


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

Changed to NMW 01 Mar2024 less pension Contribution

Work Code	Work Code Description	01 MAR 2024 Salary - Contribution Wage - Pension Fund and Council Fees	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	R 150.00	R 150.00
			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	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 158.00	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 158.00	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 158.00	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 158.00	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 158.00	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 158.00	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 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	5,254.27	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		
3014	Beauty and Skincare Therapist	R	7,719.47	R 7,719.47	R 1,781.43	R 39.59	R 158.00	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 158.00	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 158.00	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 158.00	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 158.00	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 158.00	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 158.00	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 158.00	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 158.00	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	-	R 1,798.62	R 415.07	R 9.22	R 158.00	R -	R -	R -	R -	R 8.99	R 8.99	R 150.00	R 150.00
2048	LEARNER – Level 2	R	-	R 3,597.03	R 830.09	R 18.45	R 158.00	R -	R -	R -	R -	R 17.99	R 17.99	R 150.00	R 150.00
2050	LEARNER – Level 3	R	-	R 5,545.58	R 1,279.76	R 28.44	R 158.00	R -	R -	R -	R -	R 27.73	R 27.73	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 158.00	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	-	R 1,798.62	R 415.07	R 9.22	R 158.00	R -	R -	R -	R -	R 8.99	R 8.99	R 150.00	R 150.00
4001	STUDENTS - Module 2 (Level 1 & 2)	R	-	R 3,597.03	R 830.09	R 18.45	R 158.00	R -	R -	R -	R -	R 17.99	R 17.99	R 150.00	R 150.00
4002	STUDENTS - Module 4 (Level 3 & 4)	R	-	R 5,545.58	R 1,279.76	R 28.44	R 158.00	R -	R -	R -	R -	R 27.73	R 27.73	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 158.00	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 158.00	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 158.00	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 158.00	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 158.00	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 158.00	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 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		
3040	Nail technician - Unqualified	R	4,709.46	R 5,254.27	R 1,212.53	R 26.95	R 158.00	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 158.00	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 158.00	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 158.00	R 75.37	R 75.37	R 347.87	R 347.87	R 28.99	R 28.99	R 190.00	R 190.00
3042	Receptionist - Beauty Establishment	R	7,450.84	R 7,450.84	R 1,719.44	R 38.21	R 158.00	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 158.00	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 158.00	R 87.79	R 87.79	R 405.17	R 405.17	R 33.76	R 33.76	R 190.00	R 190.00

Approved: 
 Chairperson: P Matjebe
 Date: 01 Mar 2024

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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	SBF Employer - No New Members from 01/01/2021	SBF Employee - No New Members from 01/01/2021
3048	Somatologist 3 Years	R 8,919.91	R 8,919.91	R 2,058.46	R 45.74	R 158.00	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 158.00	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: Braiding, Plating, Cutting	R 1,703.96	R 5,275.82	R 1,217.51	R 27.06	R 158.00	R 22.15	R 22.15	R 102.24	R 102.24	R 26.38	R 26.38		
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

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
SICK BENEFIT FUND CONTRIBUTIONS	
EMPLOYEE CATEGORY	SCHEME "C"
ADULT DEPENDANT (each)	R 190.00
CHILD DEPENDANT (each)	R 90.00
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 158.00 per month per member. For members who join UASA after the age of 60, the Union Fee equates to R129.00 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:  P Matjebe.
 Chairperson: P Matjebe
 Date: 01 Mar 2024