

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 115 BEING RUSTENBURG, BRITS, MANKWE (HARTBESPOORT)- WORKING 45 HOURS

EOHCB Subscriptions See Annexure C
 Bargaining Levy See Annexure C

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 2,855.14	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 37.12	R 37.12	R 171.31	R 171.31	R 26.27	R 26.27
2004	Barber - Junior	R 3,670.89	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 47.72	R 47.72	R 220.25	R 220.25	R 26.27	R 26.27
2006	Barber - Senior	R 6,004.86	R 6,004.86	R 1,385.75	R 30.79	R 158.00	R 78.06	R 78.06	R 360.29	R 360.29	R 30.02	R 30.02
3036	Beauty Technologist - Unqualified	R 1,628.05	R 5,280.38	R 1,218.56	R 27.08	R 158.00	R 21.16	R 21.16	R 97.68	R 97.68	R 26.40	R 26.40
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 3,967.84	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 51.58	R 51.58	R 238.07	R 238.07	R 26.27	R 26.27
3014	Beauty and Skincare Therapist	R 4,429.09	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 57.58	R 57.58	R 265.75	R 265.75	R 26.27	R 26.27
3022	Salon Assistant	R 3,048.06	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 39.62	R 39.62	R 182.88	R 182.88	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 2,617.14	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 34.02	R 34.02	R 157.03	R 157.03	R 26.27	R 26.27
2012	General Assistant after 5 years	R 2,748.34	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 35.73	R 35.73	R 164.90	R 164.90	R 26.27	R 26.27
2014	General Assistant after 10 years	R 2,877.78	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 37.41	R 37.41	R 172.67	R 172.67	R 26.27	R 26.27
2020	Hairdresser - 1st year after 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
2022	Hairdresser - Qualified	R 7,062.07	R 7,062.07	R 1,629.72	R 36.22	R 158.00	R 91.81	R 91.81	R 423.72	R 423.72	R 35.31	R 35.31
2024	Hairdresser - Qualified - after 5 years	R 7,413.63	R 7,413.63	R 1,710.85	R 38.02	R 158.00	R 96.38	R 96.38	R 444.82	R 444.82	R 37.07	R 37.07
2026	Hairdresser - Qualified - after 10 years	R 7,768.65	R 7,768.65	R 1,792.78	R 39.84	R 158.00	R 100.99	R 100.99	R 466.12	R 466.12	R 38.84	R 38.84
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 3,456.20	R 7,906.95	R 1,824.69	R 40.55	R 158.00	R 44.93	R 44.93	R 207.37	R 207.37	R 39.53	R 39.53
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 3,456.20	R 7,906.95	R 1,824.69	R 40.55	R 158.00	R 44.93	R 44.93	R 207.37	R 207.37	R 39.53	R 39.53
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 441.18	R 441.18	R 36.77	R 36.77
2060	Manager - Hairdresser	R 7,443.20	R 7,443.20	R 1,717.68	R 38.17	R 158.00	R 96.76	R 96.76	R 446.59	R 446.59	R 37.22	R 37.22
2062	Manager - Hairdresser after 5 years	R 7,815.68	R 7,815.68	R 1,803.63	R 40.08	R 158.00	R 101.60	R 101.60	R 468.94	R 468.94	R 39.08	R 39.08
2064	Manager - Hairdresser after 10 years	R 8,188.04	R 8,188.04	R 1,889.56	R 41.99	R 158.00	R 106.44	R 106.44	R 491.28	R 491.28	R 40.94	R 40.94
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 315.26	R 315.26	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 370.79	R 370.79	R 30.90	R 30.90
2056	Manager - only (Hairdressing) after 5 years	R 6,489.54	R 6,489.54	R 1,497.60	R 33.28	R 158.00	R 84.36	R 84.36	R 389.37	R 389.37	R 32.45	R 32.45
2058	Manager - only (Hairdressing) after 10 years	R 6,797.55	R 6,797.55	R 1,568.68	R 34.86	R 158.00	R 88.37	R 88.37	R 407.85	R 407.85	R 33.99	R 33.99


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

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 115 BEING RUSTENBURG, BRITS, MANKWE (HARTBESPOORT)- WORKING 45 HOURS

EOHCB Subscriptions See Annexure C
Bargaining Levy See Annexure C

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 2,530.19	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 32.89	R 32.89	R 151.81	R 151.81	R 26.27	R 26.27
3084	Nail Technician - Certified	R 2,603.89	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 33.85	R 33.85	R 156.23	R 156.23	R 26.27	R 26.27
3038	Nail technician - Qualified	R 3,037.86	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 39.49	R 39.49	R 182.27	R 182.27	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
2067	Operator - Trainee	R 3,475.33	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 45.18	R 45.18	R 208.52	R 208.52	R 26.27	R 26.27
2068	Operator	R 4,815.81	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 62.61	R 62.61	R 288.95	R 288.95	R 26.27	R 26.27
2072	Operator - 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
2070	Operator - after 5 years	R 5,056.94	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 65.74	R 65.74	R 303.42	R 303.42	R 26.27	R 26.27
2074	Operator - Multi skilled	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
2076	Operator - Multi skilled - after 5 years	R 5,875.21	R 5,875.21	R 1,355.83	R 30.13	R 158.00	R 76.38	R 76.38	R 352.51	R 352.51	R 29.38	R 29.38
2078	Operator - Multi skilled - after 10 years	R 6,153.66	R 6,153.66	R 1,420.09	R 31.56	R 158.00	R 80.00	R 80.00	R 369.22	R 369.22	R 30.77	R 30.77
3042	Receptionist - Beauty Establishment	R 5,103.66	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 66.35	R 66.35	R 306.22	R 306.22	R 26.27	R 26.27
2082	Receptionist - Hairdressing salon	R 5,094.18	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 66.22	R 66.22	R 305.65	R 305.65	R 26.27	R 26.27
2084	Receptionist - Hairdressing salon - 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
2086	Receptionist - Hairdressing salon - 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
3048	Somatologist 3 Years	R 4,649.80	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 60.45	R 60.45	R 278.99	R 278.99	R 26.27	R 26.27
3052	Somatologist B Tech - 4 years	R 4,929.87	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 64.09	R 64.09	R 295.79	R 295.79	R 26.27	R 26.27
3054	Somatologist - B Tech Laser	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
1012	Specific Skilled Stylist	R 2,493.00	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 32.41	R 32.41	R 149.58	R 149.58	R 26.27	R 26.27
1014	Specific Skilled Stylist - after 5 years	R 2,617.14	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 34.02	R 34.02	R 157.03	R 157.03	R 26.27	R 26.27
1016	Specific Skilled Stylist - after 10 years	R 2,743.03	R 5,254.27	R 1,212.53	R 26.95	R 158.00	R 35.66	R 35.66	R 164.58	R 164.58	R 26.27	R 26.27
	Specific Skilled Stylist - doing only one of the following:											
1000	Braiding, Plating, Cutting	R 1,703.95	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
	Specific Skilled Stylist - doing only one of the following:											
1002	Braiding, Plating, Cutting after 5 years	R 1,789.07	R 5,270.71	R 1,216.33	R 27.03	R 158.00	R 23.26	R 23.26	R 107.34	R 107.34	R 26.35	R 26.35
	Specific Skilled Stylist - doing only one of the following:											
1004	Braiding, Plating, Cutting after 10 years	R 1,875.96	R 5,265.50	R 1,215.12	R 27.00	R 158.00	R 24.39	R 24.39	R 112.56	R 112.56	R 26.33	R 26.33
2089	Working Employer (in Salon with Staff)	R 7,062.07	R 7,062.07	R 1,629.72	R 36.22						R 105.93	

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

