

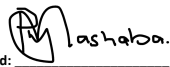
REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING FOR DIVISION 109 BEING THE ENTIRE KWA-ZULU NATAL PROVINCE

EOHCB Subscriptions See Annexure C
Bargaining Levy See Annexure C

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% 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 Pension Fund (EE) - Contributing Wage	2024 National SPF Employer based on Minimum Wage	2024 National SPF Employee based on Minimum Wage	NO NEW SBF MEMBERS FROM 01/01/2019									
															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
1000	Specific Skilled Stylist - doing only one of the following: 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 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 6.5% 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	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																			
CATEGORY	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th>SCHEME "A"</th> <th>SCHEME "B" Member only</th> <th>SCHEME "B1" Member +1</th> <th>SCHEME "B2" Member +2</th> <th>SCHEME "B3" Member +3</th> </tr> </thead> <tbody> <tr> <td>EMPLOYER CONTRIBUTION</td> <td>R 70.00</td> <td>R 70.00</td> <td>R 70.00</td> <td>R 70.00</td> <td>R 70.00</td> </tr> <tr> <td>EMPLOYEE CONTRIBUTION</td> <td>R 100.00</td> <td>R 175.00</td> <td>R 313.00</td> <td>R 441.00</td> <td>R 580.00</td> </tr> </tbody> </table>		SCHEME "A"	SCHEME "B" Member only	SCHEME "B1" Member +1	SCHEME "B2" Member +2	SCHEME "B3" Member +3	EMPLOYER CONTRIBUTION	R 70.00	R 70.00	R 70.00	R 70.00	R 70.00	EMPLOYEE CONTRIBUTION	R 100.00	R 175.00	R 313.00	R 441.00	R 580.00
	SCHEME "A"	SCHEME "B" Member only	SCHEME "B1" Member +1	SCHEME "B2" Member +2	SCHEME "B3" Member +3														
EMPLOYER CONTRIBUTION	R 70.00	R 70.00	R 70.00	R 70.00	R 70.00														
EMPLOYEE CONTRIBUTION	R 100.00	R 175.00	R 313.00	R 441.00	R 580.00														
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