


**REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 107 BEING THE PROVINCE OF THE FREE STATE.**

EOHCB Subscriptions	See Annexure C
Bargaining Levy	See Annexure C
Basic establishment charge *	R -
Total minimum charge *	R - <b>Changed to NMW 01 Mar2024 less ER Pension Contribution</b>


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 2,868.67	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 37.29	R 37.29	R 172.12	R 172.12	R 26.27	R 26.27
2004	Barber - Junior	R 3,688.29	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 47.95	R 47.95	R 221.30	R 221.30	R 26.27	R 26.27
2006	Barber - Senior	R 6,033.32	R 6,033.32	R 1,392.31	R 30.94	R 158.00	R 78.43	R 78.43	R 362.00	R 362.00	R 30.17	R 30.17
3036	Beauty Technologist - Unqualified	R 1,399.02	R 5,294.12	R 1,221.73	R 27.15	R 158.00	R 18.19	R 18.19	R 83.94	R 83.94	R 26.47	R 26.47
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 3,409.62	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 44.33	R 44.33	R 204.58	R 204.58	R 26.27	R 26.27
3014	Beauty and Skincare Therapist	R 3,806.00	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 49.48	R 49.48	R 228.36	R 228.36	R 26.27	R 26.27
3022	Salon Assistant	R 2,553.12	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 33.19	R 33.19	R 153.19	R 153.19	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 1,843.88	R 5,267.43	R 1,215.57	R 27.01	R 158.00	R 23.97	R 23.97	R 110.63	R 110.63	R 26.34	R 26.34
2012	General Assistant after 5 years	R 1,936.90	R 5,261.84	R 1,214.28	R 26.98	R 158.00	R 25.18	R 25.18	R 116.21	R 116.21	R 26.31	R 26.31
2014	General Assistant after 10 years	R 1,990.53	R 5,258.63	R 1,213.54	R 26.97	R 158.00	R 25.88	R 25.88	R 119.43	R 119.43	R 26.29	R 26.29
2020	Hairdresser - 1st year after qualified	R 3,623.06	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 47.10	R 47.10	R 217.38	R 217.38	R 26.27	R 26.27
2022	Hairdresser - Qualified	R 4,281.79	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 55.66	R 55.66	R 256.91	R 256.91	R 26.27	R 26.27
2024	Hairdresser - Qualified - after 5 years	R 4,496.61	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 58.46	R 58.46	R 269.80	R 269.80	R 26.27	R 26.27
2026	Hairdresser - Qualified - after 10 years	R 4,711.42	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 61.25	R 61.25	R 282.68	R 282.68	R 26.27	R 26.27
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
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
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
2052	LEARNER – Level 4	R 3,003.12	R 7,913.25	R 1,826.15	R 40.58	R 158.00	R 39.04	R 39.04	R 180.19	R 180.19	R 39.57	R 39.57
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
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
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
4003	STUDENTS - Module 6 (Level 5 & 6)	R 3,003.12	R 7,913.25	R 1,826.15	R 40.58	R 158.00	R 39.04	R 39.04	R 180.19	R 180.19	R 39.57	R 39.57
3032	Manager - Beauty	R 6,318.58	R 6,318.58	R 1,458.15	R 32.40	R 158.00	R 82.14	R 82.14	R 379.11	R 379.11	R 31.59	R 31.59
2060	Manager - Hairdresser	R 5,909.53	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 76.82	R 76.82	R 354.57	R 354.57	R 26.27	R 26.27
2062	Manager - Hairdresser after 5 years	R 6,203.84	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 80.65	R 80.65	R 372.23	R 372.23	R 26.27	R 26.27
2064	Manager - Hairdresser after 10 years	R 6,501.25	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 84.52	R 84.52	R 390.08	R 390.08	R 26.27	R 26.27
3030	Manager - only (Beauty Establishment)	R 4,858.71	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 63.16	R 63.16	R 291.52	R 291.52	R 26.27	R 26.27
2054	Manager - only (Hairdressing)	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
2056	Manager - only (Hairdressing) 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
2058	Manager - only (Hairdressing) after 10 years	R 5,706.43	R 5,706.43	R 1,316.88	R 29.26	R 158.00	R 74.18	R 74.18	R 342.39	R 342.39	R 28.53	R 28.53

Approved:   
 Chairperson: P Matjebe  
 Date: 01 Mar 2024

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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 2,174.24	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 28.27	R 28.27	R 130.45	R 130.45	R 26.27	R 26.27
3084	Nail Technician - Certified	R 2,237.55	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 29.09	R 29.09	R 134.25	R 134.25	R 26.27	R 26.27
3038	Nail technician - Qualified	R 2,564.09	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 33.33	R 33.33	R 153.85	R 153.85	R 26.27	R 26.27
3088	Massage Therapist - entry level	R 2,634.23	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 34.24	R 34.24	R 158.05	R 158.05	R 26.27	R 26.27
3087	Massage Therapist	R 5,225.64	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 67.93	R 67.93	R 313.54	R 313.54	R 26.27	R 26.27
2067	Operator - Trainee	R 2,254.24	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 29.31	R 29.31	R 135.25	R 135.25	R 26.27	R 26.27
2068	Operator	R 3,113.26	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 40.47	R 40.47	R 186.80	R 186.80	R 26.27	R 26.27
2070	Operator - after 5 years	R 3,268.29	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 42.49	R 42.49	R 196.10	R 196.10	R 26.27	R 26.27
2072	Operator - after 10 years	R 3,423.31	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 44.50	R 44.50	R 205.40	R 205.40	R 26.27	R 26.27
2074	Operator - Multi skilled	R 3,848.27	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 50.03	R 50.03	R 230.90	R 230.90	R 26.27	R 26.27
2076	Operator - Multi skilled - after 5 years	R 4,041.58	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 52.54	R 52.54	R 242.50	R 242.50	R 26.27	R 26.27
2078	Operator - Multi skilled - after 10 years	R 4,233.10	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 55.03	R 55.03	R 253.99	R 253.99	R 26.27	R 26.27
3042	Receptionist - Beauty Establishment	R 4,385.67	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 57.01	R 57.01	R 263.14	R 263.14	R 26.27	R 26.27
2082	Receptionist - Hairdressing salon	R 3,791.33	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 49.29	R 49.29	R 227.48	R 227.48	R 26.27	R 26.27
2084	Receptionist - Hairdressing salon - after 5 years	R 3,981.08	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 51.75	R 51.75	R 238.86	R 238.86	R 26.27	R 26.27
2086	Receptionist - Hairdressing salon - after 10 years	R 4,170.81	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 54.22	R 54.22	R 250.25	R 250.25	R 26.27	R 26.27
3048	Somatologist 3 Years	R 3,995.66	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 51.94	R 51.94	R 239.74	R 239.74	R 26.27	R 26.27
3052	Somatologist B Tech - 4 years	R 4,368.57	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 56.79	R 56.79	R 262.11	R 262.11	R 26.27	R 26.27
3054	Somatologist - B Tech Laser	R 4,688.23	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 60.95	R 60.95	R 281.29	R 281.29	R 26.27	R 26.27
1012	Specific Skilled Stylist	R 2,051.09	R 5,254.99	R 1,212.70	R 26.95	R 158.00	R 26.66	R 26.66	R 123.07	R 123.07	R 26.27	R 26.27
1014	Specific Skilled Stylist - after 5 years	R 2,638.54	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 34.30	R 34.30	R 158.31	R 158.31	R 26.27	R 26.27
1016	Specific Skilled Stylist - after 10 years	R 2,765.63	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 35.95	R 35.95	R 165.94	R 165.94	R 26.27	R 26.27
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting	R 1,537.66	R 5,285.80	R 1,219.81	R 27.11	R 158.00	R 19.99	R 19.99	R 92.26	R 92.26	R 26.43	R 26.43
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 5 years	R 1,614.60	R 5,281.18	R 1,218.74	R 27.08	R 158.00	R 20.99	R 20.99	R 96.88	R 96.88	R 26.41	R 26.41
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 10 years	R 1,689.81	R 5,276.67	R 1,217.70	R 27.06	R 158.00	R 21.97	R 21.97	R 101.39	R 101.39	R 26.38	R 26.38
2089	Working Employer (in Salon with Staff)	R 4,281.79	R 5,378.06	R 1,241.10	R 27.58						R 80.67	

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

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EOHCB Subscriptions	See Annexure C
Bargaining Levy	See Annexure C
Basic establishment charge *	R -
Total minimum charge *	R - <b>Changed to NMW 01 Mar2024 less ER Pension Contribution</b>

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**NOTES**

<b>CASUAL EMPLOYEE</b>	<p>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</p>
<b>PART TIME EMPLOYEE</b>	<p>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</p> <p>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.</p> <p>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.</p>
<b>WORKING EMPLOYERS</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>COMMISSION EARNERS</b>	<p>Qualified Hairdressers / Stylists, which are employees and employed on or after 2010, whom will receive a minimum of 30% commission.</p> <p>Qualified Hairdressers / Stylists, which are employees and employed prior to 2010, whom will receive a minimum 30% Commission</p> <p><b>NO STOCK DEDUCTIONS ARE ALLOWED. VAT AND LOYALTY CARD FEES SHALL BE DEDUCTABLE</b></p>
<b>ABBREVIATION DESCRIPTIONS</b>	<p>BC = Bargaining Council</p> <p>EE = Employee</p> <p>ER = Employer</p> <p>SBF = Sick Benefit Fund</p> <p>SPF = Sick Pay Fund</p>
<b>LEARNERS</b>	Learners to also include any apprentices
<b>UNION FEE / AGENCY FEE</b>	<p>Union Members: Union Fee equates to <b>R 158.00</b> per month per member. For members who join UASA after the age of 60, the Union Fee equates to <b>R 129.00</b> per month per member (Excluding the funeral benefit)</p> <p>Non- Union Members: Non-Union members pays an Agency Fee equal to the Union membership fees currently <b>R 158.00</b> per person per month but with no UASA benefits.</p>
<b>2024 Hourly Rate - Minimum Wage 45h/Per week</b>	<p>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.</p> <p>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.</p>

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