

IMPORTANT NOTICE

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IMPORTANT ANNOUNCEMENT

Closing times **PRIOR TO PUBLIC HOLIDAYS** for
**GOVERNMENT NOTICES, GENERAL NOTICES,
 REGULATION NOTICES AND PROCLAMATIONS** **2012**

The closing time is 15:00 sharp on the following days:

- ▶ **2 August**, Thursday, for the issue of Friday **10 August 2012**
- ▶ **20 September**, Thursday, for the issue of Friday **28 September 2012**
- ▶ **13 December**, Thursday, for the issue of Friday **21 December 2012**
- ▶ **18 December**, Tuesday, for the issue of Friday **28 December 2012**
- ▶ **21 December**, Friday, for the issue of Friday **4 January 2013**

Late notices will be published in the subsequent issue, if under special circumstances, a late notice is accepted, a double tariff will be charged

The copy for a **SEPARATE Government Gazette** must be handed in not later than three calendar weeks before date of publication

BELANGRIKE AANKONDIGING

Sluitingstye **VOOR VAKANSIEDAE** vir
**GOEWERMENTS-, ALGEMENE- & REGULASIE-
 KENNISGEWINGS ASOOK PROKLAMASIES** **2012**

Die sluitingstyd is stiptelik 15:00 op die volgende dae:

- ▶ **2 Augustus**, Donderdag, vir die uitgawe van Vrydag **10 Augustus 2012**
- ▶ **20 September**, Donderdag, vir die uitgawe van Vrydag **28 Desember 2012**
- ▶ **13 Desember**, Donderdag, vir die uitgawe van Vrydag **21 Desember 2012**
- ▶ **18 Desember**, Dinsdag, vir die uitgawe van Vrydag **28 Desember 2012**
- ▶ **21 Desember**, Vrydag, vir die uitgawe van Vrydag **4 Januarie 2013**

Laat kennisgewings sal in die daaropvolgende uitgawe geplaas word. Indien 'n laat kennisgewing wel, onder spesiale omstandighede, aanvaar word, sal 'n dubbeltarief gehef word

Wanneer 'n **APARTE Staatskoerant** verlang word moet die kople drie kalenderweke voor publikasie ingedien word

**GOVERNMENT NOTICE
GOEWERMENTSKENNISGEWING**

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID**

No. R. 353

11 May 2012

LABOUR RELATIONS ACT, 1995

HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL (SEMI-NATIONAL): EXTENSION TO NON-PARTIES OF MAIN COLLECTIVE AMENDING AGREEMENT

I, **MILDRED NELISIWE OLIPHANT**, Minister of Labour, hereby in terms of Section 32(2) of the Labour Relations Act, 1995, declare that the collective agreement which appears in the Schedule hereto, which was concluded in the **Hairdressing and Cosmetology Services Bargaining Council (Semi-National)** and is binding in terms of Section 31 of the Labour Relations Act, 1995, on the parties which concluded the agreement, shall be binding on the other employers and employees in that industry, with effect from**21 May 2012**..... and for the period ending 31 December 2012.

MINISTER OF LABOUR

UMNYANGO WEZABASEBENZI**No. R. 353****11 May 2012****UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA 1995****UMKANDLU WOKUXOXISANA PHAKATHI KWABAQASHI
NABASEBENZI EMBONINI YOSIZO LOKULUNGISWA KWEZINWELE
NOBUHLE-ECISHE IBE NGEKAZWELONKE:
UKWELULELWA KWESIVUMELWANO ESIYINGQIKITHI SABAQASHI
NABASEBENZI ESICHIBIYELAYO SELULELWA KULABO ABANGEYANO
INGXENYE YASO**

Mina, **MILDRED NELISIWE OLIPHANT**, onguNgqongqoshe Wezabasebenzi, lapha ngokwesigaba 32(2) soMthetho Wobudlelwano Kwezabasebenzi, ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kuSheduli yesiNgisi exhanywe lapha, esenziwa **Hairdressing and Cosmetology Services Bargaining Council (Semi-National)**, futhi ngokwesigaba 31 somthetho wobudlelwano kwezabasebenzi ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyomboni, kusukela mhlaka21 Kunhlaba 2012..... kuze kube mhlaka 31 kuZibandlela 2012.

UNGQONGQOSHE WEZABASEBENZI

HAIRDRESSING AND COSMETOLOGY SERVICES

BARGAINING COUNCIL

(Semi-National)

MAIN COLLECTIVE AMENDING AGREEMENT

in accordance with the provisions of the Labour Relations Act, No 66 of 1995, made and entered into by and between the

Employers' Organisation for Hairdressing, Cosmetology and Beauty

(EOHCB)

and

Afro Hairdressing and Beauty Employers' Association of Southern Africa

(AHBEASA)

(hereinafter referred to as the "employers" or the "employers' organisations" of the one part)

and

UASA – The Union

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Hairdressing and Cosmetology Services Bargaining Council (Semi-National)

(hereinafter referred to as the "Council" or the "HCSBC")

to amend the Agreement published under Government Notice No. R. 1282 of 29 October 2004 as amended, re-enacted, renewed and extended under Government Notices Nos. R. 241 of 24 March 2005, R. 817 of 11 August 2006, R. 1220 of 8 December 2006, R. 1127 of 30 November 2007, R. 656 of 12 June 2009, R. 1240 of 31 December 2010, R. 404 of 13 May 2011, R. 430 of 20 May 2011, R. 613 of 29 July 2011, R. 1034 of 15 December 2011 and R. 135 of 24 February 2012.

1. SCOPE OF APPLICATION OF THE AGREEMENT

1.1 The terms of this Agreement shall be observed in the Industry as defined in this Agreement –

1.1.1 by all employers who are members of the employers' organisations and by all employees who are members of the trade union;

1.1.2 in the following areas:

1.1.2.1 "area 1" which means the Province of Gauteng (excluding the Magisterial Districts of Pretoria, Wonderboom&Cullinan);

1.1.2.2 "area 2" which means the Magisterial Districts of Klerksdorp and Potchefstroom;

1.1.2.3 "area 3" which means the Magisterial Districts of East London and Port Alfred;

1.1.2.4 "area 4" which means the Magisterial Districts of Port Elizabeth, Uitenhage and Humansdorp; and

1.1.2.4 "area 5" which means the Province of the Free State and the Magisterial District of Kimberley.

1.2 The terms of this Agreement shall apply to all employers and employees in the Industry other than those referred to in clause 1.1.1 and to all legal owners of establishments in the Industry in the Magisterial Districts referred to in clause 1.1.2

from the date fixed by the Minister of Labour in terms of section 32(2) of the Labour Relations Act, No. 66 of 1995.

1.3 Clauses 1.1.1 and 2 of this Agreement shall not apply to non-parties.

2. PERIOD OF OPERATION OF AGREEMENT

(1) This Agreement shall come into operation for:

- a) Parties with effect from 1 January of every year.
- b) For non-parties with effect from such date as may be fixed by the Minister of Labour in terms of Section 32 of the Labour Relations Act, 1995.

(2) The Agreement shall remain in force until 31 December 2012.

3. CLAUSE 22 – EXPENSES OF THE COUNCIL AND SUBSCRIPTIONS TO THE EMPLOYERS' ORGANISATIONS AND THE TRADE UNION

3.1 Insert a new sub-clause 22.13 after sub-clause 22.12 to read as follows:

The Council has the right to add VAT to any sum in the Contribution Schedule which attracts VAT in terms of the Value Added Tax Act. a new sub-clause 22.13 after sub-clause 22.12 as follows:

3.2 For the Contribution Schedules appearing in Clause 22.1, substitute the following new revised Contribution Schedules for all areas (Areas 1 up to and including Area 5).

4 CLAUSE 34 – PROVIDENT FUND**CLAUSE 34.3 – Contributions to the Fund****4.1 Insert a new sub-clause 34.3.1 to read as follows:**

As long as a member is a Party or Non Party employee, he/she must make a monthly contribution to the Fund equal to the following scale of his/her prescribed remuneration as contained in the agreement.

North West – area 2 5,0%

All other areas – areas 1, 3, 4 and 5 6,0%

The employer shall deduct each month from the remuneration of each employee as defined in the Rules an amount equal to the specified amount of the prescribed monthly remuneration of such employee in term of Rule 4.1 (1) as amended.

4.2 Insert a new sub-clause 34.3.2 after 34.3.1 to read as follows:

The Party or Non Party employer shall also contribute an amount equal to the following scale of the employee's prescribed monthly remuneration as contained in the agreement and in terms of Rule 4.2 (1) as amended.

North West – area 2 5,0%

All other areas – areas 1, 3, 4 and 5 6,0%

These total contributions, i.e. employee and employer shall be forwarded each month in terms of Rule 4.4 to the Secretary of the Council, P O Box 1963, Roodepoort, 1725, not later than the seventh (7) day of the month immediately following the month in respect of which it is payable, together with a statement in such a format as prescribed in terms of Section 33 of the PFA (See Annexure A as published on 29 October 2004)".

HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL							
(semi national)							
CONTRIBUTION SCHEDULE							
(Clause 22)							
SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND HCI PROVIDENT FUND CONTRIBUTIONS FOR ALBERTON (Area 1)							
(Effective from the date of coming into operation of the agreement)							
Work Code	CATEGORY	UNION / AGENCY	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund
			Employer	Employee	Employer	Employee	(equal contributions by employer and employee)
	EOHCB Subscriptions (Southern Gauteng)	R350.00 EOHCB/ Agency Fee			R75.00 AHBEASA / Agency Fee		
	Basic establishment charge		R 78.75				
	Total minimum charge		R 143.00				
	One Man Band / Rent A Chairs		R 130.13				
05 WE	Working Employer (Provident Fund is optional)	N/A	Nil	Nil	R 56.50	N/A	R 451.96 (Optional)
	MANAGER						
05 MO1	Manager Only	R 73.00	R 21.00	R 59.85	R19.83	R39.66	R237.95 each
05 MO5	After 5 years	R 73.00	R 21.00	R 59.85	R20.62	R41.24	R247.42 each
05 MO10	After 10 years	R 73.00	R 21.00	R 59.85	R21.60	R43.20	R259.21 each
05 MH1	Managress / Hairdresser	R 73.00	R 21.00	R 59.85	R24.50	R48.99	R293.98 each
05 MH5	After 5 years	R 73.00	R 21.00	R 59.85	R26.72	R51.44	R308.64 each
05 MH10	After 10 years	R 73.00	R 21.00	R 59.85	R28.84	R53.89	R323.32 each
	HAIRDRESSER – QUALIFIED						
05 HQ1	First year after qualifying	R 73.00	R 21.00	R 59.85	R14.11	R28.22	R189.34 each
05 HQ2	Thereafter	R 73.00	R 21.00	R 59.85	R18.83	R37.66	R226.98 each
05 HQ5	After 5 years	R 73.00	R 21.00	R 59.85	R19.77	R39.54	R237.28 each
05 HQ10	After 10 years	R 73.00	R 21.00	R 59.85	R20.71	R41.42	R248.54 each
	AFRO HAIRDRESSER / STYLIST						
05 AHQ1	With COTT or SETA Qualification	R 73.00	R 21.00	R 59.85	R13.32	R26.65	R159.89 each
05 AHQ5	After 5 years	R 73.00	R 21.00	R 59.85	R13.99	R27.98	R167.90 each
05 AHQ10	After 10 years	R 73.00	R 21.00	R 59.85	R14.66	R29.32	R176.90 each
05 AH1	With Informal Qualification	R 73.00	R 21.00	R 59.85	R8.44	R16.88	R101.30 each
05 AH15	After 5 years	R 73.00	R 21.00	R 59.85	R8.87	R17.73	R106.41 each
05 AH10	After 10 years	R 73.00	R 21.00	R 59.85	R9.29	R18.57	R111.46 each
05 AHB1	An employee who does one or more of the following: Braiding, Plaiting, Haircutting or Extensions	R 73.00	R 21.00	R 59.85	R5.48	R10.95	R65.71 each
05 AHB 5	After 5 years	R 73.00	R 21.00	R 59.85	R5.75	R11.50	R68.99 each
05 AHB10	After 10 years	R 73.00	R 21.00	R 59.85	R6.02	R12.04	R72.28 each
	LEARNER – MODULES						
05 LM0	Before completing module 1	R 73.00	R 12.60	R 25.20	R8.78	R17.56	R106.34 each
05 LM1	Module 1	R 73.00	R 12.60	R 25.20	R9.07	R18.14	R108.86 each
05 LM2	Module 2	R 73.00	R 12.60	R 25.20	R9.58	R19.12	R114.72 each
05 LM3	Module 3	R 73.00	R 12.60	R 25.20	R10.03	R20.07	R120.39 each
05 LM4	Module 4	R 73.00	R 15.75	R 34.65	R10.54	R21.07	R126.44 each
05 LM5	Module 5	R 73.00	R 15.75	R 34.65	R11.25	R22.50	R138.00 each
05 LM6	Module 6	R 73.00	R 15.75	R 34.65	R11.51	R23.02	R138.10 each
	LEARNER – UNIT STANDARDS						
05 LS0	Entry Level	R 73.00	R 12.60	R 25.20	R7.74	R15.48	R92.86 each
05 LS1	Core Unit Standards Level 2	R 73.00	R 12.60	R 25.20	R9.15	R18.29	R109.75 each
05 LS6	Core Unit Standards Level 3	R 73.00	R 15.75	R 34.65	R10.27	R20.55	R123.29 each
05 LS11	Core Unit Standards Level 4	R 73.00	R 15.75	R 34.65	R11.27	R22.54	R135.26 each
	MANICURIST & BEAUTY CULTURIST						
05 MB13	1 st 3 Months	R 73.00	R 12.60	R 25.20	R5.22	R10.44	R82.62 each
05 MB23	2 nd 3 Months	R 73.00	R 12.60	R 25.20	R6.08	R12.16	R72.95 each
05 MB33	3 rd 3 Months	R 73.00	R 15.75	R 34.65	R7.59	R15.17	R91.04 each
05 MB1	Thereafter	R 73.00	R 21.00	R 50.40	R13.48	R26.91	R181.47 each
05 MB5	After 5 years	R 73.00	R 21.00	R 50.40	R14.13	R28.26	R189.53 each
05 MB10	After 10 years	R 73.00	R 21.00	R 50.40	R14.81	R29.61	R177.68 each
05 RE1	RECEPTIONIST/TELEPHONIST	R 73.00	R 21.00	R 50.40	R13.47	R26.94	R161.66 each
05 RE5	After 5 years	R 73.00	R 21.00	R 50.40	R14.14	R28.29	R169.72 each
05 RE10	After 10 years	R 73.00	R 21.00	R 50.40	R14.82	R29.64	R177.85 each
	OPERATOR						
05 OP	First year	R 73.00	R 12.60	R 25.20	R6.65	R13.29	R79.76 each
05 OP1	Thereafter	R 73.00	R 12.60	R 25.20	R13.14	R26.27	R157.63 each
05 OP5	After 5 years	R 73.00	R 12.60	R 25.20	R13.79	R27.58	R165.50 each
05 OP10	After 10 years	R 73.00	R 12.60	R 25.20	R14.45	R28.90	R173.38 each
05 OPM1	Operator Multi-skilled	R 73.00	R 12.60	R 25.20	R14.93	R29.85	R179.11 each
05 OPM5	After 5 years	R 73.00	R 12.60	R 25.20	R15.67	R31.34	R188.06 each
05 OPM10	After 10 years	R 73.00	R 12.60	R 25.20	R16.42	R32.83	R197.00 each
05 GA1	GENERAL ASSISTANT	R 73.00	R 12.60	R 25.20	R8.99	R17.99	R83.92 each
05 GA5	After 5 years	R 73.00	R 12.60	R 25.20	R7.34	R14.69	R88.14 each
05 GA10	After 10 years	R 73.00	R 12.60	R 25.20	R7.70	R15.39	R92.36 each
	CASUAL EMPLOYEE						
	PART TIME EMPLOYEE						

Contributions for casual / part time employees shall be as specified for that category of employee above.

HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL (semi national)							
CONTRIBUTION SCHEDULES (Clause 22)							
SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND HCI PROVIDENT FUND CONTRIBUTIONS FOR AREA 1, WHICH MEANS THE PROVINCIAL DISTRICTS OF GAUTENG (Excluding Alberton, van der Bijl Park, Vereeniging, Randfontein & Nigel)							
(Effective from the date of coming into operation of the agreement)							
CATEGORY	UNION / AGENCY	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund	
		Employer	Employee	Employer	Employee	(equal contributions by employer and employee)	
	EOHCB Subscriptions (S. Gauteng)	R350.00 EOHCB / Agency Fee		R75.00 AHBEASA / Agency Fee			
	Basic establishment charge		R 78.75				
	Total minimum charge		R 143.00				
	One Man Band / Rent A Chairs		R 130.13				
01 WE	Working Employer (Provident Fund is optional)	N/A	N/A	N/A	R 91.07	N/A	R 728.58 (Optional)
	MANAGER						
01 MO1	Manager Only	R 73.00	R 21.00	R 59.85	R 22.80	R 45.60	R273.62 each
01 MO5	After 5 years	R 73.00	R 21.00	R 59.85	R 23.94	R 47.88	R287.29 each
01 MO10	After 10 years	R 73.00	R 21.00	R 59.85	R 25.08	R 50.17	R301.02 each
01 MH1	Managers / Hairdresser	R 73.00	R 21.00	R 59.85	R 30.21	R 60.42	R362.54 each
01 MH5	After 5 years	R 73.00	R 21.00	R 59.85	R 31.72	R 63.44	R380.64 each
01 MH10	After 10 years	R 73.00	R 21.00	R 59.85	R 33.24	R 66.48	R398.68 each
	HAIRDRESSER – QUALIFIED						
01 HQ1	First year after qualifying	R 73.00	R 21.00	R 69.85	R 21.27	R 42.55	R255.28 each
01 HQ2	Thereafter	R 73.00	R 21.00	R 59.85	R 30.38	R 60.72	R364.29 each
01 HQ5	After 5 years	R 73.00	R 21.00	R 69.85	R 31.88	R 63.75	R382.51 each
01 HQ10	After 10 years	R 73.00	R 21.00	R 59.85	R 33.39	R 66.79	R400.73 each
	AFRO HAIRDRESSER / STYLIST						
01 AHQ1	With COTT or SETA Qualification	R 73.00	R 21.00	R 59.85	R 17.35	R 34.69	R208.17 each
01 AHQ5	After 5 years	R 73.00	R 21.00	R 59.85	R 18.22	R 36.43	R218.59 each
01 AHQ10	After 10 years	R 73.00	R 21.00	R 59.85	R 19.08	R 38.17	R229.01 each
01 AH11	With Informal qualifications	R 73.00	R 21.00	R 59.85	R 12.04	R 24.09	R144.52 each
01 AH15	After 5 years	R 73.00	R 21.00	R 59.85	R 12.65	R 25.29	R151.78 each
01 AH10	After 10 years	R 73.00	R 21.00	R 59.85	R 13.25	R 26.50	R159.00 each
01 AHB1	An employee who does one or more of the following: Braiding, Plaiting, Haircutting or Extensions Unskilled Hairdresser	R 73.00	R 21.00	R 59.85	R 8.84	R 17.68	R108.08 each
01 AHB 5	After 5 years	R 73.00	R 21.00	R 59.85	R 9.28	R 18.56	R111.38 each
01 AHB10	After 10 years	R 73.00	R 21.00	R 59.85	R 9.72	R 19.45	R116.69 each
	LEARNER – MODULES						
01 LM0	Before completing module 1	R 73.00	R 12.60	R 25.20	R 9.42	R 18.84	R113.07 each
01 LM1	Module 1	R 73.00	R 12.60	R 25.20	R 9.74	R 19.48	R116.88 each
01 LM2	Module 2	R 73.00	R 12.60	R 25.20	R 10.27	R 20.54	R123.24 each
01 LM3	Module 3	R 73.00	R 12.60	R 25.20	R 10.77	R 21.54	R129.23 each
01 LM4	Module 4	R 73.00	R 15.75	R 34.65	R 11.30	R 22.61	R135.66 each
01 LM5	Module 5	R 73.00	R 16.75	R 34.65	R 11.84	R 23.67	R142.02 each
01 LM6	Module 6	R 73.00	R 15.75	R 34.65	R 12.38	R 24.72	R148.32 each
	LEARNER – UNIT STANDARDS						
01 LS0	Entry Level	R 73.00	R 12.60	R 25.20	R 8.49	R 16.97	R101.84 each
01 LS1	Core Unit Standards Level 2	R 73.00	R 12.60	R 25.20	R 9.80	R 19.60	R117.82 each
01 LS6	Core Unit Standards Level 3	R 73.00	R 15.75	R 34.65	R 11.06	R 22.12	R132.72 each
01 LS11	Core Unit Standards Level 4	R 73.00	R 15.75	R 34.65	R 12.10	R 24.20	R145.20 each
	MANICURIST & BEAUTY CULTURIST						
01 MB13	1 st 3 Months	R 73.00	R 12.60	R 25.20	R 8.52	R 17.04	R102.21 each
01 MB23	2 nd 3 Months	R 73.00	R 15.75	R 25.20	R 9.84	R 19.68	R118.08 each
01 MB33	3 rd 3 Months	R 73.00	R 15.75	R 34.65	R 12.46	R 24.92	R149.51 each
01 MB1	Thereafter	R 73.00	R 21.00	R 50.40	R 21.96	R 43.92	R263.52 each
01 MB5	After 5 years	R 73.00	R 21.00	R 50.40	R 23.08	R 46.11	R276.68 each
01 MB10	After 10 years	R 73.00	R 21.00	R 50.40	R 24.15	R 48.31	R289.85 each
01 RE1	RECEPTIONIST/TELEPHONIST	R 73.00	R 21.00	R 50.40	R 21.18	R 42.36	R254.16 each
01 RE5	After 5 years	R 73.00	R 21.00	R 50.40	R 22.24	R 44.48	R266.88 each
01 RE10	After 10 years	R 73.00	R 21.00	R 50.40	R 23.30	R 46.59	R279.55 each
	OPERATOR						
01 OP	Operator - First Year	R 73.00	R 12.60	R 25.20	R 12.74	R 25.48	R152.88 each
01 OP1	Operator - thereafter	R 73.00	R 12.60	R 25.20	R 19.33	R 38.67	R232.00 each
01 OP5	Operator - after 5 years	R 73.00	R 12.50	R 25.20	R 20.30	R 40.60	R243.61 each
01 OP10	Operator - after 10 years	R 73.00	R 12.80	R 25.20	R 21.27	R 42.54	R255.22 each
01 OPM1	Operator Multi-Skilled	R 73.00	R 12.60	R 25.20	R 21.39	R 42.79	R256.71 each
01 OPM5	Operator Multi-Skilled After 5 years	R 73.00	R 12.60	R 25.20	R 22.46	R 44.93	R269.57 each
01 OPM10	Operator Multi-Skilled After 10 Years	R 73.00	R 12.60	R 25.20	R 23.53	R 47.06	R282.38 each
01 GA1	GENERAL ASSISTANT	R 73.00	R 12.60	R 25.20	R 11.98	R 23.96	R143.77 each
01 GA5	After 5 years	R 73.00	R 12.60	R 25.20	R 12.58	R 25.16	R150.95 each
01 GA10	After 10 years	R 73.00	R 12.60	R 25.20	R 13.18	R 26.35	R158.12 each
	CASUAL EMPLOYEE						
	PART TIME EMPLOYEE						
		Contributions for casual / part time employees shall be as specified for that category of employees above.					

HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL (semi national)							
CONTRIBUTION SCHEDULES (Clause 22)							
SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND HCI PROVIDENT FUND CONTRIBUTIONS FOR RANDFONTEIN & NIGEL (Area 1)							
(Effective from the date of coming into operation of the agreement)							
CATEGORY	AGENCY FEE	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund	
		Employer	Employee	Employer	Employee	(equal contributions by employer and employee)	
EOHCB Subscriptions (S. Gauteng)	R350.00 EOHCB / Agency Fee	R75.00 AHBEASA / Agency Fee					
Basic establishment charge		R 78.75					
Total minimum charge		R 143.00					
One Man Band / Rent A Chairs		R 130.13					
11 WE Working Employer (Provident Fund is optional)	N/A	N/A	N/A	R 91.07	N/A	R 728.58	(Optional)
MANAGER							
11 MO1 Manager Only	R 73.00	R 21.00	R 59.85	R 22.80	R 45.80	R273.82	each
11 MO5 After 5 years	R 73.00	R 21.00	R 59.85	R 23.94	R 47.88	R287.29	each
11 MO10 After 10 years	R 73.00	R 21.00	R 59.85	R 25.08	R 50.17	R301.02	each
11 MH1 Manageress / Hairdresser	R 73.00	R 21.00	R 59.85	R 30.21	R 60.42	R362.54	each
11 MH5 After 5 years	R 73.00	R 21.00	R 59.85	R 31.72	R 63.44	R380.64	each
11 MH10 After 10 years	R 73.00	R 21.00	R 59.85	R 33.24	R 66.48	R398.86	each
HAIRDRESSER – QUALIFIED							
11 HQ1 First year after qualifying	R 73.00	R 21.00	R 59.85	R 21.27	R 42.55	R255.28	each
11 HQ2 Thereafter	R 73.00	R 21.00	R 59.85	R 30.36	R 60.72	R364.29	each
11 HQ5 After 5 years	R 73.00	R 21.00	R 59.85	R 31.88	R 63.75	R382.51	each
11 HQ10 After 10 years	R 73.00	R 21.00	R 59.85	R 33.39	R 66.79	R400.73	each
AFRO HAIRDRESSER / STYLIST							
11 AHQ1 With COTT or SETA Qualification	R 73.00	R 21.00	R 59.85	R 17.35	R 34.69	R208.17	each
11 AHQ5 After 5 years	R 73.00	R 21.00	R 59.85	R 18.23	R 36.46	R218.77	each
11 AHQ10 After 10 years	R 73.00	R 21.00	R 59.85	R 19.08	R 38.17	R229.01	each
11 AH11 With informal qualifications	R 73.00	R 21.00	R 59.85	R 12.04	R 24.09	R144.52	each
11 AH15 After 5 years	R 73.00	R 21.00	R 59.85	R 12.65	R 25.29	R151.76	each
11 AH10 After 10 years	R 73.00	R 21.00	R 59.85	R 13.25	R 26.50	R159.00	each
11 AHB1 An employee who does one or more of the following: Braiding, Plaiting, Haircutting or Extensions Unskilled Hairdresser	R 73.00	R 21.00	R 59.85	R 8.84	R 17.68	R106.08	each
11 AHB 5 After 5 years	R 73.00	R 21.00	R 59.85	R 9.28	R 18.56	R111.38	each
11 AHB10 After 10 years	R 73.00	R 21.00	R 59.85	R 9.72	R 19.45	R116.69	each
LEARNER – MODULES							
11 LM0 Before completing module 1	R 73.00	R 12.60	R 25.20	R 9.42	R 18.84	R113.07	each
11 LM1 Module 1	R 73.00	R 12.60	R 25.20	R 9.74	R 19.48	R116.88	each
11 LM2 Module 2	R 73.00	R 12.60	R 25.20	R 10.27	R 20.54	R123.24	each
11 LM3 Module 3	R 73.00	R 12.60	R 25.20	R 10.77	R 21.54	R128.23	each
11 LM4 Module 4	R 73.00	R 15.75	R 31.50	R 11.30	R 22.61	R136.66	each
11 LM5 Module 5	R 73.00	R 15.75	R 31.50	R 11.84	R 23.67	R142.02	each
11 LM6 Module 6	R 73.00	R 15.75	R 31.50	R 12.36	R 24.72	R148.32	each
LEARNER – UNIT STANDARDS							
11 LS0 Entry Level	R 73.00	R 12.60	R 22.05	R 8.49	R 16.97	R101.84	each
11 LS1 Core Unit Standards Level 2	R 73.00	R 12.60	R 22.05	R 9.80	R 19.60	R117.62	each
11 LS6 Core Unit Standards Level 3	R 73.00	R 15.75	R 31.50	R 11.06	R 22.12	R132.72	each
11 LS11 Core Unit Standards Level 4	R 73.00	R 15.75	R 31.50	R 12.10	R 24.20	R145.20	each
MANICURIST & BEAUTY CULTURIST							
11 MB13 1 st 3 Months	R 73.00	R 12.60	R 25.20	R 8.52	R 17.04	R102.21	each
11 MB23 2 nd 3 Months	R 73.00	R 15.75	R 25.20	R 9.84	R 19.68	R118.08	each
11 MB33 3 rd 3 Months	R 73.00	R 15.75	R 34.65	R 12.48	R 24.92	R149.51	each
11 MB1 Thereafter	R 73.00	R 21.00	R 50.40	R 21.98	R 43.92	R263.52	each
11 MB5 After 5 years	R 73.00	R 21.00	R 50.40	R 23.06	R 46.11	R276.68	each
11 MB10 After 10 years	R 73.00	R 21.00	R 50.40	R 24.15	R 48.31	R289.85	each
11 RE1 RECEPTIONIST/TELEPHONIST	R 73.00	R 21.00	R 50.40	R 21.18	R 42.36	R254.16	each
11 RE5 After 5 years	R 73.00	R 21.00	R 50.40	R 22.24	R 44.48	R266.88	each
11 RE10 After 10 years	R 73.00	R 21.00	R 50.40	R 23.30	R 46.59	R279.55	each
OPERATOR							
11 OP Operator - First Year	R 73.00	R 12.60	R 25.20	R 12.74	R 25.48	R152.88	each
11 OP1 Operator - thereafter	R 73.00	R 12.60	R 25.20	R 19.33	R 38.67	R232.00	each
11 OP5 Operator - after 5 years	R 73.00	R 12.60	R 25.20	R 20.30	R 40.60	R243.61	each
11 OP10 Operator - after 10 years	R 73.00	R 12.60	R 25.20	R 21.27	R 42.54	R255.22	each
11 OPM1 Operator Multi-Skilled	R 73.00	R 12.60	R 25.20	R 21.39	R 42.79	R256.71	each
11 OPM5 Operator Multi-Skilled After 5 years	R 73.00	R 12.60	R 25.20	R 22.46	R 44.93	R269.57	each
11 OPM10 Operator Multi-Skilled After 10 Years	R 73.00	R 12.60	R 25.20	R 23.53	R 47.06	R282.38	each
11 GA1 GENERAL ASSISTANT	R 73.00	R 12.60	R 25.20	R 11.98	R 23.96	R143.77	each
11 GA5 After 5 years	R 73.00	R 12.60	R 25.20	R 12.58	R 25.16	R150.95	each
11 GA10 After 10 years	R 73.00	R 12.60	R 25.20	R 13.18	R 26.35	R158.12	each
CASUAL EMPLOYEE	Contributions for casual / part time employees shall be as specified for that category of employee above.						
PART TIME EMPLOYEE							

HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL (semi national)							
CONTRIBUTION SCHEDULE (Clause 22)							
SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND HCI PROVIDENT FUND CONTRIBUTIONS FOR VEREENIGING AND VANDERBIJLPARK (Area 1)							
(Effective from the date of coming into operation of the agreement)							
Oct Work Code	CATEGORY	UNION/ AGENCY	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund
			Employer	Employee	Employer	Employee	(equal contributions by employer and employee)
	EOHCB Subscriptions	R350.00 EOHCB / Agency Fee			R75.00 AHBEASA / Agency Fee		
	Basic establishment charge		R 78.75				
	Total minimum charge		R 143.00				
	One Man Band / Rent A Chairs		R 130.13				
10 WE	Working Employer (Provident Fund is optional)	N/A	Nil	Nil	R 91.07	N/A	R 728.58 Optional
	MANAGER						
10 MO1	Managers Only	R 73.00	R 21.00	R 59.85	R 22.80	R 45.60	R273.62 each
10 MO5	After 5 years	R 73.00	R 21.00	R 59.85	R 23.94	R 47.88	R287.29 each
10 MO10	After 10 years	R 73.00	R 21.00	R 59.85	R 25.08	R 50.17	R301.02 each
10 MH10	Manageress / Hairdresser	R 73.00	R 21.00	R 59.85	R 30.21	R 60.42	R362.54 each
10 MH5	After 5 years	R 73.00	R 21.00	R 59.85	R 31.72	R 63.44	R380.64 each
10 MH10	After 10 years	R 73.00	R 21.00	R 59.85	R 33.24	R 66.48	R398.86 each
	HAIRDRESSER – QUALIFIED						
10 HQ1	First year after qualifying	R 73.00	R 21.00	R 59.85	R 21.27	R 42.55	R255.28 each
10 HQ2	Thereafter	R 73.00	R 21.00	R 59.85	R 30.36	R 60.72	R364.29 each
10 HQ5	After 5 years	R 73.00	R 21.00	R 59.85	R 31.88	R 63.75	R382.51 each
10 HQ10	After 10 years	R 73.00	R 21.00	R 59.85	R 33.39	R 66.79	R400.73 each
	AFRO HAIRDRESSER / STYLIST						
10 AHQ1	With COTT or SETA Qualification	R 73.00	R 21.00	R 59.85	R 17.35	R 34.69	R208.17 each
10 AHQ5	After 5 years	R 73.00	R 21.00	R 59.85	R 18.23	R 36.48	R218.77 each
10 AHQ10	After 10 years	R 73.00	R 21.00	R 59.85	R 19.08	R 38.17	R229.01 each
10 AH11	With Informal Qualification	R 73.00	R 21.00	R 59.85	R 12.04	R 24.09	R144.82 each
10 AH15	After 5 years	R 73.00	R 21.00	R 59.85	R 12.65	R 25.29	R151.76 each
10 AH10	After 10 years	R 73.00	R 21.00	R 59.85	R 13.25	R 26.50	R159.00 each
10 AHB1	With Braiding, Plaiting, Cutting or Hair Extensions	R 73.00	R 21.00	R 59.85	R 8.84	R 17.68	R108.08 each
10 AHB 5	After 5 years	R 73.00	R 21.00	R 59.85	R 9.28	R 18.56	R111.36 each
10 AHB10	After 10 years	R 73.00	R 21.00	R 59.85	R 9.72	R 19.45	R116.69 each
	LEARNER – MODULES						
10 LMD	Before completing module 1	R 73.00	R 12.60	R 25.20	R 9.42	R 18.84	R113.07 each
10 LM1	Module 1	R 73.00	R 12.60	R 25.20	R 9.74	R 19.48	R116.88 each
10 LM2	Module 2	R 73.00	R 12.60	R 25.20	R 10.27	R 20.54	R123.24 each
10 LM3	Module 3	R 73.00	R 12.60	R 25.20	R 10.77	R 21.54	R129.23 each
10 LM4	Module 4	R 73.00	R 15.75	R 34.65	R 11.30	R 22.61	R135.66 each
10 LM5	Module 5	R 73.00	R 15.75	R 34.65	R 11.84	R 23.67	R142.02 each
10 LM6	Module 6	R 73.00	R 15.75	R 34.65	R 12.36	R 24.72	R148.32 each
	LEARNER – UNIT STANDARDS						
10 LS0	Entry level	R 73.00	R 12.60	R 25.20	R 8.49	R 16.97	R101.84 each
10 LS1	Core Unit Standards Level 2	R 73.00	R 12.60	R 25.20	R 9.80	R 19.60	R117.62 each
10 LS6	Core Unit Standards Level 3	R 73.00	R 15.75	R 34.65	R 11.06	R 22.12	R132.72 each
10 LS11	Core Unit Standards Level 4	R 73.00	R 15.75	R 34.65	R 12.10	R 24.20	R145.20 each
	MANICURIST & BEAUTY CULTURIST						
10 MB13	1 st 3 Months	R 73.00	R 12.60	R 25.20	R 8.52	R 17.04	R102.21 each
10 MB23	2 nd 3 Months	R 73.00	R 15.75	R 25.20	R 9.84	R 19.68	R118.05 each
10 MB33	3 rd 3 Months	R 73.00	R 15.75	R 34.65	R 12.46	R 24.92	R149.51 each
10 MB1	Thereafter	R 73.00	R 21.00	R 49.35	R 21.96	R 43.92	R263.52 each
10 MB5	After 5 years	R 73.00	R 21.00	R 49.35	R 23.08	R 46.11	R276.68 each
10 MB10	After 10 years	R 73.00	R 21.00	R 49.35	R 24.15	R 48.31	R289.85 each
10 RE1	RECEPTIONIST/TELEPHONIST	R 73.00	R 21.00	R 49.35	R 21.18	R 42.36	R254.16 each
10 RE5	After 5 years	R 73.00	R 21.00	R 49.35	R 22.24	R 44.48	R266.88 each
10 RE10	After 10 years	R 73.00	R 21.00	R 49.35	R 23.30	R 46.59	R279.55 each
	OPERATOR						
10 OP	First year	R 73.00	R 12.60	R 25.20	R 12.74	R 25.48	R152.88 each
10 OP10	Thereafter	R 73.00	R 12.60	R 25.20	R 19.33	R 38.67	R232.00 each
10 OP5	After 5 years	R 73.00	R 12.60	R 25.20	R 20.30	R 40.60	R243.61 each
10 OP10	After 10 years	R 73.00	R 12.60	R 25.20	R 21.27	R 42.54	R255.22 each
10 OPM1	Operator Multi-Skilled	R 73.00	R 12.60	R 25.20	R 21.39	R 42.79	R256.71 each
10 OPM5	After 5 years	R 73.00	R 12.60	R 25.20	R 22.46	R 44.93	R269.57 each
10 OPM10	After 10 years	R 73.00	R 12.60	R 25.20	R 23.53	R 47.06	R282.38 each
10 GA1	GENERAL ASSISTANT	R 73.00	R 12.60	R 25.20	R 11.98	R 23.96	R143.77 each
10 GA5	After 5 years	R 73.00	R 12.60	R 25.20	R 12.58	R 25.16	R150.95 each
10 GA10	After 10 years	R 73.00	R 12.60	R 25.20	R 13.18	R 26.35	R158.12 each
	CASUAL EMPLOYEE	Contributions for casual / part time employees shall be as specified for that category of employee above.					
	PART TIME EMPLOYEE						

HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL (semi national)							
CONTRIBUTION SCHEDULE (Clause 22)							
SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND HCI PROVIDENT FUND CONTRIBUTIONS FOR KLERKSDORP AND POTCHEFSTROOM. (Area 2)							
(Effective from the date of coming into operation of the agreement)							
Work Code	CATEGORY	UNION / AGENCY	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund
			Employer	Employee	Employer	Employee	(equal contributions by employer and employee)
	EOHCB Subscriptions	R230.00 EOHCB / Agency Fee			R75.00 AHBEASA / Agency Fee		
	Basic establishment charge		R 78.75				
	Total minimum charge		R 143.00				
	One Man Band / Rent A Chairs		R 130.13				
08 WE	Working Employer (Provident Fund is optional)	N/A	Nil	Nil	R 63.30	N/A	R 422.03 Optional
	MANAGER						
08 MO1	Managers Only	R 73.00	R 21.00	R 59.85	R 18.47	R 38.93	R184.65 each
08 MO5	After 5 years	R 73.00	R 21.00	R 59.85	R 19.39	R 38.78	R193.91 each
08 MO10	After 10 years	R 73.00	R 21.00	R 59.85	R 20.31	R 40.62	R203.11 each
08 MH1	Manageress / Hairdresser	R 73.00	R 21.00	R 59.85	R 22.24	R 44.48	R222.40 each
08 MH5	After 5 years	R 73.00	R 21.00	R 59.85	R 23.35	R 46.71	R233.53 each
08 MH10	After 10 years	R 73.00	R 21.00	R 59.85	R 24.47	R 48.93	R244.66 each
	HAIRDRESSER – QUALIFIED						
08 HQ1	First year after qualifying	R 73.00	R 21.00	R 59.85	R 15.83	R 31.66	R158.29 each
08 HQ2	Thereafter	R 73.00	R 21.00	R 59.85	R 21.10	R 42.20	R211.02 each
08 HQ5	After 5 years	R 73.00	R 21.00	R 59.85	R 22.15	R 44.30	R221.52 each
08 HQ10	After 10 years	R 73.00	R 21.00	R 59.85	R 23.21	R 46.43	R232.13 each
	AFRO HAIRDRESSER / STYLIST						
08 AHQ1	With COTT or SETA Qualification	R 73.00	R 21.00	R 59.85	R 14.14	R 28.29	R141.44 each
08 AHQ5	After 5 years	R 73.00	R 21.00	R 59.85	R 14.85	R 29.70	R148.51 each
08 AHQ10	After 10 years	R 73.00	R 21.00	R 59.85	R 15.56	R 31.12	R155.63 each
08 AH1	With Informal Qualification	R 73.00	R 21.00	R 59.85	R 7.31	R 14.62	R73.11 each
08 AH15	After 5 years	R 73.00	R 21.00	R 59.85	R 7.88	R 15.35	R76.75 each
08 AH10	After 10 years	R 73.00	R 21.00	R 59.85	R 8.04	R 16.09	R80.44 each
08 AHB1	With Braiding, Plaiting, Cutting or Hair Extensions	R 73.00	R 21.00	R 59.85	R 6.00	R 9.99	R49.97 each
08 AHB 5	After 5 years	R 73.00	R 21.00	R 59.85	R 5.25	R 10.49	R52.47 each
08 AHB10	After 10 years	R 73.00	R 21.00	R 59.85	R 5.50	R 11.00	R55.02 each
	LEARNER – MODULES						
08 LM0	Before completing module 1	R 73.00	R 12.50	R 25.20	R 7.93	R 15.86	R79.30 each
08 LM1	Module 1	R 73.00	R 12.50	R 25.20	R 6.31	R 16.62	R83.10 each
08 LM2	Module 2	R 73.00	R 12.50	R 25.20	R 8.88	R 17.71	R88.58 each
08 LM3	Module 3	R 73.00	R 12.50	R 25.20	R 9.43	R 18.86	R94.28 each
08 LM4	Module 4	R 73.00	R 15.75	R 34.65	R 9.97	R 19.95	R99.74 each
08 LM5	Module 5	R 73.00	R 15.75	R 34.65	R 10.53	R 21.06	R105.30 each
08 LM6	Module 6	R 73.00	R 15.75	R 34.65	R 11.09	R 22.17	R110.88 each
	LEARNER – UNIT STANDARDS						
08 LS0	Entry level	R 73.00	R 12.50	R 25.20	R 6.71	R 13.43	R67.13 each
08 LS1	Core Unit Standards Level 2	R 73.00	R 12.50	R 25.20	R 7.75	R 15.51	R77.53 each
08 LS6	Core Unit Standards Level 3	R 73.00	R 15.75	R 34.65	R 8.98	R 17.96	R89.80 each
08 LS11	Core Unit Standards Level 4	R 73.00	R 15.75	R 34.65	R 10.04	R 20.08	R100.41 each
	MANICURIST & BEAUTY CULTURIST						
08 MB13	1 st 3 Months	R 73.00	R 12.50	R 25.20	R 8.51	R 17.01	R85.05 each
08 MB23	2 nd 3 Months	R 73.00	R 16.75	R 25.20	R 6.81	R 13.62	R68.12 each
08 MB33	3 rd 3 Months	R 73.00	R 15.75	R 34.65	R 8.50	R 17.00	R85.02 each
08 MB1	Thereafter	R 73.00	R 21.00	R 50.40	R 15.07	R 30.15	R150.75 each
08 MB5	After 5 years	R 73.00	R 21.00	R 50.40	R 15.83	R 31.66	R158.29 each
08 MB10	After 10 years	R 73.00	R 21.00	R 50.40	R 16.69	R 33.17	R165.87 each
08 RE1	RECEPTIONIST/TELEPHONIST	R 73.00	R 21.00	R 50.40	R 14.94	R 29.88	R149.40 each
08 RE5	After 5 years	R 73.00	R 21.00	R 50.40	R 15.69	R 31.38	R156.88 each
08 RE10	After 10 years	R 73.00	R 21.00	R 50.40	R 16.43	R 32.86	R164.32 each
	OPERATOR						
08 OP	First year	R 73.00	R 12.50	R 25.20	R 10.19	R 20.38	R101.92 each
08 OP1	Thereafter	R 73.00	R 12.50	R 25.20	R 14.12	R 28.25	R141.23 each
08 OP5	After 5 years	R 73.00	R 12.50	R 25.20	R 14.83	R 29.68	R148.30 each
08 OP10	After 10 years	R 73.00	R 12.50	R 25.20	R 15.53	R 31.06	R155.32 each
08 OPM1	Operator Multi-Skilled	R 73.00	R 12.50	R 25.20	R 16.72	R 33.44	R167.18 each
08 OPM5	After 5 years	R 73.00	R 12.50	R 25.20	R 17.56	R 35.11	R175.55 each
08 OPM10	After 10 years	R 73.00	R 12.50	R 25.20	R 18.39	R 36.77	R183.87 each
08 GA1	GENERAL ASSISTANT	R 73.00	R 12.50	R 25.20	R 7.68	R 15.35	R76.75 each
08 GA5	After 5 years	R 73.00	R 12.50	R 25.20	R 8.06	R 16.12	R80.60 each
08 GA10	After 10 years	R 73.00	R 12.50	R 25.20	R 8.44	R 16.88	R84.40 each
	CASUAL EMPLOYEE	Contributions for casual / part time employees shall be as specified for that category of employee above.					
	PART TIME EMPLOYEE						

HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL (semi national)								
CONTRIBUTION SCHEDULE (Clause 22)								
SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND HCI PROVIDENT FUND CONTRIBUTIONS FOR AREA 3, WHICH MEANS THE MAGISTERIAL DISTRICT OF EAST LONDON & PORT ALFRED								
(Effective from the date of coming into operation of the agreement)								
Work Code	CATEGORY	BARGAINING COUNCIL			SICK PAY FUND		Prov. Fund	
		UNION/ AGENCY	Employer	Employee	Employer	Employee	(equal contributions by employer and employee)	
	EOHCB Subscriptions	R230.00 EOHCB / Agency Fee			R75.00 AHBEASA / Agency Fee			
	Basic establishment charge		R 78.75					
	Total minimum charge		R 143.00					
	One Man Band / Rent A Chairs		R 130.13					
02 WE	Working Employer (Provident Fund is optional)	N/A	N/A	N/A	R 65.85	N/A	R 526.78 Optional	
	MANAGER							
02 MO1	Manager Only	R 73.00	R 21.00	R 69.85	R 14.95	R 29.90	R179.40	each
02 MO5	After 5 years	R 73.00	R 21.00	R 69.85	R 15.70	R 31.40	R188.39	each
02 MO10	After 10 years	R 73.00	R 21.00	R 69.85	R 16.45	R 32.90	R197.37	each
02 MH10	Manager & Hairdresser	R 73.00	R 21.00	R 69.85	R 22.28	R 44.66	R267.38	each
02 MH5	After 5 years	R 73.00	R 21.00	R 69.85	R 23.39	R 46.79	R280.74	each
02 MH10	After 10 years	R 73.00	R 21.00	R 69.85	R 24.51	R 49.02	R294.09	each
	HAIRDRESSER - QUALIFIED							
02 HQ1	First year after qualifying	R 73.00	R 21.00	R 69.85	R 18.27	R 36.55	R219.27	each
02 HQ2	Thereafter	R 73.00	R 21.00	R 69.85	R 21.95	R 43.90	R263.39	each
02 HQ5	After 5 years	R 73.00	R 21.00	R 69.85	R 23.05	R 46.09	R276.56	each
02 HQ10	After 10 years	R 73.00	R 21.00	R 69.85	R 24.14	R 48.29	R289.72	each
	AFRO HAIRDRESSER / STYLIST							
02 AHQ1	With COTT or SETA qualification	R 73.00	R 21.00	R 69.85	R 13.74	R 27.48	R164.86	each
02 AHQ5	After 5 years	R 73.00	R 21.00	R 69.85	R 14.42	R 28.85	R173.10	each
02 AHQ10	After 10 years	R 73.00	R 21.00	R 69.85	R 15.11	R 30.22	R181.33	each
02 AH11	With Informal qualification	R 73.00	R 21.00	R 69.85	R 8.59	R 17.18	R103.08	each
02 AH15	After 5 years	R 73.00	R 21.00	R 69.85	R 9.02	R 18.04	R108.28	each
02 AH10	After 10 years	R 73.00	R 21.00	R 69.85	R 9.45	R 18.90	R113.36	each
02 AHB1	An employee who does one or more of the following: Braiding, Plaiting, Cutting or Extensions	R 73.00	R 21.00	R 69.85	R 5.60	R 11.20	R67.20	each
02 AHB 5	After 5 years	R 73.00	R 21.00	R 69.85	R 6.88	R 11.76	R70.67	each
02 AHB10	After 10 years	R 73.00	R 21.00	R 69.85	R 8.16	R 12.32	R73.94	each
	LEARNER - MODULES							
02 LM0	Module 0	R 73.00	R 12.60	R 25.20	R 9.12	R 18.24	R109.45	each
02 LM1	Module 1	R 73.00	R 12.60	R 25.20	R 9.63	R 19.05	R114.32	each
02 LM2	Module 2	R 73.00	R 12.60	R 25.20	R 10.16	R 20.31	R121.67	each
02 LM3	Module 3	R 73.00	R 12.60	R 25.20	R 10.79	R 21.68	R129.48	each
02 LM4	Module 4	R 73.00	R 18.75	R 34.65	R 11.36	R 22.71	R136.28	each
02 LM5	Module 5	R 73.00	R 18.75	R 34.65	R 12.07	R 24.15	R144.89	each
02 LM6	Module 6	R 73.00	R 18.75	R 34.65	R 12.71	R 25.43	R152.67	each
	LEARNER - UNIT STANDARDS							
02 LS0	Entry Level	R 73.00	R 12.60	R 25.20	R 8.40	R 16.81	R100.84	each
02 LS1	Core Unit Standards Level 2	R 73.00	R 12.60	R 25.20	R 9.60	R 19.21	R115.25	each
02 LS6	Core Unit Standards Level 3	R 73.00	R 18.75	R 34.65	R 10.78	R 21.67	R129.42	each
02 LS11	Core Unit Standards Level 4	R 73.00	R 18.75	R 34.65	R 11.71	R 23.42	R140.62	each
	MANICURIST & BEAUTY CULTURIST							
02 MB1	1st year of experience	R 73.00	R 12.60	R 25.20	R 12.99	R 25.99	R155.94	each
02 MB2	Thereafter	R 73.00	R 15.75	R 34.65	R 16.04	R 32.08	R192.50	each
02 MB5	After 5 years	R 73.00	R 15.75	R 34.65	R 16.84	R 33.69	R202.11	each
02 MB10	After 10 years	R 73.00	R 15.75	R 34.65	R 17.85	R 35.30	R211.79	each
02 RE1	RECEPTIONIST - 1st year	R 73.00	R 21.00	R 60.40	R 16.52	R 33.03	R198.16	each
02 RE2	Thereafter	R 73.00	R 21.00	R 60.40	R 19.70	R 39.41	R236.43	each
02 RE5	After 5 years	R 73.00	R 21.00	R 60.40	R 20.69	R 41.37	R248.23	each
02 RE10	After 10 years	R 73.00	R 21.00	R 60.40	R 21.68	R 43.36	R260.16	each
	OPERATOR							
02 OP	Operator - first year	R 73.00	R 12.60	R 25.20	R 8.83	R 17.67	R106.02	each
02 OP1	Operator - thereafter	R 73.00	R 12.60	R 25.20	R 10.84	R 21.67	R130.04	each
02 OP5	After 5 years	R 73.00	R 12.60	R 25.20	R 11.36	R 22.76	R136.53	each
02 OP10	After 10 years	R 73.00	R 12.60	R 25.20	R 11.92	R 23.85	R143.08	each
02 OPM1	Operator Multi-Skilled	R 73.00	R 12.60	R 25.20	R 13.24	R 26.49	R158.93	each
02 OPM5	Operator Multi-Skilled After 5 years	R 73.00	R 12.60	R 25.20	R 13.90	R 27.81	R166.86	each
02 OPM10	Operator Multi-Skilled After 10 years	R 73.00	R 12.60	R 25.20	R 14.57	R 29.14	R174.84	each
02 GA1	GENERAL ASSISTANT	R 73.00	R 12.60	R 25.20	R 9.70	R 19.41	R116.44	each
02 GA5	After 5 years	R 73.00	R 12.60	R 25.20	R 10.19	R 20.37	R122.24	each
02 GA10	After 10 years	R 73.00	R 12.60	R 25.20	R 10.68	R 21.36	R128.11	each
	CASUAL EMPLOYEE	Contributions for casual / part time employees shall be as specified for that category of employee above.						
	PART TIME EMPLOYEE							

HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL							
(semi national)							
CONTRIBUTION SCHEDULE							
(Clause 22)							
SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND HCI PROVIDENT FUND CONTRIBUTIONS FOR AREA 4, WHICH MEANS THE MAGISTERIAL DISTRICTS OF PORT ELIZABETH, UITENHAGE AND HUMANSDORP.							
(Effective from the date of coming into operation of the agreement)							
Work Code	CATEGORY	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund	
		UNION / AGENCY FEE	Employer	Employee	Employer	Employee	(equal by employer and employee)
	ESTABLISHMENT						
	EOHCB Subscriptions	R230.00 EOHCB / Agency Fee			R75.00 AHBEASA / Agency Fee		
	Basic establishment charge		R 78.75				
	Total minimum charge		R 143.00				
	One Man Band / Rent A Chairs		R 130.13				
04 WE	Working Employer	N/A	Nil	Nil	R 60.42	N/A	R 483.35
	(Provident Fund is optional)						(Optional)
	MANAGER						
04 MO1	Manager Only	R 73.00	R 21.00	R 59.85	R 18.81	R 37.63	R225.76 each
04 MO5	After 5 years	R 73.00	R 21.00	R 59.85	R 19.75	R 39.51	R237.06 each
04 MO10	After 10 years	R 73.00	R 21.00	R 59.85	R 20.70	R 41.39	R248.35 each
04 MH1	Manager and Hairdresser	R 73.00	R 21.00	R 59.85	R 22.84	R 45.68	R274.08 each
04 MH5	After 5 years	R 73.00	R 21.00	R 59.85	R 23.98	R 47.96	R287.79 each
04 MH10	After 10 years	R 73.00	R 21.00	R 59.85	R 25.12	R 50.24	R301.45 each
	HAIRDRESSER - QUALIFIED						
04 HQ1	First year after qualifying	R 73.00	R 21.00	R 59.85	R 17.74	R 35.47	R212.85 each
04 HQ2	Thereafter	R 73.00	R 21.00	R 59.85	R 20.14	R 40.28	R241.68 each
04 HQ5	After 5 years	R 73.00	R 21.00	R 59.85	R 21.15	R 42.30	R253.78 each
04 HQ10	After 10 years	R 73.00	R 21.00	R 59.85	R 22.16	R 44.31	R265.86 each
	AFRO HAIRDRESSER / STYLIST						
04 AHQ1	With COTT or SETA qualification	R 73.00	R 21.00	R 59.85	R 14.01	R 28.02	R168.11 each
04 AHQ5	After 5 years	R 73.00	R 21.00	R 59.85	R 14.71	R 29.42	R176.53 each
04 AHQ10	After 10 years	R 73.00	R 21.00	R 59.85	R 15.41	R 30.82	R184.89 each
04 AHI1	With informal qualification	R 73.00	R 21.00	R 59.85	R 8.76	R 17.52	R105.14 each
04 AHI5	After 5 years	R 73.00	R 21.00	R 59.85	R 9.20	R 18.40	R110.39 each
04 AHI10	After 10 years	R 73.00	R 21.00	R 59.85	R 9.64	R 19.28	R115.69 each
04 AHB1	An employee who does one or more of the following: Braiding, Plaiting, Cutting or extensions	R 73.00	R 21.00	R 59.85	R 5.71	R 11.42	R66.52 each
04 AHB 5	After 5 years	R 73.00	R 21.00	R 59.85	R 6.00	R 11.99	R71.95 each
04 AHB10	After 10 years	R 73.00	R 21.00	R 59.85	R 6.28	R 12.56	R75.38 each
	LEARNER -- MODULES						
04 LM0	Before completing module 1	R 73.00	R 12.60	R 25.20	R 9.22	R 18.44	R110.64 each
04 LM1	Module 1	R 73.00	R 12.60	R 25.20	R 9.70	R 19.40	R116.38 each
04 LM2	Module 2	R 73.00	R 12.60	R 25.20	R 10.16	R 20.31	R121.87 each
04 LM3	Module 3	R 73.00	R 12.60	R 25.20	R 10.63	R 21.27	R127.61 each
04 LM4	Module 4	R 73.00	R 15.75	R 34.65	R 11.11	R 22.22	R133.35 each
04 LM5	Module 5	R 73.00	R 15.75	R 34.65	R 11.59	R 23.17	R139.03 each
04 LM6	Module 6	R 73.00	R 15.75	R 34.65	R 12.07	R 24.14	R144.83 each
	LEARNER -- UNIT STANDARDS						
04 LS0	Entry Level	R 73.00	R 12.60	R 25.20	R 8.40	R 16.81	R100.84 each
04 LS1	Core Unit Standards Level 2	R 73.00	R 12.60	R 25.20	R 9.70	R 19.40	R116.38 each
04 LS6	Core Unit Standards Level 3	R 73.00	R 15.75	R 34.65	R 10.88	R 21.77	R130.60 each
04 LS11	Core Unit Standards Level 4	R 73.00	R 15.75	R 34.65	R 11.82	R 23.65	R141.90 each
	MANICURIST & BEAUTY CULTURIST						
04 MB1	1 st year of experience	R 73.00	R 15.75	R 34.65	R 13.28	R 26.56	R159.37 each
04 MB2	Thereafter	R 73.00	R 15.75	R 34.65	R 17.25	R 34.51	R207.04 each
04 MB5	After 5 years	R 73.00	R 15.75	R 34.65	R 18.12	R 36.23	R217.40 each
04 MB10	After 10 years	R 73.00	R 15.75	R 34.65	R 18.98	R 37.96	R227.76 each
	RECEPTIONIST						
04 RE1	1 st year of experience	R 73.00	R 15.75	R 50.40	R 15.05	R 30.11	R180.65 each
04 RE2	Thereafter	R 73.00	R 21.00	R 50.40	R 18.23	R 36.45	R218.71 each
04 RE5	After 5 years	R 73.00	R 21.00	R 50.40	R 19.14	R 38.27	R229.83 each
04 RE10	After 10 years	R 73.00	R 21.00	R 50.40	R 20.05	R 40.10	R240.61 each
04	OPERATOR						
04 OP	Operator - first year	R 73.00	R 12.60	R 25.20	R 9.48	R 18.93	R113.57 each
04 OP1	Operator - thereafter	R 73.00	R 12.60	R 25.20	R 12.03	R 24.07	R144.39 each
04 OP5	After 5 years	R 73.00	R 12.60	R 25.20	R 12.64	R 25.27	R151.63 each
04 OP10	After 10 years	R 73.00	R 12.60	R 25.20	R 13.23	R 26.47	R158.81 each
04 OPM1	Operator - Multi-Skilled	R 73.00	R 12.60	R 25.20	R 13.90	R 27.81	R166.68 each
04 OPM5	After 5 years	R 73.00	R 12.60	R 25.20	R 14.60	R 29.20	R175.22 each
04 OPM10	After 10 years	R 73.00	R 12.60	R 25.20	R 15.30	R 30.60	R183.58 each
04 GA1	GENERAL ASSISTANT	R 73.00	R 12.60	R 25.20	R 10.31	R 20.62	R123.74 each
04 GA5	After 5 years	R 73.00	R 12.60	R 25.20	R 10.83	R 21.65	R129.92 each
04 GA10	After 10 years	R 73.00	R 12.60	R 25.20	R 11.35	R 22.69	R136.16 each
	CASUAL EMPLOYEE	Contributions for casual / part time employees shall be as specified for that category of employee above.					
	PART TIME EMPLOYEE						

HAIRDRESSING & COSMETOLOGY SERVICES BARGAINING COUNCIL (semi national)								
CONTRIBUTION SCHEDULE (Clause 22)								
SCHEDULE OF EOHC, UASA, COUNCIL, hcl SICK PAY FUND & hcl PROVIDENT FUND CONTRIBUTIONS FOR PROVINCIAL DISTRICTS FOR THE PROVINCE OF THE FREE STATE (Area 5)								
(Effective from the date of coming into operation of the agreement)								
Working Code	CATEGORY	UNION / AGENCY FEE	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund	
			Employer	Employee	Employer	Employee	(equal contributions by employer and employee)	
	EOHC Subscriptions (S. GAUTENG)	R270.00 EOHC / Agency Fee						
	Basic establishment charge		R 78.75					
	Total minimum charge		R 143.00					
	One Man Band / Rent A Chairs		R 130.13					
07 WE	Working Employer (Provident Fund is optional)	N/A	Nil	Nil	R 37.32	N/A		R 299.52 (Optional)
	MANAGER							
07 MO1	Manager Only	R 73.00	R 21.00	R 59.85	R 16.35	R 30.70	R184.20	each
07 MO5	After 5 years	R 73.00	R 21.00	R 59.85	R 16.11	R 32.23	R193.38	each
07 MO10	After 10 years	R 73.00	R 21.00	R 59.85	R 16.89	R 33.78	R202.68	each
07 MH1	Managers / Hairdresser	R 73.00	R 21.00	R 59.85	R 19.84	R 39.68	R238.06	each
07 MH5	After 5 years	R 73.00	R 21.00	R 59.85	R 20.83	R 41.65	R249.91	each
07 MH10	After 10 years	R 73.00	R 21.00	R 59.85	R 21.82	R 43.65	R261.89	each
	HAIRDRESSER – QUALIFIED							
07 HQ1	First year after qualifying	R 73.00	R 21.00	R 59.85	R 10.52	R 21.05	R126.30	each
07 HQ2	Thereafter	R 73.00	R 21.00	R 59.85	R 12.44	R 24.88	R149.26	each
07 HQ5	After 5 years	R 73.00	R 21.00	R 59.85	R 13.06	R 26.12	R158.75	each
07 HQ10	After 10 years	R 73.00	R 21.00	R 59.85	R 13.69	R 27.37	R164.24	each
	AFRO HAIRDRESSER / STYLIST							
07 AHQ1	With COTT or SETA Qualification	R 73.00	R 21.00	R 59.85	R 10.95	R 21.89	R131.35	each
07 AHQ5	After 5 years	R 73.00	R 21.00	R 59.85	R 11.49	R 22.98	R137.90	each
07 AHQ10	After 10 years	R 73.00	R 21.00	R 59.85	R 12.04	R 24.09	R144.52	each
07 AH11	With Informal Qualification	R 73.00	R 21.00	R 59.85	R 7.31	R 14.61	R87.67	each
07 AH15	After 5 years	R 73.00	R 21.00	R 59.85	R 7.66	R 15.33	R91.98	each
07 AH10	After 10 years	R 73.00	R 21.00	R 59.85	R 8.03	R 16.07	R96.41	each
07 AHB1	An employee who does one or more of the following: Braiding, Plaiting, Haircutting or Extensions	R 73.00	R 21.00	R 59.85	R 4.47	R 8.93	R53.60	each
07 AHB 5	After 5 years	R 73.00	R 21.00	R 59.85	R 4.69	R 9.38	R56.28	each
07 AHB10	After 10 years	R 73.00	R 21.00	R 59.85	R 4.91	R 9.82	R58.91	each
	LEARNER – MODULES							
07 LM0	Before completing module 1	R 73.00	R 12.60	R 25.20	R 6.33	R 12.67	R78.00	each
07 LM1	Module 1	R 73.00	R 12.60	R 25.20	R 6.59	R 13.18	R79.06	each
07 LM2	Module 2	R 73.00	R 12.60	R 25.20	R 7.04	R 14.08	R84.49	each
07 LM3	Module 3	R 73.00	R 12.60	R 25.20	R 7.47	R 14.94	R89.67	each
07 LM4	Module 4	R 73.00	R 15.75	R 34.65	R 7.92	R 15.84	R95.04	each
07 LM5	Module 5	R 73.00	R 15.75	R 34.65	R 8.35	R 16.69	R100.15	each
07 LM6	Module 6	R 73.00	R 15.75	R 34.65	R 8.81	R 17.62	R105.71	each
	LEARNER – UNIT STANDARDS							
07 LS0	Entry level	R 73.00	R 12.60	R 25.20	R 6.06	R 12.13	R72.78	each
07 LS1	Core Unit Standards Level 2	R 73.00	R 12.60	R 25.20	R 6.65	R 13.29	R79.75	each
07 LS8	Core Unit Standards Level 3	R 73.00	R 15.75	R 34.65	R 7.80	R 15.60	R93.60	each
07 LS11	Core Unit Standards Level 4	R 73.00	R 15.75	R 34.65	R 8.84	R 17.68	R103.71	each
	MANICURIST & BEAUTY CULTURIST							
07 MB13	1 st 3 Months	R 73.00	R 12.60	R 25.20	R 6.05	R 10.11	R60.65	each
07 MB23	2 nd 3 Months	R 73.00	R 15.75	R 34.65	R 6.88	R 11.76	R70.57	each
07 MB33	3 rd 3 Months	R 73.00	R 15.75	R 34.65	R 7.34	R 14.68	R88.11	each
07 MB1	Thereafter	R 73.00	R 21.00	R 50.40	R 10.93	R 21.86	R131.16	each
07 MB5	After 5 years	R 73.00	R 21.00	R 50.40	R 11.48	R 22.96	R137.72	each
07 MB10	After 10 years	R 73.00	R 21.00	R 50.40	R 12.02	R 24.04	R144.27	each
07 RE1	RECEPTIONIST/TELEPHONIST	R 73.00	R 21.00	R 50.40	R 11.01	R 22.03	R132.16	each
07 RE5	After 5 years	R 73.00	R 21.00	R 50.40	R 11.56	R 23.13	R138.78	each
07 RE10	After 10 years	R 73.00	R 21.00	R 50.40	R 12.12	R 24.23	R145.39	each
	OPERATOR							
07 OP	Operator first year	R 73.00	R 12.60	R 25.20	R 6.43	R 12.85	R77.13	each
07 OP1	Thereafter	R 73.00	R 12.60	R 25.20	R 6.88	R 13.75	R83.52	each
07 OP5	After 5 years	R 73.00	R 12.60	R 25.20	R 9.32	R 18.64	R111.82	each
07 OP10	After 10 years	R 73.00	R 12.60	R 25.20	R 9.76	R 19.52	R117.12	each
07 OPM1	Operator Multi-Skilled	R 73.00	R 12.60	R 25.20	R 10.97	R 21.94	R131.66	each
07 OPM5	After 5 years	R 73.00	R 12.60	R 25.20	R 11.52	R 23.05	R138.28	each
07 OPM10	After 10 years	R 73.00	R 12.60	R 25.20	R 12.07	R 24.14	R144.83	each
07 GA1	GENERAL ASSISTANT	R 73.00	R 12.60	R 25.20	R 5.26	R 10.51	R63.09	each
07 GA5	After 5 years	R 73.00	R 12.60	R 25.20	R 5.82	R 11.64	R68.27	each
07 GA10	After 10 years	R 73.00	R 12.60	R 25.20	R 6.38	R 12.76	R73.59	each
	CASUAL EMPLOYEE	Contributions for casual / part time employees shall be as specified for that category of employee above.						
	PART TIME EMPLOYEE							

HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL (semi national)							
CONTRIBUTION SCHEDULE (Clause 22)							
SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND HCI PROVIDENT FUND CONTRIBUTIONS FOR THE MAGISTERIAL DISTRICT OF KIMBERLEY (Area 6)							
(With effect the date of coming into operation of the agreement)							
Work Code	CATEGORY	UNION / AGENCY	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund
			Employer	Employee	Employer	Employee	(equal contributions by employer and employee)
	EOHCB Subscriptions (S. GAUTENG)	R270.00 EOHCB / Agency Fee		R75.00 AHBEASA / Agency Fee			
	Basic establishment charge		R 78.75				
	Total minimum charge		R 143.00				
	One Man Band / Rent A Chairs		R 130.13				
03 WE	Working Employer (Provident Fund is optional)	N/A	Nil	Nil	R 39.19	N/A	R 298.52 (Optional)
	MANAGER						
03 MO1	Manager Only	R 73.00	R 21.00	R 59.85	R 15.35	R 30.70	R184.20 each
03 MO	After 5 years	R 73.00	R 21.00	R 59.85	R 16.17	R 32.23	R193.38 each
03 MO10	After 10 years	R 73.00	R 21.00	R 59.85	R 16.89	R 33.78	R202.68 each
03 MH1	Manageress / Hairdresser	R 73.00	R 21.00	R 59.85	R 19.84	R 38.68	R238.06 each
03 MH5	After 5 years	R 73.00	R 21.00	R 59.85	R 20.83	R 41.65	R249.91 each
03 MH10	After 10 years	R 73.00	R 21.00	R 59.85	R 21.82	R 43.65	R261.89 each
	HAIRDRESSER – QUALIFIED						
03 HQ1	First year after qualifying	R 73.00	R 21.00	R 59.85	R 12.44	R 24.88	R126.30 each
03 HQ2	Thereafter	R 73.00	R 21.00	R 59.85	R 13.06	R 26.12	R149.26 each
03 HQ5	After 5 years	R 73.00	R 21.00	R 59.85	R 13.69	R 27.37	R156.76 each
03 HQ10	After 10 years	R 73.00	R 21.00	R 59.85	R 13.69	R 27.37	R164.24 each
	AFRO HAIRDRESSER / STYLIST						
03 AHQ1	With COTT or SETA Qualification	R 73.00	R 21.00	R 59.85	R 10.85	R 21.89	R131.35 each
03 AHQ5	After 5 years	R 73.00	R 21.00	R 59.85	R 11.49	R 22.98	R137.90 each
03 AHQ10	After 10 years	R 73.00	R 21.00	R 59.85	R 12.04	R 24.09	R144.52 each
03 AH11	With Informal Qualification	R 73.00	R 21.00	R 59.85	R 7.31	R 14.61	R87.67 each
03 AH15	After 5 years	R 73.00	R 21.00	R 59.85	R 7.87	R 15.34	R92.04 each
03 AH10	After 10 years	R 73.00	R 21.00	R 59.85	R 8.03	R 16.07	R96.41 each
03 AHB1	An employee who does one or more of the following: Braiding, Plaiting, Haircutting or Extensions	R 73.00	R 21.00	R 59.85	R 4.47	R 8.93	R53.60 each
03 AHB 5	After 5 years	R 73.00	R 21.00	R 59.85	R 4.69	R 9.38	R56.28 each
03 AHB10	After 10 years	R 73.00	R 21.00	R 59.85	R 4.91	R 9.82	R58.91 each
	LEARNER – MODULES						
03 LMO	Before completing module 1	R 73.00	R 12.60	R 25.20	R 6.33	R 12.67	R76.00 each
03 LM1	Module 1	R 73.00	R 12.60	R 25.20	R 6.59	R 13.18	R79.06 each
03 LM2	Module 2	R 73.00	R 12.60	R 25.20	R 7.04	R 14.08	R84.49 each
03 LM3	Module 3	R 73.00	R 12.60	R 25.20	R 7.47	R 14.94	R89.67 each
03 LM4	Module 4	R 73.00	R 15.75	R 34.65	R 7.92	R 15.84	R95.04 each
03 LM5	Module 5	R 73.00	R 15.75	R 34.65	R 8.35	R 16.69	R100.15 each
03 LM6	Module 6	R 73.00	R 15.75	R 34.65	R 8.81	R 17.62	R105.71 each
	LEARNER – UNIT STANDARDS						
03 LS0	Entry Level	R 73.00	R 12.60	R 25.20	R 8.06	R 12.13	R72.78 each
03 LS1	Core Unit Standards Level 2	R 73.00	R 12.60	R 25.20	R 8.66	R 13.31	R79.87 each
03 LS6	Core Unit Standards Level 3	R 73.00	R 15.75	R 34.65	R 7.83	R 15.68	R93.97 each
03 LS11	Core Unit Standards Level 4	R 73.00	R 15.75	R 34.65	R 8.64	R 17.28	R103.71 each
	MANICURIST & BEAUTY CULTURIST						
03 MB13	1 st 3 Months	R 73.00	R 12.60	R 25.20	R 5.05	R 10.11	R60.85 each
03 MB23	2 nd 3 Months	R 73.00	R 16.75	R 25.20	R 5.88	R 11.76	R70.57 each
03 MB33	3 rd 3 Months	R 73.00	R 18.75	R 34.65	R 7.34	R 14.68	R88.11 each
03 MB1	Thereafter	R 73.00	R 21.00	R 49.35	R 10.93	R 21.88	R131.16 each
03 MB5	After 5 years	R 73.00	R 21.00	R 49.35	R 11.48	R 22.95	R137.72 each
03 MB10	After 10 years	R 73.00	R 21.00	R 49.35	R 12.02	R 24.04	R144.27 each
03 RE1	RECEPTIONIST/TELEPHONIST	R 73.00	R 21.00	R 49.35	R 11.01	R 22.03	R132.16 each
03 RE5	After 5 years	R 73.00	R 21.00	R 49.35	R 11.66	R 23.13	R138.78 each
03 RE10	After 10 years	R 73.00	R 21.00	R 49.35	R 12.12	R 24.23	R145.39 each
	OPERATOR						
03 OP	Operator - first year	R 73.00	R 12.60	R 25.20	R 6.43	R 12.85	R77.13 each
03 OP1	Operator - thereafter	R 73.00	R 12.60	R 25.20	R 6.66	R 13.32	R103.90 each
03 OP5	After 5 years	R 73.00	R 12.60	R 25.20	R 9.09	R 18.19	R109.14 each
03 OP10	After 10 years	R 73.00	R 12.60	R 25.20	R 9.53	R 19.05	R114.32 each
03 OPM1	Operator - Multi-Skilled	R 73.00	R 12.60	R 25.20	R 10.72	R 21.43	R128.81 each
03 OPM5	After 5 years	R 73.00	R 12.60	R 25.20	R 11.26	R 22.50	R134.97 each
03 OPM10	After 10 years	R 73.00	R 12.60	R 25.20	R 11.78	R 23.57	R141.40 each
03 GA1	GENERAL ASSISTANT	R 73.00	R 12.60	R 25.20	R 6.11	R 10.22	R61.31 each
03 GA5	After 5 years	R 73.00	R 12.60	R 25.20	R 6.38	R 10.71	R64.27 each
03 GA10	After 10 years	R 73.00	R 12.60	R 25.20	R 6.62	R 11.23	R67.39 each
	CASUAL EMPLOYEE	Contributions for casual / part time employees shall be as specified for that category of employee above.					
	PART TIME EMPLOYEE	Contributions for casual / part time employees shall be as specified for that category of employee above.					

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