

## **ANNEXURE "H12"**

PAGE

# REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 114 BEING THE MAGISTERIAL DISTRICT OF BRONKHORSTSPRUIT AND CULLINAN

EOHCB Subscriptions
Bargaining Levy
Salon Charge \* R -

			Changed to NMW 01 Mar2024 less ER Pension Contribution																
Work Code Description	- W	MAR 2024 Salary Contribution /age - Pension nd and Council Fees	01 Presc	MAR 2024 ribed Wage - PF Calc only	2024	Weekly Rate	Rate	4 Hourly - 45h/Per week	20	024 Union Fee		ee ER - 1.3% of ributing Wage	BC Fee EE - 1.3% of Contributing Wage	Pens	024 National sion Fund (ER) - tributing Wage	2024 National Pension Fund (EE) - Contributing Wage	2024 National SPF Employer based on Minimum Wage	Em	024 National SPF nployee 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
2000 Barber - starting 1 month	R	2,503.60	R	5,254.27	R	1,212.53	R	26.95	R	158.00	R	32.55	R 32.55	R	150.22	R 150.22	R 26.27	R	26.27
2002 Barber - Trainee	R	2,845.00	R	5,254.27	R	1,212.53	R	26.95	R	158.00	R	36.99	R 36.99	R	170.70	R 170.70	R 26.27	R	26.27
2004 Barber - Junior	R	3,869.21	R	5,254.27	R	1,212.53	R	26.95	R	158.00	R	50.30	R 50.30	R	232.15	R 232.15	R 26.27	R	26.27
2006 Barber - Senior	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
3036 Beauty Technologist - Unqualified	R	1,929.08	R	5,262.31		1,214.39		26.99	R	158.00	R	25.08	R 25.08	R	115.74	R 115.74		_	26.31
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	3,514.02	R	5,254.27	R	1,212.53	R	26.95	R	158.00	R	45.68	R 45.68	R	210.84	R 210.84	R 26.27	R	26.27
3014 Beauty and Skincare Therapist	R	4,852.47	R	5,254.27	R	1,212.53		26.95	R	158.00	R	63.08		_	291.15		R 26.27	R	26.27
3022 Salon Assistant	R	2,617.90		5,254.27		1,212.53		26.95	R	158.00	R	34.03			157.07				26.27
4018 Drybar Worker	R	4,887.63	R	5,254.27	R	1,212.53		26.95	R	158.00	R	63.54	R 63.54	R	293.26				26.27
2011 General Assistant - Part Time	R	1,995.03	R	2,919.04	R	673.63	R	26.95	R	158.00	R	25.94			119.70				14.60
2010 General Assistant	R	2,590.51	R	5,254.27	R	1,212.53	R	26.95	R	158.00	R	33.68	R 33.68	R	155.43	R 155.43	R 26.27	R	26.27
2021 Hairdresser - 1st year after qualified - Part Time	R	2,750.97	R	2,919.04		673.63		26.95	-		_	35.76		_	165.06			_	14.60
2020 Hairdresser - 1st year after qualified	R	4,123.77		5,254.27	_	1,212.53			_	158.00	_	53.61		-	247.43			+	26.27
2023 Hairdresser - Qualified - Part Time	R	3,823.43		3,823.43	_	882.34			_	158.00	_	49.70			229.41			_	19.12
2022 Hairdresser - Qualified	R	5,751.75	R	5,751.75	_	1,327.34			+	158.00	_	74.77		_	345.10	R 345.10		_	28.76
2046 LEARNER – Entry Level	R	-	R	1,798.62		415.07			_	158.00		-	R -	R	-	R -	R 8.99		8.99
2048 LEARNER – Level 2	R	-	R	3,597.03		830.09			+	158.00	_	-	R -	R	-	R -	R 17.99		17.99
2050 LEARNER – Level 3	R	-	R	5,545.58		1,279.76			-	158.00	_	-	R -	R	-	R -	R 27.73		27.73
2052 LEARNER – Level 4	R	3,287.60	R	7,906.95		1,824.69			-	158.00	_	42.74		_	197.26				39.53
4000 STUDENTS - Entry Level	R	-	R	1,798.62	_	415.07			+	158.00	_	-	R -	R	-	R -	R 8.99		8.99
4001 STUDENTS - Module 2 (Level 1 & 2)	R	-	R	3,597.03	_	830.09			+	158.00	_	-	R -	R	-	R -	R 17.99	_	17.99
4002 STUDENTS - Module 4 (Level 3 & 4)	R	-	R	5,545.58	_	1,279.76			+	158.00	_	-	R -	R	-	R -	R 27.73	_	27.73
4003 STUDENTS - Module 6 (Level 5 & 6)	R	3,287.60	R	7,906.95		1,824.69			-	158.00	_	42.74			197.26			_	39.53
3028 Make-up Artist Trainee	R	3,328.61	R	5,254.27		1,212.53			-	158.00	_	43.27			199.72				26.27
3026 Make-up Artist	R	4,728.16		5,254.27		1,212.53		26.95			1	61.47			283.69			- 1	26.27
3032 Manager - Beauty	R	7,400.12		7,400.12		1,707.73				158.00		96.20			444.01			- 1	37.00
2060 Manager - Hairdresser	R	7,655.58		7,655.58		1,766.69				158.00		99.52			459.34			- 1	38.28
2054 Manager - only (Hairdressing)	R	7,541.87	R	7,541.87	R	1,740.45	R	38.68	R	158.00	R	98.04	R 98.04	R	452.51	R 452.51	R 37.71	.   R	37.71

Approved:

Chairperson: P Matjebe Date: 01 Mar 2024

ANNEXURE "H12"



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# REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 114 BEING THE MAGISTERIAL DISTRICT OF BRONKHORSTSPRUIT AND CULLINAN

EOHCB Subscriptions	See Annexure C
Bargaining Levy	See Annexure C
Salon Charge *	R -

							Changed to NMW 01 Mar2024 less ER Pension Contribution											
Work Code Work Code Description	- Co Wag	R 2024 Salary ontribution ge - Pension and Council Fees	Presc	MAR 2024 rribed Wage - PF Calc only	2024	Weekly Rate	Rate -	4 Hourly - 45h/Per week	20	124 Union Fee		Fee ER - 1.3% of ntributing 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	Em	024 National SPF uployee based on Minimum Wage
3040 Nail technician - Unqualified	R	2,906.04	R	5,254.27	R	1,212.53	R	26.95	R	158.00	R	37.78	R 37.78	R 174.36	R 174.36	R 26.27	R	26.27
3084 Nail Technician - Certified	R	2,993.23	R	5,254.27	R	1,212.53	R	26.95	R	158.00	R	38.91	R 38.91	R 179.59	R 179.59	R 26.27	R	26.27
3038 Nail technician - Qualified	R	4,728.16	R	5,254.27	R	1,212.53	R	26.95	R	158.00	R	61.47	R 61.47	R 283.69	R 283.69	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	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
2066 Operator - Trainee - Part Time	R	2,715.35	R	2,919.04	R	673.63	R	26.95	R	158.00	R	35.30	R 35.30	R 162.92	R 162.92	R 14.60	R	14.60
2067 Operator - Trainee	R	2,722.43	R	5,254.27	R	1,212.53	R	26.95	R	158.00	R	35.39	R 35.39	R 163.35	R 163.35	R 26.27	R	26.27
2069 Operator - Part Time	R	2,743.83	R	2,919.04	R	673.63	R	26.95	R	158.00	R	35.67	R 35.67	R 164.63	R 164.63	R 14.60	R	14.60
2068 Operator	R	4,116.65	R	5,254.27	R	1,212.53	R	26.95	R	158.00	R	53.52	R 53.52	R 247.00	R 247.00	R 26.27	R	26.27
3042 Receptionist - Beauty Establishment	R	4,684.44	R	5,254.27	R	1,212.53	R	26.95	R	158.00	R	60.90	R 60.90	R 281.07	R 281.07	R 26.27	R	26.27
2083 Receptionist - Hairdressing salon - Part Time	R	3,181.23	R	3,181.23	R	734.14	R	29.37	R	158.00	R	41.36	R 41.36	R 190.87	' R 190.87	R 15.91	R	15.91
2082 Receptionist - Hairdressing salon	R	4,865.45	R	5,254.27	R	1,212.53	R	26.95	R	158.00	R	63.25	R 63.25	R 291.93	R 291.93	R 26.27	R	26.27
3048 Somatologist 3 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
3052 Somatologist B Tech - 4 years	R	6,054.87	R	6,054.87	R	1,397.29	R	31.05	R	158.00	R	78.71	R 78.71	R 363.29	R 363.29	R 30.27	R	30.27
Specific Skilled Stylist - doing only one of the following: Braiding,																		
1000 Platting, Cutting	R	3,718.82	R	5,254.27	R	1,212.53	R	26.95	R	158.00	R	48.34	R 48.34	R 223.13	R 223.13	R 26.27	R	26.27
Specific Skilled Stylist - doing only one of the following: Braiding,																		
1001 Platting, Cutting - Part Time	R	2,460.37		2,919.04	_	673.63	_		R	158.00	R	31.98	R 31.98	R 147.62	R 147.62		_	14.60
2089 Working Employer (in Salon with Staff)	R	5,751.75	R	5,751.75	R	1,327.34	R	29.50								R 86.28		

Chairperson: P Matjebe
Date: 01 Mar 2024

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	EOHCB Subscriptions  Bargaining Levy  Salon Charge	See Annexure C									
			Changed to NM	W 01 Mar2024 le	ess ER Pension	Contributio	n				
Work Code	Work Code Description	01 MAR 2024 Salary - Contribution Wage - Pension Fund and Council Fees	01 MAR 2024	2024 Weekly Rate	2024 Hourly Rate - 45h/Per week		BC Fee ER - 1.3% of Contributing Wage	BC Fee EE - 1.3% of Contributing Wage	Pension Fund (EK) -	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										
CASUAL ENIFECTEE	Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment										
	An employee who works 1 or 2 or 3 or 4 days per week										
PART TIME EMPLOYEE	Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment. 3 Days per week is calculated at two thirds of the basic wage.										
PART TIME EMPLOTEE	hould 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										
	Qualified Hairdressers / Stylists, which are employees will receive a minimum of 30% commission - THIS IS APPLICABLE ONLY TO AFRO SALONS										
COMMISSION ONLY EARNERS	NO STOCK DEDUCTIONS ARE ALLOWED IN AFRO SALONS ONLY. VAT AND LOYALTY CARD FEES SHALL BE DEDUCTABLE										
	Should the stylist earn basic + commission, stock is deductible										
	BC = Bargaining Council										
	EE = Employee										
ABBREVIATION DESCRIPTIONS	ER = Employer										
	SBF – Sick Benefit Fund										
	SPF = Sick Pay Fund										
LEARNERS	Learners to also include any apprentices										
	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										
UNION FEE / AGENCY FEE	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.										
	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										
2024 Hourly Rate - Minimm Wage 45h/Per week	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.										

Chairperson: P Matjebe
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