

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

Regulation Gazette

No. 9713

Regulasiekoerant

Vol. 561

**Pretoria, 16 March
Maart 2012**

No. 35140

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:

- ▶ **15 March**, Thursday, for the issue of Friday **23 March 2012**
- ▶ **29 March**, Thursday, for the issue of Thursday **5 April 2012**
- ▶ **4 April**, Wednesday, for the issue of Friday **13 April 2012**
- ▶ **19 April**, Thursday, for the issue of Thursday **26 April 2012**
- ▶ **25 April**, Wednesday, for the issue of Friday **4 May 2012**
- ▶ **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:

- ▶ **15 Maart**, Donderdag, vir die uitgawe van Vrydag **23 Maart 2012**
- ▶ **29 Maart**, Donderdag, vir die uitgawe van Donderdag **5 April 2012**
- ▶ **4 April**, Woensdag, vir die uitgawe van Vrydag **13 April 2012**
- ▶ **19 April**, Donderdag, vir die uitgawe van Donderdag **26 April 2012**
- ▶ **25 April**, Woensdag, vir die uitgawe van Vrydag **4 Mei 2012**
- ▶ **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 kopie drie kalenderweke voor publikasie ingedien word

GOVERNMENT NOTICES
GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF AGRICULTURE, FORESTRY AND FISHERIES
DEPARTEMENT VAN LANDBOU, BOSBOU EN VISSERYE

No. R. 214

16 March 2012

Erratum

Genetically Modified Organisms Act, 1997 (Act No. 15 of 1997)
Regulations: Amendments

Please note that the date under *Substitution of Table 2 of the Regulations* and the fee of Trial release of genetically modified organism in "Table 2" Fees payable, which appeared in 35007 Government Gazette on 10 February 2012, No.R.88 should read as follows, 1 April 2012 and R2940.00 respectively.

No. R. 215**16 March 2012**

**MARKETING OF AGRICULTURAL PRODUCTS ACT, 1996
(ACT No. 47 OF 1996)**

DECLARATION OF AGRICULTURAL PRODUCTS: AMENDMENT

I, Tina Joemat-Pettersson, Minister for Agriculture, Forestry and Fisheries, acting under section 1 (2) of the Marketing of Agricultural Products Act, 1996 (Act No. 47 of 1996), hereby amend the Schedule to Government Notice No. R.1189 of 4 September 1997, as amended by Government Notices No. R. 487 of 23 April 1999, No. R. 1148 of 2 December 2005 and No. R. 553 of 22 May 2009, to declare the products set out in this Schedule as agricultural products for the purposes of the said Act.

**TINA JOEMAT-PETTERSSON,
MINISTER OF AGRICULTURE, FORESTRY AND FISHERIES.**

SCHEDULE

AGRICULTURAL PRODUCTS

FOR PURPOSES OF THE MARKETING OF THE AGRICULTURAL PRODUCTS ACT, 1996

(ACT No. 47 OF 1996) AS AMENDED

Grains or cereals, including wheat, barley, oats, durum wheat, rye, maize and sorghum, and the following products:

Customs and Excise Tariff Heading	Product description
11.01	Wheat or meslin flour
11.02	Cereal flours
11.03	Cereal groats, meal and pellets
11.04	Cereal grains otherwise worked for example hulled, rolled, flaked, pearled, sliced or kibbled; germ of cereals, whole, rolled, flaked or ground
11.07	Malt, whether or not roasted
11.08	Starched; inulin
11.09	Wheat gluten, whether or not dried
19.04	Prepared foods obtained by the swelling or roasting of cereals or cereal products (for example, corn flakes); cereals (excluding maize (corn)) in grain form or in the form of flakes or other worked grains (except flour, groats and meal), pre-cooked or otherwise prepared, not elsewhere specified or included
19.05	Bread, pastry, cakes, biscuits and other bakers' wares, whether or not containing cocoa; communion wafers, empty cachets of a kind suitable for pharmaceutical use, sealing wafers, rice paper and similar products
23.02	Bran, sharps and other residues, whether or not in the form of pellets, derived from the sifting, milling or other working of cereals or of leguminous plants

Oilseeds including canola, soya beans, groundnuts, sunflower seeds, cotton seed, and the following products:

Customs and Excise Tariff Heading	Product description
12.08	Flours and meals of oilseeds
15.07	Soya-bean oil and its fractions, whether or not refined, but not chemically modified
15.08	Ground-nut oil and its fractions, whether or not refined, but not chemically modified
15.12	Sunflower-seed, safflower or cotton-seed oil and fractions thereof, whether or not refined, but not chemically modified
23.04	Oil-cake and other solid residues, whether or not ground or in the form of pellets, resulting from the extraction of soya-bean oil
23.05	Oil-cake and other solid residues, whether or not ground or in the form of pellets, resulting from the extraction of ground-nut oil
2306.10	Oil-cake and other solid residues, whether or not ground or in the form of pellets, resulting from the extraction of vegetable fats or oils from cotton seed
2306.30	Oil-cake and other solid residues, whether or not ground or in the form of pellets, resulting from the extraction of fats or oils from sunflower seed
23.08	Vegetable materials and vegetable waste, vegetable residues and by-products, whether or not in the form of pellets, of a kind used in animal feeding, not elsewhere specified or included

No. R. 215**16 Maart 2012**

**WET OP DIE BEMARKING VAN LANDBOUPRODUKTE, 1996
(WET No. 47 VAN 1996)**

VERKLARING VAN LANDBOUPRODUKTE: WYSIGING

Ek, Tina Joemat-Pettersson, Minister van Landbou, Bosbou en Visserye, handelende kragtens artikels 1 (2) van die Wet op die Bemarking van Landbouprodukte, 1996 (Wet No. 47 van 1996), wysig hiermee Goewermentskennisgewing No. R.1189 van 4 September 1997, soos gewysig in Goewermentskennisgewings No. R.487 van 23 April 1999, No. R. 1148 van 2 Desember 2005 en No. R. 553 van 22 Mei 2009, en verklaar hiermee die produkte in die Bylae uiteengesit as landbouprodukte vir die doeleindes van vermelde Wet.

**TINA JOEMAT-PETTERSSON,
MINISTER VAN LANDBOU, BOSBOU EN VISSERYE.**

BYLAE

LANDBOUPRODUKTE

VIR DOELEINDES VAN DIE WET OP DIE BEMARKING VAN LANDBOUPRODUKTE, 1996 (WET No. 47 VAN 1996), SOOS GEWYSIG

Grane, insluitend koring, gars, hawer, durum koring, rog, mielies en sorghum, asook die volgende produkte:

Tariefkode	Beskrywing
11.01	Koring of gemengde meel
11.02	Meel van grane
11.03	Gebreekte grane, meel en korrels
11.04	Grane andersins bewerk byvoorbeeld uitgedop, gerol, gevlok, gesny of gestamp; kiem van grane, heel, gerol, gevlok of gemaal
11.07	Mout, gerooster of ongerooster
11.08	Stysel; inulien
11.09	Koring gluten, gedroog of ongedroog
19.04	Vorbereide voedsel verkry deur die swelling of rooster van grane of graanprodukte (byvoorbeeld graanvlokkies); grane voorafgekook of andersins voorberei
19.05	Brood, deeg, koek, beskuitjies en ander bakkers ware, wat kakao bevat of nie
23.02	Semels en ander residue, in die vorm van korrels of nie, afkomstig van die sif, maal of ander bewerking van grane en peulplante

Oliesade insluitend kanola, soja bone, grondbone, sonneblomsaad, asook die volgende produkte:

Tariefkode	Beskrywing
12.08	Meel en meelblom van oliesade
15.07	Sojaboon olie en fraksies, gerafineer of ongerafineer, maar nie chemies gemoderniseer nie
15.08	Grondbone olie en fraksies, gerafineer of ongerafineer, maar nie chemies gemoderniseer nie
15.12	Sonneblomsaad, saffraansaad en katoensaad olie en fraksies, gerafineer of ongerafineer, maar nie chemies gemoderniseer nie
23.04	Oliekoek en ander soliede residue, gemaal of ongemaal of in die vorm van korrels, verkry vanuit die ekstraksie van sojaboon olie
23.05	Oliekoek en ander soliede residue, gemaal of ongemaal of in die vorm van korrels, verkry vanuit die ekstraksie van grondbone olie
2306.10	Oliekoek en ander soliede residue, gemaal of ongemaal of in die vorm van korrels, verkry vanuit die ekstraksie van vette en olies van katoen saad
2306.30	Oliekoek en ander soliede residue, gemaal of ongemaal of in die vorm van korrels, verkry vanuit die ekstraksie van vette en olies van sonneblom saad
23.08	Groente materiale en afvalstowwe, residue en by produkte in die vorm van korrels of nie, of enige vorm wat in dierevoer gebruik word

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID**

No. R. 217

16 March 2012

LABOUR RELATIONS ACT, 1995

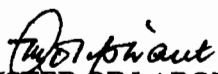
CORRECTION TO CORRECTION NOTICE

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

Substitute the correction notice as it appeared in Government Notice No. R. 171 of contained in *Government Gazette* No. 35087 of 29 February 2012 with the following:

“ DEPARTMENT OF LABOUR**No. R. 171****29 February 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 from1 March 2012..... and for the period ending 31 December 2012.


MINISTER OF LABOUR
07/02/2012

UMNYANGO WEZABASEBENZI**No. R. 171****Usuku: 29 February 2012****UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA 1995****UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI
NABASEBENZI EMBONINI YOSIZO LOKULUNGISWA KWEZINWELE****NOBUHLE- ECISHE IBE NGEKAZWELONKE:****UKWELULELWA KWESIVUMELWANO ESIYINGQIKITHI SABAQASHI
NABASEBENZI ESICHIBIYELAYO SELULELWA KULABO ABANGEYONA
INGXENYE 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 Kwezindlele Nobuhle – (Ecishe ibe Ngekazwelonke), futhi ngokwesigaba 31 somthetho wobudlelwano kwezabasebenzi ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyomboni, kusukela mhlaka 1 kuNdasa 2012..... kuze kube mhlaka 31 kuZibandlela 2012.


UNGQONGQOSHE WEZABASEBENZI
07/02/2012

SCHEDULE

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 and R. 1034 of 15 December 2011.

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

1.1.2.5 "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 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 12 – PAYMENT OF REMUNERATION OR BASIC SALARY OR WAGES AND AUTHORISED DEDUCTIONS

3.1 Insert a new sub-clause 12.22 after sub-clause 12.21 to read as follows:

“An employee employed as a part time learner shall be remunerated at the daily rate of the prescribed remuneration rate for a first entry level”.

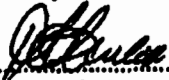
3.2 For the Basic Salary/Wage Schedules appearing in Clause 12.1, substitute the following new revised Remuneration/Basic Salary/Wage Schedules for all areas (Areas 1 up to and including Areas 5)



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



.....
UASA - The Union



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

**HAIRDRESSING & COSMETOLOGY SERVICES BARGAINING COUNCIL
(seminational)**

Remuneration / Basic Salary / Wage Schedule (Clause 12.1)			
Remuneration /Basic Salary / Wages Payable in Area 1 which means Alberton			
EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2012 to 31/12/2012	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANAGER			
Manager/ess Only	R 3 965.85	R 4 123.60	R 4 320.16
Manager/ess & Hairdresser (Per month + Personal Services Commission)	R 4 899.30	R 5 143.95	R 5 388.60
HAIRDRESSER - QUALIFIED			
1st Year after qualifying	R 2 822.40	N/A	N/A
Thereafter	R 3 766.35	R 3 954.30	R 4 142.25
AFRO HAIRDRESSER / STYLIST			
With COTT or SETA qualification	R 2 664.90	R 2 798.25	R 2 931.60
With informal qualification	R 1 688.40	R 1 773.45	R 1 857.45
UNSKILLED AFRO HAIRDRESSER			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 1 095.15	R 1 149.75	R 1 204.35
LEARNER MODULES			
Module 0	R 1 755.60	N/A	
Module 1	R 1 814.40		
Module 2	R 1 912.05		
Module 3	R 2 006.55		
Module 4	R 2 107.35		
Module 5	R 2 250.00		
Module 6	R 2 301.60		
LEARNER UNIT STANDARDS			
Entry Level	R 1 547.70	N/A	
Core Unit Standards Level 2	R 1 829.10		
Core Unit Standards Level 3	R 2 054.85		
Core Unit Standards Level 4	R 2 254.35		
PTO			

ALBERTON			
EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2012 to 31/12/2012	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANICURITS & / OR BEAUTY CULTURIST			
First three months of experience	R 1 043.70	N/A	
Second three months of experience	R 1 215.90		
Third three months of experience	R 1 517.25		
Thereafter	R 2 691.15	R 2 825.55	R 2 961.00
RECEPTIONIST			
	R 2 694.30	R 2 828.70	R 2 964.15
OPERATOR			
First Year Operator	1 329.30	N/A	
Operator	2 627.10	2 758.35	2 889.60
Multi-Skilled Operator	2 985.15	3 134.25	3 283.35
GENERAL ASSISTANT			
	R 1 398.60	R 1 468.95	R 1 539.30
CASUAL EMPLOYEE			
(An employee who substitutes for any permanent employee who is sick or on leave)			
Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			
PART TIME EMPLOYEE			
(An employee who works 1 or 2 or 3 days per week)			
Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			
NOTE : COMMISSION EARNERS			
Qualified Hairdressers / Stylists			
EMPLOYEES EMPLOYED FROM 2010:			
Minimum of 30% commission			
EMPLOYEES EMPLOYED BEFORE 2010:			
Minimum of 40% Commission			
NO STOCK DEDUCTION			
DEDUCTIONS FOR COMMISSION EARNERS ABSENT WITHOUT PERMISSION			
Deductions to be made from commission either on a daily rate or on a hourly rate for commission earners that stay off work without permission. The calculation on daily and hourly rates will be based on the prescribed basic salary.			
PROVIDENT FUND			
PLEASE NOTE : As from 1 January 2012 Provident Fund Contributions will be compulsory for all employees. Contribution to be paid by all employees will be 6% of salary. Contributions payable by all employers will be 6% of salary.			

**HAIRDRESSING & COSMETOLOGY SERVICES BARGAINING COUNCIL
(seminational)**

Remuneration / Basic Salary / Wage Schedule (Clause 12.1)			
Remuneration /Basic Salary / Wages Payable in Area 3 which means the Magisterial District of East London & Port Alfred			
EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2012 to 31/12/2012	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANAGER			
Manager/ess Only	R 2 990.00	R 3 139.76	R 3 289.52
Manger/ess & Hairdresser (Per month + Personal Services Commission)	R 4 456.40	R 4 678.96	R 4 901.52
HAIRDRESSER - QUALIFIED			
1st Year after qualifying	R 3 654.56	N/A	N/A
Thereafter	R 4 389.64	R 4 609.28	R 4 828.72
AFRO HAIRDRESSER / STYLIST			
With COTT or SETA qualification	R 2 747.68	R 2 884.96	R 3 022.24
With informal qualification	R 1 718.08	R 1 804.40	R 1 889.68
UNSKILLED AFRO HAIRDRESSER			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 1 120.08	R 1 176.24	R 1 232.40
LEARNER MODULES			
Module 0	R 1 824.16	N/A	
Module 1	R 1 905.28		
Module 2	R 2 031.12		
Module 3	R 2 158.00		
Module 4	R 2 271.36		
Module 5	R 2 414.88		
Module 6	R 2 542.80		
LEARNER UNIT STANDARDS			
Entry Level	R 1 680.64	N/A	
Core Unit Standards Level 2	R 1 920.88		
Core Unit Standards Level 3	R 2 156.96		
Core Unit Standards Level 4	R 2 342.08		
			PTO

EAST LONDON & PORT ALFRED

EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2012 to 31/12/2012	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANICURISTS & / OR BEAUTY CULTURIST			
First year of experience	R 2 598.96	N/A	
Thereafter	R 3 208.40	R 3 368.56	R 3 529.76
RECEPTIONIST			
First year of experience	R 3 303.04	N/A	
Thereafter	R 3 940.56	R 4 137.12	R 4 335.76
OPERATOR			
First Year Operator	R 1 766.96	N/A	
Operator	R 2 167.36	R 2 275.52	R 2 384.72
Multi-Skilled Operator	R 2 648.88	R 2 780.96	R 2 914.08
GENERAL ASSISTANT			
	R 1 940.64	R 2 037.36	R 2 135.12
CASUAL EMPLOYEE			
(An employee who substitutes for any permanent employee who is sick or on leave) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			
PART TIME EMPLOYEE			
(An employee who works 1 or 2 or 3 days per week) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			
NOTE : COMMISSION EARNERS			
EMPLOYEES EMPLOYED FROM 2010: Minimum of 30% commission			
EMPLOYEES EMPLOYED BEFORE 2010: Minimum of 40% Commission			
NO STOCK DEDUCTION			
DEDUCTIONS FOR COMMISSION EARNERS ABSENT WITHOUT PERMISSION			
Deductions to be made from commission either on a daily rate or on a hourly rate for commission earners that stay off work without permission. The calculation on daily and hourly rates will be based on the prescribed basic salary.			

PROVIDENT FUND

PLEASE NOTE : As from 1 January 2012 Provident Fund Contributions will be compulsory for all employees. Contribution to be paid by all employees will be 6% of salary. Contributions payable by all employers will be 6% of salary.

**HAIRDRESSING & COSMETOLOGY SERVICES BARGAINING COUNCIL
(seminational)**

Remuneration / Basic Salary / Wage Schedule (Clause 12.1)			
Remuneration /Basic Salary / Wages Payable in Area 5 which means FREE STATE			
EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2012 to 31/12/2012	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANAGER			
Manager/ess Only	R 3 070.08	R 3 222.96	R 3 377.92
Manager/ess & Hairdresser (Per month + Personal Services Commission)	R 3 967.60	R 4 165.20	R 4 364.88
HAIRDRESSER - QUALIFIED			
1st Year after qualifying	R 2 104.96	N/A	N/A
Thereafter	R 2 487.68	R 2 612.48	R 2 737.28
AFRO HAIRDRESSER / STYLIST			
With COTT or SETA qualification	R 2 189.20	R 2 298.40	R 2 408.64
With informal qualification	R 1 481.20	R 1 532.96	R 1 606.80
UNSKILLED AFRO HAIRDRESSER			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 893.36	R 938.08	R 981.76
LEARNER MODULES			
Module 0	R 1 266.72	N/A	
Module 1	R 1 317.68		
Module 2	R 1 408.16		
Module 3	R 1 494.48		
Module 4	R 1 583.92		
Module 5	R 1 669.20		
Module 6	R 1 761.76		
LEARNER UNIT STANDARDS			
Entry Level	R 1 212.64	N/A	
Core Unit Standards Level 2	R 1 329.12		
Core Unit Standards Level 3	R 1 560.00		
Core Unit Standards Level 4	R 1 728.48		
			P T O

FREE STATE			
EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2012 to 31/12/2012	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANICURITS & / OR BEAUTY CULTURIST			
First three months of experience	R 1 010.88	N/A	
Second three months of experience	R 1 176.24		
Third three months of experience	R 1 468.48		
Thereafter	R 2 186.08	R 2 295.28	R 2 404.48
RECEPTIONIST	R 2 202.72	R 2 312.96	R 2 423.20
OPERATOR			
First Year Operator	1 285.44	N/A	
Operator	1 775.28	1 863.68	1 952.08
Multi-Skilled Operator	2 194.40	2 304.64	2 413.84
GENERAL ASSISTANT			
	R 1 051.44	R 1 104.48	R 1 156.48
CASUAL EMPLOYEE			
(An employee who substitutes for any permanent employee who is sick or on leave) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			
PART TIME EMPLOYEE			
(An employee who works 1 or 2 or 3 days per week) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			
NOTE : COMMISSION EARNERS			
Qualified Hairdressers / Stylists EMPLOYEES EMPLOYED FROM 2010: Minimum of 30% commission EMPLOYEES EMPLOYED BEFORE 2010: Minimum of 35% Commission NO STOCK DEDUCTION			
DEDUCTIONS FOR COMMISSION EARNERS ABSENT WITHOUT PERMISSION			
Deductions to be made from commission either on a daily rate or on a hourly rate for commission earners that stay off work without permission. The calculation on daily and hourly rates will be based on the prescribed basic salary.			
PROVIDENT FUND			
PLEASE NOTE : As from 1 January 2012 Provident Fund Contributions will be compulsory for all employees. Contribution to be paid by all employees will be 6% of salary. Contributions payable by all employers will be 6% of salary.			

**HAIRDRESSING & COSMETOLOGY SERVICES BARGAINING COUNCIL
(seminational)**

Remuneration / Basic Salary / Wage Schedule (Clause 12.1)			
Remuneration /Basic Salary / Wages Payable in Area 1 which means the Magisterial Districts of Gauteng (Excluding Alberton)			
EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2012 to 31/12/2012	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANAGER			
Manager/ess Only	R 4 560.40	R 4 788.16	R 5 016.96
Manger/ess & Hairdresser (Per month + Personal Services Commission)	R 6 042.40	R 6 344.00	R 6 647.68
HAIRDRESSER - QUALIFIED			
1st Year after qualifying	R 4 254.64	N/A	N/A
Thereafter	R 6 071.52	R 6 375.20	R 6 678.88
AFRO HAIRDRESSER / STYLIST			
With COTT or SETA qualification	R 3 469.44	R 3 646.12	R 3 816.80
With informal qualification	R 2 408.64	R 2 529.28	R 2 649.92
UNSKILLED AFRO HAIRDRESSER			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 1 768.00	R 1 856.40	R 1 944.80
LEARNER MODULES			
Module 0	R 1 884.48	N/A	
Module 1	R 1 947.92		
Module 2	R 2 054.00		
Module 3	R 2 153.84		
Module 4	R 2 260.96		
Module 5	R 2 367.04		
Module 6	R 2 472.08		
LEARNER UNIT STANDARDS			
Entry Level	R 1 697.28	N/A	
Core Unit Standards Level 2	R 1 860.40		
Core Unit Standards Level 3	R 2 212.08		
Core Unit Standards Level 4	R 2 420.08		
			PTO

GAUTENG

EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2012 to 31/12/2012	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANICURISTS & / OR BEAUTY CULTURIST			
First three months of experience	R 1 703.52	N/A	
Second three months of experience	R 1 967.68		
Third three months of experience	R 2 491.84		
Thereafter	R 4 391.92	R 4 611.36	R 4 830.80
RECEPTIONIST	R 4 235.92	R 4 448.08	R 4 659.20
OPERATOR			
First Year Operator	R 2 548.00	N/A	
Operator	R 3 866.72	R 4 060.16	R 4 253.60
Multi-Skilled Operator	R 4 278.56	R 4 492.80	R 4 706.00
GENERAL ASSISTANT			
	R 2 396.16	R 2 515.76	R 2 635.36
CASUAL EMPLOYEE	(An employee who substitutes for any permanent employee who is sick or on leave) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment		
PART TIME EMPLOYEE	(An employee who works 1 or 2 or 3 days per week) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment		
NOTE : COMMISSION EARNERS	Qualified Hairdressers / Stylists EMPLOYEES EMPLOYED FROM 2010: Minimum of 30% commission EMPLOYEES EMPLOYED BEFORE 2010: Minimum of 40% Commission NO STOCK DEDUCTION		
DEDUCTIONS FOR COMMISSION EARNERS ABSENT WITHOUT PERMISSION	Deductions to be made from commission either on a daily rate or on a hourly rate for commission earners that stay off work without permission. The calculation on daily and hourly rates will be based on the prescribed basic salary.		

PROVIDENT FUND

PLEASE NOTE : As from 1 January 2012 Provident Fund Contributions will be compulsory for all employees. Contribution to be paid by all employees will be 6% of salary. Contributions payable by all employers will be 6% of salary.

**HAIRDRESSING & COSMETOLOGY SERVICES BARGAINING COUNCIL
(seminational)**

**Remuneration / Basic Salary / Wage Schedule
(Clause 12.1)**

Remuneration /Basic Salary / Wages Payable in Area 5
which means
Kimberley

EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2012 to 31/12/2012	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANAGER			
Manager/ess Only	3 070.08	3 222.96	3 377.92
Manager/ess & Hairdresser (Per month + Personal Services Commission)	3 967.60	4 165.20	4 364.88
HAIRDRESSER - QUALIFIED			
1st Year after qualifying	R 2 104.96	N/A	N/A
Thereafter	R 2 487.68	R 2 612.48	R 2 737.28
AFRO HAIRDRESSER / STYLIST			
With COTT or SETA qualification	R 2 189	R 2 298	R 2 409
With informal qualification	R 1 461	R 1 534	R 1 607
UNSKILLED AFRO HAIRDRESSER			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 893.36	R 938.08	R 981.76
LEARNER MODULES			
Module 0	R 1 266.72	N/A	
Module 1	R 1 317.68		
Module 2	R 1 408.16		
Module 3	R 1 494.48		
Module 4	R 1 583.92		
Module 5	R 1 669.20		
Module 6	R 1 761.76		
LEARNER UNIT STANDARDS			
Entry Level	R 1 212.94	N/A	
Core Unit Standards Level 2	R 1 331.20		
Core Unit Standards Level 3	R 1 566.24		
Core Unit Standards Level 4	R 1 728.48		
			PTO

KIMBERLEY			
EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2012 to 31/12/2012	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANICURITS & / OR BEAUTY CULTURIST			
First three months of experience	1 010.88	N/A	
Second three months of experience	1 176.24		
Third three months of experience	1 468.48		
Thereafter	2 186.08	2 295.28	2 404.48
RECEPTIONIST			
	R 2 202.72	R 2 312.96	R 2 423.20
OPERATOR			
First Year Operator	R 1 285.44	N/A	
Operator	R 1 731.60	R 1 818.96	R 1 905.28
Multi-Skilled Operator	R 2 143.44	R 2 249.52	R 2 356.64
GENERAL ASSISTANT			
	R 1 021.88	R 1 071.20	R 1 123.20
CASUAL EMPLOYEE			
(An employee who substitutes for any permanent employee who is sick or on leave) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			
PART TIME EMPLOYEE			
(An employee who works 1 or 2 or 3 days per week) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			
NOTE : COMMISSION EARNERS Qualified Hairdressers / Stylists			
EMPLOYEES EMPLOYED FROM 2010: Minimum of 30% commission			
EMPLOYEES EMPLOYED BEFORE 2010: Minimum of 35% Commission			
NO STOCK DEDUCTION			
DEDUCTIONS FOR COMMISSION EARNERS ABSENT WITHOUT PERMISSION			
Deductions to be made from commission either on a daily rate or on a hourly rate for commission earners that stay off work without permission. The calculation on daily and hourly rates will be based on the prescribed basic salary.			
PROVIDENT FUND			
PLEASE NOTE : As from 1 January 2012 Provident Fund Contributions will be compulsory for all employees. Contribution to be paid by all employees will be 6% of salary. Contributions payable by all employers will be 6% of salary.			

**HAIRDRESSING & COSMETOLOGY SERVICES BARGAINING COUNCIL
(seminational)**

Remuneration / Basic Salary / Wage Schedule Clause 12.1			
Remuneration /Basic Salary / Wages Payable in Area 2 which means the Magisterial Districts of Klerksdorp & Potchefstroom			
EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2012 to 31/12/2012	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANAGER			
Manager/ess Only	R 3 693.04	R 3 878.16	R 4 062.24
Manager/ess & Hairdresser (Per month + Personal Services Commission)	R 4 448.08	R 4 670.67	R 4 893.20
HAIRDRESSER - QUALIFIED			
1st Year after qualifying	R 3 165.76	N/A	N/A
Thereafter	R 4 220.32	R 4 430.40	R 4 642.56
AFRO HAIRDRESSER / STYLIST			
With COTT or SETA qualification	R 2 828.80	R 2 970.24	R 3 111.68
With informal qualification	R 1 462.24	R 1 535.04	R 1 608.88
UNSKILLED AFRO HAIRDRESSER			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 999.44	R 1 049.36	R 1 100.32
LEARNER MODULES			
Module 0	R 1 586.00	N/A	
Module 1	R 1 661.92		
Module 2	R 1 771.12		
Module 3	R 1 885.52		
Module 4	R 1 994.72		
Module 5	R 2 106.00		
Module 6	R 2 217.28		
LEARNER UNIT STANDARDS			
Entry Level	R 1 342.64	N/A	
Core Unit Standards Level 2	R 1 550.64		
Core Unit Standards Level 3	R 1 796.08		
Core Unit Standards Level 4	R 2 008.24		
			PTO

KLERKSDORP & POTCHEFSTROOM			
EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2012 to 31/12/2012	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANICURITS & / OR BEAUTY CULTURIST			
First three months of experience	R 1 170.00	N/A	
Second three months of experience	R 1 362.40		
Third three months of experience	R 1 700.40		
Thereafter	R 3 014.96	R 3 165.76	R 3 317.60
RECEPTIONIST	R 2 987.92	R 3 137.68	R 3 286.40
OPERATOR			
First Year Operator	R 2 038.40	N/A	
Operator	R 2 824.64	R 2 966.08	R 3 106.48
Multi-Skilled Operator	R 3 343.60	R 3 511.04	R 3 677.44
GENERAL ASSISTANT			
	R 1 535.04	R 1 612.00	R 1 687.92
CASUAL EMPLOYEE			
(An employee who substitutes for any permanent employee who is sick or on leave) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			
PART TIME EMPLOYEE			
(An employee who works 1 or 2 or 3 days per week) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			
NOTE : COMMISSION EARNERS			
Qualified Hairdressers / Stylists			
EMPLOYEES EMPLOYED FROM 2010: Minimum of 30% commission			
EMPLOYEES EMPLOYED BEFORE 2010: Minimum of 35% Commission			
NO STOCK DEDUCTION			
DEDUCTIONS FOR COMMISSION EARNERS ABSENT WITHOUT PERMISSION			
Deductions to be made from commission either on a daily rate or on a hourly rate for commission earners that stay off work without permission. The calculation on daily and hourly rates will be based on the prescribed basic salary.			
PROVIDENT FUND			
PLEASE NOTE : As from 1 January 2012 Provident Fund Contributions will be compulsory for all employees. Contribution to be paid by all employees will be 5% of salary. Contributions payable by all employers will be 5% of salary.			

**HAIRDRESSING & COSMETOLOGY SERVICES BARGAINING COUNCIL
(seminational)**

Remuneration / Basic Salary / Wage Schedule			
(Clause 12.1)			
Remuneration /Basic Salary / Wages Payable in Area 4			
which means the Magisterial Districts of			
Port Elizabeth, Uitenhage & Humansdorp			
EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2012 to 31/12/2012	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANAGER			
Manager/ess Only	R 3 762.72	R 3 950.96	R 4 139.20
Manager/ess & Hairdresser (Per month + Personal Services Commission)	R 4 567.68	R 4 796.48	R 5 024.24
HAIRDRESSER - QUALIFIED			
1st Year after qualifying	R 3 547.44	N/A	N/A
Thereafter	R 4 027.92	R 4 229.68	R 4 431.04
AFRO HAIRDRESSER / STYLIST			
With COTT or SETA qualification	R 2 801.76	R 2 942.16	R 3 081.52
With informal qualification	R 1 752.40	R 1 839.76	R 1 928.16
UNSKILLED AFRO HAIRDRESSER			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 1 141.92	R 1 199.12	R 1 256.32
LEARNER MODULES			
Module 0	R 1 843.92	N/A	
Module 1	R 1 939.60		
Module 2	R 2 031.12		
Module 3	R 2 126.80		
Module 4	R 2 222.48		
Module 5	R 2 317.12		
Module 6	R 2 413.84		
LEARNER UNIT STANDARDS			
Entry Level	R 1 680.64	N/A	
Core Unit Standards Level 2	R 1 939.60		
Core Unit Standards Level 3	R 2 176.72		
Core Unit Standards level 4	R 2 364.96		
			PTO

PORT ELIZABETH, UITENHAGE & HUMANSDORP

EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2012 to 31/12/2012	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANICURITS & / OR BEAUTY CULTURIST			
First year of experience	R 2 656.16	N/A	
Thereafter	R 3 450.72	R 3 623.36	R 3 796.00
RECEPTIONIST			
First year of experience	R 3 010.80	N/A	
Thereafter	R 3 645.20	R 3 827.20	R 4 010.24
OPERATOR			
First Year Operator	R 1 892.80	N/A	
Operator	R 2 406.58	R 2 527.20	R 2 646.80
Multi-Skilled Operator	R 2 780.96	R 2 920.32	R 3 059.68
GENERAL ASSISTANT			
	R 2 062.32	R 2 165.28	R 2 269.28
CASUAL EMPLOYEE			
(An employee who substitutes for any permanent employee who is sick or on leave) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			
PART TIME EMPLOYEE			
(An employee who works 1 or 2 or 3 days per week) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			
NOTE : COMMISSION EARNERS Qualified Hairdressers / Stylists EMPLOYEES EMPLOYED FROM 2010: Minimum of 30% commission EMPLOYEES EMPLOYED BEFORE 2010: Minimum of 40% Commission NO STOCK DEDUCTION			
DEDUCTIONS FOR COMMISSION EARNERS ABSENT WITHOUT PERMISSION			
Deductions to be made from commission either on a daily rate or on a hourly rate for commission earners that stay off work without permission. The calculation on daily and hourly rates will be based on the prescribed basic salary.			
PROVIDENT FUND			
PLEASE NOTE : As from 1 January 2012 Provident Fund Contributions will be compulsory for all employees. Contribution to be paid by all employees will be 6% of salary. Contributions payable by all employers will be 6% of salary.			

4. EXPENSES OF THE COUNCIL AND SUBSCRIPTIONS TO THE EMPLOYERS' ORGANISATIONS AND THE UNION

4.1 Substitute the existing clause 22.13 with the following new clause:

"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 existing schedules appearing after Clause 22 (expenses of the Council and Subscriptions.....) with the following new revised Contribution Schedules for all areas (Areas 1 up to and including Areas 5).

HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL (seem national)								
CONTRIBUTION SCHEDULE (Clause 22)								
SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND MCI PROVIDENT FUND CONTRIBUTIONS FOR ALBERTON (Area 1)								
(Effective from 1 st Jan 2012)								
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)	R380.00 EOHCB/ Agency Fee			R75.00 AHSEASA / Agency Fee			
	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 68.50	N/A	R 461.98 (Optional)	
	MANAGER							
05 MO1	Manager Only	R 68.00	R 20.00	R 57.00	R19.83	R39.66	R237.95 each	
05 MO5	After 5 years	R 68.00	R 20.00	R 57.00	R20.82	R41.24	R247.42 each	
05 MO10	After 10 years	R 68.00	R 20.00	R 57.00	R21.80	R43.20	R259.21 each	
05 MH1	Managers / Hairdresser	R 68.00	R 20.00	R 57.00	R24.50	R46.99	R263.96 each	
05 MH5	After 5 years	R 68.00	R 20.00	R 57.00	R25.72	R51.44	R308.64 each	
05 MH10	After 10 years	R 68.00	R 20.00	R 57.00	R26.94	R53.89	R323.32 each	
	HAIRDRESSER - QUALIFIED							
05 HQ1	First year after qualifying	R 68.00	R 20.00	R 57.00	R14.11	R28.22	R169.24 each	
05 HQ2	Thereafter	R 68.00	R 20.00	R 57.00	R16.83	R37.66	R225.98 each	
05 HQ5	After 5 years	R 68.00	R 20.00	R 57.00	R19.77	R39.54	R237.28 each	
05 HQ10	After 10 years	R 68.00	R 20.00	R 57.00	R20.71	R41.42	R248.54 each	
	AFRO HAIRDRESSER / STYLIST							
05 AHQ1	With COTT or BETA Qualification	R 68.00	R 20.00	R 57.00	R13.32	R26.65	R169.89 each	
05 AHQ5	After 5 years	R 68.00	R 20.00	R 57.00	R13.99	R27.98	R167.80 each	
05 AHQ10	After 10 years	R 68.00	R 20.00	R 57.00	R14.68	R29.32	R176.90 each	
05 AH1	With Informal Qualification	R 68.00	R 20.00	R 57.00	R8.44	R16.88	R101.30 each	
05 AH15	After 5 years	R 68.00	R 20.00	R 57.00	R8.87	R17.73	R106.41 each	
05 AH10	After 10 years	R 68.00	R 20.00	R 57.00	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 68.00	R 20.00	R 57.00	R8.48	R10.95	R66.71 each	
05 AHB5	After 5 years	R 68.00	R 20.00	R 57.00	R5.75	R11.50	R68.99 each	
05 AHB10	After 10 years	R 68.00	R 20.00	R 57.00	R6.02	R12.04	R72.26 each	
	LEARNER - MODULES							
05 LM0	Before completing module 1	R 68.00	R 12.00	R 24.00	R8.78	R17.56	R105.34 each	
05 LM1	Module 1	R 68.00	R 12.00	R 24.00	R9.07	R18.14	R109.88 each	
05 LM2	Module 2	R 68.00	R 12.00	R 24.00	R9.58	R19.12	R114.72 each	
05 LM3	Module 3	R 68.00	R 12.00	R 24.00	R10.03	R20.07	R120.39 each	
05 LM4	Module 4	R 68.00	R 15.00	R 33.00	R10.54	R21.07	R126.44 each	
05 LM5	Module 5	R 68.00	R 15.00	R 33.00	R11.25	R22.50	R135.00 each	
05 LM6	Module 6	R 68.00	R 15.00	R 33.00	R11.51	R23.02	R138.10 each	
	LEARNER - UNIT STANDARDS							
05 LS0	Entry Level	R 68.00	R 12.00	R 24.00	R7.74	R15.48	R82.86 each	
05 LS1	Core Unit Standards Level 2	R 68.00	R 12.00	R 24.00	R9.15	R18.29	R109.75 each	
05 LS6	Core Unit Standards Level 3	R 68.00	R 15.00	R 33.00	R10.27	R20.55	R123.29 each	
05 LS11	Core Unit Standards Level 4	R 68.00	R 15.00	R 33.00	R11.27	R22.54	R135.26 each	
	MANICURIST & BEAUTY CULTURIST							
05 MB13	1 st 3 Months	R 68.00	R 12.00	R 24.00	R5.22	R10.44	R62.62 each	
05 MB23	2 nd 3 Months	R 68.00	R 12.00	R 24.00	R6.08	R12.16	R72.95 each	
05 MB33	3 rd 3 Months	R 68.00	R 15.00	R 33.00	R7.59	R15.17	R91.04 each	
05 MB1	Thereafter	R 68.00	R 20.00	R 48.00	R13.46	R26.91	R161.47 each	
05 MB5	After 5 years	R 68.00	R 20.00	R 48.00	R14.13	R28.26	R169.53 each	
05 MB10	After 10 years	R 68.00	R 20.00	R 48.00	R14.81	R29.61	R177.68 each	
05 RE1	RECEPTIONIST/TELEPHONIST	R 68.00	R 20.00	R 48.00	R13.47	R26.94	R161.98 each	
05 RE5	After 5 years	R 68.00	R 20.00	R 48.00	R14.14	R28.29	R169.72 each	
05 RE10	After 10 years	R 68.00	R 20.00	R 48.00	R14.82	R29.64	R177.85 each	
	OPERATOR							
05 OP	First year	R 68.00	R 12.00	R 24.00	R6.65	R13.29	R79.76 each	
05 OP1	Thereafter	R 68.00	R 12.00	R 24.00	R13.14	R26.27	R157.83 each	
05 OP5	After 5 years	R 68.00	R 12.00	R 24.00	R13.79	R27.58	R165.50 each	
05 OP10	After 10 years	R 68.00	R 12.00	R 24.00	R14.45	R28.90	R173.38 each	
05 OPM1	Operator Multi-skilled	R 68.00	R 12.00	R 24.00	R14.93	R29.85	R179.11 each	
05 OPM5	After 5 years	R 68.00	R 12.00	R 24.00	R15.67	R31.34	R186.06 each	
05 OPM10	After 10 years	R 68.00	R 12.00	R 24.00	R16.42	R32.83	R197.00 each	
05 GA1	GENERAL ASSISTANT	R 68.00	R 12.00	R 24.00	R6.99	R13.99	R83.92 each	
05 GA5	After 5 years	R 68.00	R 12.00	R 24.00	R7.34	R14.69	R88.14 each	
05 GA10	After 10 years	R 68.00	R 12.00	R 24.00	R7.70	R15.39	R92.38 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 SCHEDULE (Clause 22)							
SCHEDULE OF EOHCB, UABA, COUNCIL, SICK PAY FUND AND HCI PROVIDENT FUND CONTRIBUTIONS FOR AREA 3, WHICH MEANS THE MAGISTERIAL DISTRICT OF EAST LONDON & PORT ALFRED							
(Effective from 1st Jan 2011)							
Work Code	CATEGORY	SUBS 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 75.00				
	Total minimum charge		R 130.00				
02 WE	Working Employer (Provident Fund is optional)	N/A	Nil	Nil	R 65.85	N/A	R 526.78 Optional
	MANAGER						
02 MO1	Manager Only	R 68.00	R 20.00	R 57.00	R 14.95	R 29.90	R179.40 each
02 MO5	After 5 years	R 68.00	R 20.00	R 57.00	R 15.70	R 31.40	R188.39 each
02 MO10	After 10 years	R 68.00	R 20.00	R 57.00	R 16.45	R 32.90	R197.37 each
02 MH10	Manager & Hairdresser	R 68.00	R 20.00	R 57.00	R 22.28	R 44.56	R267.38 each
02 MH5	After 5 years	R 68.00	R 20.00	R 57.00	R 23.39	R 46.78	R280.74 each
02 MH10	After 10 years	R 68.00	R 20.00	R 57.00	R 24.51	R 49.02	R294.09 each
	HAIRDRESSER – QUALIFIED						
02 HQ1	First year after qualifying	R 68.00	R 20.00	R 57.00	R 18.27	R 36.55	R219.27 each
02 HQ2	Thereafter	R 68.00	R 20.00	R 57.00	R 21.95	R 43.90	R263.39 each
02 HQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 23.05	R 46.09	R276.56 each
02 HQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 24.14	R 48.29	R289.72 each
	AFRO HAIRDRESSER / STYLIST						
02 AHQ1	With COTT or SETA qualification	R 68.00	R 20.00	R 57.00	R 13.74	R 27.48	R184.86 each
02 AHQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 14.42	R 28.85	R173.10 each
02 AHQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 15.11	R 30.22	R181.33 each
02 AH1	With informal qualification	R 68.00	R 20.00	R 57.00	R 8.59	R 17.18	R103.08 each
02 AH15	After 5 years	R 68.00	R 20.00	R 57.00	R 9.02	R 18.04	R108.26 each
02 AH10	After 10 years	R 68.00	R 20.00	R 57.00	R 9.45	R 18.90	R113.38 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 5.80	R 11.20	R67.20 each
02 AHB 5	After 5 years	R 68.00	R 20.00	R 57.00	R 5.86	R 11.76	R70.57 each
02 AHB10	After 10 years	R 68.00	R 20.00	R 57.00	R 6.16	R 12.32	R73.94 each
	LEARNER – MODULES						
02 LM0	Module 0	R 68.00	R 12.00	R 24.00	R 9.12	R 18.24	R109.45 each
02 LM1	Module 1	R 68.00	R 12.00	R 24.00	R 9.63	R 19.06	R114.32 each
02 LM2	Module 2	R 68.00	R 12.00	R 24.00	R 10.16	R 20.31	R121.87 each
02 LM3	Module 3	R 68.00	R 12.00	R 24.00	R 10.79	R 21.58	R129.48 each
02 LM4	Module 4	R 68.00	R 15.00	R 33.00	R 11.36	R 22.71	R136.28 each
02 LM5	Module 5	R 68.00	R 15.00	R 33.00	R 12.07	R 24.15	R144.69 each
02 LM6	Module 6	R 68.00	R 15.00	R 33.00	R 12.71	R 25.43	R152.57 each
	LEARNER – UNIT STANDARDS						
02 LS0	Entry Level	R 68.00	R 12.00	R 24.00	R 8.40	R 16.81	R100.84 each
02 LS1	Core Unit Standards Level 2	R 68.00	R 12.00	R 24.00	R 9.60	R 19.21	R115.25 each
02 LS6	Core Unit Standards Level 3	R 68.00	R 15.00	R 33.00	R 10.78	R 21.57	R129.42 each
02 LS11	Core Unit Standards Level 4	R 68.00	R 15.00	R 33.00	R 11.71	R 23.42	R140.52 each
	MANICURIST & BEAUTY CULTURIST						
02 MB1	1st year of experience	R 68.00	R 12.00	R 24.00	R 12.99	R 25.99	R165.94 each
02 MB2	Thereafter	R 68.00	R 15.00	R 33.00	R 16.04	R 32.08	R192.50 each
02 MB5	After 5 years	R 68.00	R 15.00	R 33.00	R 16.84	R 33.69	R202.11 each
02 MB10	After 10 years	R 68.00	R 15.00	R 33.00	R 17.65	R 35.30	R211.79 each
02 RE1	RECEPTIONIST - 1st year	R 68.00	R 20.00	R 48.00	R 16.82	R 33.03	R198.18 each
02 RE2	Thereafter	R 68.00	R 20.00	R 48.00	R 19.70	R 39.41	R236.43 each
02 RE5	After 5 years	R 68.00	R 20.00	R 48.00	R 20.89	R 41.37	R248.23 each
02 RE10	After 10 years	R 68.00	R 20.00	R 48.00	R 21.68	R 43.35	R260.15 each
	OPERATOR						
02 OP	Operator - first year	R 68.00	R 12.00	R 24.00	R 8.83	R 17.67	R106.02 each
02 OP1	Operator - thereafter	R 68.00	R 12.00	R 24.00	R 10.84	R 21.67	R130.04 each
02 OP5	After 5 years	R 68.00	R 12.00	R 24.00	R 11.38	R 22.76	R136.53 each
02 OP10	After 10 years	R 68.00	R 12.00	R 24.00	R 11.92	R 23.85	R143.08 each
02 OPM1	Operator Multi-Skilled	R 68.00	R 12.00	R 24.00	R 13.24	R 26.49	R158.93 each
02 OPM5	Operator Multi-Skilled After 5 years	R 68.00	R 12.00	R 24.00	R 13.90	R 27.81	R166.86 each
02 OPM10	Operator Multi-Skilled After 10 years	R 68.00	R 12.00	R 24.00	R 14.57	R 29.14	R174.84 each
02 GA1	GENERAL ASSISTANT	R 68.00	R 12.00	R 24.00	R 9.70	R 19.41	R116.44 each
02 GA5	After 5 years	R 68.00	R 12.00	R 24.00	R 10.19	R 20.37	R122.24 each
02 GA10	After 10 years	R 68.00	R 12.00	R 24.00	R 10.68	R 21.35	R128.11 each
	CASUAL EMPLOYEE						
	PART TIME EMPLOYEE						
		Contributions for casual / part time employees shall be as specified for that category of employee above.					

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 PROVINCIAL DISTRICTS FOR THE PROVINCE OF THE FREE STATE (Area 5) (Effective from 1st Jan 2012)								
Working Code	CATEGORY	UNION / AGENCY FEE	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 75.00					
	Total minimum charge		R 130.00					
07 WE	Working Employer (Provident Fund is optional)	N/A	N/A	N/A	R 37.32	N/A	R 298.82 (Optional)	
	MANAGER							
07 MO1	Manager Only	R 68.00	R 20.00	R 57.00	R 15.35	R 30.70	R184.20 each	
07 MO5	After 5 years	R 68.00	R 20.00	R 57.00	R 16.11	R 32.23	R193.38 each	
07 MO10	After 10 years	R 68.00	R 20.00	R 57.00	R 16.89	R 33.78	R202.68 each	
07 MH1	Manageress / Hairdresser	R 68.00	R 20.00	R 57.00	R 19.84	R 36.68	R238.08 each	
07 MH5	After 5 years	R 68.00	R 20.00	R 57.00	R 20.83	R 41.65	R249.91 each	
07 MH10	After 10 years	R 68.00	R 20.00	R 57.00	R 21.82	R 43.65	R261.89 each	
	HAIRDRESSER - QUALIFIED							
07 HQ1	First year after qualifying	R 68.00	R 20.00	R 57.00	R 10.52	R 21.05	R126.30 each	
07 HQ2	Thereafter	R 68.00	R 20.00	R 57.00	R 12.44	R 24.88	R149.28 each	
07 HQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 13.06	R 26.12	R156.75 each	
07 HQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 13.69	R 27.37	R164.24 each	
	AFRO HAIRDRESSER / STYLIST							
07 AHQ1	With COTT or SETA Qualification	R 68.00	R 20.00	R 57.00	R 10.96	R 21.90	R131.35 each	
07 AHQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 11.49	R 22.98	R137.90 each	
07 AHQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 12.04	R 24.06	R144.52 each	
07 AH1	With Informal Qualification	R 68.00	R 20.00	R 57.00	R 7.31	R 14.61	R87.87 each	
07 AH15	After 5 years	R 68.00	R 20.00	R 57.00	R 7.65	R 15.33	R91.98 each	
07 AH10	After 10 years	R 68.00	R 20.00	R 57.00	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 68.00	R 20.00	R 57.00	R 4.47	R 8.93	R63.80 each	
07 AHB 5	After 5 years	R 68.00	R 20.00	R 57.00	R 4.89	R 9.78	R68.28 each	
07 AHB10	After 10 years	R 68.00	R 20.00	R 57.00	R 4.91	R 9.82	R68.91 each	
	LEARNER - MODULES							
07 LM0	Before completing module 1	R 68.00	R 12.00	R 24.00	R 6.33	R 12.67	R78.00 each	
07 LM1	Module 1	R 68.00	R 12.00	R 24.00	R 6.59	R 13.18	R79.06 each	
07 LM2	Module 2	R 68.00	R 12.00	R 24.00	R 7.04	R 14.08	R84.49 each	
07 LM3	Module 3	R 68.00	R 12.00	R 24.00	R 7.47	R 14.94	R89.87 each	
07 LM4	Module 4	R 68.00	R 15.00	R 33.00	R 7.92	R 15.84	R95.04 each	
07 LM5	Module 5	R 68.00	R 15.00	R 33.00	R 8.35	R 16.69	R100.15 each	
07 LM6	Module 6	R 68.00	R 15.00	R 33.00	R 8.81	R 17.62	R105.71 each	
	LEARNER - UNIT STANDARDS							
07 LSO	Entry level	R 68.00	R 12.00	R 24.00	R 8.06	R 12.13	R72.76 each	
07 LB1	Core Unit Standards Level 2	R 68.00	R 12.00	R 24.00	R 8.65	R 13.29	R79.75 each	
07 LS6	Core Unit Standards Level 3	R 68.00	R 15.00	R 33.00	R 7.60	R 15.60	R93.60 each	
07 LS11	Core Unit Standards Level 4	R 68.00	R 15.00	R 33.00	R 8.64	R 17.26	R103.71 each	
	MANICURIST & BEAUTY CULTURIST							
07 MB13	1 st 3 Months	R 68.00	R 12.00	R 24.00	R 5.05	R 10.11	R60.65 each	
07 MB23	2 nd 3 Months	R 68.00	R 15.00	R 33.00	R 5.88	R 11.76	R70.57 each	
07 MB33	3 rd 3 Months	R 68.00	R 15.00	R 33.00	R 7.34	R 14.68	R86.11 each	
07 MB1	Thereafter	R 68.00	R 20.00	R 48.00	R 10.93	R 21.86	R131.16 each	
07 MB5	After 5 years	R 68.00	R 20.00	R 48.00	R 11.48	R 22.95	R137.72 each	
07 MB10	After 10 years	R 68.00	R 20.00	R 48.00	R 12.02	R 24.04	R144.27 each	
07 RE1	RECEPTIONIST/TELEPHONIST	R 68.00	R 20.00	R 48.00	R 11.01	R 22.03	R132.16 each	
07 RE5	After 5 years	R 68.00	R 20.00	R 48.00	R 11.56	R 23.13	R138.78 each	
07 RE10	After 10 years	R 68.00	R 20.00	R 48.00	R 12.12	R 24.23	R145.39 each	
	OPERATOR							
07 OP	Operator first year	R 68.00	R 12.00	R 24.00	R 6.43	R 12.85	R77.13 each	
07 OP1	Thereafter	R 68.00	R 12.00	R 24.00	R 6.88	R 13.76	R106.62 each	
07 OP5	After 5 years	R 68.00	R 12.00	R 24.00	R 9.32	R 18.64	R111.82 each	
07 OP10	After 10 years	R 68.00	R 12.00	R 24.00	R 9.76	R 19.52	R117.12 each	
07 OPM1	Operator Multi-Skilled	R 68.00	R 12.00	R 24.00	R 10.97	R 21.94	R131.66 each	
07 OPM5	After 5 years	R 68.00	R 12.00	R 24.00	R 11.52	R 23.05	R136.28 each	
07 OPM10	After 10 years	R 68.00	R 12.00	R 24.00	R 12.07	R 24.14	R141.83 each	
07 GA1	GENERAL ASSISTANT	R 68.00	R 12.00	R 24.00	R 5.26	R 10.51	R63.09 each	
07 GA5	After 5 years	R 68.00	R 12.00	R 24.00	R 5.52	R 11.04	R68.27 each	
07 GA10	After 10 years	R 68.00	R 12.00	R 24.00	R 5.78	R 11.56	R69.39 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 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, Vereniging Randfontein & Nigel)							
(Effective from 1st Jan 2012)							
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 75.00				
	Total minimum charge		R 130.00				
01 WE	Working Employer (Provident Fund is optional)	N/A	Nil	Nil	R 91.07	N/A	R 728.58 (Optional)
	MANAGER						
01 MQ1	Manager Only	R 68.00	R 20.00	R 57.00	R 22.80	R 45.60	R273.62 each
01 MQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 23.04	R 47.88	R287.28 each
01 MQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 25.08	R 50.17	R301.02 each
01 MH1	Managersse / Hairdresser	R 68.00	R 20.00	R 57.00	R 30.21	R 60.42	R362.54 each
01 MH5	After 5 years	R 68.00	R 20.00	R 57.00	R 31.72	R 63.44	R380.64 each
01 MH10	After 10 years	R 68.00	R 20.00	R 57.00	R 33.24	R 66.48	R398.88 each
	HAIRDRESSER – QUALIFIED						
01 HQ1	First year after qualifying	R 68.00	R 20.00	R 57.00	R 21.27	R 42.56	R256.28 each
01 HQ2	Thereafter	R 68.00	R 20.00	R 57.00	R 30.38	R 60.72	R364.20 each
01 HQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 31.88	R 63.75	R382.51 each
01 HQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 33.39	R 66.79	R400.73 each
	AFRO HAIRDRESSER / STYLIST						
01 AHQ1	With COTT or SETA Qualification	R 68.00	R 20.00	R 57.00	R 17.38	R 34.89	R208.17 each
01 AHQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 18.23	R 36.48	R218.77 each
01 AHQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 19.08	R 38.17	R229.01 each
01 AHI1	With informal qualifications	R 68.00	R 20.00	R 57.00	R 12.04	R 24.09	R144.52 each
01 AH15	After 5 years	R 68.00	R 20.00	R 57.00	R 12.85	R 25.29	R151.76 each
01 AH10	After 10 years	R 68.00	R 20.00	R 57.00	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 68.00	R 20.00	R 57.00	R 8.84	R 17.68	R106.08 each
01 AHB5	After 5 years	R 68.00	R 20.00	R 57.00	R 9.28	R 18.56	R111.36 each
01 AHB10	After 10 years	R 68.00	R 20.00	R 57.00	R 9.72	R 19.45	R116.69 each
	LEARNER – MODULES						
01 LMO	Before completing module 1	R 68.00	R 12.00	R 24.00	R 9.42	R 18.84	R113.07 each
01 LM1	Module 1	R 68.00	R 12.00	R 24.00	R 9.74	R 19.48	R116.88 each
01 LM2	Module 2	R 68.00	R 12.00	R 24.00	R 10.27	R 20.54	R123.24 each
01 LM3	Module 3	R 68.00	R 12.00	R 24.00	R 10.77	R 21.54	R129.23 each
01 LM4	Module 4	R 68.00	R 15.00	R 33.00	R 11.30	R 22.61	R135.68 each
01 LM5	Module 5	R 68.00	R 15.00	R 33.00	R 11.84	R 23.67	R142.02 each
01 LM6	Module 6	R 68.00	R 16.00	R 33.00	R 12.36	R 24.72	R148.32 each
	LEARNER – UNIT STANDARDS						
01 LS0	Entry Level	R 68.00	R 12.00	R 24.00	R 8.49	R 16.97	R101.84 each
01 LS1	Core Unit Standards Level 2	R 68.00	R 12.00	R 24.00	R 9.80	R 19.60	R117.62 each
01 LS6	Core Unit Standards Level 3	R 68.00	R 15.00	R 33.00	R 11.08	R 22.12	R132.72 each
01 LS11	Core Unit Standards Level 4	R 68.00	R 15.00	R 33.00	R 12.10	R 24.20	R145.20 each
	MANICURIST & BEAUTY CULTURIST						
01 MB13	1 st 3 Months	R 68.00	R 12.00	R 24.00	R 8.52	R 17.04	R102.21 each
01 MB23	2 nd 3 Months	R 68.00	R 15.00	R 24.00	R 9.84	R 19.68	R118.06 each
01 MB33	3 rd 3 Months	R 68.00	R 15.00	R 33.00	R 12.48	R 24.92	R149.61 each
01 MB1	Thereafter	R 68.00	R 20.00	R 48.00	R 21.96	R 43.92	R263.92 each
01 MB5	After 5 years	R 68.00	R 20.00	R 48.00	R 23.06	R 46.11	R276.88 each
01 MB10	After 10 years	R 68.00	R 20.00	R 48.00	R 24.15	R 48.31	R289.85 each
01 RE1	RECEPTIONIST/TELEPHONIST	R 68.00	R 20.00	R 48.00	R 21.16	R 42.36	R254.16 each
01 RE5	After 5 years	R 68.00	R 20.00	R 48.00	R 22.24	R 44.48	R268.88 each
01 RE10	After 10 years	R 68.00	R 20.00	R 4.00	R 23.30	R 46.59	R279.55 each
	OPERATOR						
01 OP	Operator - First Year	R 68.00	R 12.00	R 24.00	R 12.74	R 25.48	R152.88 each
01 OP1	Operator - thereafter	R 68.00	R 12.00	R 24.00	R 19.33	R 38.67	R232.00 each
01 OP5	Operator - after 5 years	R 68.00	R 12.00	R 24.00	R 20.30	R 40.60	R243.61 each
01 OP10	Operator - after 10 years	R 68.00	R 12.00	R 24.00	R 21.27	R 42.54	R255.22 each
01 OPM1	Operator Multi-Skilled	R 68.00	R 12.00	R 24.00	R 21.39	R 42.79	R256.71 each
01 OPM5	Operator Multi-Skilled After 5 years	R 68.00	R 12.00	R 24.00	R 22.46	R 44.93	R269.87 each
01 OPM10	Operator Multi-Skilled After 10 Years	R 68.00	R 12.00	R 24.00	R 23.53	R 47.06	R282.36 each
01 GA1	GENERAL ASSISTANT	R 68.00	R 12.00	R 24.00	R 11.98	R 23.96	R143.77 each
01 GA5	After 5 years	R 68.00	R 12.00	R 24.00	R 12.58	R 25.16	R150.85 each
01 GA10	After 10 years	R 68.00	R 12.00	R 24.00	R 13.18	R 26.36	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 THE MAGISTERIAL DISTRICT OF KIMBERLEY (Area 6)							
(With effect 1 st Jan 2012)							
Work Code	CATEGORY	UNION / AGENCY	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund
			Employer	Employee	Employer	Employee	(equal contributions by employer and employee)
	EOHCB Subscriptions (9. GAUTENG)		R270.00 EOHCB / Agency Fee		R75.00 AHBEASA / Agency Fee		
	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 38.18	N/A	R 298.82 (Optional)
	MANAGER						
03 MO1	Manager Only	R 68.00	R 20.00	R 67.00	R 15.35	R 30.70	R184.20 each
03 MO	After 5 years	R 68.00	R 20.00	R 67.00	R 16.11	R 32.23	R193.36 each
03 MO10	After 10 years	R 68.00	R 20.00	R 67.00	R 16.89	R 33.78	R202.68 each
03 MH1	Manegress / Hairdresser	R 68.00	R 20.00	R 67.00	R 19.84	R 39.68	R238.06 each
03 MH5	After 5 years	R 68.00	R 20.00	R 67.00	R 20.83	R 41.65	R249.91 each
03 MH10	After 10 years	R 68.00	R 20.00	R 67.00	R 21.82	R 43.65	R261.89 each
	HAIRDRESSER – QUALIFIED						
03 HQ1	First year after qualifying	R 68.00	R 20.00	R 67.00	R 12.44	R 24.88	R128.30 each
03 HQ2	Thereafter	R 68.00	R 20.00	R 67.00	R 13.06	R 26.12	R140.26 each
03 HQ5	After 5 years	R 68.00	R 20.00	R 67.00	R 13.69	R 27.37	R156.78 each
03 HQ10	After 10 years	R 68.00	R 20.00	R 67.00	R 13.89	R 27.37	R164.24 each
	AFRO HAIRDRESSER / STYLIST						
03 AHQ1	With COTT or SETA Qualification	R 68.00	R 20.00	R 67.00	R 10.95	R 21.89	R131.34 each
03 AHQ5	After 5 years	R 68.00	R 20.00	R 67.00	R 11.49	R 22.98	R137.86 each
03 AHQ10	After 10 years	R 68.00	R 20.00	R 67.00	R 12.05	R 24.09	R144.54 each
03 AH1	With Informal Qualification	R 68.00	R 20.00	R 67.00	R 7.31	R 14.61	R87.66 each
03 AH15	After 5 years	R 68.00	R 20.00	R 67.00	R 7.67	R 15.34	R92.04 each
03 AH10	After 10 years	R 68.00	R 20.00	R 67.00	R 8.04	R 16.07	R96.42 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 67.00	R 4.47	R 8.93	R53.60 each
03 AHB 5	After 5 years	R 68.00	R 20.00	R 67.00	R 4.89	R 9.78	R58.38 each
03 AHB10	After 10 years	R 68.00	R 20.00	R 67.00	R 4.91	R 9.82	R58.91 each
	LEARNER – MODULES						
03 LM0	Before completing module 1	R 68.00	R 12.00	R 24.00	R 6.33	R 12.67	R78.00 each
03 LM1	Module 1	R 68.00	R 12.00	R 24.00	R 6.59	R 13.18	R79.06 each
03 LM2	Module 2	R 68.00	R 12.00	R 24.00	R 7.04	R 14.08	R84.49 each
03 LM3	Module 3	R 68.00	R 12.00	R 24.00	R 7.47	R 14.94	R89.57 each
03 LM4	Module 4	R 68.00	R 15.00	R 33.00	R 7.82	R 15.64	R96.04 each
03 LM5	Module 5	R 68.00	R 15.00	R 33.00	R 8.35	R 16.69	R100.15 each
03 LM6	Module 6	R 68.00	R 15.00	R 33.00	R 8.81	R 17.62	R105.71 each
	LEARNER – UNIT STANDARDS						
03 LS0	Entry Level	R 68.00	R 12.00	R 24.00	R 6.08	R 12.13	R72.78 each
03 LS1	Core Unit Standards Level 2	R 68.00	R 12.00	R 24.00	R 6.68	R 13.31	R79.97 each
03 LS6	Core Unit Standards Level 3	R 68.00	R 15.00	R 33.00	R 7.83	R 15.66	R93.97 each
03 LS11	Core Unit Standards Level 4	R 68.00	R 15.00	R 33.00	R 8.64	R 17.28	R103.71 each
	MANICURIST & BEAUTY CULTURIST						
03 MB13	1 st 3 Months	R 68.00	R 12.00	R 24.00	R 6.05	R 10.11	R80.65 each
03 MB23	2 nd 3 Months	R 68.00	R 15.00	R 24.00	R 6.86	R 11.76	R70.57 each
03 MB33	3 rd 3 Months	R 68.00	R 15.00	R 33.00	R 7.34	R 14.68	R88.11 each
03 MB1	Thereafter	R 68.00	R 20.00	R 47.00	R 10.93	R 21.86	R131.16 each
03 MB5	After 5 years	R 68.00	R 20.00	R 47.00	R 11.48	R 22.96	R137.72 each
03 MB10	After 10 years	R 68.00	R 20.00	R 47.00	R 12.02	R 24.04	R144.27 each
03 RE1	RECEPTIONIST/TELEPHONIST	R 68.00	R 20.00	R 47.00	R 11.01	R 22.03	R132.16 each
03 RE5	After 5 years	R 68.00	R 20.00	R 47.00	R 11.56	R 23.13	R138.78 each
03 RE10	After 10 years	R 68.00	R 20.00	R 47.00	R 12.12	R 24.23	R145.39 each
	OPERATOR						
03 OP	Operator - first year	R 68.00	R 12.00	R 24.00	R 6.43	R 12.85	R77.13 each
03 OP1	Operator - thereafter	R 68.00	R 12.00	R 24.00	R 6.86	R 13.72	R70.90 each
03 OP5	After 5 years	R 68.00	R 12.00	R 24.00	R 9.09	R 18.19	R109.14 each
03 OP10	After 10 years	R 68.00	R 12.00	R 24.00	R 9.53	R 19.05	R114.32 each
03 OPM1	Operator - Multi-Skilled	R 68.00	R 12.00	R 24.00	R 10.72	R 21.43	R128.61 each
03 OPM5	After 5 years	R 68.00	R 12.00	R 24.00	R 11.25	R 22.50	R134.97 each
03 OPM10	After 10 years	R 68.00	R 12.00	R 24.00	R 11.78	R 23.57	R141.40 each
03 GA1	GENERAL ASSISTANT	R 68.00	R 12.00	R 24.00	R 6.11	R 10.22	R61.31 each
03 GA5	After 5 years	R 68.00	R 12.00	R 24.00	R 6.36	R 10.71	R64.27 each
03 GA10	After 10 years	R 68.00	R 12.00	R 24.00	R 6.82	R 11.28	R67.39 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 HCF PROVIDENT FUND CONTRIBUTIONS FOR KLERKSDORP AND POTCHEFSTROOM. (Ann 2)							
(Effective from 1 st Jan 2012)							
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 75.00				
	Total minimum charge		R 130.00				
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 68.00	R 20.00	R 57.00	R 15.47	R 38.83	R184.65 each
08 MO5	After 5 years	R 68.00	R 20.00	R 57.00	R 19.39	R 38.78	R183.91 each
08 MO10	After 10 years	R 68.00	R 20.00	R 57.00	R 20.31	R 40.62	R203.11 each
08 MH1	Managers / Hairdresser	R 68.00	R 20.00	R 57.00	R 22.24	R 44.48	R222.40 each
08 MH5	After 5 years	R 68.00	R 20.00	R 57.00	R 23.35	R 48.71	R233.53 each
08 MH10	After 10 years	R 68.00	R 20.00	R 57.00	R 24.47	R 48.93	R244.66 each
	HAIRDRESSER - QUALIFIED						
08 HQ1	First year after qualifying	R 68.00	R 20.00	R 57.00	R 15.83	R 31.58	R158.29 each
08 HQ2	Thereafter	R 68.00	R 20.00	R 57.00	R 21.10	R 42.20	R211.02 each
08 HQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 22.16	R 44.30	R221.52 each
08 HQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 23.21	R 46.43	R232.13 each
	AFRO HAIRDRESSER / STYLIST						
08 AHQ1	With COTT or SETA Qualification	R 68.00	R 20.00	R 57.00	R 14.14	R 28.29	R141.44 each
08 AHQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 14.85	R 29.70	R148.51 each
08 AHQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 15.56	R 31.12	R155.58 each
08 AH1	With Informal Qualification	R 68.00	R 20.00	R 57.00	R 7.31	R 14.62	R73.11 each
08 AH15	After 5 years	R 68.00	R 20.00	R 57.00	R 7.88	R 15.35	R78.75 each
08 AH10	After 10 years	R 68.00	R 20.00	R 57.00	R 8.04	R 16.09	R80.44 each
08 AHB1	With Braiding, Plaiting, Cutting or Hair Extensions	R 68.00	R 20.00	R 57.00	R 5.00	R 9.99	R49.97 each
08 AHB 5	After 5 years	R 68.00	R 20.00	R 57.00	R 5.25	R 10.49	R52.47 each
08 AHB10	After 10 years	R 68.00	R 20.00	R 57.00	R 5.50	R 11.00	R55.02 each
	LEARNER - MODULES						
08 LM0	Before completing module 1	R 68.00	R 12.00	R 24.00	R 7.93	R 15.86	R79.30 each
08 LM1	Module 1	R 68.00	R 12.00	R 24.00	R 8.31	R 16.62	R83.10 each
08 LM2	Module 2	R 68.00	R 12.00	R 24.00	R 8.88	R 17.71	R88.56 each
08 LM3	Module 3	R 68.00	R 12.00	R 24.00	R 9.43	R 18.86	R94.28 each
08 LM4	Module 4	R 68.00	R 15.00	R 33.00	R 9.97	R 19.95	R99.74 each
08 LM5	Module 5	R 68.00	R 15.00	R 33.00	R 10.53	R 21.06	R105.30 each
08 LM6	Module 6	R 68.00	R 15.00	R 33.00	R 11.09	R 22.17	R110.86 each
	LEARNER - UNIT STANDARDS						
08 LS0	Entry level	R 68.00	R 12.00	R 24.00	R 8.71	R 13.43	R87.13 each
08 LS1	Core Unit Standards Level 2	R 68.00	R 12.00	R 24.00	R 7.75	R 15.51	R77.53 each
08 LS6	Core Unit Standards Level 3	R 68.00	R 15.00	R 33.00	R 8.98	R 17.96	R89.80 each
08 LS11	Core Unit Standards Level 4	R 68.00	R 15.00	R 33.00	R 10.04	R 20.08	R100.41 each
	MANICURIST & BEAUTY CULTURIST						
08 MB13	1 st 3 Months	R 68.00	R 12.00	R 24.00	R 8.51	R 17.01	R85.05 each
08 MB23	2 nd 3 Months	R 68.00	R 15.00	R 24.00	R 8.81	R 13.52	R88.12 each
08 MB33	3 rd 3 Months	R 68.00	R 15.00	R 33.00	R 8.50	R 17.00	R85.02 each
08 MB1	Thereafter	R 68.00	R 20.00	R 48.00	R 15.07	R 30.15	R150.75 each
08 MB5	After 5 years	R 68.00	R 20.00	R 48.00	R 15.83	R 31.96	R158.29 each
08 MB10	After 10 years	R 68.00	R 20.00	R 48.00	R 16.59	R 33.17	R165.87 each
08 RE1	RECEPTIONIST/TELEPHONIST	R 68.00	R 20.00	R 48.00	R 14.94	R 29.88	R149.40 each
08 RE5	After 5 years	R 68.00	R 20.00	R 48.00	R 15.69	R 31.38	R156.88 each
08 RE10	After 10 years	R 68.00	R 20.00	R 48.00	R 16.43	R 32.86	R164.32 each
	OPERATOR						
08 OP	First year	R 68.00	R 12.00	R 24.00	R 10.19	R 20.38	R101.92 each
08 OP1	Thereafter	R 68.00	R 12.00	R 24.00	R 14.12	R 28.25	R141.23 each
08 OP5	After 5 years	R 68.00	R 12.00	R 24.00	R 14.83	R 29.66	R148.30 each
08 OP10	After 10 years	R 68.00	R 12.00	R 24.00	R 15.53	R 31.06	R155.32 each
08 OPM1	Operator Multi-Skilled	R 68.00	R 12.00	R 24.00	R 16.72	R 33.44	R167.18 each
08 OPM5	After 5 years	R 68.00	R 12.00	R 24.00	R 17.56	R 35.11	R175.56 each
08 OPM10	After 10 years	R 68.00	R 12.00	R 24.00	R 18.39	R 36.77	R183.87 each
08 GA1	GENERAL ASSISTANT	R 68.00	R 12.00	R 24.00	R 7.88	R 15.35	R78.75 each
08 GA5	After 5 years	R 68.00	R 12.00	R 24.00	R 8.06	R 16.12	R80.60 each
08 GA10	After 10 years	R 68.00	R 12.00	R 24.00	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 4, WHICH MEANS THE MAGISTERIAL DISTRICTS OF PORT ELIZABETH, Uitenhage and Humansdorp.							
(Effective from 1 st Jan 2012)							
Work Code	CATEGORY	UNION / AGENCY FEE	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund (equal by employer and employee)
			Employer	Employee	Employer	Employee	
	ESTABLISHMENT						
	EOHCB Subscriptions	R130.00 EOHCB / Agency Fee			R75.00 ANBEASA / Agency Fee		
	Basic establishment charge		R 75.00				
	Total minimum charge		R 130.00				
04 WE	Working Employer (Provident Fund is optional)	N/A	NB	NB	R 60.42	N/A	R 483.35 (Optional)
	MANAGER						
04 MO1	Manager Only	R 68.00	R 20.00	R 57.00	R 18.81	R 37.63	R225.76 each
04 MO5	After 5 years	R 68.00	R 20.00	R 57.00	R 19.75	R 39.51	R237.06 each
04 MO10	After 10 years	R 68.00	R 20.00	R 57.00	R 20.70	R 41.39	R248.35 each
04 MH1	Manager and Hairdresser	R 68.00	R 20.00	R 57.00	R 22.84	R 45.68	R274.06 each
04 MH5	After 5 years	R 68.00	R 20.00	R 57.00	R 23.96	R 47.96	R287.79 each
04 MH10	After 10 years	R 68.00	R 20.00	R 57.00	R 25.12	R 50.24	R301.45 each
	HAIRDRESSER - QUALIFIED						
04 HQ1	First year after qualifying	R 68.00	R 20.00	R 57.00	R 17.74	R 35.47	R212.85 each
04 HQ2	Thereafter	R 68.00	R 20.00	R 57.00	R 20.14	R 40.28	R241.68 each
04 HQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 21.15	R 42.30	R253.78 each
04 HQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 22.16	R 44.31	R266.86 each
	AFRO HAIRDRESSER / STYLIST						
04 AHQ1	With COTT or SETA qualification	R 68.00	R 20.00	R 57.00	R 14.01	R 26.02	R166.11 each
04 AHQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 14.71	R 29.42	R178.53 each
04 AHQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 15.41	R 30.82	R184.89 each
04 AH11	With informal qualification	R 68.00	R 20.00	R 57.00	R 8.76	R 17.52	R105.14 each
04 AH15	After 5 years	R 68.00	R 20.00	R 57.00	R 9.20	R 18.40	R110.39 each
04 AH10	After 10 years	R 68.00	R 20.00	R 57.00	R 9.64	R 19.28	R115.89 each
04 AHB1	An employee who does one or more of the following: Braiding, Plating, Cutting or extensions	R 68.00	R 20.00	R 57.00	R 6.71	R 11.42	R88.52 each
04 AHB5	After 5 years	R 68.00	R 20.00	R 57.00	R 6.00	R 11.99	R71.95 each
04 AHB10	After 10 years	R 68.00	R 20.00	R 57.00	R 6.28	R 12.56	R75.38 each
	LEARNER – MODULES						
04 LM0	Before completing module 1	R 68.00	R 12.00	R 24.00	R 9.22	R 18.44	R110.84 each
04 LM1	Module 1	R 68.00	R 12.00	R 24.00	R 9.70	R 19.40	R116.38 each
04 LM2	Module 2	R 68.00	R 12.00	R 24.00	R 10.16	R 20.31	R121.87 each
04 LM3	Module 3	R 68.00	R 12.00	R 24.00	R 10.63	R 21.27	R127.61 each
04 LM4	Module 4	R 68.00	R 15.00	R 33.00	R 11.11	R 22.22	R133.35 each
04 LM5	Module 5	R 68.00	R 15.00	R 33.00	R 11.59	R 23.17	R139.03 each
04 LM6	Module 6	R 68.00	R 15.00	R 33.00	R 12.07	R 24.14	R144.83 each
	LEARNER – UNIT STANDARDS						
04 LS0	Entry Level	R 68.00	R 12.00	R 24.00	R 8.40	R 16.81	R100.84 each
04 LS1	Core Unit Standards Level 2	R 68.00	R 12.00	R 24.00	R 9.70	R 19.40	R116.38 each
04 LS6	Core Unit Standards Level 3	R 68.00	R 15.00	R 33.00	R 10.88	R 21.77	R130.80 each
04 LS11	Core Unit Standards Level 4	R 68.00	R 15.00	R 33.00	R 11.82	R 23.65	R141.90 each
	MANICURIST & BEAUTY CULTURIST						
04 MB1	1 st year of experience	R 68.00	R 15.00	R 33.00	R 13.28	R 26.56	R159.37 each
04 MB2	Thereafter	R 68.00	R 15.00	R 33.00	R 17.25	R 34.51	R207.04 each
04 MB5	After 5 years	R 68.00	R 15.00	R 33.00	R 18.12	R 36.23	R217.40 each
04 MB10	After 10 years	R 68.00	R 15.00	R 33.00	R 18.98	R 37.96	R227.76 each
	RECEPTIONIST						
04 RE1	1 st year of experience	R 68.00	R 15.00	R 48.00	R 15.05	R 30.11	R160.88 each
04 RE2	Thereafter	R 68.00	R 20.00	R 48.00	R 18.23	R 36.45	R218.71 each
04 RE5	After 5 years	R 68.00	R 20.00	R 48.00	R 19.14	R 38.27	R229.83 each
04 RE10	After 10 years	R 68.00	R 20.00	R 48.00	R 20.05	R 40.10	R240.81 each
	OPERATOR						
04 OP	Operator - first year	R 68.00	R 12.00	R 24.00	R 9.46	R 18.93	R113.57 each
04 OP1	Operator - thereafter	R 68.00	R 12.00	R 24.00	R 12.03	R 24.07	R144.39 each
04 OP5	After 5 years	R 68.00	R 12.00	R 24.00	R 12.64	R 25.27	R151.83 each
04 OP10	After 10 years	R 68.00	R 12.00	R 24.00	R 13.23	R 26.47	R158.81 each
04 OPM1	Operator - Multi-Skilled	R 68.00	R 12.00	R 24.00	R 13.90	R 27.81	R166.86 each
04 OPM5	After 5 years	R 68.00	R 12.00	R 24.00	R 14.60	R 29.20	R175.22 each
04 OPM10	After 10 years	R 68.00	R 12.00	R 24.00	R 15.30	R 30.60	R183.68 each
04 GA1	GENERAL ASSISTANT	R 68.00	R 12.00	R 24.00	R 10.31	R 20.62	R123.74 each
04 GA5	After 5 years	R 68.00	R 12.00	R 24.00	R 10.83	R 21.65	R129.92 each
04 GA10	After 10 years	R 68.00	R 12.00	R 24.00	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 AND COSMETOLOGY SERVICES BARGAINING COUNCIL (semi national)						
CONTRIBUTION SCHEDULES (Clause 22)						
SCHEDULE OF EONCB, UASA, COUNCIL, SICK PAY FUND AND HCI PROVIDENT FUND CONTRIBUTIONS FOR RANDFONTEIN & NIGEL (Area 1)						
(Effective from 1st Jan 2012)						
CATEGORY	AGENCY FEE	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund (equal contributions by employer and employee)
		Employer	Employee	Employer	Employee	
EONCB Subscriptions (S. Geurtang)	R360.00 EONCB / 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 91.07	N/A	R 728.58 (Optional)
MANAGER						
11 MO1 Manager Only	R 68.00	R 20.00	R 57.00	R 22.80	R 45.60	R273.62 each
11 MO5 After 5 years	R 68.00	R 20.00	R 57.00	R 23.94	R 47.88	R287.26 each
11 MO10 After 10 years	R 68.00	R 20.00	R 57.00	R 25.08	R 50.17	R301.02 each
11 MH1 Manageress / Hairdresser	R 68.00	R 20.00	R 57.00	R 30.21	R 60.42	R362.54 each
11 MH5 After 5 years	R 68.00	R 20.00	R 57.00	R 31.72	R 63.44	R380.84 each
11 MH10 After 10 years	R 68.00	R 20.00	R 57.00	R 33.24	R 66.48	R398.86 each
HAIRDRESSER – QUALIFIED						
11 HQ1 First year after qualifying	R 68.00	R 20.00	R 57.00	R 21.27	R 42.56	R266.26 each
11 HQ2 Thereafter	R 68.00	R 20.00	R 57.00	R 30.36	R 60.72	R364.29 each
11 HQ5 After 5 years	R 68.00	R 20.00	R 57.00	R 31.88	R 63.75	R382.51 each
11 HQ10 After 10 years	R 68.00	R 20.00	R 57.00	R 33.39	R 66.79	R400.73 each
AFRO HAIRDRESSER / STYLIST						
11 AHQ1 With COTT or SETA Qualification	R 68.00	R 20.00	R 57.00	R 17.35	R 34.69	R208.17 each
11 AHQ5 After 5 years	R 68.00	R 20.00	R 57.00	R 18.23	R 36.46	R218.77 each
11 AHQ10 After 10 years	R 68.00	R 20.00	R 57.00	R 19.06	R 38.12	R229.01 each
11 AH11 With informal qualifications	R 68.00	R 20.00	R 57.00	R 12.04	R 24.09	R144.62 each
11 AH15 After 5 years	R 68.00	R 20.00	R 57.00	R 12.85	R 25.70	R151.76 each
11 AH10 After 10 years	R 68.00	R 20.00	R 57.00	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 68.00	R 20.00	R 57.00	R 8.84	R 17.68	R108.08 each
11 AHB5 After 5 years	R 68.00	R 20.00	R 57.00	R 9.28	R 18.56	R111.38 each
11 AHB10 After 10 years	R 68.00	R 20.00	R 57.00	R 9.72	R 19.45	R116.60 each
LEARNER – MODULES						
11 LM0 Before completing module 1	R 68.00	R 12.00	R 24.00	R 9.42	R 18.84	R113.07 each
11 LM1 Module 1	R 68.00	R 12.00	R 24.00	R 9.74	R 19.48	R116.68 each
11 LM2 Module 2	R 68.00	R 12.00	R 24.00	R 10.27	R 20.54	R123.24 each
11 LM3 Module 3	R 68.00	R 12.00	R 24.00	R 10.77	R 21.54	R129.23 each
11 LM4 Module 4	R 68.00	R 15.00	R 33.00	R 11.30	R 22.61	R135.66 each
11 LM5 Module 5	R 68.00	R 15.00	R 33.00	R 11.84	R 23.67	R142.02 each
11 LM6 Module 6	R 68.00	R 15.00	R 33.00	R 12.36	R 24.72	R148.32 each
LEARNER – UNIT STANDARDS						
11 LS0 Entry Level	R 68.00	R 12.00	R 21.00	R 8.49	R 16.97	R101.84 each
11 LS1 Core Unit Standards Level 2	R 68.00	R 12.00	R 21.00	R 9.80	R 19.60	R117.62 each
11 LS6 Core Unit Standards Level 3	R 68.00	R 15.00	R 30.00	R 11.06	R 22.12	R132.72 each
11 LS11 Core Unit Standards Level 4	R 68.00	R 15.00	R 30.00	R 12.10	R 24.20	R145.20 each
MANICURIST & BEAUTY CULTURIST						
11 MB13 1 st 3 Months	R 68.00	R 12.00	R 24.00	R 8.52	R 17.04	R102.21 each
11 MB23 2 nd 3 Months	R 68.00	R 15.00	R 24.00	R 9.84	R 19.68	R118.08 each
11 MB33 3 rd 3 Months	R 68.00	R 15.00	R 33.00	R 12.48	R 24.92	R149.51 each
11 MB1 Thereafter	R 68.00	R 20.00	R 48.00	R 21.96	R 43.92	R263.52 each
11 MB5 After 5 years	R 68.00	R 20.00	R 48.00	R 23.08	R 46.11	R276.68 each
11 MB10 After 10 years	R 68.00	R 20.00	R 48.00	R 24.15	R 48.31	R289.85 each
11 RE1 RECEPTIONIST/TELEPHONIST	R 68.00	R 20.00	R 48.00	R 21.18	R 42.36	R254.16 each
11 RE5 After 5 years	R 68.00	R 20.00	R 48.00	R 22.24	R 44.48	R268.88 each
11 RE10 After 10 years	R 68.00	R 20.00	R 48.00	R 23.30	R 46.59	R279.55 each
OPERATOR						
11 OP Operator - First Year	R 68.00	R 12.00	R 24.00	R 12.74	R 25.48	R152.88 each
11 OP1 Operator - thereafter	R 68.00	R 12.00	R 24.00	R 19.33	R 38.67	R232.00 each
11 OP5 Operator - after 5 years	R 68.00	R 12.00	R 24.00	R 20.30	R 40.60	R243.61 each
11 OP10 Operator - after 10 years	R 68.00	R 12.00	R 24.00	R 21.27	R 42.54	R255.22 each
11 OPM1 Operator Multi-Skilled	R 68.00	R 12.00	R 24.00	R 21.39	R 42.79	R256.71 each
11 OPM5 Operator Multi-Skilled After 5 years	R 68.00	R 12.00	R 24.00	R 22.46	R 44.93	R269.57 each
11 OPM10 Operator Multi-Skilled After 10 Years	R 68.00	R 12.00	R 24.00	R 23.53	R 47.06	R282.36 each
11 GA1 GENERAL ASSISTANT	R 68.00	R 12.00	R 24.00	R 11.98	R 23.96	R143.77 each
11 GA5 After 5 years	R 68.00	R 12.00	R 24.00	R 12.58	R 25.16	R150.96 each
11 GA10 After 10 years	R 68.00	R 12.00	R 24.00	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 VANDERBULPARK (Area 1)							
(Effective from 1 st Jan 2012)							
Occ 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 75.00				
	Total minimum charge		R 130.00				
10 WE	Working Employer (Provident Fund is optional)	N/A	N/A	N/A	R 91.07	N/A	R 728.58 Optional
	MANAGER						
10 MO1	Managers Only	R 68.00	R 20.00	R 57.00	R 22.60	R 45.60	R273.62 each
10 MO5	After 5 years	R 68.00	R 20.00	R 57.00	R 23.94	R 47.68	R267.29 each
10 MO10	After 10 years	R 68.00	R 20.00	R 57.00	R 25.08	R 50.17	R301.02 each
10 MH10	Manageress / Hairdresser	R 68.00	R 20.00	R 57.00	R 30.21	R 60.42	R362.34 each
10 MH5	After 5 years	R 68.00	R 20.00	R 57.00	R 31.72	R 63.44	R360.64 each
10 MH10	After 10 years	R 68.00	R 20.00	R 57.00	R 33.24	R 66.48	R398.88 each
	HAIRDRESSER – QUALIFIED						
10 HQ1	First year after qualifying	R 68.00	R 20.00	R 57.00	R 21.27	R 42.55	R256.28 each
10 HQ2	Thereafter	R 68.00	R 20.00	R 57.00	R 30.36	R 60.72	R364.29 each
10 HQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 31.88	R 63.75	R382.51 each
10 HQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 33.39	R 66.79	R400.73 each
	AFRO HAIRDRESSER / STYLIST						
10 AHQ1	With COTT or SETA Qualification	R 68.00	R 20.00	R 57.00	R 17.35	R 34.69	R208.17 each
10 AHQ5	After 5 years	R 68.00	R 20.00	R 57.00	R 18.23	R 36.46	R218.77 each
10 AHQ10	After 10 years	R 68.00	R 20.00	R 57.00	R 19.08	R 38.17	R229.01 each
10 AH1	With Informal Qualification	R 68.00	R 20.00	R 57.00	R 12.04	R 24.09	R144.52 each
10 AH15	After 5 years	R 68.00	R 20.00	R 57.00	R 12.65	R 25.29	R151.76 each
10 AH10	After 10 years	R 68.00	R 20.00	R 57.00	R 13.25	R 26.50	R159.00 each
10 AHB1	With Braiding, Plating, Cutting or Hair Extensions	R 68.00	R 20.00	R 57.00	R 8.84	R 17.68	R108.06 each
10 AHB 5	After 5 years	R 68.00	R 20.00	R 57.00	R 9.28	R 18.56	R111.38 each
10 AHB10	After 10 years	R 68.00	R 20.00	R 57.00	R 9.72	R 19.45	R116.89 each
	LEARNER – MODULES						
10 LM0	Before completing module 1	R 68.00	R 12.00	R 24.00	R 9.42	R 18.84	R113.07 each
10 LM1	Module 1	R 68.00	R 12.00	R 24.00	R 9.74	R 19.48	R116.88 each
10 LM2	Module 2	R 68.00	R 12.00	R 24.00	R 10.27	R 20.54	R123.24 each
10 LM3	Module 3	R 68.00	R 12.00	R 24.00	R 10.77	R 21.54	R129.23 each
10 LM4	Module 4	R 68.00	R 15.00	R 33.00	R 11.30	R 22.61	R135.66 each
10 LM5	Module 5	R 68.00	R 15.00	R 33.00	R 11.84	R 23.67	R142.02 each
10 LM6	Module 6	R 68.00	R 15.00	R 33.00	R 12.36	R 24.72	R148.32 each
	LEARNER – UNIT STANDARDS						
10 LS0	Entry level	R 68.00	R 12.00	R 24.00	R 8.48	R 16.97	R101.84 each
10 LS1	Core Unit Standards Level 2	R 68.00	R 12.00	R 24.00	R 9.80	R 19.60	R117.62 each
10 LS6	Core Unit Standards Level 3	R 68.00	R 15.00	R 33.00	R 11.06	R 22.12	R132.72 each
10 LS11	Core Unit Standards Level 4	R 68.00	R 15.00	R 33.00	R 12.10	R 24.20	R145.20 each
	MANICURIST & BEAUTY CULTURIST						
10 MB13	1 st 3 Months	R 68.00	R 12.00	R 24.00	R 8.52	R 17.04	R102.21 each
10 MB23	2 nd 3 Months	R 68.00	R 15.00	R 33.00	R 9.84	R 19.68	R118.06 each
10 MB33	3 rd 3 Months	R 68.00	R 15.00	R 33.00	R 12.46	R 24.92	R149.51 each
10 MB1	Thereafter	R 68.00	R 20.00	R 47.00	R 21.06	R 43.92	R263.52 each
10 MB5	After 5 years	R 68.00	R 20.00	R 47.00	R 23.06	R 46.11	R276.68 each
10 MB10	After 10 years	R 68.00	R 20.00	R 47.00	R 24.15	R 48.31	R289.85 each
10 RE1	RECEPTIONIST/TELEPHONIST	R 68.00	R 20.00	R 47.00	R 21.18	R 42.36	R254.16 each
10 RE5	After 5 years	R 68.00	R 20.00	R 47.00	R 22.24	R 44.48	R268.88 each
10 RE10	After 10 years	R 68.00	R 20.00	R 47.00	R 23.30	R 46.59	R279.55 each
	OPERATOR						
10 OP	First year	R 68.00	R 12.00	R 24.00	R 12.74	R 25.48	R152.88 each
10 OP10	Thereafter	R 68.00	R 12.00	R 24.00	R 19.33	R 38.67	R232.00 each
10 OP5	After 5 years	R 68.00	R 12.00	R 24.00	R 20.30	R 40.60	R243.61 each
10 OP10	After 10 years	R 68.00	R 12.00	R 24.00	R 21.27	R 42.54	R255.22 each
10 OPM1	Operator Multi-Skilled	R 68.00	R 12.00	R 24.00	R 21.39	R 42.79	R258.71 each
10 OPM5	After 5 years	R 68.00	R 12.00	R 24.00	R 22.48	R 44.93	R269.57 each
10 OPM10	After 10 years	R 68.00	R 12.00	R 24.00	R 23.53	R 47.06	R282.38 each
10 GA1	GENERAL ASSISTANT	R 68.00	R 12.00	R 24.00	R 11.98	R 23.96	R143.77 each
10 GA5	After 5 years	R 68.00	R 12.00	R 24.00	R 12.58	R 25.16	R150.95 each
10 GA10	After 10 years	R 68.00	R 12.00	R 24.00	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	99					

**SOUTH AFRICAN REVENUE SERVICE
SUID-AFRIKAANSE INKOMSTEDIENS**

No. R. 218

16 March 2012

**CUSTOMS AND EXCISE ACT, 1964
AMENDMENT OF RULES (DAR/100)**

Under sections 21, 119A, and 120 of the Customs and Excise Act, 1964, the rules published in Government Notice R.1874 of 8 December 1995 are amended to the extent set out in the Schedule hereto.



**GEORGE NGAKANE VIRGIL MAGASHULA
COMMISSIONER FOR THE SOUTH AFRICAN REVENUE SERVICE**

SCHEDULE

(a) By the substitution in rule 21.04.04(a) for subparagraph (i) of the following subparagraph:

(i) "in respect of inbound or outbound duty and tax free shops at—

Cape Town International Airport
King Shaka International Airport
Kruger Mpumalanga International Airport, and
OR Tambo International Airport;"

(b) By the substitution for rule 119A.R39(1)(c).01 of the following rule:

"119A.R39 (1) (c).01 Where the Commissioner requests the submission of documents as contemplated in adapted section 119A.39(1)(c), such documents must be submitted in paper format or by facsimile transmission or electronically to reach the Commissioner during the official hours of attendance prescribed in item 201.10 of the Schedule to the Rules at the place specified and within the time indicated in such request."

(c) By the substitution for rule 119A.R39(2B).02 of the following rule:

“119A.R39(2B).02 Where the Commissioner requests the submission of documents as contemplated in rule 119A.R39(2B).01, such documents must be submitted in paper format or by facsimile transmission or electronically to reach the Commissioner during the official hours of attendance prescribed in item 201.10 of the Schedule to the Rules at the place specified and within the time indicated in such request.”

(d) By the deletion in rule 120A.01(b) of subparagraph (v);

(e) By the substitution in rule 120A.01(c) for subparagraph (iv) of the following subparagraph:

“(iv) If the person concerned fails to submit such proof within—

(aa) a period of six months from the date goods temporarily imported were declared for importation into the Republic or such longer period as the Commissioner in exceptional circumstances may allow;

(bb) a period of 30 days from the date the goods in transit through the Republic were declared for transit or such longer period as the Commissioner in exceptional circumstances may allow;

the VAT due must be paid forthwith on the goods so declared for temporary import or for transit through the Republic and such person may be required to make provisional payments in future.”

(f) By the substitution in the Schedule to the Rules for paragraph 200.06 for the following paragraph:

“200.06 Places where secure places to be known as transit sheds may be established (Section 6(1)(g) of the Act)

Bloemfontein Airport

Cape Town Harbour

Cape Town International Airport

Durban Harbour

East London Harbour

East London Airport

Germiston

King Shaka International Airport

OR Tambo International Airport
Port Elizabeth Harbour
Port Elizabeth International Airport
Port of Ngqura”

- (g) By the substitution in the Schedule to the Rules for paragraph 200.07 of the following paragraph:

“200.07 Container terminals
(Section 6(1)(hA) of the Act)

Bloemfontein

Bloemcon Container Terminal

Cape Town

CapeTown Container Terminal

Culemborg Cargo & Container Terminal (Pty) Ltd t/a CCCT

Belcon Container Terminal

Cape Town Multi Purpose Terminal

Durban

Durban Container Terminal – Pier 2

Durban Container Terminal – Pier 1

Durban Multi Purpose Terminal

Maydon Wharf Multi Purpose Terminal

Agriport Bulk Terminal

East London

East London Multi Purpose Terminal

Johannesburg

City Deep Container Terminal

Eastcon Container Terminal

Vaalcon Container Terminal

Port Elizabeth

Port Elizabeth Multi Purpose Terminal

Port of Ngqura

Port of Ngqura Container Terminal

Pretoria

Pretcon Container Terminal

Richards Bay

Richards Bay Dry Bulk Terminal

Richards Bay Multi Purpose Terminal

Saldanha Bay

Saldanha Bay Multi Purpose Terminal

Saldanha Bay Iron Ore Terminals

Where the existing terminal is inadequate to accommodate the number of containers involved, any additional location approved by the Controller concerned for the temporary use as a container terminal.”

- (h) By the substitution in the Schedule to the Rules for paragraph 200.08 of the following paragraph:

“200.08 Places where container depots may be established
(Section 6(1)(hB) of the Act) ’

Cape Town

Durban

East London

Germiston

Johannesburg

Port Elizabeth

Pretoria”

(jj) By the insertion in the Schedule to the Rules after paragraph 200.08 of the following paragraph:

“200.09 Places where degrouping depots may be established
(Section 6(1)(hC) of the Act)

Cape Town International Airport
King Shaka International Airport
OR Tambo International Airport”
