

ANNEXURE "H9"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING FOR DIVISION 109 BEING THE ENTIRE KWA-ZULU NATAL PROVINCE

EOHCB Subscriptions See Annexure C
Bargaining Levy See Annexure C

		see Alliexure													Schen	ne "A"	Scheme "B"			Member +1 RS FROM 01/		Member +2	cheme "B" N	√lember +3
		01 JAN 2024																NO NEW	2Rt MEMBE	RS FROM 01/	/01/2019			
Work Code	Work Code Description	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% of Contributing Wage	* BC Fee EE - Salon Reg pre Nov17 - 1.3% of 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 SPF Employer based on Minimum Wage	2024 National SPF Employee based on Minimum Wage	SBF 'A' Employer	SBF 'A' Employee	SBF 'B' Employer	SBF 'B' Employee	SBF 'B1' Employer	SBF 'B1' Employee	SBF 'B2' Employer	SBF 'B2' Employee	SBF 'B3' Employer	SBF 'B3' Employee
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 538.95	R 538.95	R 41.46	R 41.46	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
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 247.38	R 247.38	R 26.27	R 26.27	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
2004	Barber - Junior	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 341.53	R 341.53	R 26.27	R 26.27	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
2006	Barber - Senior	R 7,795.50	R 7,795.50	R 1,798.98	R 39.98	R 148.00	R 101.34	R 101.34	R 101.34	R 101.34	R 506.71	R 506.71	R 38.98	38.98	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
3036	Beauty Technologist - Unqualified	R 2,647.53	R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 34.42	R 34.42	R 34.42	R 34.42	R 172.09	R 172.09	R 26.27	R 26.27	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
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 341.53	R 341.53	R 26.27	R 26.27	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
3020	Beauty and Skincare Therapist - Unqualified	R 4,136.76	R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 53.78	R 53.78	R 53.78	R 53.78	R 268.89	R 268.89	R 26.27	R 26.27	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
3014	Beauty and Skincare Therapist	R 5,684.22	R 5,684.22	R 1,311.75	R 29.15	R 148.00	R 73.89	R 73.89	R 73.89	R 73.89	R 369.47	R 369.47	R 28.42	R 28.42	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
3022	Salon Assistant	R 4,288.99	R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 55.76	R 55.76	R 55.76	R 55.76	R 278.78	R 278.78	R 26.27	R 26.27	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
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 317.70	R 317.70	R 26.27	R 26.27	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
2010	General Assistant	R 2,942.06	R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 38.25	R 38.25	R 38.25	R 38.25	R 191.23	R 191.23	R 26.27	R 26.27	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
2022	Hairdresser - no trade test	R 4,881.38	R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 63.46	R 63.46	R 63.46	R 63.46	R 317.29	R 317.29	R 26.27	R 26.27	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
2020	Hairdresser - 1st year after qualified	R 4,907.86	R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 63.80	R 63.80	R 63.80	R 63.80	R 319.01	R 319.01	R 26.27	R 26.27	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
2016	Hairdresser - Qualified	R 6,890.89	R 6,890.89	R 1,590.22	R 35.34	R 148.00	R 89.58	R 89.58	R 89.58	R 89.58	R 447.91	R 447.91	R 34.45	R 34.45	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
2046	LEARNER – Entry Level		R 1,757.17	R 405.50	R 9.01	R 148.00	R -	R -	R -	R -	R -	R -	R 8.79	R 8.79	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
2048	LEARNER – Level 2		R 3,514.15	R 810.96	R 18.02	R 148.00	R -	R -	R -	R -	R -	R -	R 17.57	R 17.57	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
2050	LEARNER – Level 3		R 5,417.79	R 1,250.27	R 27.78	R 148.00	R -	R -	R -	R -	R -	R -	R 27.09	R 27.09	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
2052	LEARNER – Level 4	R 4,176.48	R 7,906.95	R 1,824.69	R 40.55	R 148.00	R 54.29	R 54.29	R 54.29	R 54.29	R 271.47	R 271.47	R 39.53	R 39.53	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
	STUDENTS - Entry Level		R 1,757.17	R 405.50	R 9.01	R 148.00	R -	R -	R -	R -	R -	R -	R 8.79	R 8.79	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
4001	STUDENTS - Module 2 (Level 1 & 2)		R 3,514.15	R 810.96	R 18.02	R 148.00	R -	R -	R -	R -	R -	R -	R 17.57	R 17.57	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
	STUDENTS - Module 4 (Level 3 & 4)		R 5,417.79	R 1,250.27	R 27.78	R 148.00	R -	R -	R -	R -	R -	R -	R 27.09	R 27.09	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
	STUDENTS - Module 6 (Level 5 & 6)	R 4,176.48	R 7,906.95	R 1,824.69	R 40.55	R 148.00	R 54.29	R 54.29	R 54.29	R 54.29	R 271.47	R 271.47	R 39.53	R 39.53	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
3032	Manager - Beauty	R 7,353.03	R 7,353.03	R 1,696.87	R 37.71	R 148.00	R 95.59	R 95.59	R 95.59	R 95.59	R 477.95	R 477.95	R 36.77	R 36.77										
2060	Manager - Hairdresser	R 6,562.51	R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 85.31	R 85.31	R 85.31	R 85.31	R 426.56	R 426.56	R 26.27	R 26.27										
3030	Manager - only (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 341.53	R 341.53	R 26.27	R 26.27										
2054	Manager - only (Hairdressing)	R 6,179.77	R 6,179.77	R 1,426.11	R 31.69	R 148.00	R 80.34	R 80.34	R 80.34	R 80.34	R 401.68	R 401.68	R 30.90	R 30.90										
3028	Make-up Artist Trainee	R 4,136.76	R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 53.78	R 53.78	R 53.78	R 53.78	R 268.89	R 268.89	R 26.27	R 26.27	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
3026	Make-up Artist	R 5,684.22	R 5,684.22	R 1,311.75	R 29.15	R 148.00	R 73.89	R 73.89	R 73.89	R 73.89	R 369.47	R 369.47	R 28.42	R 28.42	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
3040	Nail technician - Unqualified	R 4,180.47	R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 54.35	R 54.35	R 54.35	R 54.35	R 271.73	R 271.73	R 26.27	R 26.27	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
3084	Nail Technician - Certified	R 4,302.23	R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 55.93	R 55.93	R 55.93	R 55.93	R 279.65	R 279.65	R 26.27	R 26.27	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
3038	Nail technician - 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 341.53	R 341.53	R 26.27	R 26.27	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
3088	Massage Therapist - entry level	R 2,634.23	R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 34.24	R 34.24	R 34.24	R 34.24	R 171.22	R 171.22	R 26.27	R 26.27	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
3087	Massage Therapist	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 317.70	R 317.70	R 26.27	R 26.27	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
2067	Operator - Trainee	R 3,630.43	R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 47.20	R 47.20	R 47.20	R 47.20	R 235.98	R 235.98	R 26.27	R 26.27	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
2068	Operator	R 4,288.99	R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 55.76	R 55.76	R 55.76	R 55.76	R 278.78	R 278.78	R 26.27	R 26.27	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
2074	Operator - Multi skilled	R 4,449.13	R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 57.84	R 57.84	R 57.84	R 57.84	R 289.19	R 289.19	R 26.27	R 26.27	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
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 341.53	R 341.53	R 26.27	R 26.27	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
2082	Receptionist - Hairdressing salon	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 341.53	R 341.53	R 26.27	R 26.27	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
3048	Somatologist 3 Years	R 6,983.47	R 6,983.47	R 1,611.58	R 35.81	R 148.00	R 90.79	R 90.79	R 90.79	R 90.79	R 453.93	R 453.93	R 34.92	R 34.92	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00
3052	Somatologist B Tech - 4 years	R 7,876.70	R 7,876.70	R 1,817.71	R 40.39	R 148.00	R 102.40	R 102.40	R 102.40	R 102.40	R 511.99	R 511.99	R 39.38	R 39.38	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00 F	70.00 F	R 580.00

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ANNEXURE "H9"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING FOR DIVISION 109 BEING THE ENTIRE KWA-ZULU NATAL PROVINCE

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

																		NO NEV	V SBF MEMBE	RS FROM 01/	01/2019			
Work Code	Work Code Description	01 JAN 2024 Salary - Contribution Wage - Pension Fund and Council	for CDE Calc only	- 2024 Weekly Rate	2024 Hourly Rate - 45h/Per week	Fee	Reg pre Nov17 - 1.3% of	Reg pre Nov17 - 1.3% of	* BC Fee ER - Salon Reg after Nov17 - 1.3% of Contributing Wage	Reg after Nov17 - 1.3% of	2024 National Pension Fund (ER) - Contributing Wage			2024 National SPF Employee based on Minimum Wage	SBF 'A' Employer	SBF 'A' Employee	SBF 'B' Employer	SBF 'B' Employee	SBF 'B1' Employer	SBF 'B1' Employee	SBF 'B2' Employer	SBF 'B2' Employee	SBF 'B3' Employer	SBF 'B3' Employee
1012	Specific Skilled Stylist	R 2,943.71	R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 38.27	R 38.27	R 38.27	R 38.27	R 191.34	R 191.34	R 26.27	R 26.27	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00	R 70.00	R 580.00
	Specific Skilled Stylist - doing only one of the following:																							
1000	Braiding, Platting, Cutting	R 2,930.49	R 5,254.27	R 1,212.53	R 26.95	R 148.00	R 38.10	R 38.10	R 38.10	R 38.10	R 190.48	R 190.48	R 26.27	R 26.27	R 70.00	R 100.00	R 70.00	R 175.00	R 70.00	R 313.00	R 70.00	R 441.00	R 70.00	R 580.00
2089	Working Employer (in Salon with Staff)	R 6,890.89	R 6,890.89	R 1,590.22	R 35.34								R 103.36		R 170.00		R 245.00		R 383.00		R 511.00		R 650.00	

NOTES														
CASUAL EMPLOYEE	An employee v	vho substitutes for a	iny permanent employ	ee who is sick o	r on leave									
CASOAL LIII LOTEL	Remuneration	/ Basic Salary / Was	es shall be calculated a	at the prescribe	d HOURLY rate	or that category of employment								
	An employee who works 1 or 2 or 3 or 4 days per week													
PART TIME EMPLOYEE	Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment													
PART TIME EMPEOTEE	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, the	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 (ontributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017												
PENSION FUND	Persion Fund Contributions to be paid by all Employees will be 6.5% of the CONTRIBUTIONS Salary of the Employee. Contributions payable by all Employers will be 6.5% of the Basic Salary of the Employee.													
DAILY RATE CALCULATION														
DAILT RATE CALCULATION	DAILY RATE CALCULATION Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day													
SICK BENEFIT FUND CONTRIBUTIONS - NO NEW MEMBERS	TO JOIN FROM	2019												
				SCHEME	SCHEME									
CATEGORY	SCHEME "A	" SCHEME "B"	SCHEME "B1"	"B2"	"B3"									
CATEGORI	SCHEWIE A	Member only	Member +1		Member +3									
EMPLOYER CONTRIBUTION														
EMPLOYEE CONTRIBUTION	R 100.0	0 R 175.00	R 313.00	R 441.00	R 580.00									
	BC = Bargaining													
	EE = Employee													
ABBREVIATION DESCRIPTIONS	ER = Employer	ER = Employer												
	SBF = Sick Benefit Fund													
	SPF = Sick Pay	Fund												
LEARNERS	Learners to als	o include any appre	ntices											
	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)													
UNION FEE / AGENCY FEE	Omon Weilbei	J. O.Horr Fee equate	.5 to 11 2-0.00 per mon	an per member	. o. members	and join order that die age of object contains a capacitation of a second per member (excluding the fulleral benefit)								
SMONTE / AGENCT FEE	Non-Union M	ambare: Non-Union	mombore nave an Aron	acy Eon oqual to	the Union mer	pharchin feer currently P 149 00 per person per month but with no LIASA henefite								
	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: Approved: Chairperson: P Matjebe
Date: 01 Dec 2023

EXIDE 195*