

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

		Scheme "A"										Scheme "B" Member					Scheme "B" Member +1					Scheme "B" Member +2					Scheme "B" Member +3				
		NO NEW SBF MEMBERS FROM 01/01/2019																													
Work Code	Work Code Description	Charged to NMW 01 Mar 2024 less ER Pension Contribution																													
		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	DC Fee ER - 1.3% of Contributing Wage	DC Fee CC - 1.3% of Contributing Wage	2024 National Pension Fund (EF) - Contributing Wage	2024 National Pension Fund (EE) - Contributing Wage	2024 National at SPF Employer based on Minimum Wage	2024 National SPF Employee based on Minimum Wage	SDF 'A' Employer	SDF 'A' Employee	SDF 'D' Employer	SDF 'D' Employee	SDF 'D1' Employer	SDF 'D1' Employee	SDF 'D2' Employer	SDF 'D2' Employee	SDF 'D3' Employer	SDF 'D3' Employee									
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 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	R 70.00	R 580.00									
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 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	R 70.00	R 580.00									
2004	Barber - Junior	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 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	R 70.00	R 580.00									
2006	Barber - Senior	R 7,795.50	R 7,795.50	R 1,798.98	R 39.98	R 158.00	R 101.34	R 101.34	R 506.71	R 506.71	R 38.98	R 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	R 70.00	R 580.00									
3036	Beauty Technologist - Unqualified	R 2,647.53	R 5,254.27	R 1,212.53	R 26.95	R 158.00	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	R 70.00	R 580.00									
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 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	R 70.00	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 158.00	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	R 70.00	R 580.00									
3014	Beauty and Skincare Therapist	R 5,684.22	R 5,684.22	R 1,311.75	R 29.15	R 158.00	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	R 70.00	R 580.00									
3022	Salon Assistant	R 4,288.99	R 5,254.27	R 1,212.53	R 26.95	R 158.00	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	R 70.00	R 580.00									
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 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	R 70.00	R 580.00									
2010	General Assistant	R 2,942.06	R 5,254.27	R 1,212.53	R 26.95	R 158.00	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	R 70.00	R 580.00									
2022	Hairdresser - no trade test	R 4,881.38	R 5,254.27	R 1,212.53	R 26.95	R 158.00	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	R 70.00	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 158.00	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	R 70.00	R 580.00									
2016	Hairdresser - Qualified	R 6,890.89	R 6,890.89	R 1,590.22	R 35.34	R 158.00	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	R 70.00	R 580.00									
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 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									
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 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									
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 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									
2052	LEARNER - Level 4	R 4,176.48	R 7,906.95	R 1,824.69	R 40.55	R 158.00	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	R 70.00	R 580.00									
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 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									
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 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									
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 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									
4003	STUDENTS - Module 6 (Level 5 & 6)	R 4,176.48	R 7,906.95	R 1,824.69	R 40.55	R 158.00	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	R 70.00	R 580.00									
3032	Manager - Beauty	R 7,353.03	R 7,353.03	R 1,696.87	R 37.71	R 158.00	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 158.00	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 158.00	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 158.00	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 158.00	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	R 70.00	R 580.00									
3026	Make-up Artist	R 5,684.22	R 5,684.22	R 1,311.75	R 29.15	R 158.00	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	R 70.00	R 580.00									
3040	Nail technician - Unqualified	R 4,180.47	R 5,254.27	R 1,212.53	R 26.95	R 158.00	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	R 70.00	R 580.00									
3084	Nail Technician - Certified	R 4,302.23	R 5,254.27	R 1,212.53	R 26.95	R 158.00	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	R 70.00	R 580.00									
3038	Nail technician - 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 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	R 70.00	R 580.00									
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 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	R 70.00	R 580.00									
3087	Massage Therapist	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 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	R 70.00	R 580.00									
2067	Operator - Trainee	R 3,630.43	R 5,254.27	R 1,212.53	R 26.95	R 158.00	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	R 70.00	R 580.00									
2068	Operator	R 4,288.99	R 5,254.27	R 1,212.53	R 26.95	R 158.00	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	R 70.00	R 580.00									
2074	Operator - Multi skilled	R 4,449.13	R 5,254.27	R 1,212.53	R 26.95	R 158.00	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	R 70.00	R 580.00									
3042	Receptionist - Beauty Establishment	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 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	R 70.00	R 580.00									
2082	Receptionist - Hairdressing salon	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 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	R 70.00	R 580.00									
3048	Somatologist 3 Years	R 6,983.47	R 6,983.47	R 1,611.58	R 35.81	R 158.00	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	R 70.00	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 158.00	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	R 70.00	R 580.00									

Approved:

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EOHCB Subscriptions See Annexure C
Bargaining Levy See Annexure C

Changed to NMW 01 Mar 2024 less ER Pension Contribution

Scheme "A" Scheme "B" Member Scheme "B" Member +1 Scheme "B" Member +2 Scheme "B" Member +3
NO NEW SBF MEMBERS FROM 01/01/2019

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	DC Fee ER - 1.3% of Contributing Wage	DC Fee CC - 1.3% of Contributing Wage	2024 National Pension Fund (ER) - Contributing Wage	2024 National Pension Fund (EE) - Contributing Wage	2024 National at SPF Employer based on Minimum Wage	2024 National SPF Employee based on Minimum Wage	Scheme "A"		Scheme "B" Member		Scheme "B" Member +1		Scheme "B" Member +2		Scheme "B" Member +3	
													SDF 'A' Employer	SDF 'A' Employee	SDF 'D' Employer	SDF 'D' Employee	SDF 'D1' Employer	SDF 'D1' Employee	SDF 'D2' Employer	SDF 'D2' Employee	SDF 'D3' Employer	SDF 'D3' Employee
1012 Specific Skilled Stylist	Specific Skilled Stylist - doing only one of the following: 1000 Braiding, Plating, Cutting	R 2,943.71	R 5,254.27	R 1,212.53	R 26.95	R 158.00	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
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	SCHEME "B1" Member +1 SCHEME "B2" Member +2 SCHEME "B3" Member +3
EMPLOYER CONTRIBUTION	R 70.00 R 70.00 R 70.00
EMPLOYEE CONTRIBUTION	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 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.

 P. Matjebe

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