

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 105 BEING THE MAGISTERIAL DISTRICT OF ALBERTON

| | | EOHCB Subscriptions | See Annexure C | | | | | | | | | | | |
|--|--|--|---|------------------|---------------------------------|----------------|---------------------------------------|---------------------------------------|---|---|--|--|--|--|
| | | Bargaining Levy | See Annexure C | | | | | | | | | | | |
| | | Basic establishment charge * | R | - | | | | | | | | | | |
| | | Total minimum charge * | R | - | | | | | | | | | | |
| Changed to NMW 01 Mar2024 less ER Pension Contribution | | | | | | | | | | | | | | |
| Work Code | Work Code Description | 01 MAR 2024 Salary - Contribution Wage - Pension Fund and Council Fees | 01 MAR 2024 Prescribed Wage - for SPF Calc only | 2024 Weekly Rate | 2024 Hourly Rate - 45H/Per week | 2024 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 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 | | |
| 3089 | Aesthetic Therapist | R 8,291.56 | R 8,291.56 | R 1,913.45 | R 42.52 | R 158.00 | R 107.79 | R 107.79 | R 497.49 | R 497.49 | R 41.46 | R 41.46 | | |
| 2002 | Barber - Trainee | R 2,895.73 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 37.64 | R 37.64 | R 173.74 | R 173.74 | R 26.27 | R 26.27 | | |
| 2004 | Barber - Junior | R 3,723.09 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 48.40 | R 48.40 | R 223.39 | R 223.39 | R 26.27 | R 26.27 | | |
| 2006 | Barber - Senior | R 6,090.23 | R 6,090.23 | R 1,405.45 | R 31.23 | R 158.00 | R 79.17 | R 79.17 | R 365.41 | R 365.41 | R 30.45 | R 30.45 | | |
| 3036 | Beauty Technologist - Unqualified | R 2,172.63 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 28.24 | R 28.24 | R 130.36 | R 130.36 | 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 158.00 | 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 5,145.20 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 66.89 | R 66.89 | R 308.71 | R 308.71 | R 26.27 | R 26.27 | | |
| 3014 | Beauty and Skincare Therapist | R 5,801.15 | R 5,801.15 | R 1,338.74 | R 29.75 | R 158.00 | R 75.41 | R 75.41 | R 348.07 | R 348.07 | R 29.01 | R 29.01 | | |
| 3022 | Salon Assistant | R 3,964.95 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 51.54 | R 51.54 | R 237.90 | R 237.90 | 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 158.00 | R 63.54 | R 63.54 | R 293.26 | R 293.26 | R 26.27 | R 26.27 | | |
| 2010 | General Assistant | R 2,429.98 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 31.59 | R 31.59 | R 145.80 | R 145.80 | R 26.27 | R 26.27 | | |
| 2012 | General Assistant after 5 years | R 2,552.22 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 33.18 | R 33.18 | R 153.13 | R 153.13 | R 26.27 | R 26.27 | | |
| 2014 | General Assistant after 10 years | R 2,674.46 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 34.77 | R 34.77 | R 160.47 | R 160.47 | R 26.27 | R 26.27 | | |
| 2020 | Hairdresser - 1st year after qualified | R 4,903.75 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 63.75 | R 63.75 | R 294.23 | R 294.23 | R 26.27 | R 26.27 | | |
| 2022 | Hairdresser - Qualified | R 5,662.70 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 73.62 | R 73.62 | R 339.76 | R 339.76 | R 26.27 | R 26.27 | | |
| 2024 | Hairdresser - Qualified - after 5 years | R 5,945.28 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 77.29 | R 77.29 | R 356.72 | R 356.72 | R 26.27 | R 26.27 | | |
| 2026 | Hairdresser - Qualified - after 10 years | R 6,227.85 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 80.96 | R 80.96 | R 373.67 | R 373.67 | R 26.27 | R 26.27 | | |
| 2046 | LEARNER – Entry Level | - | R 1,798.62 | R 415.07 | R 9.22 | R 158.00 | - | - | - | - | R 8.99 | R 8.99 | | |
| 2048 | LEARNER – Level 2 | - | R 3,597.03 | R 830.09 | R 18.45 | R 158.00 | - | - | - | - | R 17.99 | R 17.99 | | |
| 2050 | LEARNER – Level 3 | - | R 5,545.58 | R 1,279.76 | R 28.44 | R 158.00 | - | - | - | - | R 27.73 | R 27.73 | | |
| 2052 | LEARNER – Level 4 | R 3,916.82 | R 7,906.95 | R 1,824.69 | R 40.55 | R 158.00 | R 50.92 | R 50.92 | R 235.01 | R 235.01 | R 39.53 | R 39.53 | | |
| 4000 | STUDENTS - Entry Level | - | R 1,798.62 | R 415.07 | R 9.22 | R 158.00 | - | - | - | - | R 8.99 | R 8.99 | | |
| 4001 | STUDENTS - Module 2 (Level 1 & 2) | - | R 3,597.03 | R 830.09 | R 18.45 | R 158.00 | - | - | - | - | R 17.99 | R 17.99 | | |
| 4002 | STUDENTS - Module 4 (Level 3 & 4) | - | R 5,545.58 | R 1,279.76 | R 28.44 | R 158.00 | - | - | - | - | R 27.73 | R 27.73 | | |
| 4003 | STUDENTS - Module 6 (Level 5 & 6) | R 3,916.82 | R 7,906.95 | R 1,824.69 | R 40.55 | R 158.00 | R 50.92 | R 50.92 | R 235.01 | R 235.01 | R 39.53 | R 39.53 | | |
| 3032 | Manager - Beauty | R 9,812.58 | R 9,812.58 | R 2,264.46 | R 50.32 | R 158.00 | R 127.56 | R 127.56 | R 588.76 | R 588.76 | R 49.06 | R 49.06 | | |
| 2060 | Manager - Hairdresser | R 7,366.10 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 95.76 | R 95.76 | R 441.97 | R 441.97 | R 26.27 | R 26.27 | | |
| 2062 | Manager - Hairdresser after 5 years | R 7,733.91 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 100.54 | R 100.54 | R 464.03 | R 464.03 | R 26.27 | R 26.27 | | |
| 2064 | Manager - Hairdresser after 10 years | R 8,101.74 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 105.32 | R 105.32 | R 486.10 | R 486.10 | R 26.27 | R 26.27 | | |
| 3030 | Manager - only (Beauty Establishment) | R 7,405.73 | R 7,405.73 | R 1,709.03 | R 37.98 | R 158.00 | R 96.27 | R 96.27 | R 444.34 | R 444.34 | R 37.03 | R 37.03 | | |
| 2054 | Manager - only (Hairdressing) | R 6,762.83 | R 6,762.83 | R 1,560.66 | R 34.68 | R 158.00 | R 87.92 | R 87.92 | R 405.77 | R 405.77 | R 33.81 | R 33.81 | | |
| 2056 | Manager - only (Hairdressing) after 5 years | R 7,031.83 | R 7,031.83 | R 1,622.74 | R 36.06 | R 158.00 | R 91.41 | R 91.41 | R 421.91 | R 421.91 | R 35.16 | R 35.16 | | |
| 2058 | Manager - only (Hairdressing) after 10 years | R 7,367.02 | R 7,367.02 | R 1,700.10 | R 37.78 | R 158.00 | R 95.77 | R 95.77 | R 442.02 | R 442.02 | R 36.84 | R 36.84 | | |

Approved:  P Matjebe

Chairperson: P Matjebe


Date: 01 Mar 2024

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 105 BEING THE MAGISTERIAL DISTRICT OF ALBERTON

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

Changed to NMW 01 Mar2024 less ER Pension Contribution

| Work Code | Work Code Description | 01 MAR 2024 Salary - Contribution Wage - Pension Fund and Council Fees | 01 MAR 2024 Prescribed Wage - for SPF Calc only | 2024 Weekly Rate | 2024 Hourly Rate - 45h/Per week | 2024 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 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 |
|-----------|--|--|---|------------------|---------------------------------|----------------|---------------------------------------|---------------------------------------|---|---|--|--|
| 3040 | Nail technician - Unqualified | R 3,376.54 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 43.90 | R 43.90 | R 202.59 | R 202.59 | R 26.27 | R 26.27 |
| 3084 | Nail Technician - Certified | R 3,474.88 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 45.17 | R 45.17 | R 208.49 | R 208.49 | R 26.27 | R 26.27 |
| 3038 | Nail technician - Qualified | R 4,054.03 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 52.70 | R 52.70 | R 243.24 | R 243.24 | R 26.27 | R 26.27 |
| 3088 | Massage Therapist - entry level | R 3,828.53 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | 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 158.00 | R 68.49 | R 68.49 | R 316.12 | R 316.12 | R 26.34 | R 26.34 |
| 2067 | Operator - Trainee | R 2,309.59 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 30.02 | R 30.02 | R 138.58 | R 138.58 | R 26.27 | R 26.27 |
| 2068 | Operator | R 4,564.44 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 59.34 | R 59.34 | R 273.87 | R 273.87 | R 26.27 | R 26.27 |
| 2070 | Operator - after 5 years | R 4,792.47 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 62.30 | R 62.30 | R 287.55 | R 287.55 | R 26.27 | R 26.27 |
| 2072 | Operator - after 10 years | R 5,020.50 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 65.27 | R 65.27 | R 301.23 | R 301.23 | R 26.27 | R 26.27 |
| 2074 | Operator - Multi skilled | R 5,186.52 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 67.42 | R 67.42 | R 311.19 | R 311.19 | R 26.27 | R 26.27 |
| 2076 | Operator - Multi skilled - after 5 years | R 5,254.27 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 68.31 | R 68.31 | R 315.26 | R 315.26 | R 26.27 | R 26.27 |
| 2078 | Operator - Multi skilled - after 10 years | R 5,254.27 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 68.31 | R 68.31 | R 315.26 | R 315.26 | R 26.27 | R 26.27 |
| 3042 | Receptionist - Beauty Establishment | R 6,610.26 | R 6,610.26 | R 1,525.46 | R 33.90 | R 158.00 | R 85.93 | R 85.93 | R 396.62 | R 396.62 | R 33.05 | R 33.05 |
| 2082 | Receptionist - Hairdressing salon | R 4,681.20 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 60.86 | R 60.86 | R 280.87 | R 280.87 | R 26.27 | R 26.27 |
| 2086 | Receptionist - Hairdressing salon - after 10 years | R 5,150.04 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 66.95 | R 66.95 | R 309.00 | R 309.00 | R 26.27 | R 26.27 |
| 2084 | Receptionist - Hairdressing salon - after 5 years | R 4,914.71 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 63.89 | R 63.89 | R 294.88 | R 294.88 | R 26.27 | R 26.27 |
| 3048 | Somatologist 3 Years | R 6,090.23 | R 6,090.23 | R 1,405.45 | R 31.23 | R 158.00 | R 79.17 | R 79.17 | R 365.41 | R 365.41 | R 30.45 | R 30.45 |
| 3052 | Somatologist B Tech - 4 years | R 6,658.66 | R 6,658.66 | R 1,536.62 | R 34.15 | R 158.00 | R 86.56 | R 86.56 | R 399.52 | R 399.52 | R 33.29 | R 33.29 |
| 3054 | Somatologist - B Tech Laser | R 7,145.88 | R 7,145.88 | R 1,649.06 | R 36.65 | R 158.00 | R 92.90 | R 92.90 | R 428.75 | R 428.75 | R 35.73 | R 35.73 |
| 1012 | Specific Skilled Stylist | R 2,933.49 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 38.14 | R 38.14 | R 176.01 | R 176.01 | R 26.27 | R 26.27 |
| 1014 | Specific Skilled Stylist - after 5 years | R 3,081.26 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 40.06 | R 40.06 | R 184.88 | R 184.88 | R 26.27 | R 26.27 |
| 1016 | Specific Skilled Stylist - after 10 years | R 3,227.21 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 41.95 | R 41.95 | R 193.63 | R 193.63 | R 26.27 | R 26.27 |
| 1000 | Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting | R 1,902.75 | R 5,263.89 | R 1,214.75 | R 26.99 | R 158.00 | R 24.74 | R 24.74 | R 114.16 | R 114.16 | R 26.32 | R 26.32 |
| 1004 | Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 10 years | R 2,092.49 | R 5,254.27 | R 1,212.53 | R 26.95 | R 158.00 | R 27.20 | R 27.20 | R 125.55 | R 125.55 | R 26.27 | R 26.27 |
| 1002 | Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 5 years | R 1,997.62 | R 5,258.20 | R 1,213.44 | R 26.97 | R 158.00 | R 25.97 | R 25.97 | R 119.86 | R 119.86 | R 26.29 | R 26.29 |
| 2089 | Working Employer (In Salon with Staff) | R 6,422.64 | R 6,422.64 | R 1,482.16 | R 32.94 | | | | | | R 96.34 | |

Approved:  P Matjebe.
 Chairperson: P Matjebe
 Date: 01 Mar 2024

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 105 BEING THE MAGISTERIAL DISTRICT OF ALBERTON


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

Changed to NMW 01 Mar2024 less ER Pension Contribution

| Work Code | Work Code Description | 01 MAR 2024 Salary - Contribution Wage - Pension Fund and Council Fees | 01 MAR 2024 Prescribed Wage - for SPF Calc only | 2024 Weekly Rate | 2024 Hourly Rate - 45h/Per week | 2024 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 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 |
|-----------|-----------------------|--|---|------------------|---------------------------------|----------------|---------------------------------------|---------------------------------------|---|---|--|--|
|-----------|-----------------------|--|---|------------------|---------------------------------|----------------|---------------------------------------|---------------------------------------|---|---|--|--|

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 40% 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 158.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R 129.00 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 158.00 per person per month but with no UASA benefits. |
| 2024 Hourly Rate - Minimum Wage 45h/Per week | The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMW) Commission are calculated taking into account the Employer's Pension Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMW as the Pension Fund contribution of the Employer is factored into the calculation. The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NMW Commission. |

Approved:  Matjebe
 Chairperson: P Matjebe
 Date: 01 Mar 2024