                      | R 1,735.60       | R 38.57                         | R 148.00       | R 97.77   | R 97.77   | R 97.77   | R 97.77   | R 451.25  | R 451.25  | R 37.60  | R 37.60  |   |   |
| 3032      | Manager - Beauty                                  | R 11,991.73  | R 11,991.73                                     | R 2,767.34       | R 61.50                         | R 148.00       | R 155.89  | R 155.89  | R 155.89  | R 155.89  | R 719.50  | R 719.50  | R 59.96  | R 59.96  | R 150.00                                      | R 150.00                                      |
| 2060      | Manager - Hairdresser                             | R 10,129.27  | R 10,129.27                                     | R 2,337.54       | R 51.95                         | R 148.00       | R 131.68  | R 131.68  | R 131.68  | R 131.68  | R 607.76  | R 607.76  | R 50.65  | R 50.65  | R 252.00                                      | R 252.00                                      |
| 2054      | Manager - only (Hairdressing)                     | R 8,566.93   | R 8,566.93                                      | R 1,977.00       | R 43.93                         | R 148.00       | R 111.37  | R 111.37  | R 111.37  | R 111.37  | R 514.02  | R 514.02  | R 42.83  | R 42.83  | R 252.00                                      | R 252.00                                      |
| 3088      | Massage Therapist - entry level                   | R 3,828.53   | R 5,254.27                                      | R 1,212.53       | R 26.95                         | R 148.00       | R 49.77   | R 49.77   | R 49.77   | R 49.77   | R 229.71  | R 229.71  | R 26.27  | R 26.27  |   |   |
| 3087      | Massage Therapist                                 | R 5,268.74   | R 5,268.74                                      | R 1,215.87       | R 27.02                         | R 148.00       | R 68.49   | R 68.49   | R 68.49   | R 68.49   | R 316.12  | R 316.12  | R 26.34  | R 26.34  |   |   |
| 3040      | Nail technician - Unqualified                     | R 4,709.46   | R 5,254.27                                      | R 1,212.53       | R 26.95                         | R 148.00       | R 61.22   | R 61.22   | R 61.22   | R 61.22   | R 282.57  | R 282.57  | R 26.27  | R 26.27  |   |   |
| 3084      | Nail Technician - Certified                       | R 4,850.75   | R 5,254.27                                      | R 1,212.53       | R 26.95                         | R 148.00       | R 63.06   | R 63.06   | R 63.06   | R 63.06   | R 291.04  | R 291.04  | R 26.27  | R 26.27  |   |   |
| 3038      | Nail technician - Qualified                       | R 7,520.88   | R 7,520.88                                      | R 1,735.60       | R 38.57                         | R 148.00       | R 97.77   | R 97.77   | R 97.77   | R 97.77   | R 451.25  | R 451.25  | R 37.60  | R 37.60  |   |   |
| 2068      | Operator  | R 5,797.90   | R 5,797.90                                      | R 1,337.99       | R 29.73                         | R 148.00       | R 75.37   | R 75.37   | R 75.37   | R 75.37   | R 347.87  | R 347.87  | R 28.99  | R 28.99  | R 190.00                                      | R 190.00                                      |

Approved:   
 Chairperson: P Matjebe  
 Date: 01 Dec 2023

**REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE FOR DIVISION 106 BEING THE MAGISTERIAL DISTRICTS OF CAPE TOWN, WYNBERG, SIMONSTAD AND BELVILLE**

|                     |                |
|---------------------|----------------|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy     | See Annexure C |

| 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 | * 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 | SBF Employer - No New Members from 01/01/2021 | SBF Employee - No New Members from 01/01/2021 |
|-----------|--|--|---|------------------|---------------------------------|----------------|---|---|---|---|---|---|--|--|---|---|
| 3042      | Receptionist - Beauty Establishment  | R 7,450.84   | R 7,450.84                                      | R 1,719.44       | R 38.21                         | R 148.00       | R 96.86   | R 96.86   | R 96.86   | R 96.86   | R 447.05  | R 447.05  | R 37.25  | R 37.25  |   |   |
| 2080      | Receptionist - (Hairdressing) First year of experience                                     | R 5,238.80   | R 5,254.27                                      | R 1,212.53       | R 26.95                         | R 148.00       | R 68.10   | R 68.10   | R 68.10   | R 68.10   | R 314.33  | R 314.33  | R 26.27  | R 26.27  | R 150.00                                      | R 150.00                                      |
| 2082      | Receptionist - Hairdressing salon  | R 6,752.85   | R 6,752.85                                      | R 1,558.36       | R 34.63                         | R 148.00       | R 87.79   | R 87.79   | R 87.79   | R 87.79   | R 405.17  | R 405.17  | R 33.76  | R 33.76  | R 190.00                                      | R 190.00                                      |
| 3048      | Somatologist 3 Years   | R 8,919.91   | R 8,919.91                                      | R 2,058.46       | R 45.74                         | R 148.00       | R 115.96  | R 115.96  | R 115.96  | R 115.96  | R 535.19  | R 535.19  | R 44.60  | R 44.60  |   |   |
| 3052      | Somatologist B Tech - 4 years  | R 9,810.90   | R 9,810.90                                      | R 2,264.07       | R 50.31                         | R 148.00       | R 127.54  | R 127.54  | R 127.54  | R 127.54  | R 588.65  | R 588.65  | R 49.05  | R 49.05  |   |   |
| 1000      | Specific Skilled Stylist - doing only one of the following:<br>Braiding, Platting, Cutting | R 1,703.96   | R 5,254.27                                      | R 1,212.53       | R 26.95                         | R 148.00       | R 22.15   | R 22.15   | R 22.15   | R 22.15   | R 102.24  | R 102.24  | R 26.27  | R 26.27  |   |   |
| 2089      | Working Employer (in Salon with Staff)   | R 8,505.21   | R 8,505.21                                      | R 1,962.76       | R 43.62                         |                |   |   |   |   |   |   | R 127.58   |  | R 252.00                                      | R 252.00                                      |

**NOTES**

|   |   |
|---|---|
| <b>CASUAL EMPLOYEE</b>                    | An employee who substitutes for any permanent employee who is sick or on leave<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment   |
| <b>PART TIME EMPLOYEE</b>                 | An employee who works 1 or 2 or 3 or 4 days per week<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment<br>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.<br>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. |
| <b>WORKING EMPLOYERS AND LEGAL OWNERS</b> | Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017  |
| <b>PENSION FUND</b>                       | 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.   |
| <b>DAILY RATE CALCULATION</b>             | Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day   |
| <b>SICK BENEFIT FUND CONTRIBUTIONS</b>    |   |
| <b>EMPLOYEE CATEGORY</b>                  | <b>SCHEME "C"</b>   |
| ADULT DEPENDANT (each)                    | R 190.00  |
| CHILD DEPENDANT (each)                    | R 90.00   |
| <b>ABBREVIATION DESCRIPTIONS</b>          | BC = Bargaining Council<br>EE = Employee<br>ER = Employer<br>SBF = Sick Benefit Fund<br>SPF = Sick Pay Fund   |
| <b>LEARNERS</b>                           | Learners to also include any apprentices  |
| <b>UNION FEE / AGENCY FEE</b>             | 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)<br><br>Non- Union Members: Non-Union members pays an Agency Fee equal to the Union membership fees currently <b>R 148.00</b> per person per month but with no UASA benefits.   |

Approved:   
 Chairperson: P Matjebe  
 Date: 01 Dec 2023