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**IMPORTANT ANNOUNCEMENT**

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

**2011**

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

- ▶ **4 August**, Thursday, for the issue of Friday **12 August 2011**
- ▶ **8 December**, Thursday, for the issue of Thursday **15 December 2011**
- ▶ **14 December**, Wednesday, for the issue of Friday **23 December 2011**
- ▶ **20 December**, Tuesday, for the issue of Friday **30 December 2011**
- ▶ **28 December**, Wednesday, for the issue of Friday **6 January 2012**

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**

**2011**

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

- ▶ **4 Augustus**, Donderdag, vir die uitgawe van Vrydag **12 Augustus 2011**
- ▶ **8 Desember**, Donderdag, vir die uitgawe van Donderdag **15 Desember 2011**
- ▶ **14 Desember**, Woensdag, vir die uitgawe van Vrydag **23 Desember 2011**
- ▶ **20 Desember**, Dinsdag, vir die uitgawe van Vrydag **30 Desember 2011**
- ▶ **28 Desember**, Woensdag, vir die uitgawe van Vrydag **6 Januarie 2012**

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 kopie drie kalenderweke voor publikasie ingedien word

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## GOVERNMENT NOTICES GOEWERMENTSKENNISGEWINGS

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### DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT DEPARTEMENT VAN JUSTISIE EN STAATKUNDIGE ONTWIKKELING

No. R. 611

29 July 2011

#### MAGISTRATES' COURTS: AMENDMENT OF THE RULES OF COURT

The Rules Board for Courts of Law has, under section 6 of the Rules Board for Courts of Law Act, 1985 (Act No. 107 of 1985), with the approval of the Minister for Justice and Constitutional Development, made the rules in the Schedule.

#### SCHEDULE

##### GENERAL EXPLANATORY NOTE:

[ ] Expressions in bold type in square brackets indicate omissions from existing rules.

Expressions underlined with a solid line indicate insertions into existing rules.

##### Definition

1. In this Schedule "the Rules" means the Rules Regulating the Conduct of the Proceedings of the Magistrates' Courts of South Africa published under Government Notice No. R. 740 of 23 August 2010, as amended by Government Notice No. R. 1222 of 24 December 2010.

##### Amendment of rule 5 of the Rules

2. Rule 5 of the Rules is hereby amended by the substitution for subrule (3) of the following subrule:

"(3) (a) (i) Every summons shall be signed by an attorney acting for the plaintiff and shall bear the attorney's physical address, which address shall, in places where there are three or more attorneys or firms of attorneys practising independently of one another, be within

15 kilometres of the court house, the attorney's postal address, and, where available the attorney's facsimile address and electronic mail address: Provided that the State Attorney may appoint the office of the registrar or clerk of the civil court as its address for service.

- (ii) If no attorney is acting for the plaintiff, the summons shall be signed by the plaintiff, who shall in addition append a physical address, which address shall, in places where there are three or more attorneys or firms of attorneys practising independently of one another, be within 15 kilometres of the courthouse at which plaintiff will accept service of all subsequent documents and notices in the suit, the plaintiff's postal address and, where available, plaintiff's facsimile address and electronic mail address.
- (iii) After subparagraph (i) or (ii) has been complied with, the summons shall be signed and issued by the registrar or clerk of the court and shall bear the date of issue by the registrar or clerk as well as the case number allocated thereto.

(b) The plaintiff may indicate in a summons whether the plaintiff is prepared to accept service of all subsequent documents and notices in the suit through any manner other than the physical address or postal address and, if so, shall state such preferred manner of service.

(c) If an action is defended the defendant may, at the written request of the plaintiff, deliver a consent in writing to the exchange or service by both parties of subsequent documents and notices in the suit by way of facsimile or electronic mail.

(d) If the defendant refuses or fails to deliver the consent in writing as provided for in paragraph (c), the court may, on application by the plaintiff, grant such consent, on such terms as to costs and otherwise as may be just and appropriate in the circumstances.”.

### **Amendment of rule 13 of the Rules**

3. Rule 13 of the Rules is hereby amended by the substitution for subrule (3) of the following subrule:

“(3) (a) When a defendant delivers notice of intention to defend, the defendant shall therein give his or her full physical residential or business address, postal address and where available, facsimile address and electronic mail address, and shall also indicate and select therein the preferred address for service on the defendant thereof of all documents in such action, and service

thereof at the address so given shall be valid and effectual, except where by any order or practice of the court personal service is required: Provided that the physical address given by the defendant in the notice of intention to defend shall, in places where there are three or more attorneys or firms of attorneys practising independently of one another, be an address situated within 15 kilometres of the courthouse.

(b) The defendant shall indicate in the notice of intention to defend whether the defendant is prepared to accept service of all subsequent documents and notices in the suit through any manner other than the physical address or postal address and, if so, shall state such preferred manner of service.

(c) The plaintiff may, at the written request of the defendant, deliver a consent in writing to the exchange or service by both parties of subsequent documents and notices in the suit by way of facsimile or electronic mail.

(d) If the plaintiff refuses or fails to deliver the consent in writing as provided for in paragraph (c), the court may, on application by defendant, grant such consent, on such terms as to costs and otherwise as may be just and appropriate in the circumstances.”.

#### **Amendment of rule 55 of the Rules**

4. Rule 55 of the Rules is hereby amended by the substitution for subrule (1) of the following subrule:

“(1) (a) Every application shall be brought on notice of motion supported by an affidavit as to the facts upon which the applicant relies for relief.

(b) The notice of motion must be addressed to the party or parties against whom relief is claimed and to the registrar or clerk of the court.

(c) Where it is necessary or proper to give any person notice of an application, the notice of motion must also be addressed to such person and served on such person.

(d) The notice of motion in every application other than one brought *ex parte* shall be similar to Form 1A of Annexure 1 and copies of the notice, and all annexures thereto, shall be served upon every party to whom notice thereof is to be given.

(e) In a notice of motion the applicant shall-

(i) appoint a physical address, which address shall, in places where there are three or more attorneys or firms of attorneys practising

independently of one another, be within 15 kilometres of the office of the registrar or clerk of court, at which notice and service of all documents in such proceedings will be accepted;

- (ii) state the applicant's postal, facsimile or electronic mail addresses where available; and
  - (iii) set forth a day, not less than 5 days after service thereof on the respondent, on or before which such respondent is required to notify the applicant, in writing, whether he or she intends to oppose such application, and state that if no such notification is given the application will be set down for hearing on a stated day, not being less than 10 days after service on the respondent of the notice.
- (f) If the respondent does not, on or before the day mentioned for that purpose in a notice of motion, notify the applicant of his or her intention to oppose, the applicant may place the matter on the roll for hearing by giving the registrar or clerk of the court notice of set down 5 days before the day upon which the application is to be heard.
- (g) Any party opposing the grant of an order sought in a notice of motion shall
- (i) within the time stated in the notice, give applicant notice, in writing, that he or she intends to oppose the application, and in such notice appoint an address, which address shall, in places where there are three or more attorneys or firms of attorneys practising independently of one another, be within 15 kilometres of the office of the registrar or clerk of the court, at which he or she will accept notice and service of all documents, as well as such party's postal, facsimile or electronic mail addresses where available;
  - (ii) within 10 days of notifying the applicant of his or her intention to oppose the application, deliver his or her answering affidavit, if any, together with any relevant documents; and
  - (iii) where it intends to raise questions of law only, deliver notice of intention to do so, within the time stated in subparagraph (ii), setting forth such question.
- (h) Within 10 days of the service upon him or her of the affidavit and documents referred to in paragraph (g)(ii), the applicant may deliver a replying affidavit.
- (i) The court may in its discretion permit the filing of further affidavits.
  - (j)
    - (i) Where no answering affidavit, or notice in terms of paragraph (g)(iii), is delivered within the period referred to in paragraph (g)(ii) the applicant may within 5 days of the expiry thereof apply to the registrar or clerk of the court to allocate a date for the hearing of the application.
    - (ii) Where an answering affidavit is delivered the applicant may apply for an allocation of the date for the hearing of the application within 5 days

of the delivery of his or her replying affidavit or, if no replying affidavit is delivered, within 5 days of the expiry of the period referred to in paragraph (h) and where such notice is delivered the applicant may apply for such allocation within 5 days after delivery of such notice.

(iii) If the applicant fails so to apply within the appropriate period provided for in subparagraph (ii), the respondent may do so immediately upon the expiry thereof.

(iv) Notice in writing of the date allocated by the registrar or clerk of the court shall be delivered by applicant or respondent, as the case may be, to the opposite party not less than 10 days before the date allocated for the hearing.

(k) (i) Where an application cannot properly be decided on affidavit the court may dismiss the application or make such order as it deems fit with a view to ensuring a just and expeditious decision.

(ii) The court may in particular, but without affecting the generality of subparagraph (i) direct that oral evidence be heard on specified issues with a view to resolving any dispute of fact and to that end may order any deponent to appear personally or grant leave for that person or any other person to be subpoenaed to appear and be examined and cross-examined as a witness or it may refer the matter to trial with appropriate directions as to pleadings or definition of issues, or otherwise.”.

#### **Amendment of rule 56 of the Rules**

5. The following rule is hereby substituted for rule 56 of the Rules:

**“[Arrests *tanquam suspectus de fuga*,] Interdicts, attachments to secure claims and *mandamenten van spolie***

**56. (1) Application to the court for an order of [arrest *tanquam suspectus de fuga*,] an interdict or attachment or for a *mandament van spolie* shall be made in terms of rule 55.**

**(2) Every application referred to in subrule (1) shall be accompanied by an affidavit stating the facts upon which the application is made and the nature of the order applied for.**

**(3) The court may, before granting an order upon an application referred to in subrule (1), require the applicant to give security for any**



damages which may be caused by such order and may require such additional evidence as it may think fit.

**[(4) An order made *ex parte* for the arrest *tanquam suspectus de fuga* of a person shall call upon the respondent to show cause against it at a time stated in the order, which shall be the first court day after service.]**

**[(5) The return day of an order made *ex parte* for arrest *tanquam suspectus de fuga* may be anticipated by the respondent upon 12 hours' notice to the applicant.]**

**(4) Unless otherwise ordered by a court, an order for [the arrest *tanquam suspectus de fuga* of a person or] the attachment of goods shall *ipso facto* be discharged upon security being given by the respondent to the sheriff for the amount to which the order relates, together with costs.**

**(5) The security contemplated in subrule (6) may be given to abide the result of the action instituted or to be instituted; and may be assigned by the respondent to part only of the order and shall in that event operate to discharge the order as to that part only."**

#### **Commencement**

**6. These rules shall come into operation on 2 September 2011.**

**ISAZISO SIKARHULUMENTE  
ISEBE LEZOBULUNGISA NOPHUHLISO LOMGAQO-SISEKO**

No. R. 611

29 July 2011

**IINKUNDLA ZOMANTYI: ISIHLOMELO SEMIGAQO YENKUNDLA**

Ibhodi yemiGaqo yeeNkundla zomThetho, phantsi kwecandelo lesi-6 lomThetho weBhodi yemiGaqo yoMmiselo, 1985 (UmThetho No. 107 ka-1985), ngemvume yomPhathiswa wezoBulungisa noPhuhliso lomGaqo-siseko, yenze imigaqo kwishedyuli.

**ISHEDYULI****ISAZISO JIKELELE ESICHAZAYO:**

[ ] limbonakalo ngohlobo olucacileyo kwizibiyeli ezisikwere ezibonakalisa izinto ezishiyekileyo kwimigaqo ekhoyo.

\_\_\_limbonakalo ezikrweliweyo ngomgca oqinileyo zibonisa ukufakwa kwemigaqo ekhoyo.

**Ingcaciso**

1. Kule shedyuli "imigaqo" ithetha imiGaqo eLawula iNdlela zeNkqubo yeeNkundla zoMantyi eMzantsi Afrika ezipapashwe phantsi kweSaziso sikaRhulumente No. R. 740 sama-23 kweyeThupa ngo-2010, nje ngoko iguqulwe siSaziso sikaRhulumente No. R.1222 sama-24 kweyoMnga ngo-2010.

**Isihlomelo somgaqo 5 wemiGaqo**

2. Ngenxa yoko, umgaqo 5 wemiGaqo ulungiswe ngokusetyenziswa komgaqo (3) kumgaqo olandelayo:

- "(3) (a) (i) Zonke isamani ziyakusayinwa liqwetha lommangali libonise idilesi ye-ofisi zalo, eyamaqwetha amathathu okanye ngaphezulu aziqhelisa ngokukhululekileyo elinye kwelinye ezikumgama we-15 km ukusuka kwinkundla esifakwa kuyo

isimangalo, idilesi yeposi, eyefeksi, kunye nedilesi ye-imeyili ukuba ikho: Ngaphandleni okokuba iQwetha likaRhulumente linokukhetha unobhala wenkundla ephakamileyo okanye unobhala wenkundla yoluntu njengedilesi esebenzayo.

- (ii) Ukuba ummangali akamelwanga ligqwetha, iisamani ziyakusayinwa ngummangali, oyakuthi afakele idilesi yendawo ahlala kuyo, idilesi yamaqwetha amathathu okanye ngaphezulu aziphelisa ngokukhululekileyo elinye kwelinye engekude kuma 15 km ukusuka kwinkundla apho amangele khona nalapho aya kufumana khona amaphepha nezaziso ezinxulumene nesimangalo kunye nedilesi yakhe yeposi, kunye nefeksi nedilesi ye-ilmeyili, apho zikhoyo.
- (iii) Emva kokufezekiswa kwemihlathana (i) okanye (ii), iisamani zingasayinwa zikhutshwe ngunobhala wenkundla ephakamileyo okanye owakwamantyi kanjalo nenombolo eyabelwe eso simangalo.

(b) Ummangali angabonisa kwiisamani ukuba ukulungele ukufumana amaphepha anxulumene netyala nazo zonke izaziso kwisimangalo nangayiphina indlela ngaphandle kokuziswa kwindawo ahlala kuyo, nangokuposwa, ukuba kunjalo kufuneka achaze indlela ayikhethayo yokuziswa kwaloo maphepha enkundla.

(c) Ukuba ummangalelwa uyazithethelela kwisimangalo, kufuneka xa ecelwa ngummangali ngencwadi ebhaliweyo, ase imvume ebhaliweyo, okanye unikezelo ngamacala omabini amaphepha nezaziso ezilandelayo zesimangalo ngefeksi okanye nge-imeyili.

(d) Ukuba ummangalelwa uyala okanye angakwazi ukusa imvume ebhaliweyo njengoko kumiswe kumhlathi (c), inkundla ngesicelo sommangali, ingayinika lo mvume ngokwemimiselo yeendleko, okanye ngokwendlela enobulungisa okanye efanelekileyo ngokweemeko.”

### **Isihlomelo somgaqo 13 wemiGaqo**

**3. Ngenxa yoko, umgaqo 13 wemigaqo ulungiselela ukuthabatha indawo yomgaqo (3) womgaqo olandelayo:**

“(3) (a) Xa ommangalelwayo enikezela ngesaziso senjongo yokuzithethelela, uyakunika idilesi yakhe epheleleyo yalapho ahlala khona okanye idilesi yasemsebenzini, anike idilesi yamaqwetha amathathu okanye ngaphezulu aziphelisa ngokukhululekileyo elinye kwelinye okanye eyefemu yawo eyakuba kumgama oli-15 km ukusuka enkundleni, eyeposi, ifeksi kunye neye-imeyili xa zikhona, abonise kananjalo kwaye akhethe apho idilesi eyeyona anokunikezela kuyo zonke iincwadi zenkundla ezinxulumene neso simangalo nonikezelo lwazo kwidilesi enikezelwe oko neyeyona ifanelekileyo, ngaphandle

kwalapho kunomyalelo okanye indlela esisigxina yokunikezela kwenkundla efunekayo kuxhomekeke ekubeni idilesi enikwe ngummangalelwa kwisaziso seenjongo zokuzithethelela.

(b) Ummangalelwa uyakubonisa kwisaziso senjongo ukuthethelela ukuba ukulungele na ukufumana zonke iincwadi zenkundla nazo zonke izaziso kwisimangalo nangayiphina indlela ngaphandle kokuziswa kwindawo ahlala kuyo, nangokuposwa, ukuba kunjalo kufuneka achaze loo Ndlela ayikhethayo yokufumana loo mbalelwano.

(c) Ukuba ummangalelwa uyazithethelela kwisimangalo kufuneka xa ecelwa ngummangali ngenchwadi ebhaliweyo, ase imvume ebhaliweyo, okanye unikezelo ngamacala omabini amaphepha nezaziso ezilandela isimangalo ngefeksi okanye i-imeyili.

(d) Ukuba ummangali uyala okanye asilele ukunikezela imvume ebhaliweyo njengoko kulungiselelwe kumhlathi (c), inkundla, ngesicelo sommangali, ingayinika lomvume ngokwemimiselo yeendleko, okanye ngokwendlela enobulungisa okanye efanelekileyo.”

#### **Isihlomelo somgaqo 55 wemiGaqo**

**4. Ngenxa yoko, umgaqo 55 wemiGaqo ulungiselela ukuthabatha indawo yomgaqo (1) womgaqo olandelayo:**

“(1) (a) Nasiphi na isicelo siyakuziswa ngesaziso sesindululo esixhaswe ngengxelo efungelweyo mayela nemiba ummangali aqamelele ngayo ukufuna isibonelelo.

(b) Isaziso sesindululo kufaneka sijoliswe kwicala okanye amacala elichasene nawo ibango ekufunwa isibonelelo salo nakunobhala wenkundla ephakamileyo okanye owenkundla kamantyi.

(c) Apho kuyimfuneko okanye kufanelekileyo ukunika nawuphina umntu isaziso sesicelo, isaziso sesindululo kufuneka naso sibhalelwe sinikezelwe kulo mntu.

(d) Isaziso sesindululo phambi kwenkundla kuso sonke isicelo esisesinye kuneso sisiswe licala elinye siyakufana nomzekelo kaFomu 1A wokuqhotyoshelweyo 1 kwaye iikopi zesaziso, kunye nako konke okuqhotyoshelwe kuzo, siyakunikezelwa kulo naliphi na icala ekufanele ukuba sinikizelwe kulo.

(e) Kwisaziso sesindululo phambi kwenkundla umenzi wesicelo:

(i) uyakunikezela ngedilesi ahlala kuyo, idilesi yamaqwetha amathathu okanye ngaphezulu aziqhelisa ngokukhululekileyo elinye kwelinye ekumgama wama-15 km ukusuka kwi-ofisi kanobhala wenkundla ephakamileyo okanye ekamantyi, isaziso nonikezelo lwazo zonke iincwadi kulo nkqubo ziyakwamkeleka;

(ii) zikhankanye idilesi yeposi yomntu owenza isicelo, ifeksi, idilesi ye-elektroniki xa zikhona

(iii) abeke usuku olungekho ngaphantsi kweentsuku ezi-5 emva kokunikezelwa kwazo kummangalelwa ngomhla okanye ngaphambi kwawo lo mmangalelwa kufuneka azise ummangali ngokubhaliweyo ukuba unenjongo yokusiphika eso sicelo okanye hayi achaze ukuba eso saziso sinikwe isicelo siyakubekelwa ukuviwa ngomhla ochaziweyo, ongekho ngaphantsi kweentsuku ezili-10 emva konikezelo kummangalelwa ngesaziso.

(f) Ukuba ummangalelwa akamazisi owenza isicelo ngomhla okanye phambi komhla okhankanyelwe eso sizathu kwisaziso, azise umenzi wesicelo ngeenjongo zakhe zokusichasa isicelo, lowo wenza isicelo angasibeka isimangalo kuluhlu lamatyala ayakuviwa ngalo mini ngokunika unobhala wenkundla ephakamileyo okanye ekamantyi isaziso sokubekela ukuviwa kwetyala iintsuku ezi- 5 phambi kosuku apho umenzi wesicelo ayakuviwa.

(g) Naliphi na icala eliphikisa ukunikezelwa komyalelo ofunwe kwisaziso sesindululo phambi kwenkundla liya -

(i) kwixesha elikhankanyiweyo kwisaziso, elinika umenzi isaziso esibhaliweyo, ukuba uneenjongo zokusichasa eso sicelo, kwaye kweso saziso kufuneka anike idilesi yamaqwetha amathathu okanye ngaphezulu aziqhelisa ngokukhululekileyo elinye kwelinye ekumgama wama-15 km ukusuka kwi-ofisi kanobhala wenkundla ephakamileyo okanye ekamantyi, isaziso nonikezelo lwazo zonke iincwadi kulo nkqubo ziyakwamkeleka;

(ii) kwiintsuku ezili-10 zokwazisa umntu owenze isicelo ngeenjongo zakhe zokuchasa isicelo, anikezele ngengxelo yakhe efungelweyo ukuba ikho, kunye nayiphi na incwadi enxulumene neso sicelo; kwaye

(iii) apho aneenjongo zokuphakamisa imibuzo mayela nemibuzo yomthetho kuphela, makanikele ngesaziso seenjongo zokwenza njalo, kwelo xesha likhankanywe kwinxalenye yomgaqo (ii), ubeka loo mibuzo.

(h) kwiintsuku ezili-10 zonikezelo lwengxelo efungelweyo neencwadi ekubhekiselelwe kuzo kumhlathi (g) (ii), umntu owenze isicelo anganikezela ngengxelo ezongezelelweyo ezifungelweyo.

(i) Inkundla ingakuvumela ukunikezelwa ngeengxelo ezongezelelweyo ezifungelweyo.

- (j) (i) Apho kungafakwanga ngxelo ifungelweyo iphendulayo, okanye isaziso ngokomhlathi (g) (iii), zinikezelweyo kwixesha ekubhekiselelwe kulo mhlathi (g) (ii) umntu owenza isicelo angenza isicelo kunobhala wenkundla ephakamileyo okanye kweyenkundla kamantyi ukuba amisele umhla wokuviwa kwesicelo.
- (ii) Apho ingxelo efungelweyo inikezelweyo, umenzi wesicelo angenza isicelo sokubekelwa bucala komhla wokuviwa kwesicelo kwiintsuku ezi-5 zokunikezelwa kwengxelo yakhe ephendulayo, okanye xa kungekho ngxelo iphendulayo, enikezelweyo, kwiintsuku ezi-5 zokuphela kwexesha ekubhekiswa kulo kumhlathi (h) nalapho eso saziso sinikelwe kumenzi wesicelo angacelela oko kubekelwa bucala kweentsuku ezi-5 emva kokunikezelwa kweso saziso.
- (iii) Ukuba umenzi wesicelo uyasilela ukwenza isicelo kwixesha elilungiselelwe kumhlathi (ii), ummangalelwa angenza njalo ngokukhawuleza kweso saziso.
- (iv) Isaziso esibhaliweyo sosuku olubekelwe bucala ngunobhala wenkundla ephakamileyo nekamantyi iyakunikezelwa ngumenzi wesicelo okanye ummangalelwa, njengoko iimeko zisitsho, kwicala eliphikisayo kungedlulanga iintsuku ezili-10 phambi komhla obekelwe bucala ukuva isicelo eso.
- (k) (i) Apho isicelo singena kugqitywa ngokupheleleyo kwingxelo efungelweyo, inkundla ingasikhaba isicelo okanye inike lo myalelo iwubona ufanelekile ngembono yokuqinisekisa isigqibo esiphuthumayo nesinobulungisa.
- (ii) Inkundla ingayalela ngokukodwa, ngaphandle kokuchaphazela ububanzi bomhlathi (i) ukuviwa kobungqina obuthethwayo kwimiba ethile ngenjongo yokusombulula naliphi iqhinga kwizinto ezamkeleke njengoko zinjalo kwaye kwelo cala inkundla ingayalela nawuphi umenzi wesifungo avele buqu okanye anike lo mntu imvume kulo mntu okanye omnye ukuba abizelwe ukuba avele enkundleni azokubuzwa kwaye abuzwe njengengqina ngobo bungqina abunikileyo okanye inkundla ingasidlulisela kuvavanyo eso sicelo nemiyalelo ephathelele kubungqina bempikiswano okanye ingcaciso yemiba ethile, okanye ngolunye uhlobo"

#### **Isihlomelo somgaqo 56 wemiGaqo**

5. Ngenxa yoko, umgaqo olandelayo uthabatha indawo yomgaqo 56 wemiGaqo:

**“[Ukubanjwa ngorhanelo lokuqhweha,] Izithintelo, ukuthimba, amabango nesithintelo sokungakhutshwa komntu kwindawo engeyoyakhe ngaphandle komthetho**

**56. (1) isicelo esiya enkundleni somyalelo [wokubamba ngokukrokrela ukuba ubani angabaleka], esokuthintela okanye esesinyanzeliso sokungakhutshwa endaweni siyakwenziwa phantsi komgaqo 55.**

**(2) Sonke isicelo ekubhekiswa kuso kwinxalenye yomgaqo (1) siyakukhatshwa yingxelo efungelweyo edandalazisa ubungqina besicelo esenziwe phezu kwabo nohlobo lomyalelo ocelwayo.**

**(3) Inkundla, phambi kokunika umyalelo kwisicelo ekubhekiswa kuso kwinxalenye yomgaqo (i), ingafuna umenzi wesicelo anikezele ngesibambiso sayo nayiphina ilahleko enokwenzeka ngenxa yomyalelo enokuwunika kwaye ingafuna obo bungqina bongezelelweyo njengoko ibona kufanelekile.**

**[(4) umyalelo owenziwe ngesicelo secala elivele lodwa ukubanjwa kobani ngokukrokrela ukuba angaqhweha uyakufuna ummangalelwa abonise isizathu esichasene nesi sicelo kwixesha eliboniswe kulo myalelo, oluyakuba ngumhla wokuqala emva kokuwufumana kwakhe.]**

**[(5) Ngosuku lwempendulo umyalelo owenziwe licala elilodwa lokubanjwa kukabani ngokukrokrelwa ukuba angaqhweha ungalindelwa ngummangalelwa kwi-12 leeyure kwisaziso esiya kumenzi wesicelo.]**

**(4) Ngaphandle kokuba inkundla yenza umyalelo ongomnye, umyalelo [wokubamba apho ubani akrokrela ukuba angaqhweha okanye] owokuthimba iimpahla uyakurhoxiswa ngokwawo ekunikezelweni kwesibambiso esinikezelwe ngummangalelwa kunothimba esilingana nemali umyalelo omalunga nayo uquka neendleko.**

**(5) Isibambiso ekubhekiswa kuso kwinxalenye yomgaqo (6) singanikezelwa ukwenza ukungqamana nesiphumo sesimangalo esifakiweyo okanye esiza kufakwa, kwaye esiyakunxulunyaniswa nenxalenye yomyalelo kuphela ngummangalelwa kwaye kwesi sithuba uyakufezekisa umyalelo ngokwalo nxalenye kuphela.”**

## **Isiqalelo**

**6. Le migaqo iza qala ukusebenza ngo we-2 kweyoMsintsi ngo-2011.**

**DEPARTMENT OF LABOUR  
DEPARTEMENT VAN ARBEID****No. R. 612****29 July 2011****LABOUR RELATIONS ACT, 1995****BARGAINING COUNCIL FOR THE HAIRDRESSING TRADE, CAPE PENINSULA:  
EXTENSION OF AMENDMENT OF MAIN COLLECTIVE AGREEMENT TO NON-  
PARTIES**

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 **Bargaining Council for the Hairdressing Trade, Cape Peninsula** 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 **8 August 2011** and for the period ending 31 December 2012.

**MN OLIPHANT  
MINISTER OF LABOUR**



**UMNYANGO WEZABASEBENZI****No. R. 612****Usuku: 29 July 2011****UMTHETHO WOBUDLELWANO KWEZABASEBENZI, KA-1995****UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI  
EMBONINI YOSIZO LOKULUNGISWA KWEZINWELE – E CAPE PENINSULA:  
UKWELULELWA KWESIVUMELWANO ESIYINGQIKITHI SABAQASHI NABASEBENZI  
ESICHIBIYELAYO SELULELWA KULABO ABANGEYONA INGXYENYE YASO**

Mina, **MILDRED NELISIWE OLIPHANT**, onguNgqongqoshe Wezabasebenzi ngokwesigaba 32(2) soMthetho Wobudlelwano Kwezabasebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kuSheduli yesiNgisi exhanywe lapha, esenziwa **uMkhandlu Wokuxoxisana Phakathi Kwabaqashi Nabasebenzi Embonini Yosizo Lokulungiswa Kwezindle Nobuhle – e Cape Peninsula**, futhi ngokwesigaba 31 soMthetho Wobudlelwano Kwezabasebenzi ka 1995 esibopha labo abasebenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyomboni, kusukela mhlaka **8 kuNcwaba 2011** kuze kube mhlaka 31 kuZibandlela 2012.

**MN OLIPHANT  
UNGQONGQOSHE WEZABASEBENZI**

## **SCHEDULE**

### **BARGAINING COUNCIL FOR THE HAIRDRESSING TRADE CAPE PENINSULA COLLECTIVE AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1995, made and entered into by  
and between the

**EMPLOYERS' ORGANISATION FOR HAIRDRESSING, COSMETOLOGY AND BEAUTY**  
(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part,  
and the

#### **UNITED ASSOCIATION OF SOUTH AFRICA THE UNION**

(hereinafter referred to as the "employees" or the "trade union"), of the other part, being the  
parties to the Bargaining Council for the Hairdressing Trade, Cape Peninsula, to amend the  
Agreement published under Government Notice No. R. 1532 of 13 December 2002; R. 939  
and R. 940 of 13 August 2004; R. 915 and R. 916 of 15 September 2006; R. 1175 and R. 1176  
of 14 December 2007; R. 419 of 17 April 2009; R. 320 and R. 321 of 23 April 2010 and R. 261  
and R. 283 of 1 April 2011.

#### **1. SCOPE OF APPLICATION**

1.1 The terms of this agreement shall be observed in the Hairdressing Trade –

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

1.1.2 in the Magisterial Districts of The Cape, Wynberg, Simon's Town, Goodwood and Bellville, in those portions of the Magisterial Districts of Malmesbury and Stellenbosch which, prior to the publication of Government Notices 171 of 8 February 1957 and 283 of 2 March 1962, respectively, fell within the Magisterial District of Bellville, in that portion of the Magisterial District of Kuilsriver which, prior to the publication of Government Notice 661 of 19 April 1974, fell within the Magisterial District of Stellenbosch but which, prior to 2 March 1962, fell within the Magisterial District of Bellville in that portion of the Magisterial District of Kuils River which prior to the publication of Government Notice 1683 of 7 August 1987, fell within the Magisterial District of Bellville and in that portion of the Magisterial District of Somerset West which, prior to 9 March 1973 (Government Notice 173 of 9 February 1973), fell within the Magisterial District of Wynberg.

1.2 Notwithstanding the provisions of subclause (1), the terms of this agreement shall –

1.2.1 apply only to employees for whom wages are specified in this agreement and to the employers of such employees;

1.2.2 apply to learners only in so far as they are not inconsistent with the provisions of the Skills Development Act, 1998 or any contract entered into or any condition fixed there under.

## **2. PERIOD OF OPERATION**

(1) This agreement shall come into operation –

(a) in respect of the parties as agreed between them, on 1 January 2011.

(b) in respect of non-parties, on such date as determined by the Minister.

The Agreement shall remain in force until 31 December 2012.

### **3. EXEPTIONS**

The provisions of this Agreement do not apply to non-parties in respect of clauses 1.1.1 and 2(1)(a).

### **4. CLAUSE 22: EXEMPTION AND APPEAL CRITERIA**

#### **4.1 Substitute the following for subclause 22.1**

In terms of section 32 of the Act, No 127 Of 1998, the Council hereby establishes an Independent Appeal Board consisting of one independent person appointed by the Council to hear and decide any appeals brought against the Council's -

- (a) refusal of a non- parties application for exemption; and
- (b) withdrawal of an exemption granted by the Council.

### **5. CLAUSE 38: PROVIDENT FUND**

#### **5.1 Substitute the following for clause 38**

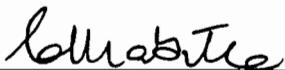
The Council having resolved that employers and employees in the Hairdressing Trade must participate in the registered Provident Fund known as the "Bargaining Council for the Hairdressing Trade, Cape Peninsula Provident Fund" (hereinafter referred to as the "Fund"), authorises for the purpose of implementing the objectives set out in the rules scheme, the collection of contributions –

- (a) Every employee must contribute per month, an amount equivalent to six percent of the employee's basic wage;
- (b) Every employer must deduct per month from the wage of each employee the amount referred to in clause 38(1) and contribute an amount equivalent to six percent of the employee's basic wage;

- (c) Every employer must pay the amounts referred to in clause 38(1) and 38(2) to the Council before the seventh day of the next month;
- (d) The Council will collate all such payments and remit the total amount due to the administrator of the Fund by the 26<sup>th</sup> day of every month.

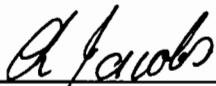
SIGNED AT CAPE TOWN FOR AND BEHALF OF THE PARTIES

THIS 4<sup>TH</sup> DAY OF MARCH 2011



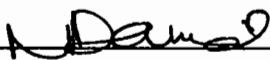
CYNTHIA MABITLE

Chairman of the Council



ALISON JACOBS

Vice Chairman of the Council



NIZAR DAVIDS

Secretary of the Council



No. R. 613

29 July 2011

**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 **01 August 2011** and for the period ending 31 December 2011.

**MN OLIPHANT**  
**MINISTER OF LABOUR**

No. R. 613

Usuku: 29 July 2011

**UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA 1995****HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL  
(SEMI-NATIONAL): UKWELULWA KWESIVUMELWANO SABAQASHI  
NABASEBENZI ESIYINGQIKITHI ESICHIBIYELAYO SELULELWA  
KULABO ABANGEYONA INGQENYE 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 mhlaka **01 uNcwaba 2011** kuze kube mhlaka 31 kuZibandlela 2011.

**MN OLIPHANT**  
**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 "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 and R. 430 of 20 May 2011.

## **1. SCOPE OF APPLICATION OF 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**

**1.1.2.5 "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 such date as may be fixed by the Minister of Labour in terms of Section 32 of the Labour Relations Act, 1995; and

b) Non-parties with effect from 1 August 2011.

(2) The Agreement shall remain in force until 31 December 2011.

## **3 CLAUSE 34: PROVIDENT FUND**

Insert the following new clauses after clause 33:

### **"CLAUSE 34: PROVIDENT FUND**

#### **34.1 Establishment of the Fund**

34.1.1 The Provident Fund, known as the Hairdressing and Cosmetology Industry Provident Fund (hereinafter referred to as the "Provident Fund") was established on 1 October 1976 by a collective agreement concluded by the parties to the Hairdressing and Cosmetology Services Bargaining Council (Semi-National) and published by the Minister of Labour in terms of Section 48 of the Labour Relations Act of 1956, and extended by the Labour Relations Act No. 66 of 1995 (hereafter referred to as "LRA"), as amended.

34.1.2 The Pension Funds Act (hereinafter referred to as "PFA") was amended from 1 January 2008 to include all Bargaining Council Funds previously registered under the Labour Relations Act, 1995. The Provident Fund was therefore registered under the PFA from 1 January 2009 and the registered certificate was issued by the Financial Services Board on 20 March 2009 with registration number 12/8/37824.

## **34.2 Object of the Fund**

**34.2.1** The object of the Fund is to provide retirement benefits to members at the date of retirement and death benefits to beneficiaries or nominees of deceased members as defined in the PFA. In terms of the Rules of the Fund, full Fund Credits are payable on leaving service, for whatever reason such as resignation, retrenchment, death, disability or retirement.

**34.2.2** The Provident Fund is governed by its Rules, the PFA, the Income Tax Act and all other relevant Acts applicable to Pension and Provident Funds as defined. The Fund is currently administrated by Verso Financial Services (Pty) Ltd, Registration Number 2000/003590/07 (FIAS License number 14985) and approved as an administrator in terms of Section 13B(1) of the PFA.

## **34.3 Contributions to the Fund**

**34.3.1** The employer shall each month deduct from the remuneration of each employee as defined in the Rules an amount equal to 4% of the specified monthly remuneration of such employee in terms of Rule 4.1(1) and 4.1(2).

**34.3.2** The employer shall also contribute 4% of the employee's prescribed monthly remuneration in terms of Rule 4.2(1). 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 attached Annexure A)

**34.3.3** No deductions shall be made or contributions paid in respect of absence on unpaid leave and absences owing to illness or injury on duty, where no payment is due to the employee by the employer in terms of any agreement or under any law.

**34.3.4** If any amount which falls due in terms of this clause or in terms of any other provision of this Agreement, is not received in full by the Council by the fixed day, then the employer shall be liable to pay late payment interest as defined in Section 13 of the PFA and calculated as follows on the arrear contributions:

- Less than R10 000 – 20,33%.  
(As defined in the PFA: Repo Rate plus 1/3 thereof plus 11 percentage points: currently 7%+2,33%+11%=20,33%)
- Greater than R10 000 – 17,33%  
(As defined in the PFA: Repo Rate plus 1/3 thereof plus 8 percentage points: currently 7%+2,33%+8%= 17,33%)

34.3.5 All contributions received by the Council in terms of this clause shall be paid directly to the Fund.

#### **34.4 MEMBERSHIP**

Membership of the Provident Fund shall be compulsory for all employees, excluding casual employees, who are employed in the Hairdressing and Cosmetology Industry (Semi-National) and who are under the age of 55 as at date of commencement of such employment in terms of the Rules of the Fund and the Collective Agreement, as amended from time to time.

#### **34.5 INDEMNITY**

The members of the Council and its employees shall not be liable for any debts or liabilities of the Provident Fund and they are hereby indemnified by the Provident Fund against losses or expenses incurred by them in or about the *bona fide* discharge of their duties. The Fund currently has Fidelity Cover in place to cover the Trustees and officials dealing with the Fund.

#### **4. CLAUSE 22: EXPENSES OF THE COUNCIL AND SUBSCRIPTIONS TO THE EMPLOYERS' ORGANISATION AND THE TRADE UNION**

4.1 Substitute the existing clause 22.13 with the following"

"22.13 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".

4.2 Substitute the Contribution Schedule with the following:

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 PROVINCE 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)		R330.00 EOHCB / Agency Fee			R75.00 AHBEASA / Agency Fee		
Basic establishment charge			R 75.00				
Total minimum charge			R 130.00				
01 WE	Working Employer (Provident Fund is optional)	N/A	Nil	Nil	R 87.57	N/A	R 467.04
<b>MANAGER</b>							
01 MO1	Manager Only	R 68.00	R 20.00	R 57.00	R 21.93	R 43.85	R175.40 each
01 MO5	After 5 years	R 68.00	R 20.00	R 57.00	R 23.02	R 46.04	R184.16 each
01 MO10	After 10 years	R 68.00	R 20.00	R 57.00	R 24.12	R 48.24	R192.96 each
01 MH1	Manageress / Hairdresser	R 68.00	R 20.00	R 57.00	R 29.05	R 58.10	R232.40 each
01 MH5	After 5 years	R 68.00	R 20.00	R 57.00	R 30.50	R 61.00	R244.00 each
01 MH10	After 10 years	R 68.00	R 20.00	R 57.00	R 31.96	R 63.92	R255.68 each
<b>HAIRDRESSER – QUALIFIED</b>							
01 HQ1	First year after qualifying	R 68.00	R 20.00	R 57.00	R 20.46	R 40.91	R163.64 each
01 HQ2	Thereafter	R 68.00	R 20.00	R 57.00	R 29.19	R 58.38	R233.52 each
01 HQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 30.65	R 61.30	R245.20 each
01 HQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 32.11	R 64.22	R256.88 each
<b>AFRO HAIRDRESSER / STYLIST</b>							
01 AHQ1	With COTT or SETA Qualification	R 68.00	R 20.00	R 57.00	R 16.68	R 33.36	R133.44 each
01 AHQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 17.52	R 35.03	R140.12 each
01 AHQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 18.35	R 36.70	R146.80 each
01 AH11	With informal qualifications	R 68.00	R 20.00	R 57.00	R 11.58	R 23.16	R92.64 each
01 AH15	After 5 years	R 68.00	R 20.00	R 57.00	R 12.16	R 24.32	R97.28 each
01 AH10	After 10 years	R 68.00	R 20.00	R 57.00	R 12.74	R 25.48	R101.92 each
01 AHB1	An employee who does one or more of the following: Braiding, Plaiting, Haircutting or Extensions Unskilled Hairdresser	R 68.00	R 20.00	R 57.00	R 8.50	R 17.00	R68.00 each
01 AHB 5	After 5 years	R 68.00	R 20.00	R 57.00	R 8.93	R 17.85	R71.40 each
01 AHB10	After 10 years	R 68.00	R 20.00	R 57.00	R 9.35	R 18.70	R74.80 each
<b>LEARNER – MODULES</b>							
01 LM0	Before completing module 1	R 68.00	R 12.00	R 24.00	R 9.08	R 18.12	R72.48 each
01 LM1	Module 1	R 68.00	R 12.00	R 24.00	R 9.37	R 18.73	R74.92 each
01 LM2	Module 2	R 68.00	R 12.00	R 24.00	R 9.88	R 19.75	R79.00 each
01 LM3	Module 3	R 68.00	R 12.00	R 24.00	R 10.36	R 20.71	R82.84 each
01 LM4	Module 4	R 68.00	R 15.00	R 33.00	R 10.87	R 21.74	R86.96 each
01 LM5	Module 5	R 68.00	R 15.00	R 33.00	R 11.38	R 22.76	R91.04 each
01 LM6	Module 6	R 68.00	R 15.00	R 33.00	R 11.89	R 23.77	R95.08 each
<b>LEARNER – UNIT STANDARDS</b>							
01 LSO	Entry Level	R 68.00	R 12.00	R 24.00	R 8.16	R 16.32	R65.28 each
01 LS1	Core Unit Standards Level 2	R 68.00	R 12.00	R 24.00	R 9.43	R 18.85	R75.40 each
01 LS6	Core Unit Standards Level 3	R 68.00	R 15.00	R 33.00	R 10.64	R 21.27	R85.08 each
01 LS11	Core Unit Standards Level 4	R 68.00	R 15.00	R 33.00	R 11.64	R 23.27	R93.08 each
<b>MANICURIST &amp; BEAUTY CULTURIST</b>							
01 MB13	1 <sup>st</sup> 3 Months	R 68.00	R 12.00	R 24.00	R 8.19	R 16.38	R65.52 each
01 MB23	2 <sup>nd</sup> 3 Months	R 68.00	R 15.00	R 33.00	R 9.46	R 18.92	R75.68 each
01 MB33	3 <sup>rd</sup> 3 Months	R 68.00	R 15.00	R 33.00	R 11.98	R 23.96	R95.84 each
01 MB1	Thereafter	R 68.00	R 20.00	R 48.00	R 21.12	R 42.23	R168.92 each
01 MB5	After 5 years	R 68.00	R 20.00	R 48.00	R 22.17	R 44.34	R177.36 each
01 MB10	After 10 years	R 68.00	R 20.00	R 48.00	R 23.23	R 46.45	R185.80 each
01 RE1	RECEPTIONIST/TELEPHONIST	R 68.00	R 20.00	R 48.00	R 20.37	R 40.73	R162.92 each
01 RE5	After 5 years	R 68.00	R 20.00	R 48.00	R 21.39	R 42.77	R171.08 each
01 RE10	After 10 years	R 68.00	R 20.00	R 48.00	R 22.40	R 44.80	R179.20 each
<b>OPERATOR</b>							
01 OP	Operator - First Year	R 68.00	R 12.00	R 24.00	R 12.25	R 24.50	R98.00 each
01 OP1	Operator - thereafter	R 68.00	R 12.00	R 24.00	R 18.59	R 37.18	R148.72 each
01 OP5	Operator - after 5 years	R 68.00	R 12.00	R 24.00	R 19.52	R 39.04	R156.16 each
01 OP10	Operator - after 10 years	R 68.00	R 12.00	R 24.00	R 20.45	R 40.90	R163.60 each
01 OPM1	Operator Multi-Skilled	R 68.00	R 12.00	R 24.00	R 20.57	R 41.14	R164.56 each
01 OPM5	Operator Multi-Skills After 5 years	R 68.00	R 12.00	R 24.00	R 21.60	R 43.20	R172.80 each
01 OPM10	Operator Multi-Skilled After 10 Years	R 68.00	R 12.00	R 24.00	R 22.63	R 45.25	R181.00 each
01 GA1	GENERAL ASSISTANT	R 68.00	R 12.00	R 24.00	R 11.52	R 23.04	R92.16 each
01 GA5	After 5 years	R 68.00	R 12.00	R 24.00	R 12.10	R 24.19	R96.76 each
01 GA10	After 10 years	R 68.00	R 12.00	R 24.00	R 12.67	R 25.34	R101.36 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 PROVINCE OF GAUTENG - ALBERTON (Area 1)							
(Effective from the date of coming into operation of agreement)							
Work Code	CATEGORY	UNION / AGENCY	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund
			Employer	Employee	Employer	Employee	(equal contributions by employer and employee)
	<b>EOHCB Subscriptions (Southern Gauteng)</b>	<b>R330.00 EOHCB/ Agency Fee</b>			<b>R75.00 AMBEASA / Agency Fee</b>		
	Basic establishment charge		R 75.00				
	Total minimum charge		R 130.00				
05 WE	Working Employer (Provident Fund is optional)	N/A	Nil	Nil	R 53.81	N/A	R 288.98
	<b>MANAGER</b>						
05 MO1	Manager Only	R 68.00	R 20.00	R 57.00	R18.89	R37.77	R151.08 each
05 MO5	After 5 years	R 68.00	R 20.00	R 57.00	R18.83	R39.65	R158.60 each
05 MO10	After 10 years	R 68.00	R 20.00	R 57.00	R20.77	R41.54	R166.16 each
05 MH1	Manageress / Hairdresser	R 68.00	R 20.00	R 57.00	R23.33	R46.66	R186.64 each
05 MH5	After 5 years	R 68.00	R 20.00	R 57.00	R24.50	R48.99	R195.98 each
05 MH10	After 10 years	R 68.00	R 20.00	R 57.00	R25.66	R51.32	R205.28 each
	<b>HAIRDRESSER – QUALIFIED</b>						
05 HQ1	First year after qualifying	R 68.00	R 20.00	R 57.00	R13.44	R26.88	R107.52 each
05 HQ2	Thereafter	R 68.00	R 20.00	R 57.00	R17.94	R35.87	R143.48 each
05 HQ5	After 5 years	R 68.00	R 20.00	R 57.00	R18.83	R37.66	R150.64 each
05 HQ10	After 10 years	R 68.00	R 20.00	R 57.00	R19.73	R39.45	R157.80 each
	<b>AFRO HAIRDRESSER / STYLIST</b>						
05 AHQ1	With COTT or SETA Qualification	R 68.00	R 20.00	R 57.00	R12.69	R25.38	R101.52 each
05 AHQ5	After 5 years	R 68.00	R 20.00	R 57.00	R13.33	R26.65	R106.60 each
05 AHQ10	After 10 years	R 68.00	R 20.00	R 57.00	R13.96	R27.92	R111.68 each
05 AH1	With Informal Qualification	R 68.00	R 20.00	R 57.00	R8.04	R16.08	R64.32 each
05 AH15	After 5 years	R 68.00	R 20.00	R 57.00	R8.45	R16.89	R67.56 each
05 AH110	After 10 years	R 68.00	R 20.00	R 57.00	R8.85	R17.69	R70.78 each
05 AHB1	An employee who does one or more of the following: Braiding, Plaiting, Haircutting or Extensions	R 68.00	R 20.00	R 57.00	R5.22	R10.43	R41.72 each
05 AHB 5	After 5 years	R 68.00	R 20.00	R 57.00	R5.48	R10.95	R43.80 each
05 AHB10	After 10 years	R 68.00	R 20.00	R 57.00	R5.74	R11.47	R45.88 each
	<b>LEARNER – MODULES</b>						
05 LMO	Before completing module 1	R 68.00	R 12.00	R 24.00	R8.36	R16.72	R66.88 each
05 LM1	Module 1	R 68.00	R 12.00	R 24.00	R8.64	R17.28	R69.12 each
05 LM2	Module 2	R 68.00	R 12.00	R 24.00	R9.11	R18.21	R72.84 each
05 LM3	Module 3	R 68.00	R 12.00	R 24.00	R9.56	R19.11	R76.44 each
05 LM4	Module 4	R 68.00	R 15.00	R 33.00	R10.04	R20.07	R80.28 each
05 LM5	Module 5	R 68.00	R 15.00	R 33.00	R10.50	R21.00	R84.00 each
05 LM6	Module 6	R 68.00	R 15.00	R 33.00	R10.96	R21.92	R87.68 each
	<b>LEARNER – UNIT STANDARDS</b>						
05 LSO	Entry Level	R 68.00	R 12.00	R 24.00	R7.37	R14.74	R58.96 each
05 LS1	Core Unit Standards Level 2	R 68.00	R 12.00	R 24.00	R8.71	R17.42	R69.68 each
05 LS8	Core Unit Standards Level 3	R 68.00	R 15.00	R 33.00	R9.79	R19.57	R78.28 each
05 LS11	Core Unit Standards Level 4	R 68.00	R 15.00	R 33.00	R10.74	R21.47	R85.88 each
	<b>MANICURIST &amp; BEAUTY CULTURIST</b>						
05 MB13	1 <sup>st</sup> 3 Months	R 68.00	R 12.00	R 24.00	R4.97	R9.94	R39.76 each
05 MB23	2 <sup>nd</sup> 3 Months	R 68.00	R 15.00	R 33.00	R5.79	R11.58	R46.32 each
05 MB33	3 <sup>rd</sup> 3 Months	R 68.00	R 15.00	R 33.00	R7.23	R14.45	R57.80 each
05 MB1	Thereafter	R 68.00	R 20.00	R 48.00	R12.82	R25.63	R102.52 each
05 MB5	After 5 years	R 68.00	R 20.00	R 48.00	R13.46	R26.91	R107.64 each
05 MB10	After 10 years	R 68.00	R 20.00	R 48.00	R14.10	R28.20	R112.80 each
05 RE1	<b>RECEPTIONIST/TELEPHONIST</b>	R 68.00	R 20.00	R 48.00	R12.83	R25.66	R102.64 each
05 RE5	After 5 years	R 68.00	R 20.00	R 48.00	R13.47	R26.94	R107.76 each
05 RE10	After 10 years	R 68.00	R 20.00	R 48.00	R14.12	R28.23	R112.92 each
	<b>OPERATOR</b>						
05 OP	First year	R 68.00	R 12.00	R 24.00	R6.33	R12.66	R50.64 each
05 OP1	Thereafter	R 68.00	R 12.00	R 24.00	R12.51	R25.02	R100.08 each
05 OP5	After 5 years	R 68.00	R 12.00	R 24.00	R13.14	R26.27	R105.08 each
05 OP10	After 10 years	R 68.00	R 12.00	R 24.00	R13.78	R27.52	R110.08 each
05 OPM1	Operator Multi-skilled	R 68.00	R 12.00	R 24.00	R14.22	R28.43	R113.72 each
05 OPM5	After 5 years	R 68.00	R 12.00	R 24.00	R14.93	R29.85	R119.40 each
05 OPM10	After 10 years	R 68.00	R 12.00	R 24.00	R15.64	R31.27	R125.08 each
05 GA1	<b>GENERAL ASSISTANT</b>	R 68.00	R 12.00	R 24.00	R6.66	R13.32	R53.28 each
05 GA5	After 5 years	R 68.00	R 12.00	R 24.00	R7.00	R13.99	R55.96 each
05 GA10	After 10 years	R 68.00	R 12.00	R 24.00	R7.33	R14.66	R58.64 each
	<b>CASUAL EMPLOYEE</b>	Contributions for casual / part time employees shall be as specified for that category of employee above.					
	<b>PART TIME EMPLOYEE</b>						

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 THE PROVINCE OF GAUTENG RANDFONTEIN & NGEL (Area 1)							
(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)	R295.00 EOHCB / Agency Fee		R75.00 AHBEASA / Agency Fee			
	Basic establishment charge		R 75.00				
	Total minimum charge		R 130.00				
11 WE	Working Employer (Provident Fund is optional)	N/A	Nil	Nil	R 87.57	N/A	R 487.04
	<b>MANAGER</b>						
11 MQ1	Manager Only	R 68.00	R 20.00	R 57.00	R 21.93	R 43.85	R175.40 each
11 MQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 23.02	R 46.04	R184.16 each
11 MQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 24.12	R 48.24	R192.98 each
11 MH1	Manageress / Hairdresser	R 68.00	R 20.00	R 57.00	R 29.05	R 58.10	R232.40 each
11 MH5	After 5 years	R 68.00	R 20.00	R 57.00	R 30.50	R 61.00	R244.00 each
11 MH10	After 10 years	R 68.00	R 20.00	R 57.00	R 31.96	R 63.92	R255.68 each
	<b>HAIRDRESSER – QUALIFIED</b>						
11 HQ1	First year after qualifying	R 68.00	R 20.00	R 57.00	R 20.48	R 40.91	R163.64 each
11 HQ2	Thereafter	R 68.00	R 20.00	R 57.00	R 29.19	R 58.38	R233.52 each
11 HQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 30.85	R 61.30	R245.20 each
11 HQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 32.11	R 64.22	R256.88 each
	<b>AFRO HAIRDRESSER / STYLIST</b>						
11 AHQ1	With COTT or SETA Qualification	R 68.00	R 20.00	R 57.00	R 16.68	R 33.36	R133.40 each
11 AHQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 17.52	R 35.03	R140.12 each
11 AHQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 18.35	R 36.70	R146.80 each
11 AH11	With informal qualifications	R 68.00	R 20.00	R 57.00	R 11.58	R 23.16	R92.64 each
11 AH15	After 5 years	R 68.00	R 20.00	R 57.00	R 12.16	R 24.32	R97.28 each
11 AH10	After 10 years	R 68.00	R 20.00	R 57.00	R 12.74	R 25.48	R101.92 each
11 AHB1	An employee who does one or more of the following: Braiding, Plaiting, Haircutting or Extensions Unskilled Hairdresser	R 68.00	R 20.00	R 57.00	R 8.50	R 17.00	R68.00 each
11 AHB 5	After 5 years	R 68.00	R 20.00	R 57.00	R 8.93	R 17.85	R71.40 each
11 AHB10	After 10 years	R 68.00	R 20.00	R 57.00	R 9.35	R 18.70	R74.80 each
	<b>LEARNER – MODULES</b>						
11 LM0	Before completing module 1	R 68.00	R 12.00	R 24.00	R 9.06	R 18.12	R72.48 each
11 LM1	Module 1	R 68.00	R 12.00	R 24.00	R 9.37	R 18.73	R74.92 each
11 LM2	Module 2	R 68.00	R 12.00	R 24.00	R 9.88	R 19.75	R79.00 each
11 LM3	Module 3	R 68.00	R 12.00	R 24.00	R 10.36	R 20.71	R82.84 each
11 LM4	Module 4	R 68.00	R 15.00	R 33.00	R 10.87	R 21.74	R86.96 each
11 LM5	Module 5	R 68.00	R 15.00	R 33.00	R 11.38	R 22.76	R91.04 each
11 LM6	Module 6	R 68.00	R 15.00	R 33.00	R 11.89	R 23.77	R95.06 each
	<b>LEARNER – UNIT STANDARDS</b>						
11 LS0	Entry Level	R 68.00	R 12.00	R 24.00	R 8.16	R 16.32	R65.28 each
11 LS1	Core Unit Standards Level 2	R 68.00	R 12.00	R 24.00	R 9.43	R 18.85	R75.40 each
11 LS6	Core Unit Standards Level 3	R 68.00	R 15.00	R 33.00	R 10.64	R 21.27	R85.08 each
11 LS11	Core Unit Standards Level 4	R 68.00	R 15.00	R 33.00	R 11.64	R 23.27	R93.08 each
	<b>MANICURIST &amp; BEAUTY CULTURIST</b>						
11 MB13	1 <sup>st</sup> 3 Months	R 68.00	R 12.00	R 24.00	R 8.19	R 16.38	R65.52 each
11 MB23	2 <sup>nd</sup> 3 Months	R 68.00	R 15.00	R 33.00	R 9.46	R 18.92	R75.68 each
11 MB33	3 <sup>rd</sup> 3 Months	R 68.00	R 15.00	R 33.00	R 11.98	R 23.96	R95.84 each
11 MB1	Thereafter	R 68.00	R 20.00	R 48.00	R 21.12	R 42.23	R168.82 each
11 MB5	After 5 years	R 68.00	R 20.00	R 48.00	R 22.17	R 44.34	R177.36 each
11 MB10	After 10 years	R 68.00	R 20.00	R 48.00	R 23.23	R 46.45	R185.80 each
11 RE1	<b>RECEPTIONIST/TELEPHONIST</b>	R 68.00	R 20.00	R 48.00	R 20.37	R 40.73	R162.82 each
11 RE5	After 5 years	R 68.00	R 20.00	R 48.00	R 21.39	R 42.77	R171.08 each
11 RE10	After 10 years	R 68.00	R 20.00	R 48.00	R 22.40	R 44.80	R179.20 each
	<b>OPERATOR</b>						
11 OP	Operator - First Year	R 68.00	R 12.00	R 24.00	R 12.25	R 24.50	R98.00 each
11 OP1	Operator - thereafter	R 68.00	R 12.00	R 24.00	R 18.59	R 37.18	R148.72 each
11 OP5	Operator - after 5 years	R 68.00	R 12.00	R 24.00	R 19.52	R 39.04	R156.16 each
11 OP10	Operator - after 10 years	R 68.00	R 12.00	R 24.00	R 20.45	R 40.90	R163.60 each
11 OPM1	Operator Multi-Skilled	R 68.00	R 12.00	R 24.00	R 20.57	R 41.14	R164.58 each
11 OPM5	Operator Multi-Skilled After 5 years	R 68.00	R 12.00	R 24.00	R 21.60	R 43.20	R172.80 each
11 OPM10	Operator Multi-Skilled After 10 Years	R 68.00	R 12.00	R 24.00	R 22.63	R 45.25	R181.00 each
11 GA1	<b>GENERAL ASSISTANT</b>	R 68.00	R 12.00	R 24.00	R 11.52	R 23.04	R92.16 each
11 GA5	After 5 years	R 68.00	R 12.00	R 24.00	R 12.10	R 24.19	R96.76 each
11 GA10	After 10 years	R 68.00	R 12.00	R 24.00	R 12.67	R 25.34	R101.36 each
	<b>CASUAL EMPLOYEE</b>	Contributions for casual / part time employees shall be as specified for that category of employee above.					
	<b>PART TIME EMPLOYEE</b>						

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 PROVINCE OF GAUTENG - VEREENIGING AND VANDERBLJLPARK (Area 1)							
(Effective from the date of coming into operation of 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	R330.00 EOHCB / Agency Fee			R75.00 AHBEASA / Agency Fee		
	Basic establishment charge		R 75.00				
	Total minimum charge		R 130.00				
10 WE	Working Employer (Provident Fund is optional)	N/A	Nil	Nil	R 87.57	N/A	R 467.04
	<b>MANAGER</b>						
10 MO1	Managers Only	R 68.00	R 20.00	R 57.00	R 21.93	R 43.85	R175.40 each
10 MO5	After 5 years	R 68.00	R 20.00	R 57.00	R 23.02	R 46.04	R184.16 each
10 MO10	After 10 years	R 68.00	R 20.00	R 57.00	R 24.12	R 48.24	R192.98 each
10 MH10	Managers / Hairdresser	R 68.00	R 20.00	R 57.00	R 29.05	R 58.10	R232.40 each
10 MH5	After 5 years	R 68.00	R 20.00	R 57.00	R 30.50	R 61.00	R244.00 each
10 MH10	After 10 years	R 68.00	R 20.00	R 57.00	R 31.96	R 63.92	R255.68 each
	<b>HAIRDRESSER – QUALIFIED</b>						
10 HQ1	First year after qualifying	R 68.00	R 20.00	R 57.00	R 20.48	R 40.91	R163.34 each
10 HQ2	Thereafter	R 68.00	R 20.00	R 57.00	R 29.19	R 58.38	R233.52 each
10 HQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 30.85	R 61.30	R245.20 each
10 HQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 32.11	R 64.22	R256.88 each
	<b>AFRO HAIRDRESSER / STYLIST</b>						
10 AHQ1	With COTT or SETA Qualification	R 68.00	R 20.00	R 57.00	R 16.68	R 33.36	R133.44 each
10 AHQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 17.52	R 35.03	R140.12 each
10 AHQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 18.35	R 36.70	R146.80 each
10 AH1	With Informal Qualification	R 68.00	R 20.00	R 57.00	R 11.58	R 23.16	R92.64 each
10 AH15	After 5 years	R 68.00	R 20.00	R 57.00	R 12.16	R 24.32	R97.28 each
10 AH10	After 10 years	R 68.00	R 20.00	R 57.00	R 12.74	R 25.48	R101.92 each
10 AHB1	With Braiding, Plaiting, Cutting or Hair Extensions	R 68.00	R 20.00	R 57.00	R 8.50	R 17.00	R68.00 each
10 AHB 5	After 5 years	R 68.00	R 20.00	R 57.00	R 8.93	R 17.85	R71.40 each
10 AHB10	After 10 years	R 68.00	R 20.00	R 57.00	R 9.35	R 18.70	R74.80 each
	<b>LEARNER – MODULES</b>						
10 LM0	Before completing module 1	R 68.00	R 12.00	R 24.00	R 9.06	R 18.12	R72.48 each
10 LM1	Module 1	R 68.00	R 12.00	R 24.00	R 9.37	R 18.73	R74.92 each
10 LM2	Module 2	R 68.00	R 12.00	R 24.00	R 9.88	R 19.75	R79.00 each
10 LM3	Module 3	R 68.00	R 12.00	R 24.00	R 10.36	R 20.71	R82.84 each
10 LM4	Module 4	R 68.00	R 15.00	R 33.00	R 10.87	R 21.74	R86.96 each
10 LM5	Module 5	R 68.00	R 15.00	R 33.00	R 11.38	R 22.76	R91.04 each
10 LM6	Module 6	R 68.00	R 15.00	R 33.00	R 11.89	R 23.77	R95.08 each
	<b>LEARNER – UNIT STANDARDS</b>						
10 LS0	Entry level	R 68.00	R 12.00	R 24.00	R 8.16	R 16.32	R65.28 each
10 LS1	Core Unit Standards Level 2	R 68.00	R 12.00	R 24.00	R 9.43	R 18.85	R75.40 each
10 LS6	Core Unit Standards Level 3	R 68.00	R 15.00	R 33.00	R 10.64	R 21.27	R85.08 each
10 LS11	Core Unit Standards Level 4	R 68.00	R 15.00	R 33.00	R 11.64	R 23.27	R93.08 each
	<b>MANICURIST &amp; BEAUTY CULTURIST</b>						
10 MB13	1 <sup>st</sup> 3 Months	R 68.00	R 12.00	R 24.00	R 8.19	R 16.38	R65.52 each
10 MB23	2 <sup>nd</sup> 3 Months	R 68.00	R 15.00	R 33.00	R 9.46	R 18.92	R75.68 each
10 MB33	3 <sup>rd</sup> 3 Months	R 68.00	R 15.00	R 33.00	R 11.98	R 23.96	R95.84 each
10 MB1	Thereafter	R 68.00	R 20.00	R 48.00	R 21.12	R 42.23	R168.92 each
10 MB5	After 5 years	R 68.00	R 20.00	R 48.00	R 22.17	R 44.34	R177.36 each
10 MB10	After 10 years	R 68.00	R 20.00	R 48.00	R 23.23	R 46.45	R185.80 each
10 RE1	<b>RECEPTIONIST/TELEPHONIST</b>	R 68.00	R 20.00	R 48.00	R 20.37	R 40.73	R162.92 each
10 RE5	After 5 years	R 68.00	R 20.00	R 48.00	R 21.39	R 42.77	R171.08 each
10 RE10	After 10 years	R 68.00	R 20.00	R 48.00	R 22.40	R 44.80	R179.20 each
	<b>OPERATOR</b>						
10 OP	First year	R 68.00	R 12.00	R 24.00	R 12.25	R 24.50	R98.00 each
10 OP10	Thereafter	R 68.00	R 12.00	R 24.00	R 18.59	R 37.18	R148.72 each
10 OP5	After 5 years	R 68.00	R 12.00	R 24.00	R 19.52	R 39.04	R156.16 each
10 OP10	After 10 years	R 68.00	R 12.00	R 24.00	R 20.45	R 40.90	R163.60 each
10 OPM1	Operator Multi-Skilled	R 68.00	R 12.00	R 24.00	R 20.57	R 41.14	R164.56 each
10 OPM5	After 5 years	R 68.00	R 12.00	R 24.00	R 21.60	R 43.20	R172.80 each
10 OPM10	After 10 years	R 68.00	R 12.00	R 24.00	R 22.63	R 45.25	R181.00 each
10 GA1	<b>GENERAL ASSISTANT</b>	R 68.00	R 12.00	R 24.00	R 11.52	R 23.04	R92.16 each
10 GA5	After 5 years	R 68.00	R 12.00	R 24.00	R 12.10	R 24.19	R98.76 each
10 GA10	After 10 years	R 68.00	R 12.00	R 24.00	R 12.67	R 25.34	R101.36 each
	<b>CASUAL EMPLOYEE</b>	Contributions for casual / part time employees shall be as specified for that category of employee above.					
	<b>PART TIME EMPLOYEE</b>	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 SCHEDULE (Clause 22)							
SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND HCI PROVIDENT FUND CONTRIBUTIONS FOR THE MAGISTERIAL DISTRICTS OF KLERKSDORP AND POTCHEFSTROOM. (Area 2)							
(Effective from the date of coming into operation of 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	R200.00 EOHCB / Agency Fee			R75.00 AHBEASA / Agency Fee		
	Basic establishment charge		R 75.00				
	Total minimum charge		R 130.00				
08 WE	Working Employer (Provident Fund is optional)	N/A	N/A	N/A	R 60.87	N/A	R 324.64
	MANAGER						
08 MO1	Managers Only	R 68.00	R 20.00	R 57.00	R 17.76	R 36.51	R142.04 each
08 MO5	After 5 years	R 68.00	R 20.00	R 57.00	R 16.65	R 37.29	R146.16 each
08 MO10	After 10 years	R 68.00	R 20.00	R 57.00	R 19.53	R 39.06	R156.24 each
08 MH1	Manageress / Hairdresser	R 68.00	R 20.00	R 57.00	R 21.39	R 42.77	R171.08 each
08 MH5	After 5 years	R 68.00	R 20.00	R 57.00	R 22.46	R 44.91	R179.84 each
08 MH10	After 10 years	R 68.00	R 20.00	R 57.00	R 23.53	R 47.05	R188.20 each
	HAIRDRESSER – QUALIFIED						
08 HQ1	First year after qualifying	R 68.00	R 20.00	R 57.00	R 15.22	R 30.44	R121.76 each
08 HQ2	Thereafter	R 68.00	R 20.00	R 57.00	R 20.29	R 40.58	R162.32 each
08 HQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 21.30	R 42.60	R170.40 each
08 HQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 22.32	R 44.64	R178.56 each
	AFRO HAIRDRESSER / STYLIST						
08 AHQ1	With COTT or SETA Qualification	R 68.00	R 20.00	R 57.00	R 13.60	R 27.20	R108.80 each
08 AHQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 14.28	R 28.56	R114.24 each
08 AHQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 14.96	R 29.92	R119.68 each
08 AH1	With Informal Qualification	R 68.00	R 20.00	R 57.00	R 7.03	R 14.06	R56.24 each
08 AH15	After 5 years	R 68.00	R 20.00	R 57.00	R 7.38	R 14.76	R59.04 each
08 AH10	After 10 years	R 68.00	R 20.00	R 57.00	R 7.74	R 15.47	R61.88 each
08 AHB1	With Braiding, Plaiting, Cutting or Hair Extensions	R 68.00	R 20.00	R 57.00	R 4.81	R 9.61	R38.44 each
08 AHB 5	After 5 years	R 68.00	R 20.00	R 57.00	R 5.05	R 10.09	R40.38 each
08 AHB10	After 10 years	R 68.00	R 20.00	R 57.00	R 5.29	R 10.58	R42.32 each
	LEARNER – MODULES						
08 LM0	Before completing module 1	R 68.00	R 12.00	R 24.00	R 7.83	R 15.25	R61.00 each
08 LM1	Module 1	R 68.00	R 12.00	R 24.00	R 7.99	R 15.98	R63.92 each
08 LM2	Module 2	R 68.00	R 12.00	R 24.00	R 8.62	R 17.03	R68.12 each
08 LM3	Module 3	R 68.00	R 12.00	R 24.00	R 9.07	R 18.13	R72.52 each
08 LM4	Module 4	R 68.00	R 15.00	R 33.00	R 9.59	R 19.18	R76.72 each
08 LM5	Module 5	R 68.00	R 15.00	R 33.00	R 10.13	R 20.25	R81.00 each
08 LM6	Module 6	R 68.00	R 15.00	R 33.00	R 10.66	R 21.32	R85.28 each
	LEARNER – UNIT STANDARDS						
08 LS0	Entry level	R 68.00	R 12.00	R 24.00	R 6.46	R 12.91	R51.64 each
08 LS1	Core Unit Standards Level 2	R 68.00	R 12.00	R 24.00	R 7.46	R 14.91	R59.64 each
08 LS6	Core Unit Standards Level 3	R 68.00	R 15.00	R 33.00	R 8.64	R 17.27	R69.08 each
08 LS11	Core Unit Standards Level 4	R 68.00	R 15.00	R 33.00	R 9.66	R 19.31	R77.24 each
	MANICURIST & BEAUTY CULTURIST						
08 MB13	1 <sup>st</sup> 3 Months	R 68.00	R 12.00	R 24.00	R 5.63	R 11.25	R45.00 each
08 MB23	2 <sup>nd</sup> 3 Months	R 68.00	R 15.00	R 33.00	R 6.55	R 13.10	R52.40 each
08 MB33	3 <sup>rd</sup> 3 Months	R 68.00	R 15.00	R 33.00	R 8.18	R 16.35	R65.40 each
08 MB1	Thereafter	R 68.00	R 20.00	R 48.00	R 14.50	R 28.99	R115.96 each
08 MB5	After 5 years	R 68.00	R 20.00	R 48.00	R 15.22	R 30.44	R121.78 each
08 MB10	After 10 years	R 68.00	R 20.00	R 48.00	R 15.95	R 31.90	R127.60 each
08 RE1	RECEPTIONIST/TELEPHONIST	R 68.00	R 20.00	R 48.00	R 14.37	R 28.73	R114.92 each
08 RE5	After 5 years	R 68.00	R 20.00	R 48.00	R 15.09	R 30.17	R120.68 each
08 RE10	After 10 years	R 68.00	R 20.00	R 48.00	R 15.80	R 31.60	R126.40 each
	OPERATOR						
08 OP	First year	R 68.00	R 12.00	R 24.00	R 9.80	R 19.60	R78.40 each
08 OP1	Thereafter	R 68.00	R 12.00	R 24.00	R 13.58	R 27.16	R108.64 each
08 OP5	After 5 years	R 68.00	R 12.00	R 24.00	R 14.28	R 28.52	R114.08 each
08 OP10	After 10 years	R 68.00	R 12.00	R 24.00	R 14.94	R 29.87	R119.48 each
08 OPM1	Operator Multi-Skilled	R 68.00	R 12.00	R 24.00	R 16.06	R 32.15	R128.80 each
08 OPM5	After 5 years	R 68.00	R 12.00	R 24.00	R 16.88	R 33.76	R135.04 each
08 OPM10	After 10 years	R 68.00	R 12.00	R 24.00	R 17.68	R 35.36	R141.44 each
08 GA1	GENERAL ASSISTANT	R 68.00	R 12.00	R 24.00	R 7.36	R 14.76	R59.04 each
08 GA5	After 5 years	R 68.00	R 12.00	R 24.00	R 7.75	R 15.50	R62.00 each
08 GA10	After 10 years	R 68.00	R 12.00	R 24.00	R 8.12	R 16.23	R64.92 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 DISTRICTS OF EAST LONDON & PORT ALFRED								
(Effective from the date of coming into operation of agreement)								
Work Code	CATEGORY	BARGAINING COUNCIL			SICK PAY FUND		Prov. Fund	
		SUBS UNION/ AGENCY	Employer	Employee	Employer	Employee	(equal contributions by employer and employee)	
	<b>EOHCB Subscriptions</b>	<b>R200.00 EOHCB / Agency Fee</b>			<b>R75.00 AHBEASA / Agency Fee</b>			
	Basic establishment charge		R 75.00					
	Total minimum charge		R 130.00					
02 WE	Working Employer (Provident Fund is optional)	N/A	Nil	Nil	R 63.32	N/A		R 337.68
	<b>MANAGER</b>							
02 MO1	Manager Only	R 68.00	R 20.00	R 57.00	R 14.38	R 28.75	R115.00	each
02 MO5	After 5 years	R 68.00	R 20.00	R 57.00	R 15.10	R 30.19	R120.78	each
02 MO10	After 10 years	R 68.00	R 20.00	R 57.00	R 15.82	R 31.83	R126.52	each
02 MH10	Manager & Hairdresser	R 68.00	R 20.00	R 57.00	R 21.43	R 42.85	R171.40	each
02 MH5	After 5 years	R 68.00	R 20.00	R 57.00	R 22.50	R 44.99	R179.96	each
02 MH10	After 10 years	R 68.00	R 20.00	R 57.00	R 23.57	R 47.13	R188.52	each
	<b>HAIRDRESSER – QUALIFIED</b>							
02 HQ1	First year after qualifying	R 68.00	R 20.00	R 57.00	R 17.57	R 35.14	R140.56	each
02 HQ2	Thereafter	R 68.00	R 20.00	R 57.00	R 21.11	R 42.21	R168.84	each
02 HQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 22.16	R 44.32	R177.28	each
02 HQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 23.22	R 46.43	R185.72	each
	<b>AFRO HAIRDRESSER / STYLIST</b>							
02 AHQ1	With COTT or SETA qualification	R 68.00	R 20.00	R 57.00	R 13.21	R 26.42	R105.68	each
02 AHQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 13.87	R 27.74	R110.96	each
02 AHQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 14.53	R 29.06	R116.24	each
02 AH11	With informal qualification	R 68.00	R 20.00	R 57.00	R 8.26	R 16.52	R68.08	each
02 AH15	After 5 years	R 68.00	R 20.00	R 57.00	R 9.24	R 17.35	R69.40	each
02 AH10	After 10 years	R 68.00	R 20.00	R 57.00	R 9.09	R 18.17	R72.68	each
02 AHB1	An employee who does one or more of the following: Braiding, Plaiting, Cutting or Extensions	R 68.00	R 20.00	R 57.00	R 5.39	R 10.77	R43.08	each
02 AHB 5	After 5 years	R 68.00	R 20.00	R 57.00	R 5.66	R 11.31	R45.24	each
02 AHB10	After 10 years	R 68.00	R 20.00	R 57.00	R 5.93	R 11.85	R47.40	each
	<b>LEARNER – MODULES</b>							
02 LM0	Module 0	R 68.00	R 12.00	R 24.00	R 8.77	R 17.54	R70.16	each
02 LM1	Module 1	R 68.00	R 12.00	R 24.00	R 9.16	R 18.32	R73.28	each
02 LM2	Module 2	R 68.00	R 12.00	R 24.00	R 9.77	R 19.53	R78.12	each
02 LM3	Module 3	R 68.00	R 12.00	R 24.00	R 10.38	R 20.75	R83.00	each
02 LM4	Module 4	R 68.00	R 15.00	R 33.00	R 10.92	R 21.84	R87.36	each
02 LM5	Module 5	R 68.00	R 15.00	R 33.00	R 11.61	R 23.22	R92.68	each
02 LM6	Module 6	R 68.00	R 15.00	R 33.00	R 12.23	R 24.45	R97.80	each
	<b>LEARNER – UNIT STANDARDS</b>							
02 LS0	Entry Level	R 68.00	R 12.00	R 24.00	R 6.06	R 16.16	R64.64	each
02 LS1	Core Unit Standards Level 2	R 68.00	R 12.00	R 24.00	R 8.24	R 18.47	R73.88	each
02 LS6	Core Unit Standards Level 3	R 68.00	R 15.00	R 33.00	R 10.37	R 20.74	R82.96	each
02 LS11	Core Unit Standards Level 4	R 68.00	R 15.00	R 33.00	R 11.26	R 22.52	R90.08	each
	<b>MANICURIST &amp; BEAUTY CULTURIST</b>							
02 MB1	1st year of experience	R 68.00	R 20.00	R 48.00	R 12.50	R 24.99	R99.96	each
02 MB2	Thereafter	R 68.00	R 20.00	R 48.00	R 15.43	R 30.85	R123.40	each
02 MB5	After 5 years	R 68.00	R 20.00	R 48.00	R 16.20	R 32.39	R129.56	each
02 MB10	After 10 years	R 68.00	R 20.00	R 48.00	R 16.97	R 33.94	R135.76	each
02 RE1	RECEPTIONIST - 1st year	R 68.00	R 20.00	R 48.00	R 15.68	R 31.76	R127.04	each
02 RE2	Thereafter	R 68.00	R 20.00	R 48.00	R 18.95	R 37.89	R151.58	each
02 RE5	After 5 years	R 68.00	R 20.00	R 48.00	R 19.89	R 39.78	R159.12	each
02 RE10	After 10 years	R 68.00	R 20.00	R 48.00	R 20.85	R 41.69	R166.76	each
	<b>OPERATOR</b>							
02 OP	Operator - first year	R 68.00	R 12.00	R 24.00	R 6.50	R 16.99	R67.96	each
02 OP1	Operator - thereafter	R 68.00	R 12.00	R 24.00	R 10.42	R 20.84	R83.36	each
02 OP5	After 5 years	R 68.00	R 12.00	R 24.00	R 10.94	R 21.68	R87.62	each
02 OP10	After 10 years	R 68.00	R 12.00	R 24.00	R 11.47	R 22.93	R91.72	each
02 OPM1	Operator Multi-Skilled	R 68.00	R 12.00	R 24.00	R 12.74	R 25.47	R101.88	each
02 OPM5	Operator Multi-Skilled After 5 years	R 68.00	R 12.00	R 24.00	R 13.37	R 26.74	R106.96	each
02 OPM10	Operator Multi-Skilled After 10 years	R 68.00	R 12.00	R 24.00	R 14.01	R 28.02	R112.08	each
02 GA1	GENERAL ASSISTANT	R 68.00	R 12.00	R 24.00	R 9.33	R 18.66	R74.84	each
02 GA5	After 5 years	R 68.00	R 12.00	R 24.00	R 9.80	R 19.59	R78.36	each
02 GA10	After 10 years	R 68.00	R 12.00	R 24.00	R 10.27	R 20.53	R82.12	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 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	UNION / AGENCY FEE	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund (equal by employer and employee)
			Employer	Employee	Employer	Employee	
	<b>ESTABLISHMENT</b>						
	EOHCB Subscriptions	R210.00 EOHCB / Agency Fee			R75.00 AHBEASA / Agency Fee		
	Basic establishment charge		R 75.00				
	Total minimum charge		R 130.00				
04 WE	Working Employer (Provident Fund is optional)	N/A	N/A	N/A	R 58.10	N/A	R 309.84
	<b>MANAGER</b>						
04 MO1	Manager Only	R 68.00	R 20.00	R 57.00	R 18.09	R 38.18	R144.72 each
04 MO5	After 5 years	R 68.00	R 20.00	R 57.00	R 19.00	R 37.99	R151.98 each
04 MO10	After 10 years	R 68.00	R 20.00	R 57.00	R 19.90	R 39.80	R159.20 each
04 MH1	Manager and Hairdresser	R 68.00	R 20.00	R 57.00	R 21.98	R 43.92	R175.88 each
04 MH5	After 5 years	R 68.00	R 20.00	R 57.00	R 23.06	R 46.12	R184.48 each
04 MH10	After 10 years	R 68.00	R 20.00	R 57.00	R 24.16	R 48.31	R193.24 each
	<b>HAIRDRESSER - QUALIFIED</b>						
04 HQ1	First year after qualifying	R 68.00	R 20.00	R 57.00	R 17.06	R 34.11	R136.44 each
04 HQ2	Thereafter	R 68.00	R 20.00	R 57.00	R 19.37	R 38.73	R154.92 each
04 HQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 20.34	R 40.67	R162.68 each
04 HQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 21.31	R 42.61	R170.44 each
	<b>AFRO HAIRDRESSER / STYLIST</b>						
04 AHQ1	With COTT or SETA qualification	R 68.00	R 20.00	R 57.00	R 13.47	R 26.94	R107.76 each
04 AHQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 14.15	R 28.29	R113.16 each
04 AHQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 14.82	R 29.63	R118.52 each
04 AH1	With informal qualification	R 68.00	R 20.00	R 57.00	R 8.43	R 16.85	R67.40 each
04 AH15	After 5 years	R 68.00	R 20.00	R 57.00	R 8.85	R 17.69	R70.76 each
04 AH10	After 10 years	R 68.00	R 20.00	R 57.00	R 9.27	R 18.54	R74.16 each
04 AHB1	An employee who does one or more of the following: Braiding, Plaiting, Cutting or extensions	R 68.00	R 20.00	R 57.00	R 5.49	R 10.98	R43.92 each
04 AHB 5	After 5 years	R 68.00	R 20.00	R 57.00	R 5.77	R 11.53	R46.12 each
04 AHB10	After 10 years	R 68.00	R 20.00	R 57.00	R 6.04	R 12.08	R48.32 each
	<b>LEARNER – MODULES</b>						
04 LM0	Before completing module 1	R 68.00	R 12.00	R 24.00	R 8.87	R 17.73	R70.92 each
04 LM1	Module 1	R 68.00	R 12.00	R 24.00	R 9.33	R 18.65	R74.60 each
04 LM2	Module 2	R 68.00	R 12.00	R 24.00	R 9.77	R 19.53	R78.12 each
04 LM3	Module 3	R 68.00	R 12.00	R 24.00	R 10.23	R 20.45	R81.80 each
04 LM4	Module 4	R 68.00	R 15.00	R 33.00	R 10.69	R 21.37	R85.48 each
04 LM5	Module 5	R 68.00	R 15.00	R 33.00	R 11.14	R 22.28	R89.12 each
04 LM6	Module 6	R 68.00	R 15.00	R 33.00	R 11.61	R 23.21	R92.84 each
	<b>LEARNER – UNIT STANDARDS</b>						
04 LS0	Entry Level	R 68.00	R 12.00	R 24.00	R 8.08	R 16.16	R84.84 each
04 LS1	Core Unit Standards Level 2	R 68.00	R 12.00	R 24.00	R 9.33	R 18.65	R74.60 each
04 LS6	Core Unit Standards Level 3	R 68.00	R 15.00	R 33.00	R 10.47	R 20.93	R83.72 each
04 LS11	Core Unit Standards Level 4	R 68.00	R 15.00	R 33.00	R 11.37	R 22.74	R90.96 each
	<b>MANICURIST &amp; BEAUTY CULTURIST</b>						
04 MB1	1 <sup>st</sup> year of experience	R 68.00	R 20.00	R 48.00	R 12.77	R 25.54	R102.16 each
04 MB2	Thereafter	R 68.00	R 20.00	R 48.00	R 16.59	R 33.18	R132.72 each
04 MB5	After 5 years	R 68.00	R 20.00	R 48.00	R 17.42	R 34.84	R139.36 each
04 MB10	After 10 years	R 68.00	R 20.00	R 48.00	R 18.25	R 36.50	R146.00 each
	<b>RECEPTIONIST</b>						
04 RE1	1 <sup>st</sup> year of experience	R 68.00	R 20.00	R 48.00	R 14.48	R 28.95	R115.80 each
04 RE2	Thereafter	R 68.00	R 20.00	R 48.00	R 17.53	R 35.05	R140.20 each
04 RE5	After 5 years	R 68.00	R 20.00	R 48.00	R 18.40	R 36.80	R147.20 each
04 RE10	After 10 years	R 68.00	R 20.00	R 48.00	R 19.28	R 38.56	R154.24 each
	<b>OPERATOR</b>						
04 OP	Operator - first year	R 68.00	R 12.00	R 24.00	R 9.10	R 18.20	R72.80 each
04 OP1	Operator - thereafter	R 68.00	R 12.00	R 24.00	R 11.57	R 23.14	R92.56 each
04 OP5	After 5 years	R 68.00	R 12.00	R 24.00	R 12.15	R 24.30	R97.20 each
04 OP10	After 10 years	R 68.00	R 12.00	R 24.00	R 12.73	R 25.45	R101.80 each
04 OPM1	Operator - Multi-Skilled	R 68.00	R 12.00	R 24.00	R 13.37	R 26.74	R106.96 each
04 OPM5	After 5 years	R 68.00	R 12.00	R 24.00	R 14.04	R 28.08	R112.32 each
04 OPM10	After 10 years	R 68.00	R 12.00	R 24.00	R 14.71	R 29.42	R117.68 each
	<b>GENERAL ASSISTANT</b>						
04 GA1	General Assistant	R 68.00	R 12.00	R 24.00	R 9.92	R 19.83	R79.32 each
04 GA5	After 5 years	R 68.00	R 12.00	R 24.00	R 10.41	R 20.82	R83.28 each
04 GA10	After 10 years	R 68.00	R 12.00	R 24.00	R 10.91	R 21.82	R87.28 each
	<b>CASUAL EMPLOYEE</b>						
	<b>PART TIME EMPLOYEE</b>						


HAIRDRESSING & COSMETOLOGY SERVICES BARGAINING COUNCIL (semi national)							
CONTRIBUTION SCHEDULE (Clause 22)							
SCHEDULE OF EOHCB, UASA, COUNCIL, hcl SICK PAY FUND & hcl PROVIDENT FUND CONTRIBUTIONS FOR THE PROVINCE OF THE FREE STATE (Area 5)							
(Effective from the date of coming into operation of agreement)							
Working Code	CATEGORY	UNION / AGENCY FEE	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund
			Employer	Employee	Employer	Employee	(equal contributions by employer and employee)
	<b>EOHCB Subscriptions (S. GAUTENG)</b>	<b>R250.00 EOHCB / Agency Fee</b>			<b>R75.00 AHBEASA / Agency Fee</b>		
	Basic establishment charge		R 75.00				
	Total minimum charge		R 130.00				
07 WE	Working Employer (Provident Fund is optional)	N/A	N/A	N/A	R 35.88	N/A	R 101.36
	<b>MANAGER</b>						
07 MO1	Manager Only	R 68.00	R 20.00	R 57.00	R 14.78	R 29.52	R118.08 each
07 MO5	After 5 years	R 68.00	R 20.00	R 57.00	R 15.50	R 30.99	R123.98 each
07 MO10	After 10 years	R 68.00	R 20.00	R 57.00	R 16.24	R 32.48	R129.92 each
07 MH1	Manageress / Hairdresser	R 68.00	R 20.00	R 57.00	R 19.08	R 38.15	R152.60 each
07 MH5	After 5 years	R 68.00	R 20.00	R 57.00	R 20.03	R 40.05	R160.20 each
07 MH10	After 10 years	R 68.00	R 20.00	R 57.00	R 20.99	R 41.97	R167.88 each
	<b>HAIRDRESSER – QUALIFIED</b>						
07 HQ1	First year after qualifying	R 68.00	R 20.00	R 57.00	R 10.12	R 20.24	R80.96 each
07 HQ2	Thereafter	R 68.00	R 20.00	R 57.00	R 11.96	R 23.92	R95.68 each
07 HQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 12.56	R 25.12	R100.48 each
07 HQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 13.16	R 26.32	R105.28 each
	<b>AFRO HAIRDRESSER / STYLIST</b>						
07 AHQ1	With COTT or SETA Qualification	R 68.00	R 20.00	R 57.00	R 10.53	R 21.05	R84.20 each
07 AHQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 11.05	R 22.10	R88.40 each
07 AHQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 11.58	R 23.16	R92.64 each
07 AH1	With Informal Qualification	R 68.00	R 20.00	R 57.00	R 7.03	R 14.05	R56.20 each
07 AH15	After 5 years	R 68.00	R 20.00	R 57.00	R 7.37	R 14.74	R58.96 each
07 AH10	After 10 years	R 68.00	R 20.00	R 57.00	R 7.73	R 15.45	R61.80 each
07 AHB1	An employee who does one or more of the following: Braiding, Plaiting, Haircutting or Extensions	R 68.00	R 20.00	R 57.00	R 4.30	R 8.59	R34.36 each
07 AHB 5	After 5 years	R 68.00	R 20.00	R 57.00	R 4.51	R 9.02	R36.08 each
07 AHB10	After 10 years	R 68.00	R 20.00	R 57.00	R 4.72	R 9.44	R37.76 each
	<b>LEARNER – MODULES</b>						
07 LM0	Before completing module 1	R 68.00	R 12.00	R 24.00	R 6.09	R 12.18	R48.72 each
07 LM1	Module 1	R 68.00	R 12.00	R 24.00	R 6.34	R 12.67	R50.68 each
07 LM2	Module 2	R 68.00	R 12.00	R 24.00	R 6.77	R 13.54	R54.16 each
07 LM3	Module 3	R 68.00	R 12.00	R 24.00	R 7.19	R 14.37	R57.48 each
07 LM4	Module 4	R 68.00	R 15.00	R 33.00	R 7.62	R 15.23	R60.92 each
07 LM5	Module 5	R 68.00	R 15.00	R 33.00	R 8.03	R 16.05	R64.20 each
07 LM6	Module 6	R 68.00	R 15.00	R 33.00	R 8.47	R 16.94	R67.76 each
	<b>LEARNER – UNIT STANDARDS</b>						
07 LS0	Entry level	R 68.00	R 12.00	R 24.00	R 5.83	R 11.66	R46.64 each
07 LS1	Core Unit Standards Level 2	R 68.00	R 12.00	R 24.00	R 6.39	R 12.78	R51.12 each
07 LS6	Core Unit Standards Level 3	R 68.00	R 15.00	R 33.00	R 7.50	R 15.00	R60.00 each
07 LS11	Core Unit Standards Level 4	R 68.00	R 15.00	R 33.00	R 8.31	R 16.62	R66.48 each
	<b>MANICURIST &amp; BEAUTY CULTURIST</b>						
07 MB13	1 <sup>st</sup> 3 Months	R 68.00	R 12.00	R 24.00	R 4.86	R 9.72	R38.88 each
07 MB23	2 <sup>nd</sup> 3 Months	R 68.00	R 15.00	R 33.00	R 5.66	R 11.31	R45.24 each
07 MB33	3 <sup>rd</sup> 3 Months	R 68.00	R 15.00	R 33.00	R 7.06	R 14.12	R56.48 each
07 MB1	Thereafter	R 68.00	R 20.00	R 48.00	R 10.51	R 21.02	R84.08 each
07 MB5	After 5 years	R 68.00	R 20.00	R 48.00	R 11.04	R 22.07	R88.28 each
07 MB10	After 10 years	R 68.00	R 20.00	R 48.00	R 11.56	R 23.12	R92.48 each
07 RE1	<b>RECEPTIONIST/TELEPHONIST</b>	R 68.00	R 20.00	R 48.00	R 10.59	R 21.18	R84.72 each
07 RE5	After 5 years	R 68.00	R 20.00	R 48.00	R 11.12	R 22.24	R88.96 each
07 RE10	After 10 years	R 68.00	R 20.00	R 48.00	R 11.65	R 23.30	R93.20 each
	<b>OPERATOR</b>						
07 OP	Operator first year	R 68.00	R 12.00	R 24.00	R 6.18	R 12.36	R49.44 each
07 OP1	Thereafter	R 68.00	R 12.00	R 24.00	R 6.54	R 12.92	R52.88 each
07 OP5	After 5 years	R 68.00	R 12.00	R 24.00	R 6.96	R 13.92	R57.60 each
07 OP10	After 10 years	R 68.00	R 12.00	R 24.00	R 7.39	R 14.77	R61.56 each
07 OPM1	Operator Multi-Skilled	R 68.00	R 12.00	R 24.00	R 10.55	R 21.10	R84.40 each
07 OPM5	After 5 years	R 68.00	R 12.00	R 24.00	R 11.08	R 22.16	R88.64 each
07 OPM10	After 10 years	R 68.00	R 12.00	R 24.00	R 11.61	R 23.21	R92.84 each
07 GA1	<b>GENERAL ASSISTANT</b>	R 68.00	R 12.00	R 24.00	R 5.06	R 10.11	R40.44 each
07 GA5	After 5 years	R 68.00	R 12.00	R 24.00	R 5.31	R 10.62	R42.48 each
07 GA10	After 10 years	R 68.00	R 12.00	R 24.00	R 5.56	R 11.12	R44.48 each
	<b>CASUAL EMPLOYEE</b>	Contributions for casual / part time employees shall be as specified for that category of employee above.					
	<b>PART TIME EMPLOYEE</b>						

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 5)								
(With effect the date of coming into operation of agreement)								
Work Code	CATEGORY	UNION / AGENCY	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund	
			Employer	Employee	Employer	Employee	(equal contributions by employer and employee)	
	<b>EOHCB Subscriptions (S. GAUTENG)</b>	<b>R210.00 EOHCB / Agency Fee</b>	<b>R75.00 AMBEASA / Agency Fee</b>					
	Basic establishment charge		R 75.00					
	Total minimum charge		R 130.00					
03 WE	Working Employer (Provident Fund is optional)	N/A	N/A	N/A	R 35.68	N/A	R 191.36	
	<b>MANAGER</b>							
03 MO1	Manager Only	R 68.00	R 20.00	R 57.00	R 14.76	R 29.52	R118.08 each	
03 MO	After 5 years	R 68.00	R 20.00	R 57.00	R 15.50	R 30.99	R123.96 each	
03 MO10	After 10 years	R 68.00	R 20.00	R 57.00	R 16.24	R 32.48	R129.92 each	
03 MH1	Managers / Hairdresser	R 68.00	R 20.00	R 57.00	R 19.08	R 38.15	R152.60 each	
03 MH5	After 5 years	R 68.00	R 20.00	R 57.00	R 20.03	R 40.05	R160.20 each	
03 MH10	After 10 years	R 68.00	R 20.00	R 57.00	R 20.99	R 41.97	R167.88 each	
	<b>HAIRDRESSER – QUALIFIED</b>							
03 HQ1	First year after qualifying	R 68.00	R 20.00	R 57.00	R 10.12	R 20.24	R80.96 each	
03 HQ2	Thereafter	R 68.00	R 20.00	R 57.00	R 11.96	R 23.92	R95.68 each	
03 HQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 12.68	R 25.12	R100.48 each	
03 HQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 13.18	R 26.32	R105.28 each	
	<b>AFRO HAIRDRESSER / STYLIST</b>							
03 AHQ1	With COTT or SETA Qualification	R 68.00	R 20.00	R 57.00	R 10.53	R 21.05	R94.20 each	
03 AHQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 11.05	R 22.10	R98.40 each	
03 AHQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 11.58	R 23.16	R92.64 each	
03 AH1	With Informal Qualification	R 68.00	R 20.00	R 57.00	R 7.03	R 14.05	R56.20 each	
03 AH15	After 5 years	R 68.00	R 20.00	R 57.00	R 7.38	R 14.75	R59.00 each	
03 AH10	After 10 years	R 68.00	R 20.00	R 57.00	R 7.73	R 15.45	R61.80 each	
03 AHB1	An employee who does one or more of the following: Braiding, Plaiting, Haircutting or Extensions	R 68.00	R 20.00	R 57.00	R 4.30	R 8.59	R34.36 each	
03 AHB 5	After 5 years	R 68.00	R 20.00	R 57.00	R 4.51	R 9.02	R36.08 each	
03 AHB10	After 10 years	R 68.00	R 20.00	R 57.00	R 4.72	R 9.44	R37.76 each	
	<b>LEARNER – MODULES</b>							
03 LM0	Before completing module 1	R 68.00	R 12.00	R 24.00	R 6.09	R 12.18	R48.72 each	
03 LM1	Module 1	R 68.00	R 12.00	R 24.00	R 6.34	R 12.67	R50.68 each	
03 LM2	Module 2	R 68.00	R 12.00	R 24.00	R 6.77	R 13.54	R54.16 each	
03 LM3	Module 3	R 68.00	R 12.00	R 24.00	R 7.19	R 14.37	R57.48 each	
03 LM4	Module 4	R 68.00	R 15.00	R 33.00	R 7.62	R 15.23	R60.92 each	
03 LM5	Module 5	R 68.00	R 15.00	R 33.00	R 8.03	R 16.05	R64.20 each	
03 LM6	Module 6	R 68.00	R 15.00	R 33.00	R 8.47	R 16.94	R67.76 each	
	<b>LEARNER – UNIT STANDARDS</b>							
03 LS0	Entry Level	R 68.00	R 12.00	R 24.00	R 5.83	R 11.66	R46.64 each	
03 LS1	Core Unit Standards Level 2	R 68.00	R 12.00	R 24.00	R 6.40	R 12.80	R51.20 each	
03 LS6	Core Unit Standards Level 3	R 68.00	R 15.00	R 33.00	R 7.53	R 15.06	R60.24 each	
03 LS11	Core Unit Standards Level 4	R 68.00	R 15.00	R 33.00	R 8.31	R 16.62	R66.48 each	
	<b>MANICURIST &amp; BEAUTY CULTURIST</b>							
03 MB13	1 <sup>st</sup> 3 Months	R 68.00	R 12.00	R 24.00	R 4.86	R 9.72	R38.88 each	
03 MB23	2 <sup>nd</sup> 3 Months	R 68.00	R 15.00	R 33.00	R 5.66	R 11.31	R45.24 each	
03 MB33	3 <sup>rd</sup> 3 Months	R 68.00	R 15.00	R 33.00	R 7.06	R 14.12	R56.48 each	
03 MB1	Thereafter	R 68.00	R 20.00	R 48.00	R 10.51	R 21.02	R84.08 each	
03 MB5	After 5 years	R 68.00	R 20.00	R 48.00	R 11.04	R 22.07	R88.26 each	
03 MB10	After 10 years	R 68.00	R 20.00	R 48.00	R 11.56	R 23.12	R92.48 each	
03 RE1	<b>RECEPTIONIST/TELEPHONIST</b>	R 68.00	R 20.00	R 48.00	R 10.59	R 21.18	R84.72 each	
03 RE5	After 5 years	R 68.00	R 20.00	R 48.00	R 11.12	R 22.24	R88.96 each	
03 RE10	After 10 years	R 68.00	R 20.00	R 48.00	R 11.65	R 23.30	R93.20 each	
	<b>OPERATOR</b>							
03 OP	Operator - first year	R 68.00	R 12.00	R 24.00	R 6.18	R 12.36	R49.44 each	
03 OP1	Operator - thereafter	R 68.00	R 12.00	R 24.00	R 8.33	R 16.65	R66.60 each	
03 OP5	After 5 years	R 68.00	R 12.00	R 24.00	R 8.75	R 17.49	R69.96 each	
03 OP10	After 10 years	R 68.00	R 12.00	R 24.00	R 9.16	R 18.32	R73.28 each	
03 OPM1	Operator - Multi-Skilled	R 68.00	R 12.00	R 24.00	R 10.31	R 20.61	R82.44 each	
03 OPM5	After 5 years	R 68.00	R 12.00	R 24.00	R 10.82	R 21.63	R86.52 each	
03 OPM10	After 10 years	R 68.00	R 12.00	R 24.00	R 11.33	R 22.66	R90.64 each	
03 GA1	<b>GENERAL ASSISTANT</b>	R 68.00	R 12.00	R 24.00	R 4.91	R 9.82	R39.28 each	
03 GA5	After 5 years	R 68.00	R 12.00	R 24.00	R 5.15	R 10.30	R41.20 each	
03 GA10	After 10 years	R 68.00	R 12.00	R 24.00	R 5.40	R 10.80	R43.20 each	
	<b>CASUAL EMPLOYEE</b>	Contributions for casual / part time employees shall be as specified for that category of employee above.						
	<b>PART TIME EMPLOYEE</b>							

Signed at ROODEPOORT, for and on behalf of the parties, this ....23rd.....day  
of ..... May..... 2011

  
.....  
Secretary of the Council

  
.....  
Employers' Organisation for Hairdressing, Cosmetology and Beauty (EOHCB)

  
.....  
UASA - The Union

  
.....  
Afro Hairdressing and Beauty Employers' Association of Southern Africa -  
AHBEASA

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