Regulation Gazette **No. 10781** *Regulasiekoerant*

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PROCLAMATIONS • PROKLAMASIES

PROCLAMATION NO. R. 37 OF 2017

by the

PRESIDENT of the REPUBLIC of SOUTH AFRICA

SPECIAL INVESTIGATING UNITS AND SPECIAL TRIBUNALS ACT, 1996 (ACT NO. 74 OF 1996): REFERRAL OF MATTERS TO EXISTING SPECIAL INVESTIGATING UNIT

WHEREAS allegations as contemplated in section 2(2) of the Special Investigating Units and Special Tribunals Act, 1996 (Act No. 74 of 1996) (hereinafter referred to as the "Act"), have been made in respect of the affairs of the National Department of Transport, the Provincial Departments of Transport, local authorities and entities that perform functions in terms of the National Road Traffic Act, 1996 (Act No. 93 of 1996), which relate to the allegations mentioned in the Schedule (hereinafter collectively referred to as hereinafter referred to as the "Institutions");

AND WHEREAS the Institutions or the State suffered losses that may be recovered;

AND WHEREAS I deem it necessary that the said allegations should be investigated and civil proceedings emanating from such investigation should be adjudicated upon;

NOW, THEREFORE, I hereby, under section 2(1) of the Act, refer the matters mentioned in the Schedule in respect of the Institutions, for investigation to the Special Investigating Unit established by Proclamation No. R. 118 of 31 July 2001 and determine that, for the purposes of the investigation of the matters, the terms of reference of the Special Investigating Unit are to investigate as contemplated in the Act, any alleged–

(*a*) serious maladministration in connection with the affairs of the Institutions;

(*b*) improper or unlawful conduct by employees, officials or agents of the Institutions;

(*c*) unlawful appropriation or expenditure of public money or property;

(*d*) unlawful, irregular or unapproved acquisitive act, transaction, measure or practice having a bearing upon State property;

(*e*) intentional or negligent loss of public money or damage to public property;

(*f*) offence referred to in Parts 1 to 4, or section 17, 20 or 21 (in so far as it relates to the aforementioned offences) of Chapter 2 of the Prevention and Combating of Corrupt Activities Act, 2004 (Act No. 12 of 2004), and which offences were committed in connection with the affairs of the Institutions; or

(*g*) unlawful or improper conduct by any person, which has caused or may cause serious harm to the interests of the public or any category thereof,

which took place between 1 January 2010 and the date of publication of this Proclamation or which took place prior to 1 January 2010 or after the date of publication of this Proclamation, but is relevant to, connected with, incidental or ancillary to the matters mentioned in the Schedule or involve the same persons, entities or conduct investigated under authority of this Proclamation, and to exercise or perform all the functions and powers assigned to or conferred upon the said Special Investigating Unit by the Act, including the recovery of any losses suffered by the Institutions or the State, in relation to the said matters in the Schedule.

Given under my Hand and the Seal of the Republic of South Africa at Pretoria this Fourth day of November Two thousand and seventeen.

J G Zuma
President

By Order of the President-in-Cabinet:

T M Masutha
Minister of the Cabinet

SCHEDULE

1. Unlawful or improper conduct by employees, officials or agents of the Institutions or any other person which relate to the—

(*a*) registration and licensing of motor vehicles;

(*b*) registration of motor vehicle ownership or licensing details;

(*c*) issuing of driving licences, learner's licences or professional driving permits;

(*d*) conversion of foreign driving licences and military driving licences to driving licences;

(*e*) issuing of roadworthy certificates; or

(*f*) issuing of operator fitness cards.

2. The entering of, changing, tampering with, or manipulation of, data or information on the electronic National Traffic Information System in a manner that—

(*a*) was contrary to applicable legislation, manuals, policies, procedures, prescripts, instructions or practices of, or applicable to the Institutions; or

(*b*) resulted or could potentially result in the circumvention of the payment of licensing fees, penalties or any other outstanding moneys due to the Institutions or the State.

PROKLAMASIE NO. R. 37 VAN 2017

van die

PRESIDENT van die REPUBLIEK van SUID-AFRIKA

WET OP SPESIALE ONDERSOEKEENHEDE EN SPESIALE TRIBUNALE, 1996 (WET NO. 74 VAN 1996): VERWYSING VAN AANGELEENTHEDE NA BESTAANDE SPESIALE ONDERSOEKEENHEID

AANGESIEN bewerings soos beoog in artikel 2(2) van die Wet op Spesiale Ondersoekeenhede en Spesiale Tribunale, 1996 (Wet No. 74 van 1996) (hierna na verwys as die "Wet"), gemaak is in verband met die aangeleenthede van die Nasionale Departement van Vervoer, die Provinsiale Departemente van Vervoer, plaaslike owerhede en entiteite wat funksies verrig ingevolge die Nasionale Padverkeerswet, 1996 (Wet No. 93 van 1996) (hierna na verwys as die "Instellings");

EN AANGESIEN die Instellings en die Staat verliese gely het wat moontlike verhaal kan word;

EN AANGESIEN ek dit nodig ag dat gemelde bewerings ondersoek en siviele verrigtinge voortspruitend uit sodanige ondersoek bereg moet word;

DERHALWE verwys ek hierby, kragtens artikel 2(1) van die Wet, die aangeleenthede in die Bylae vermeld ten opsigte van die Instellings, vir ondersoek na die Spesiale Ondersoekeenheid ingestel by Proklamasie No. R. 118 van 31 Julie 2001 en bepaal dat, vir die doeleindes van die ondersoek van die aangeleenthede, dit die opdrag van die Spesiale Ondersoekeenheid is om soos beoog in gemelde Wet, ondersoek te doen na enige beweerde—

(*a*) ernstige wanadministrasie in verband met die aangeleenthede van die Instellings;

(*b*) onbehoorlike of onregmatige optrede deur werknemers, beamptes of agente van die Instellings;

(*c*) onregmatige bewilliging of besteding van publieke geld of eiendom;

(*d*) onwettige, onreëlmatige of nie-goedgekeurde verkrygende handeling, transaksie, maatreël of praktyk wat op Staatseiendom betrekking het;

(*e*) opsetlike of nalatige verlies van publieke geld of skade aan publieke eiendom;

(*f*) misdryf bedoel in Dele 1 tot 4, of artikel 17, 20 of 21 (vir sover dit op voornoemde misdrywe betrekking het) van Hoofstuk 2 van die Wet op die Voorkoming en Bestryding van Korrupte Bedrywighede, 2004 (Wet No. 12 van 2004), en welke misdrywe in verband met die sake van die Instellings gepleeg is; of

(*g*) onwettige of onbehoorlike optrede deur enige persoon wat ernstige benadeling vir die belange van die publiek of enige kategorie daarvan veroorsaak het of kan veroorsaak,

wat plaasgevind het tussen 1 Januarie 2010 en die datum van publikasie van hierdie Proklamasie of wat plaasgevind het voor 1 Januarie 2010 of na die datum van publikasie van hierdie Proklamasie, maar wat relevant is tot, verband hou met, insidenteel of bykomstig is tot, die aangeleenthede vermeld in die Bylae of wat dieselfde persone, entiteite of kontrakte betrek wat ondersoek word kragtens die volmag verleen deur hierdie Proklamasie, en om al die werksaamhede en bevoegdhede wat deur die Wet aan die gemelde Spesiale Ondersoekeenheid toegewys of opgedra is, uit te oefen of te verrig in verband met die genoemde aangeleenthede in die Bylae, insluitend die verhaal van enige verliese wat deur die Instellings of die Staat gely is.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Pretoria op hede die Vierde dag van November Twee duisend-en-sewentien.

J G Zuma
President

Op las van die President-in-Kabinet:

TM Masutha
Minister van die Kabinet

BYLAE

1. Onwettige of onbehoorlike optrede deur werknemers, beamptes of agente van die Instellings of enige ander persoon wat verband hou met die—

(*a*) registrasie en lisensiëring van motorvoertuie;

(*b*) registrasie van motorvoertuig eienaarskap of lisensiëring besonderhede;

(*c*) uitreiking van bestuurslisensies, leerlinglisensies of professionele bestuurspermitte;

(*d*) omskakeling van buitelandse bestuurslisensies en militêre bestuurslisensies na bestuurslisensies;

(*e*) uitreiking van padwaardigheidsertifikate; of

(*f*) uitreiking van operateursgeskiktheid kaarte.

2. Die invoeging van, verandering, peuter met, of manipulasie van, data of inligting op die Elektroniese Nasionale Verkeersinligtingstelsel op 'n wyse wat—

(*a*) strydig was met toepaslike wetgewing, handleidings, beleid, prosedures, voorskrifte, instruksies of praktyke van, of wat op die Instellings van toepassing is; of

(*b*) aanleiding gegee het of moontlik aanleiding kon gegee het tot die ontduiking van die betaling van lisensiegelde, boetes of enige ander uitstaande gelde wat aan die Instellings of die Staat verskuldig was.

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF COMMUNICATIONS

NO. R. 1305 **24 NOVEMBER 2017**

GOVERNMENT GAZETTE NOTICE OF EXTENSION FOR PUBLIC COMMENT: FILMS AND PUBLICATIONS BOARD DRAFT TARIFFS

REPUBLIC OF SOUTH AFRICA

I, Ms. N.F.T Mpumlwana, hereby publish notice of extension for public comment on the Draft Tariffs developed under section 31(1) A of the Films and Publications Act, 61 of 1996, as amended.

The FPB has initially planned to conduct public consultations with stakeholders to solicit inputs from 02 October to 10 November 2017. Following several requests from industry stakeholder to extend the consultation period. The FPB is extending the consultation period with 30 working days, which will result in the closing date to be 22 December 2017.

Hand deliver to: The Film and Publication Board
Eco Glade 2, 420 Witch Hazel Avenue
Centurion, 1609
Attention: Tshepo Mogale

Or e-mail to: tariffs.submissions@fpb.org.za

A copy of the Draft Tariffs is also available free online at www.fpb.org.za

GENERAL NOTICES

NOTICE_____

SCHEDULE

1. The Film and Publication Board (Board) is a public entity of the Department of Communications, established in terms of the Films and Publications Act 65, 1996 (as amended in 2004 and in 2009).
2. **The mandate of the Board can be summarised as follows:**
   2.1 To regulate the creation, production, possession and distribution of films, games and certain publications by way of classification;
   2.2 To protect children from exposure to disturbing and harmful material and from premature exposure to adult material; and
   2.3 To criminalise child pornography and the use and exposure of children to pornography.
3. Section 18(1) of the Films and Publications Act requires any person who intends to distribute any film or game and certain publications in the Republic of South Africa first to register with the Board and to submit to the Board for examination and classification such film, game or publication.
4. Although the current legislation is not platform-specific, the Board's compliance and classification activities have over the years focused more on physical platforms and less on the online space, resulting in children being exposed to unclassified content accessed through the internet and other mobile platforms.

5. Media convergence - a new technology trend enabled by the digitisation of media content, the widespread availability of high-speed broadband connections, and the proliferation of Internet-enabled devices has fundamentally transformed the way media content is distributed and consumed. Consumers can now access media content across geographic boundaries, anytime, anywhere, and however they want it.

6. Section 31(1)A of the Act empowers the Minister in consultation with the Minister of Finance, make regulations regarding fees payable in respect of any application, exemption, permit or appeal under this Act. The current tariff structure does not make adequate provision for the increasing volumes of online content and growth and development of the video on demand industry as a whole. As a public entity, the grant received from National Treasury through the Department of Communications is largely used to subsidize the cost of the administrative functions performed by the FPB pursuant to the provisions of the Act. Thus in the financial year 2015/16 strategy FPB resolved to review the tariffs by appointing Enterprises of the University of Pretoria, to conducted in-depth research on the market trends and legislative framework review. Enterprise included on this exercise industry engagements through round table discussions held in Gauteng and Durban to assess the relevancy of the current tariffs, and also issue directives on how the FPB Board must charge classification and registration of content distributed online for the South African market. This is to ensure online content distributors that fall under our jurisdiction register with the Board and pay the justifiable fee and have their content classified pre distribution. Against this background, in order to give effect to the Act, the Minister of Communications in consultation with the Minister of Finance, intends to adopt the attached Draft Tariffs.

7. The purpose of the Draft Tariffs is to ensure that tariffs payable by distributors are justifiable, fair and relevant.

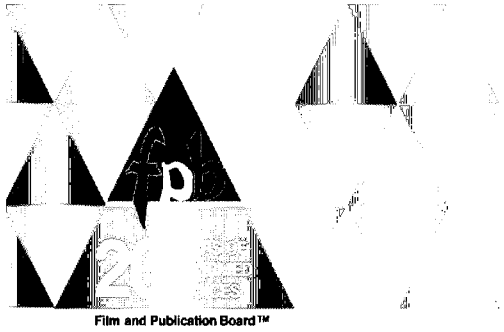
8. This Draft Tariffs is also available for free online at **www.fpb.org.za**

Annexure

Annexure A	**Physical Content and General Penalties (tariffs)**
Annexure B	**Online Distribution and General Penalties (tariffs)**

Ms. N.F.T Mpumlwana
FPB Council Chairperson

03/11/2017
Date



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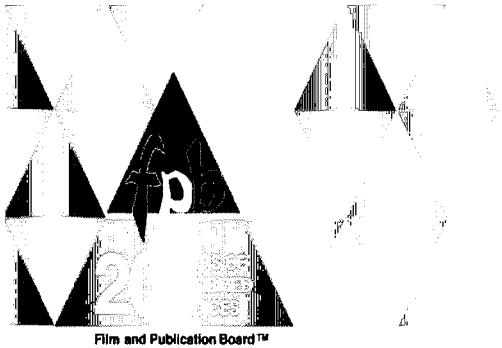
FPB DRAFT TARIFFS 2017

Annexure A (Physical Content and Distributor Size)

1. Physical Content tariffs

Tariff number	Serial No	Description	Tariff category	Proposed Fee (no size differentiation)	Proposed Fees with size differentiation		
					Small client	Medium client	Large client
1	1.1	Distributor or exhibitor of films or interactive computer games, and mobile cellular and internet content (Online)	Registration	R1 222.00	R1 222	R1 222	R1 222
2	1.1.1	Distributor or exhibitor of films or interactive computer games, and mobile cellular and internet content (Manual)	Registration	R1 635.00	R1 635	R1 635	R1 635
3	1.2	Internet Service Provider	Registration	R611.00	R611	R611	R611
4	1.3	Annual renewal of distribution certificate: Online	Registration	R166.00	R83	R166	R249
5	1.3.1	Annual renewal of distribution certificate: Manual	Registration	R218.00	R109	R218	R327
6	1.4	Issue of new certificate on change of details	Registration	R261.00	R131	R261	R392
7	2.1.1	Periodical (annual fee)	Classification - Publication submitted in terms of Section 16(4) of the Act	R16 426.00	R8 213	R16 426	R24 639
8	2.1.2	Single Issue	Classification - Publication submitted in terms of Section 16(4) of the Act	R1 851.00	R926	R1 851	R2 777
9	2.2.1.1	New release of original English - language film	Classification - Films - Public entertainment format	R3 423.00	R1 712	R3 423	R5 135
10	2.2.1.2	New release of original non-English language film	Classification - Films - Public entertainment	R1 711.00	R856	R1 711	R2 567



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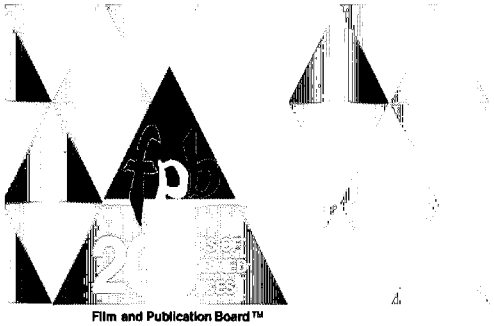
		(Subtitled) - 50% of the original language	format				
11	2.2.1.3	New release of an adult movie (First 3 hours)	Classification - Films - Public entertainment format	R3 423.00	R1 712	R3 423	R5 135
12	2.2.1.4	New release of an adult movie (3 to 4 hours)	Classification - Films - Public entertainment format	R4 441.00	R2 221	R4 441	R6 662
13	2.2.1.5	New release of an adult movie (4 to 6 hours)	Classification - Films - Public entertainment format	R5 459.00	R2 730	R5 459	R8 189
14	2.2.1.6	Trailer of a film	Classification - Films - Public entertainment format	R34.00	R17	R34	R51
15	2.2.1.7	Re - release of original English language film - 50% of the applicable tariffs	Classification - Films - Public entertainment format	R1 711.00	R856	R1 711	R2 567
16	2.2.1.8	Re - release of original non-English language films (Subtitled) - 50% of the applicable tariffs	Classification - Films - Public entertainment format	R926.00	R463	R926	R1 389
17	2.2.2.1	New release of original English - language film (First 1 hours)	Classification - Films - Home Entertainment format	R1 537.00	R769	R1 537	R2 306
18	2.2.2.2	New release of original English - language film (2 to 3 hours)	Classification - Films - Home Entertainment format	R2 306.00	R1 153	R2 306	R3 459
19	2.2.2.3	New release of original English - language film (3 to 5 hours)	Classification - Films - Home Entertainment format	R3 075.00	R1 538	R3 075	R4 613
20	2.2.2.4	New release of original non-English language film (Subtitled)	Classification - Films - Home Entertainment format	R2 289.00	R1 145	R2 289	R3 434
21	2.2.2.5	New release of original non-English language film (Not Subtitled)	Classification - Films - Home Entertainment format	R7 630.00	R3 815	R7 630	R11 445
22	2.2.2.6	New release of an adult movie (First 3 hours)	Classification - Films - Home Entertainment format	R3 423.00	R1 712	R3 423	R5 135
23	2.2.2.7	New release of an adult movie (3 to 4 hours)	Classification - Films - Home Entertainment format	R4 441.00	R2 221	R4 441	R6 662



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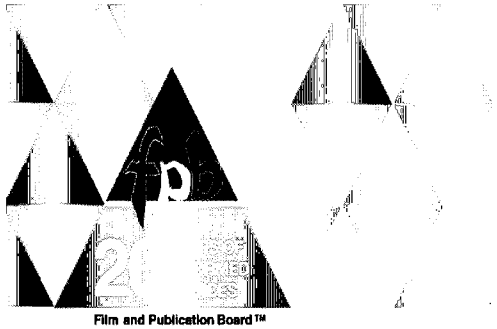
24	2.2.2.8	New release of an adult movie (4 to 6 hours)	Classification - Films - Home Entertainment format	R5 459.00	R2 730	R5 459	R8 189
25	2.2.2.9	Re - release of original English - language film	Classification - Films - Home Entertainment format	R769.00	R385	R769	R1 154
26	2.2.2.10	Re- release of original non-English language film (Subtitled)	Classification - Films - Home Entertainment format	R1 145.00	R573	R1 145	R1 718
27	2.2.2.11	Re- release of original non-English language film (Not Subtitled)	Classification - Films - Home Entertainment format	R3 815.00	R1 908	R3 815	R5 723
28	2.2.3.1	Foreign Productions (First 3 hours)	Classification - Films - Serials in any language or format	R3 423.00	R1 712	R3 423	R5 135
29	2.2.3.2	Foreign Productions (3 to 4 hours)	Classification - Films - Serials in any language or format	R610.00	R305	R610	R915
31	2.2.3.4	South African Productions (First 5 hours)	Classification - Films - Serials in any language or format	R3 423.00	R1 712	R3 423	R5 135
32	2.2.3.5	South African Productions (5 hours and more)	Classification - Films - Serials in any language or format	R610.00	R305	R610	R915
33	2.2.4.1	Public entertainment format	Classification - Films - Films produced in Africa (including Bollywood)	R913.00	R457	R913	R1 370
34	2.2.4.2	Home Entertainment format	Classification - Films - Films produced in Africa (including Bollywood)	R830.00	R415	R830	R1 245
35	2.3.1	New release in original format	Classification - Interactive Computer Games	R2 794.00	R1 397	R2 794	R4 191
36	2.3.2	New release in different format	Classification - Interactive Computer Games	R2 794.00	R1 397	R2 794	R4 191
37	2.3.3	Re- release in original format	Classification - Interactive Computer Games	R1 396.00	R698	R1 396	R2 094
38	2.3.4	Re- release in different format	Classification - Interactive Computer Games	R1 396.00	R698	R1 396	R2 094
39	2.3.5	Re-classification of games distributed with magazine	Classification - Interactive Computer Games	R1 398.00	R699	R1 398	R2 097



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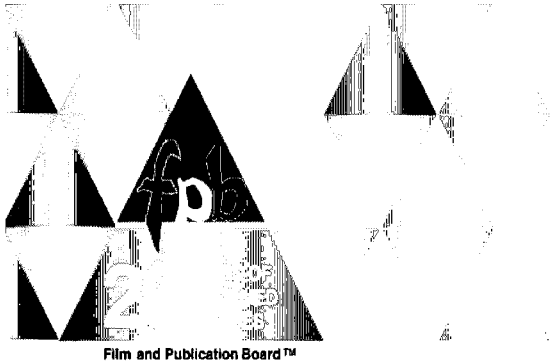
40	2.3.6	Posters of films and interactive computer games	Classification - Interactive Computer Games	R46.00	R23	R46	R69
41	2.4.1	Exemption of Films for Film Festival	Classification - Exemptions	R2 281.00	R1 141	R2 281	R3 422
42	2.4.2	Exemption of a film in home - entertainment format	Classification - Exemptions	R1 100.00	R550	R1 100	R1 650
43	2.4.3	Exemption of a film in home - entertainment format (additional disc)	Classification - Exemptions	R278.00	R139	R278	R417
44	2.4.4	Exemption of an Interactive computer Game	Classification - Exemptions	R1 369.00	R685	R1 369	R2 054
45	2.4.5	Copy of a certificate of registration, classification or exemption or decision	Classification - Exemptions	R261.00	R261	R261	R261
46	2.4.6	List of all titles classified by the Board (per year)	Classification - Exemptions	R2 281.00	R1 141	R2 281	R3 422
48	2.5.1	Trailer of a film	Classification - Appeal to Appeal Tribunal	R67.00	R34	R67	R101
49	2.5.2	New release of a film	Classification - Appeal to Appeal Tribunal	R6 846.00	R3 423	R6 846	R10 269
50	2.5.3	New release of an adult movie	Classification - Appeal to Appeal Tribunal	R10 917.00	R5 459	R10 917	R16 376
51	2.5.4	Copy of report of Appeal Tribunal	Classification - Appeal to Appeal Tribunal	R82.00	R41	R82	R123
52	2.6	Expedited Classification @ 25% above standard classification fees	Expedited Classification				



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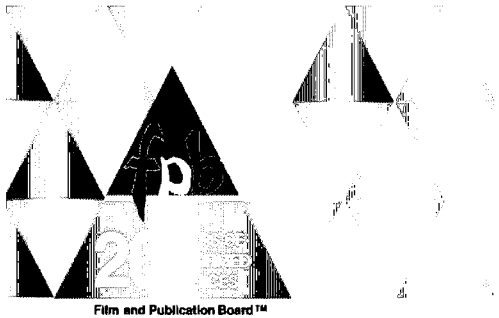
2. SPLIT OF REVENUE BY CLIENT SIZE

ISTRIBUTOR SIZE	NUMBER OF TITLES SUBMITTED PREVIOUS YEAR
SMALL	LESS THAN 5
MEDIUM	5 – 99
LARGE	100+

Annexure B (online distribution and general penalties)

1. **ONLINE DISTRIBUTOR ANNUAL LICENSE FEES (FILMS/GAMES)**

NUMBER OF TITLES	FILMS	SERIALS
0 – 499	R 259.31/TITLE	R1,037.24/SEASON
500 – 999	R 207.45/TITLE	R 829.79/SEASON
1,000+	R 165.96/TITLE	R 663.83/SEASON



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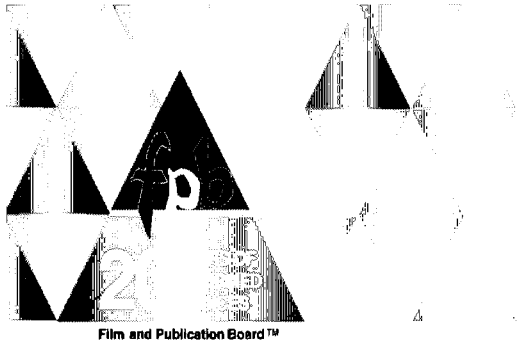
The fees above are applied in a stepped fashion (i.e. If a distributor offers more than 1,000 titles, the "0-499"fee is applied for the first 499 titles, the "500-999" fee is applied for the next 500 tittles, and the "1,000+" fee is applied for the remaining titles).

2. **NON-COMPLIANCE PENALTY FEES**

2.1 **NON-COMPLIANCE PENALTY FEES PER TITLE (ONLINE DISTRIBUTORS - FILM CONTENT)**

Offence	Number of film titles offered by distributor		
	0 – 499	500 - 999	1,000+
Failure to register Failure to renew license	R518.62	R414.90	R331.92
Failure to display classification decision Incorrect display of classification decision Failure to submit for classification	R43.22	R34.58	R27.66



Head Office:
Eco Glades 2, 420 Witch Hazel Avenue, Eco Park, Centurion, 0169
Private Bag X31, Highveld Park, 0169
Tel: +27 12 003 1400 I Fax: +27 12 661 0074
Email: clientsupport@fpb.org.za I Website: www.fpb.org.za

2.2 NON-COMPLIANCE PENALTY FEES PER TITLE (ONLINE DISTRIBUTORS - SERIAL CONTENT)

Offence	Number of serial titles offered by distributor		
	0 – 499	500 - 999	1,000+
Failure to register Failure to renew license	R2,074.88	R1,659.58	R1,327.66
Failure to display classification decision Incorrect display of classification decision Failure to submit for classification	R172.87	R138.30	R110.64

Film and Publication Board ™

Head Office:

Eco Glades 2, 420 Witch Hazel Avenue, Eco Park, Centurion, 0169
Private Bag X31, Highveld Park, 0169
Tel: +27 12 003 1400 I Fax: +27 12 661 0074
Email: clientsupport@fpb.org.za I Website: www.fpb.org.za

The first penalty fee outlined in the tables above is to be applied in the same stepped fashion as the tariff in respect of all title. Where a distributor offers both film and serial content, the penalty must be applied in respect of both types of content. This fee is set in line with the expected annual tariff cost related to the content.

The second penalty fee outlined in the tables is to be applied per title for which there was a failure, based on the number of total titles offered at the time. this penalty must be applied per title for which there was a failure, based on the number of total titles offered at the time. This penalty must be applied per month for which there was a failure. this represents double the monthly cost that must be paid in respect of those titles.

2.3 **NON-COMPLIANCE PENALTY FEES PER TITLE (EXCLUDING ONLINE DISTRIBUTORS)**

Offence	Penalty fee recommendation
1. Failure to register with FPB	Twice the registration fee
2. Failure to display classification decision on classified content	Twice the relevant classification fee
3. Incorrect display of classification decision	Twice the relevant classification fee
4. Failure to renew distributor license	Twice the renewal fee
5. Failure to submit content for classification	Twice the relevant classification fee

3. **Accreditation of international rating agencies**

The tariff review also focused on accrediting international rating agencies, this is subject to the FPB bill being passed.

DEPARTMENT OF LABOUR

NO. R. 1306 **24 NOVEMBER 2017**

ANNEXURE "AG1"

EMPLOYERS ORGANISATION FOR HAIRDRESSING, COSMETOLOGY AND BEAUTY MEMBERSHIP FEES WITH EFFECT FROM 1 JANUARY 2017

SUBSCRIPTION FEES

DIVISION	AMOUNT
Southern Gauteng	R458-00
Border	R354-00
Kimberley	R380-00
Eastern Cape	R354-00
Alberton	R458-00
Western Cape	R391-00
Free State	R380-00
North West	R354-00
Kwa Zulu Natal	R354-00
Northern Gauteng	R458-00

BARGAINING LEVY; R458-00 Nationally

MEMBERSHIP FEE WITH EFFECT FROM DATE OF PUBLICATION OF THE COLLECTIVE AGREEMENT TO WHICH THIS ANNEXURE IS ENCLOSED

Save as provided for in the table above relating to existing members, Legal Owners and First Year Afro Establishments, the membership fees payable by all new members that obtain membership with the EOHCB with effect from date of publication of the collective agreement to which this annexure is enclosed, shall be as follows:

1. if the establishment is situated in the Gauteng Province – R458.00; and
2. all other areas, other than the Gauteng Province – R420.00

Legal Owners	R200-00
First Year Afro Establishments (After First Year ending December 2017, subscriptions will return to regular fees as above)	R250-00

NATIONAL BARGAINING COUNCIL
for the Hairdressing • Cosmetology • Beauty & Skincare Industry

ANNEXURE "AG2"

REMUNERATION / BASIC SALARY / WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 101 - BEING THE PROVINCE OF GAUTENG, EXCLUDING THE MAGISTERIAL DISTRICTS OF ALBERTON, PRETORIA, WONDERBOOM, BRONKHORSPRUIT (KUNGWINI) AND CULLINAN

EOHCB Subscriptions	R 458.00
Bargaining Levy	R 458.00
Basic establishment charge	R 99.41
Total minimum charge	R 180.52
One Man Band / Rent A Chairs	R 215.00

Work Code	Work Code Description	2016 Salary	2017 Salary 6% increase	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee
2002	Barber - Trainee	R 2 084.28	R 2 209.33	R 108.00	R 26.51	R 75.55	R 132.56	R 132.56	R 11.05	R 11.05
2004	Barber - Junior	R 2 679.79	R 2 840.57	R 108.00	R 26.51	R 75.55	R 170.43	R 170.43	R 14.20	R 14.20
2006	Barber - Senior	R 4 466.31	R 4 734.29	R 108.00	R 26.51	R 75.55	R 284.06	R 284.06	R 23.67	R 23.67
3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 3 703.39	R 3 925.59	R 108.00	R 26.51	R 63.62	R 235.54	R 235.54	R 19.63	R 19.63
3014	Beauty Therapist / Health & Skincare Therapist	R 4 254.31	R 4 509.57	R 108.00	R 26.51	R 63.62	R 270.57	R 270.57	R 22.55	R 22.55
3022	Cleaner - Beauty	R 2 853.87	R 3 025.10	R 108.00	R 26.51	R 63.62	R 181.51	R 181.51	R 15.13	R 15.13
2010	General Assistant	R 2 996.57	R 3 176.36	R 108.00	R 15.91	R 31.81	R 190.58	R 190.58	R 15.88	R 15.88
2012	General Assistant after 5 years	R 3 146.12	R 3 334.89	R 108.00	R 15.91	R 31.81	R 200.09	R 200.09	R 16.67	R 16.67
2014	General Assistant after 10 years	R 3 295.70	R 3 493.44	R 108.00	R 15.91	R 31.81	R 209.61	R 209.61	R 17.47	R 17.47
2020	Hairdresser - after 1st year qualified	R 5 320.72	R 5 639.97	R 108.00	R 26.51	R 75.55	R 338.40	R 338.40	R 28.20	R 28.20
2022	Hairdresser - Qualified	R 7 592.85	R 8 048.43	R 108.00	R 26.51	R 75.55	R 482.91	R 482.91	R 40.24	R 40.24
2024	Hairdresser - Qualified - after 5 years	R 7 972.62	R 8 450.98	R 108.00	R 26.51	R 75.55	R 507.06	R 507.06	R 42.25	R 42.25
2026	Hairdresser - Qualified - after 10 years	R 8 352.39	R 8 853.53	R 108.00	R 26.51	R 75.55	R 531.21	R 531.21	R 44.27	R 44.27
2046	LEARNER – Entry Level	R 2 122.60	R 2 249.95	R 108.00	R 15.91	R 31.81	R 135.00	R 135.00	R 11.25	R 11.25
2048	LEARNER – Level 2	R 2 451.62	R 2 598.72	R 108.00	R 15.91	R 31.81	R 155.92	R 155.92	R 12.99	R 12.99
2050	LEARNER – Level 3	R 2 766.35	R 2 932.33	R 108.00	R 19.89	R 43.75	R 175.94	R 175.94	R 14.66	R 14.66
2052	LEARNER – Level 4	R 3 026.46	R 3 208.05	R 108.00	R 19.89	R 43.75	R 192.48	R 192.48	R 16.04	R 16.04
4000	STUDENTS - Entry Level	R 2 122.60	R 2 249.95	R 108.00	R 15.91	R 31.81	R 135.00	R 135.00	R 11.25	R 11.25
4001	STUDENTS - Module 2 (Level 1 & 2)	R 2 451.62	R 2 598.72	R 108.00	R 15.91	R 31.81	R 155.92	R 155.92	R 12.99	R 12.99
4002	STUDENTS - Module 4 (Level 3 & 4)	R 2 766.35	R 2 932.33	R 108.00	R 19.89	R 43.75	R 175.94	R 175.94	R 14.66	R 14.66
4003	STUDENTS - Module 6 (Level 5 & 6)	R 3 026.46	R 3 208.05	R 108.00	R 19.89	R 43.75	R 192.48	R 192.48	R 16.04	R 16.04
3032	Manager - Beauty	R 7 191.62	R 7 623.12	R 108.00	R 26.51	R 63.62	R 457.39	R 457.39	R 38.12	R 38.12
2060	Manager - Hairdresser	R 7 556.42	R 8 009.81	R 108.00	R 26.51	R 75.55	R 480.59	R 480.59	R 40.05	R 40.05

NATIONAL BARGAINING COUNCIL
Hairdressing • Cosmetology • Beauty & Skincare Industry

Work Code	Work Code Description	2016 Salary	2017 Salary 6% increase	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee
2062	Manager - Hairdresser after 5 years	R 7 933.59	R 8 409.61	R 108.00	R 26.51	R 75.55	R 504.58	R 504.58	R 42.05	R 42.05
2064	Manager - Hairdresser after 10 years	R 8 313.36	R 8 812.16	R 108.00	R 26.51	R 75.55	R 528.73	R 528.73	R 44.06	R 44.06
3030	Manager - only (Beauty Establishment)	R 5 431.04	R 5 756.90	R 108.00	R 26.51	R 63.62	R 345.41	R 345.41	R 28.78	R 28.78
2054	Manager - only (Hairdressing)	R 5 703.09	R 6 045.27	R 108.00	R 26.51	R 75.55	R 362.72	R 362.72	R 30.23	R 30.23
2056	Manager - only (Hairdressing) after 5 years	R 5 987.91	R 6 347.18	R 108.00	R 26.51	R 75.55	R 380.83	R 380.83	R 31.74	R 31.74
2058	Manager - only (Hairdressing) after 10 years	R 6 274.04	R 6 650.49	R 108.00	R 26.51	R 75.55	R 399.03	R 399.03	R 33.25	R 33.25
3036	Manicurist / Pedicurist / Wax Technician -Unqualified	R 1 563.81	R 1 657.64	R 108.00	R 26.51	R 63.62	R 99.46	R 99.46	R 8.29	R 8.29
3040	Nail technician - Unqualified	R 2 430.35	R 2 576.17	R 108.00	R 26.51	R 63.62	R 154.57	R 154.57	R 12.88	R 12.88
3084	Nail Technician - Certified	R 2 501.13	R 2 651.20	R 108.00	R 26.51	R 63.62	R 159.07	R 159.07	R 13.26	R 13.26
3038	Nail technician - Qualified	R 2 917.99	R 3 093.07	R 108.00	R 26.51	R 63.62	R 185.58	R 185.58	R 15.47	R 15.47
3087	Massage Therapist - One Year Qualified	R 3 710.00	R 3 932.60	R 108.00	R 26.51	R 63.62	R 235.96	R 235.96	R 19.66	R 19.66
2067	Operator - Trainee	R 3 186.46	R 3 377.64	R 108.00	R 15.91	R 31.81	R 202.66	R 202.66	R 16.89	R 16.89
2068	Operator	R 4 835.59	R 5 125.73	R 108.00	R 15.91	R 31.81	R 307.54	R 307.54	R 25.63	R 25.63
2070	Operator - after 5 years	R 5 077.51	R 5 382.16	R 108.00	R 15.91	R 31.81	R 322.93	R 322.93	R 26.91	R 26.91
2072	Operator - after 10 years	R 5 319.42	R 5 638.58	R 108.00	R 15.91	R 31.81	R 338.32	R 338.32	R 28.19	R 28.19
2074	Operator - Multi skilled	R 5 350.63	R 5 671.66	R 108.00	R 15.91	R 31.81	R 340.30	R 340.30	R 28.36	R 28.36
2076	Operator - Multi skilled - after 5 years	R 5 618.55	R 5 955.66	R 108.00	R 15.91	R 31.81	R 357.34	R 357.34	R 29.78	R 29.78
2078	Operator - Multi skilled - after 10 years	R 5 885.17	R 6 238.28	R 108.00	R 15.91	R 31.81	R 374.30	R 374.30	R 31.19	R 31.19
3042	Receptionist - Beauty Establishment	R 4 902.27	R 5 196.40	R 108.00	R 26.51	R 63.62	R 311.78	R 311.78	R 25.98	R 25.98
2082	Receptionist - Hairdressing salon	R 5 297.30	R 5 615.13	R 108.00	R 26.51	R 63.62	R 336.91	R 336.91	R 28.08	R 28.08
2084	Receptionist - Hairdressing salon - after 5 years	R 5 562.62	R 5 896.37	R 108.00	R 26.51	R 63.62	R 353.78	R 353.78	R 29.48	R 29.48
2086	Receptionist - Hairdressing salon - after 10 years	R 5 826.64	R 6 176.24	R 108.00	R 26.51	R 63.62	R 370.57	R 370.57	R 30.88	R 30.88
3048	Somatologist - 3 Years	R 4 466.31	R 4 734.29	R 108.00	R 26.51	R 63.62	R 284.06	R 284.06	R 23.67	R 23.67
3052	Somatologist - B Tech - 4 years	R 4 883.17	R 5 176.16	R 108.00	R 26.51	R 63.62	R 310.57	R 310.57	R 25.88	R 25.88
3054	Somatologist - B Tech Laser	R 5 240.47	R 5 554.90	R 108.00	R 26.51	R 63.62	R 333.29	R 333.29	R 27.77	R 27.77
1012	Specific Skilled Stylist	R 3 012.16	R 3 192.89	R 108.00	R 26.51	R 75.55	R 191.57	R 191.57	R 15.96	R 15.96
1014	Specific Skilled Stylist - after 5 years	R 3 163.02	R 3 352.80	R 108.00	R 26.51	R 75.55	R 201.17	R 201.17	R 16.76	R 16.76
1016	Specific Skilled Stylist - after 10 years	R 3 313.91	R 3 512.74	R 108.00	R 26.51	R 75.55	R 210.76	R 210.76	R 17.56	R 17.56
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting	R 2 211.00	R 2 343.66	R 108.00	R 26.51	R 75.55	R 140.62	R 140.62	R 11.72	R 11.72
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 5 years	R 2 321.55	R 2 460.84	R 108.00	R 26.51	R 75.55	R 147.65	R 147.65	R 12.30	R 12.30
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 10 years	R 2 432.10	R 2 578.02	R 108.00	R 26.51	R 75.55	R 154.68	R 154.68	R 12.89	R 12.89

NATIONAL BARGAINING COUNCIL

Hairdressing • Cosmetology • Beauty & Skincare Industry

Work Code	Work Code Description	2016 Salary	2017 Salary 6% increase	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee
2089	Working Employer (in Salon with Staff)	R 7 592.85	R 8 048.43	R -	R -	R -	R -	R -	R 120.73	R -
2139	Rent A Chair / One Man Band (No Staff)	R 7 592.85	R 8 048.43	R 108.00	R 206.00	R -	R -	R -	R 241.45	R -

NOTES

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 Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply. If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.
WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND	Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017
PENSION FUND	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.
DAILY RATE CALCULATION	Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week) Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week) Basic Salary / Wage divided by 17.33 working days = Daily Rate (when employee works a 4 day week) Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)
SICK PAY FUND	Sick Pay Fund Contributions to be paid by all Employees will be ½% of the Basic Salary of the Employee. Contributions payable by all Employers will be ½% of the Basic Salary of the Employee.

NATIONAL BARGAINING COUNCIL
for the Hairdressing • Cosmetology • Beauty & Skincare Industry

Work Code	Work Code Description	2016 Salary	2017 Salary 6% increase	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee
	COMMISSION EARNERS	All Stylist will be paid 40% commission **NO STOCK DEDUCTIONS ARE ALLOWED**								
	ABBREVIATION DESCRIPTIONS	BC = Bargaining Council EE = Employee ER = Employer SBF = Sick Benefit Fund SPF = Sick Pay Fund								
	COUNCIL LEVIES FOR NEW SALONS FROM DATE OF PUBLICATION OF THIS AGREEMENT	Effective from the date of the publication of this Agreement, council levies **for new salons and employees registered after the date of publication**, will be as follows. 1. Employers **to deduct** 1.3% Council Levy from each employee's basic salary. 2. Employers **to contribute** 1.3% Council Levy, calculated on the basis of each individual employee's basic salary, in respect of each employee employed.								

NATIONAL BARGAINING COUNCIL
for the Hairdressing - Cosmetology - Beauty & Skincare Industry

ANNEXURE "AG3"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 102 BEING EAST LONDON, PORT ALFRED, AND ALL OF THE MAGISTERIAL DISTRICTS OF THE EASTERN CAPE PROVINCE (EXCLUDING PORT ELIZABETH, UITENHAGE AND HUMANSDORP).

EOHCB Subscriptions	R 354.00
Bargaining Levy	R 458.00
Basic establishment charge	R 99.41
Total minimum charge	R 180.52
One Man Band / Rent A Chairs	R 215.00

Work Code	Work Code Description	2016 Salary	2017 Salary 6% increase	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee
2002	Barber - Trainee	R 2 084.28	R 2 209.33	R 108.00	R 26.51	R 75.55	R 132.56	R 132.56	R 11.05	R 11.05
2004	Barber - Junior	R 2 679.79	R 2 840.57	R 108.00	R 26.51	R 75.55	R 170.43	R 170.43	R 14.20	R 14.20
2006	Barber - Senior	R 4 466.31	R 4 734.29	R 108.00	R 26.51	R 75.55	R 284.06	R 284.06	R 23.67	R 23.67
3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 3 144.28	R 3 332.93	R 108.00	R 26.51	R 63.62	R 199.98	R 199.98	R 16.66	R 16.66
3014	Beauty Therapist / Health & Skincare Therapist	R 3 509.80	R 3 720.39	R 108.00	R 26.51	R 63.62	R 223.22	R 223.22	R 18.60	R 18.60
3022	Cleaner - Beauty	R 2 354.44	R 2 495.71	R 108.00	R 26.51	R 63.62	R 149.74	R 149.74	R 12.48	R 12.48
2010	General Assistant	R 2 426.90	R 2 572.52	R 108.00	R 15.91	R 31.81	R 154.35	R 154.35	R 12.86	R 12.86
2012	General Assistant after 5 years	R 2 547.85	R 2 700.72	R 108.00	R 15.91	R 31.81	R 162.04	R 162.04	R 13.50	R 13.50
2014	General Assistant after 10 years	R 2 670.11	R 2 830.31	R 108.00	R 15.91	R 31.81	R 169.82	R 169.82	R 14.15	R 14.15
2020	Hairdresser - after 1st year qualified	R 4 570.27	R 4 844.49	R 108.00	R 26.51	R 75.55	R 290.67	R 290.67	R 24.22	R 24.22
2022	Hairdresser - Qualified	R 5 489.78	R 5 819.17	R 108.00	R 26.51	R 75.55	R 349.15	R 349.15	R 29.10	R 29.10
2024	Hairdresser - Qualified - after 5 years	R 5 764.21	R 6 110.06	R 108.00	R 26.51	R 75.55	R 366.60	R 366.60	R 30.55	R 30.55
2026	Hairdresser - Qualified - after 10 years	R 6 038.64	R 6 400.96	R 108.00	R 26.51	R 75.55	R 384.06	R 384.06	R 32.00	R 32.00
2046	LEARNER – Entry Level	R 2 101.75	R 2 227.85	R 108.00	R 15.91	R 31.81	R 133.67	R 133.67	R 11.14	R 11.14
2048	LEARNER – Level 2	R 2 402.19	R 2 546.32	R 108.00	R 15.91	R 31.81	R 152.78	R 152.78	R 12.73	R 12.73
2050	LEARNER – Level 3	R 2 697.42	R 2 859.27	R 108.00	R 19.89	R 43.75	R 171.56	R 171.56	R 14.30	R 14.30
2052	LEARNER – Level 4	R 2 928.92	R 3 104.65	R 108.00	R 19.89	R 43.75	R 186.28	R 186.28	R 15.52	R 15.52
4000	STUDENTS - Entry Level	R 2 101.75	R 2 227.85	R 108.00	R 15.91	R 31.81	R 133.67	R 133.67	R 11.14	R 11.14
4001	STUDENTS - Module 2 (Level 1 & 2)	R 2 402.19	R 2 546.32	R 108.00	R 15.91	R 31.81	R 152.78	R 152.78	R 12.73	R 12.73
4002	STUDENTS - Module 4 (Level 3 & 4)	R 2 697.42	R 2 859.27	R 108.00	R 19.89	R 43.75	R 171.56	R 171.56	R 14.30	R 14.30
4003	STUDENTS - Module 6 (Level 5 & 6)	R 2 928.92	R 3 104.65	R 108.00	R 19.89	R 43.75	R 186.28	R 186.28	R 15.52	R 15.52
3032	Manager - Beauty	R 5 936.80	R 6 293.00	R 108.00	R 26.51	R 63.62	R 377.58	R 377.58	R 31.47	R 31.47
2060	Manager - Hairdresser	R 5 573.02	R 5 907.41	R 108.00	R 26.51	R 75.55	R 354.44	R 354.44	R 29.54	R 29.54

NATIONAL BARGAINING COUNCIL
for the Hairdressing • Cosmetology • Beauty & Skincare Industry

Work Code	Work Code Description	2016 Salary	2017 Salary 6% increase	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee
2062	Manager - Hairdresser after 5 years	R 5 851.35	R 6 202.43	R 108.00	R 26.51	R 75.55	R 372.15	R 372.15	R 31.01	R 31.01
2064	Manager - Hairdresser after 10 years	R 6 129.68	R 6 497.46	R 108.00	R 26.51	R 75.55	R 389.85	R 389.85	R 32.49	R 32.49
3030	Manager - only (Beauty Establishment)	R 4 480.60	R 4 749.43	R 108.00	R 26.51	R 63.62	R 284.97	R 284.97	R 23.75	R 23.75
2054	Manager - only (Hairdressing)	R 3 739.19	R 3 963.54	R 108.00	R 26.51	R 75.55	R 237.81	R 237.81	R 19.82	R 19.82
2056	Manager - only (Hairdressing) after 5 years	R 3 926.48	R 4 162.07	R 108.00	R 26.51	R 75.55	R 249.72	R 249.72	R 20.81	R 20.81
2058	Manager - only (Hairdressing) after 10 years	R 4 113.76	R 4 360.59	R 108.00	R 26.51	R 75.55	R 261.64	R 261.64	R 21.80	R 21.80
3034	Manicurist / Pedicurist / Wax Technician	R 1 984.83	R 2 103.92	R 108.00	R 26.51	R 63.62	R 126.24	R 126.24	R 10.52	R 10.52
3036	Manicurist / Pedicurist / Wax Technician -Unqualified	R 1 290.14	R 1 367.54	R 108.00	R 26.51	R 63.62	R 82.05	R 82.05	R 6.84	R 6.84
3040	Nail technician - Unqualified	R 2 005.03	R 2 125.33	R 108.00	R 26.51	R 63.62	R 127.52	R 127.52	R 10.63	R 10.63
3084	Nail Technician - Certified	R 2 063.44	R 2 187.25	R 108.00	R 26.51	R 63.62	R 131.23	R 131.23	R 10.94	R 10.94
3038	Nail technician - Qualified	R 2 407.34	R 2 551.79	R 108.00	R 26.51	R 63.62	R 153.11	R 153.11	R 12.76	R 12.76
3087	Massage Therapist - One Year Qualified	R 2 438.00	R 2 584.28	R 108.00	R 26.51	R 63.62	R 155.06	R 155.06	R 12.92	R 12.92
2067	Operator - Trainee	R 2 209.71	R 2 342.29	R 108.00	R 15.91	R 31.81	R 140.54	R 140.54	R 11.71	R 11.71
2068	Operator	R 2 710.43	R 2 873.06	R 108.00	R 15.91	R 31.81	R 172.38	R 172.38	R 14.37	R 14.37
2070	Operator - after 5 years	R 2 845.69	R 3 016.43	R 108.00	R 15.91	R 31.81	R 180.99	R 180.99	R 15.08	R 15.08
2072	Operator - after 10 years	R 2 982.26	R 3 161.19	R 108.00	R 15.91	R 31.81	R 189.67	R 189.67	R 15.81	R 15.81
2074	Operator - Multi skilled	R 3 312.60	R 3 511.35	R 108.00	R 15.91	R 31.81	R 210.68	R 210.68	R 17.56	R 17.56
2076	Operator - Multi skilled - after 5 years	R 3 477.78	R 3 686.44	R 108.00	R 15.91	R 31.81	R 221.19	R 221.19	R 18.43	R 18.43
2078	Operator - Multi skilled - after 10 years	R 3 644.25	R 3 862.90	R 108.00	R 15.91	R 31.81	R 231.77	R 231.77	R 19.31	R 19.31
3042	Receptionist - Beauty Establishment	R 4 044.37	R 4 287.03	R 108.00	R 26.51	R 63.62	R 257.22	R 257.22	R 21.44	R 21.44
2080	Receptionist- First year of experience	R 4 130.67	R 4 378.51	R 108.00	R 26.51	R 63.62	R 262.71	R 262.71	R 21.89	R 21.89
2082	Receptionist - Hairdressing salon	R 4 927.94	R 5 223.62	R 108.00	R 26.51	R 63.62	R 313.42	R 313.42	R 26.12	R 26.12
2084	Receptionist - Hairdressing salon - after 5 years	R 5 173.75	R 5 484.18	R 108.00	R 26.51	R 63.62	R 329.05	R 329.05	R 27.42	R 27.42
2086	Receptionist - Hairdressing salon - after 10 years	R 5 422.15	R 5 747.48	R 108.00	R 26.51	R 63.62	R 344.85	R 344.85	R 28.74	R 28.74
3048	Somatologist 3 Years	R 3 684.71	R 3 905.79	R 108.00	R 26.51	R 63.62	R 234.35	R 234.35	R 19.53	R 19.53
3052	Somatologist B Tech - 4 years	R 4 028.61	R 4 270.33	R 108.00	R 26.51	R 63.62	R 256.22	R 256.22	R 21.35	R 21.35
3054	Somatologist - B Tech Laser	R 4 323.39	R 4 582.79	R 108.00	R 26.51	R 63.62	R 274.97	R 274.97	R 22.91	R 22.91
1012	Specific Skilled Stylist	R 2 148.57	R 2 277.48	R 108.00	R 26.51	R 75.55	R 136.65	R 136.65	R 11.39	R 11.39
1014	Specific Skilled Stylist - after 5 years	R 2 256.53	R 2 391.92	R 108.00	R 26.51	R 75.55	R 143.52	R 143.52	R 11.96	R 11.96
1016	Specific Skilled Stylist - after 10 years	R 2 363.16	R 2 504.95	R 108.00	R 26.51	R 75.55	R 150.30	R 150.30	R 12.52	R 12.52
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting	R 1 400.73	R 1 484.77	R 108.00	R 26.51	R 75.55	R 89.09	R 89.09	R 7.42	R 7.42
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 5 years	R 1 470.96	R 1 559.22	R 108.00	R 26.51	R 75.55	R 93.55	R 93.55	R 7.80	R 7.80

NATIONAL BARGAINING COUNCIL
for the Hairdressing - Cosmetology - Beauty & Skincare Industry

Work Code	Work Code Description	2016 Salary	2017 Salary 6% increase	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 10 years	R 1 541.20	R 1 633.67	R 108.00	R 26.51	R 75.55	R 98.02	R 98.02	R 8.17	R 8.17
2089	Working Employer (in Salon with Staff)	R 5 489.78	R 5 819.17	R -	R -	R -	R -	R -	R 87.29	R -
2139	Rent A Chair / One Man Band (No Staff)	R 5 489.78	R 5 819.17	R 108.00	R 206.00	R -	R -	R -	R 174.58	R -

NOTES

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 Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply. If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.
WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND	Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017
PENSION FUND	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.
DAILY RATE CALCULATION	Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week) Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week) Basic Salary / Wage divided by 17.33 working days = Daily Rate (when employee works a 4 day week) Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)
SICK PAY FUND	Sick Pay Fund Contributions to be paid by all Employees will be ½% of the Basic Salary of the Employee. Contributions payable by all Employers will be ½% of the Basic Salary of the Employee.

NATIONAL BARGAINING COUNCIL
for the Hairdressing • Cosmetology • Beauty & Skincare Industry

Work Code	Work Code Description	2016 Salary	2017 Salary 6% increase	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee
	COMMISSION EARNERS	All Stylist will be paid 40% commission **NO STOCK DEDUCTIONS ARE ALLOWED**								
	ABBREVIATION DESCRIPTIONS	BC = Bargaining Council EE = Employee ER = Employer SBF = Sick Benefit Fund SPF = Sick Pay Fund								
	COUNCIL LEVIES FOR NEW SALONS FROM DATE OF PUBLICATION OF THIS AGREEMENT	Effective from the date of the publication of this Agreement, council levies **for new salons and employees registered after the date of publication**, will be as follows. 1. Employers **to deduct** 1.3% Council Levy from each employee's basic salary. 2. Employers **to contribute** 1.3% Council Levy, calculated on the basis of each individual employee's basic salary, in respect of each employee employed.								

NATIONAL BARGAINING COUNCIL
for the Hairdressing • Cosmetology • Beauty & Skincare Industry

ANNEXURE "AG4"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 103 BEING KIMBERLEY AND ALL OF THE OTHER MAGISTERIAL DISTRICTS OF THE NORTHERN CAPE.

EOHCB Subscriptions	R 380.00
Bargaining Levy	R 458.00
Basic establishment charge	R 99.41
Total minimum charge	R 180.52
One Man Band / Rent A Chairs	R 215.00

Work Code	Work Code Description	2016 Salary	2017 Salary 6% Increase	Union or Agency Fee	Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	New National SPF Employer	New National SPF Employee
2002	Barber - Trainee	R 2 084.28	R 2 209.33	R 108.00	R 85.00	R 26.51	R 75.55	R 132.56	R 132.56	R 11.05	R 11.05
2004	Barber - Junior	R 2 679.79	R 2 840.57	R 108.00	R 85.00	R 26.51	R 75.55	R 170.43	R 170.43	R 14.20	R 14.20
2006	Barber - Senior	R 4 466.31	R 4 734.29	R 108.00	R 85.00	R 26.51	R 75.55	R 284.06	R 284.06	R 23.67	R 23.67
3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 2 553.54	R 2 706.75	R 108.00	R 85.00	R 26.51	R 63.62	R 162.41	R 162.41	R 13.53	R 13.53
3014	Beauty Therapist / Health & Skincare Therapist	R 2 850.38	R 3 021.41	R 108.00	R 85.00	R 26.51	R 63.62	R 181.28	R 181.28	R 15.11	R 15.11
3022	Cleaner - Beauty	R 1 912.10	R 2 026.83	R 108.00	R 85.00	R 26.51	R 63.62	R 121.61	R 121.61	R 10.13	R 10.13
2010	General Assistant	R 1 302.04	R 1 380.16	R 108.00	R 85.00	R 15.91	R 31.81	R 82.81	R 82.81	R 6.90	R 6.90
2012	General Assistant after 5 years	R 1 364.88	R 1 446.77	R 108.00	R 85.00	R 15.91	R 31.81	R 86.81	R 86.81	R 7.23	R 7.23
2014	General Assistant after 10 years	R 1 404.64	R 1 488.92	R 108.00	R 85.00	R 15.91	R 31.81	R 89.33	R 89.33	R 7.44	R 7.44
2020	Hairdresser - after 1st year qualified	R 2 632.39	R 2 790.34	R 108.00	R 85.00	R 26.51	R 75.55	R 167.42	R 167.42	R 13.95	R 13.95
2022	Hairdresser - Qualified	R 3 111.00	R 3 297.66	R 108.00	R 85.00	R 26.51	R 75.55	R 197.86	R 197.86	R 16.49	R 16.49
2024	Hairdresser - Qualified - after 5 years	R 3 267.08	R 3 463.10	R 108.00	R 85.00	R 26.51	R 75.55	R 207.79	R 207.79	R 17.32	R 17.32
2026	Hairdresser - Qualified - after 10 years	R 3 423.15	R 3 628.54	R 108.00	R 85.00	R 26.51	R 75.55	R 217.71	R 217.71	R 18.14	R 18.14
2046	LEARNER – Entry Level	R 1 516.87	R 1 607.88	R 108.00	R 85.00	R 15.91	R 31.81	R 96.47	R 96.47	R 8.04	R 8.04
2048	LEARNER – Level 2	R 1 664.76	R 1 764.65	R 108.00	R 85.00	R 15.91	R 31.81	R 105.88	R 105.88	R 8.82	R 8.82
2050	LEARNER – Level 3	R 1 958.68	R 2 076.20	R 108.00	R 85.00	R 19.89	R 43.75	R 124.57	R 124.57	R 10.38	R 10.38
2052	LEARNER – Level 4	R 2 161.57	R 2 291.27	R 108.00	R 85.00	R 19.89	R 43.75	R 137.48	R 137.48	R 11.46	R 11.46
4000	STUDENTS - Entry Level	R 1 516.87	R 1 607.88	R 108.00	R 85.00	R 15.91	R 31.81	R 96.47	R 96.47	R 8.04	R 8.04
4001	STUDENTS - Module 2 (Level 1 & 2)	R 1 664.76	R 1 764.65	R 108.00	R 85.00	R 15.91	R 31.81	R 105.88	R 105.88	R 8.82	R 8.82
4002	STUDENTS - Module 4 (Level 3 & 4)	R 1 958.68	R 2 076.20	R 108.00	R 85.00	R 19.89	R 43.75	R 124.57	R 124.57	R 10.38	R 10.38
4003	STUDENTS - Module 6 (Level 5 & 6)	R 2 161.57	R 2 291.27	R 108.00	R 85.00	R 19.89	R 43.75	R 137.48	R 137.48	R 11.46	R 11.46
3032	Manager - Beauty	R 4 821.40	R 5 110.68	R 108.00	R 85.00	R 26.51	R 63.62	R 306.64	R 306.64	R 25.55	R 25.55
2060	Manager - Hairdresser	R 4 961.75	R 5 259.46	R 108.00	R 85.00	R 26.51	R 75.55	R 315.57	R 315.57	R 26.30	R 26.30
2062	Manager - Hairdresser after 5 years	R 5 208.86	R 5 521.39	R 108.00	R 85.00	R 26.51	R 75.55	R 331.28	R 331.28	R 27.61	R 27.61
2064	Manager - Hairdresser after 10 years	R 5 458.58	R 5 786.09	R 108.00	R 85.00	R 26.51	R 75.55	R 347.17	R 347.17	R 28.93	R 28.93
3030	Manager - only (Beauty Establishment)	R 3 638.79	R 3 857.12	R 108.00	R 85.00	R 26.51	R 63.62	R 231.43	R 231.43	R 19.29	R 19.29
2054	Manager - only (Hairdressing)	R 3 839.33	R 4 069.69	R 108.00	R 85.00	R 26.51	R 75.55	R 244.18	R 244.18	R 20.35	R 20.35
2056	Manager - only (Hairdressing) after 5 years	R 4 030.53	R 4 272.37	R 108.00	R 85.00	R 26.51	R 75.55	R 256.34	R 256.34	R 21.36	R 21.36
2058	Manager - only (Hairdressing) after 10 years	R 4 224.32	R 4 477.78	R 108.00	R 85.00	R 26.51	R 75.55	R 268.67	R 268.67	R 22.39	R 22.39

NATIONAL BARGAINING COUNCIL
Hairdressing • Cosmetology • Beauty & Skincare Industry

Work Code	Work Code Description	2016 Salary	2017 Salary 6% Increase	Union or Agency Fee	Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	New National SPF Employer	New National SPF Employee
3034	Manicurist / Pedicurist / Wax Technician	R 1 527.42	R 1 619.06	R 108.00	R 85.00	R 26.51	R 63.62	R 97.14	R 97.14	R 8.10	R 8.10
3036	Manicurist / Pedicurist / Wax Technician -Unqualified	R 1 047.75	R 1 110.61	R 108.00	R 85.00	R 26.51	R 63.62	R 66.64	R 66.64	R 5.55	R 5.55
3040	Nail technician - Unqualified	R 1 628.33	R 1 726.03	R 108.00	R 85.00	R 26.51	R 63.62	R 103.56	R 103.56	R 8.63	R 8.63
3084	Nail Technician - Certified	R 1 675.76	R 1 776.31	R 108.00	R 85.00	R 26.51	R 63.62	R 106.58	R 106.58	R 8.88	R 8.88
3038	Nail technician - Qualified	R 1 955.05	R 2 072.36	R 108.00	R 85.00	R 26.51	R 63.62	R 124.34	R 124.34	R 10.36	R 10.36
3087	One Year Qualified Message Therapist	R 2 438.00	R 2 584.28	R 108.00	R 85.00	R 26.51	R 63.62	R 155.06	R 155.06	R 12.92	R 12.92
2067	Operator - Trainee	R 1 637.85	R 1 736.12	R 108.00	R 85.00	R 15.91	R 31.81	R 104.17	R 104.17	R 8.68	R 8.68
2068	Operator	R 2 206.34	R 2 338.72	R 108.00	R 85.00	R 15.91	R 31.81	R 140.32	R 140.32	R 11.69	R 11.69
2070	Operator - after 5 years	R 2 317.65	R 2 456.71	R 108.00	R 85.00	R 15.91	R 31.81	R 147.40	R 147.40	R 12.28	R 12.28
2072	Operator - after 10 years	R 2 427.62	R 2 573.28	R 108.00	R 85.00	R 15.91	R 31.81	R 154.40	R 154.40	R 12.87	R 12.87
2074	Operator - Multi skilled	R 2 731.09	R 2 894.96	R 108.00	R 85.00	R 15.91	R 31.81	R 173.70	R 173.70	R 14.47	R 14.47
2076	Operator - Multi skilled - after 5 years	R 2 866.26	R 3 038.23	R 108.00	R 85.00	R 15.91	R 31.81	R 182.29	R 182.29	R 15.19	R 15.19
2078	Operator - Multi skilled - after 10 years	R 3 002.75	R 3 182.91	R 108.00	R 85.00	R 15.91	R 31.81	R 190.97	R 190.97	R 15.91	R 15.91
3042	Receptionist - Beauty Establishment	R 3 284.52	R 3 481.59	R 108.00	R 85.00	R 26.51	R 63.62	R 208.90	R 208.90	R 17.41	R 17.41
2082	Receptionist - Hairdressing salon	R 2 754.65	R 2 919.93	R 108.00	R 85.00	R 26.51	R 63.62	R 175.20	R 175.20	R 14.60	R 14.60
2084	Receptionist - Hairdressing salon - after 5 years	R 2 892.52	R 3 066.07	R 108.00	R 85.00	R 26.51	R 63.62	R 183.96	R 183.96	R 15.33	R 15.33
2086	Receptionist - Hairdressing salon - after 10 years	R 3 030.37	R 3 212.19	R 108.00	R 85.00	R 26.51	R 63.62	R 192.73	R 192.73	R 16.06	R 16.06
3048	Somatologist 3 Years	R 2 992.43	R 3 171.98	R 108.00	R 85.00	R 26.51	R 63.62	R 190.32	R 190.32	R 15.86	R 15.86
3052	Somatologist B Tech - 4 years	R 3 271.72	R 3 468.03	R 108.00	R 85.00	R 26.51	R 63.62	R 208.08	R 208.08	R 17.34	R 17.34
3054	B Tech Laser Somatologist	R 3 511.11	R 3 721.78	R 108.00	R 85.00	R 26.51	R 63.62	R 223.31	R 223.31	R 18.61	R 18.61
1012	Specific Skilled Stylist	R 1 827.33	R 1 936.97	R 108.00	R 85.00	R 26.51	R 75.55	R 116.22	R 116.22	R 9.68	R 9.68
1014	Specific Skilled Stylist - after 5 years	R 1 918.37	R 2 033.47	R 108.00	R 85.00	R 26.51	R 75.55	R 122.01	R 122.01	R 10.17	R 10.17
1016	Specific Skilled Stylist - after 10 years	R 2 009.41	R 2 129.97	R 108.00	R 85.00	R 26.51	R 75.55	R 127.80	R 127.80	R 10.65	R 10.65
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting	R 1 117.21	R 1 184.24	R 108.00	R 85.00	R 26.51	R 75.55	R 71.05	R 71.05	R 5.92	R 5.92
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 10 years	R 1 227.76	R 1 301.42	R 108.00	R 85.00	R 26.51	R 75.55	R 78.09	R 78.09	R 6.51	R 6.51
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 5 years	R 1 173.12	R 1 243.51	R 108.00	R 85.00	R 26.51	R 75.55	R 74.61	R 74.61	R 6.22	R 6.22
2089	Working Employer (in Salon with Staff)	R 3 111.00	R 3 297.66	R -	R -	R -	R -	R -	R -	R 49.46	R -
2139	Rent A Chair / One Man Band (No Staff)	R 3 111.00	R 3 297.66	R 108.00	R -	R 206.00	R -	R -	R -	R 98.93	

NOTES

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

NATIONAL BARGAINING COUNCIL
for the Hairdressing • Cosmetology • Beauty & Skincare Industry

Work Code	Work Code Description	2016 Salary	2017 Salary 6% Increase	Union or Agency Fee	Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	New National SPF Employer	New National SPF Employee

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 Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply. If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.
WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND	Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017
PENSION FUND	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.
DAILY RATE CALCULATION	Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week) Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week) Basic Salary / Wage divided by 17.33 working days = Daily Rate (when employee works a 4 day week) Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)
SICK PAY FUND	Sick Pay Fund Contributions to be paid by all Employees will be ½% of the Basic Salary of the Employee. Contributions payable by all Employers will be ½% of the Basic Salary of the Employee.
COMMISSION EARNERS	Qualified Hairdressers / Stylists, which are employees and employed on or after 2010, whom will receive a minimum of 30% commission. Qualified Hairdressers / Stylists, which are employees and employed prior to 2010, whom will receive a minimum 40% Commission **NO STOCK DEDUCTIONS ARE ALLOWED**
ABBREVIATION DESCRIPTIONS	BC = Bargaining Council EE = Employee ER = Employer SBF = Sick Benefit Fund SPF = Sick Pay Fund
COUNCIL LEVIES FOR NEW SALONS FROM DATE OF PUBLICATION OF THIS AGREEMENT	Effective from the date of the publication of this Agreement, council levies **for new salons and employees registered after the date of publication**, will be as follows. 1. Employers **to deduct** 1.3% Council Levy from each employee's basic salary. 2. Employers **to contribute** 1.3% Council Levy, calculated on the basis of each individual employee's basic salary, in respect of each employee employed.

NATIONAL BARGAINING COUNCIL
for the Hairdressing • Cosmetology • Beauty & Skincare Industry

ANNEXURE "AG5"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 104 BEING PORT ELIZABETH, UITENHAGE AND HUMANSDORP.

EOHCB Subscriptions	R 354.00
Bargaining Levy	R 458.00
Basic establishment charge	R 99.41
Total minimum charge	R 180.52
One Man Band / Rent A Chairs	R 215.00

Work Code	Work Code Description	2016 Salary	2017 Salary	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	New National SPF Employer	New National SPF Employee
2002	Barber - Trainee	R 2 084.28	R 2 209.33	R 108.00	R 26.51	R 75.55	R 132.56	R 132.56	R 11.05	R 11.05
2004	Barber - Junior	R 2 679.79	R 2 840.57	R 108.00	R 26.51	R 75.55	R 170.43	R 170.43	R 14.20	R 14.20
2006	Barber - Senior	R 4 466.31	R 4 734.29	R 108.00	R 26.51	R 75.55	R 284.06	R 284.06	R 23.67	R 23.67
3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 2 872.59	R 3 044.94	R 108.00	R 26.51	R 63.62	R 182.70	R 182.70	R 15.22	R 15.22
3014	Beauty Therapist / Health & Skincare Therapist	R 3 620.42	R 3 837.64	R 108.00	R 26.51	R 63.62	R 230.26	R 230.26	R 19.19	R 19.19
3022	Cleaner - Beauty	R 2 428.64	R 2 574.36	R 108.00	R 26.51	R 63.62	R 154.46	R 154.46	R 12.87	R 12.87
2010	General Assistant	R 2 579.08	R 2 733.82	R 108.00	R 15.91	R 31.81	R 164.03	R 164.03	R 13.67	R 13.67
2012	General Assistant after 5 years	R 2 707.82	R 2 870.29	R 108.00	R 15.91	R 31.81	R 172.22	R 172.22	R 14.35	R 14.35
2014	General Assistant after 10 years	R 2 837.87	R 3 008.15	R 108.00	R 15.91	R 31.81	R 180.49	R 180.49	R 15.04	R 15.04
2020	Hairdresser - after 1st year qualified	R 4 436.31	R 4 702.49	R 108.00	R 26.51	R 75.55	R 282.15	R 282.15	R 23.51	R 23.51
2022	Hairdresser - Qualified	R 5 037.18	R 5 339.41	R 108.00	R 26.51	R 75.55	R 320.36	R 320.36	R 26.70	R 26.70
2024	Hairdresser - Qualified - after 5 years	R 5 289.50	R 5 606.87	R 108.00	R 26.51	R 75.55	R 336.41	R 336.41	R 28.03	R 28.03
2026	Hairdresser - Qualified - after 10 years	R 5 541.32	R 5 873.80	R 108.00	R 26.51	R 75.55	R 352.43	R 352.43	R 29.37	R 29.37
2046	LEARNER – Entry Level	R 2 101.75	R 2 227.85	R 108.00	R 15.91	R 31.81	R 133.67	R 133.67	R 11.14	R 11.14
2048	LEARNER – Level 2	R 2 425.60	R 2 571.13	R 108.00	R 15.91	R 31.81	R 154.27	R 154.27	R 12.86	R 12.86
2050	LEARNER – Level 3	R 2 722.13	R 2 885.46	R 108.00	R 19.89	R 43.75	R 173.13	R 173.13	R 14.43	R 14.43
2052	LEARNER – Level 4	R 2 957.54	R 3 134.99	R 108.00	R 19.89	R 43.75	R 188.10	R 188.10	R 15.67	R 15.67
4000	STUDENTS - Entry Level	R 2 101.75	R 2 227.85	R 108.00	R 15.91	R 31.81	R 133.67	R 133.67	R 11.14	R 11.14
4001	STUDENTS - Module 2 (Level 1 & 2)	R 2 425.60	R 2 571.13	R 108.00	R 15.91	R 31.81	R 154.27	R 154.27	R 12.86	R 12.86
4002	STUDENTS - Module 4 (Level 3 & 4)	R 2 722.13	R 2 885.46	R 108.00	R 19.89	R 43.75	R 173.13	R 173.13	R 14.43	R 14.43
4003	STUDENTS - Module 6 (Level 5 & 6)	R 2 957.54	R 3 134.99	R 108.00	R 19.89	R 43.75	R 188.10	R 188.10	R 15.67	R 15.67
3032	Manager - Beauty	R 6 123.89	R 6 491.32	R 108.00	R 26.51	R 63.62	R 389.48	R 389.48	R 32.46	R 32.46

NATIONAL BARGAINING COUNCIL
for the Hairdressing - Cosmetology - Beauty & Skincare Industry

Work Code	Work Code Description	2016 Salary	2017 Salary	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	New National SPF Employer	New National SPF Employee
2060	Manager - Hairdresser	R 5 712.18	R 6 054.91	R 108.00	R 26.51	R 75.55	R 363.29	R 363.29	R 30.27	R 30.27
2062	Manager - Hairdresser after 5 years	R 5 998.32	R 6 358.22	R 108.00	R 26.51	R 75.55	R 381.49	R 381.49	R 31.79	R 31.79
2064	Manager - Hairdresser after 10 years	R 6 283.15	R 6 660.14	R 108.00	R 26.51	R 75.55	R 399.61	R 399.61	R 33.30	R 33.30
3030	Manager - only (Beauty Establishment)	R 4 621.80	R 4 899.11	R 108.00	R 26.51	R 63.62	R 293.95	R 293.95	R 24.50	R 24.50
2054	Manager - only (Hairdressing)	R 4 705.53	R 4 987.86	R 108.00	R 26.51	R 75.55	R 299.27	R 299.27	R 24.94	R 24.94
2056	Manager - only (Hairdressing) after 5 years	R 4 940.95	R 5 237.40	R 108.00	R 26.51	R 75.55	R 314.24	R 314.24	R 26.19	R 26.19
2058	Manager - only (Hairdressing) after 10 years	R 5 176.35	R 5 486.93	R 108.00	R 26.51	R 75.55	R 329.22	R 329.22	R 27.43	R 27.43
3034	Manicurist / Pedicurist / Wax Technician	R 2 047.38	R 2 170.22	R 108.00	R 26.51	R 63.62	R 130.21	R 130.21	R 10.85	R 10.85
3036	Manicurist / Pedicurist / Wax Technician -Unqualified	R 1 330.79	R 1 410.63	R 108.00	R 26.51	R 63.62	R 84.64	R 84.64	R 7.05	R 7.05
3040	Nail technician - Unqualified	R 2 068.23	R 2 192.32	R 108.00	R 26.51	R 63.62	R 131.54	R 131.54	R 10.96	R 10.96
3084	Nail Technician - Certified	R 2 128.47	R 2 256.18	R 108.00	R 26.51	R 63.62	R 135.37	R 135.37	R 11.28	R 11.28
3038	Nail technician - Qualified	R 2 483.20	R 2 632.19	R 108.00	R 26.51	R 63.62	R 157.93	R 157.93	R 13.16	R 13.16
3087	Massage Therapist - One Year Qualified	R 2 438.00	R 2 584.28	R 108.00	R 26.51	R 63.62	R 155.06	R 155.06	R 12.92	R 12.92
2067	Operator - Trainee	R 2 367.08	R 2 509.10	R 108.00	R 15.91	R 31.81	R 150.55	R 150.55	R 12.55	R 12.55
2068	Operator	R 3 009.56	R 3 190.14	R 108.00	R 15.91	R 31.81	R 191.41	R 191.41	R 15.95	R 15.95
2070	Operator - after 5 years	R 3 160.44	R 3 350.07	R 108.00	R 15.91	R 31.81	R 201.00	R 201.00	R 16.75	R 16.75
2072	Operator - after 10 years	R 3 310.00	R 3 508.60	R 108.00	R 15.91	R 31.81	R 210.52	R 210.52	R 17.54	R 17.54
2074	Operator - Multi skilled	R 3 477.78	R 3 686.44	R 108.00	R 15.91	R 31.81	R 221.19	R 221.19	R 18.43	R 18.43
2076	Operator - Multi skilled - after 5 years	R 3 652.06	R 3 871.18	R 108.00	R 15.91	R 31.81	R 232.27	R 232.27	R 19.36	R 19.36
2078	Operator - Multi skilled - after 10 years	R 3 826.34	R 4 055.92	R 108.00	R 15.91	R 31.81	R 243.35	R 243.35	R 20.28	R 20.28
3042	Receptionist - Beauty Establishment	R 4 171.83	R 4 422.14	R 108.00	R 26.51	R 63.62	R 265.33	R 265.33	R 22.11	R 22.11
2080	Receptionist - First year of experience	R 3 765.20	R 3 991.12	R 108.00	R 26.51	R 63.62	R 239.47	R 239.47	R 19.96	R 19.96
2082	Receptionist - Hairdressing salon	R 4 558.57	R 4 832.09	R 108.00	R 26.51	R 63.62	R 289.93	R 289.93	R 24.16	R 24.16
2084	Receptionist - Hairdressing salon - after 5 years	R 4 786.17	R 5 073.33	R 108.00	R 26.51	R 63.62	R 304.40	R 304.40	R 25.37	R 25.37
2086	Receptionist - Hairdressing salon - after 10 years	R 5 015.07	R 5 315.98	R 108.00	R 26.51	R 63.62	R 318.96	R 318.96	R 26.58	R 26.58
3048	Somatologist 3 Years	R 3 800.82	R 4 028.87	R 108.00	R 26.51	R 63.62	R 241.73	R 241.73	R 20.14	R 20.14
3052	Somatologist B Tech - 4 years	R 4 155.58	R 4 404.92	R 108.00	R 26.51	R 63.62	R 264.29	R 264.29	R 22.02	R 22.02
3054	Somatologist - B Tech Laser	R 4 459.63	R 4 727.21	R 108.00	R 26.51	R 63.62	R 283.63	R 283.63	R 23.64	R 23.64
1012	Specific Skilled Stylist	R 2 191.50	R 2 322.99	R 108.00	R 26.51	R 75.55	R 139.38	R 139.38	R 11.61	R 11.61
1014	Specific Skilled Stylist - after 5 years	R 2 300.75	R 2 438.80	R 108.00	R 26.51	R 75.55	R 146.33	R 146.33	R 12.19	R 12.19
1016	Specific Skilled Stylist - after 10 years	R 2 411.29	R 2 555.97	R 108.00	R 26.51	R 75.55	R 153.36	R 153.36	R 12.78	R 12.78
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting	R 1 428.05	R 1 513.74	R 108.00	R 26.51	R 75.55	R 90.82	R 90.82	R 7.57	R 7.57

NATIONAL BARGAINING COUNCIL
for the Hairdressing - Cosmetology - Beauty & Skincare Industry

Work Code	Work Code Description	2016 Salary	2017 Salary	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	New National SPF Employer	New National SPF Employee
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 5 years	R 1 499.58	R 1 589.56	R 108.00	R 26.51	R 75.55	R 95.37	R 95.37	R 7.95	R 7.95
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 10 years	R 1 571.12	R 1 665.39	R 108.00	R 26.51	R 75.55	R 99.92	R 99.92	R 8.33	R 8.33
2089	Working Employer (in Salon with Staff)	R 5 037.18	R 5 339.41	R -	R -	R -	R -	R -	R 80.09	R -
2139	Rent A Chair / One Man Band (No Staff)	R 5 037.18	R 5 339.41	R 108.00	R 206.00	R -	R -	R -	R 160.18	R -

NOTES

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 Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply. If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.
WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND	Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017
PENSION FUND	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.
DAILY RATE CALCULATION	Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week) Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week) Basic Salary / Wage divided by 17.33 working days = Daily Rate (when employee works a 4 day week) Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)
SICK PAY FUND	Sick Pay Fund Contributions to be paid by all Employees will be ½% of the Basic Salary of the Employee. Contributions payable by all Employers will be ½% of the Basic Salary of the Employee.

NATIONAL BARGAINING COUNCIL
for the Hairdressing • Cosmetology • Beauty & Skincare Industry

Work Code	Work Code Description	2016 Salary	2017 Salary	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	New National SPF Employer	New National SPF Employee
	COMMISSION EARNERS	All Stylist will be paid 40% commission **NO STOCK DEDUCTIONS ARE ALLOWED**								
	ABBREVIATION DESCRIPTIONS	BC = Bargaining Council EE = Employee ER = Employer SBF = Sick Benefit Fund SPF = Sick Pay Fund								
	COUNCIL LEVIES FOR NEW SALONS FROM DATE OF PUBLICATION OF THIS AGREEMENT	Effective from the date of the publication of this Agreement, council levies **for new salons and employees registered after the date of publication**, will be as follows. 1. Employers **to deduct** 1.3% Council Levy from each employee's basic salary. 2. Employers **to contribute** 1.3% Council Levy, calculated on the basis of each individual employee's basic salary, in respect of each employee employed.								

NATIONAL BARGAINING COUNCIL
for the Hairdressing - Cosmetology - Beauty & Skincare Industry

ANNEXURE "AG6"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 105 BEING THE MAGISTERIAL DISTRICT OF ALBERTON

EOHCB Subscriptions	R 458.00
Bargaining Levy	R 458.00
Basic establishment charge	R 99.41
Total minimum charge	R 180.52
One Man Band / Rent A Chairs	R 215.00

Work Code	Work Code Description	2016 Salary	2017 Salary	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	New National SPF Employer	New National SPF Employee
2002	Barber - Trainee	R 2 084.28	R 2 209.33	R 108.00	R 26.51	R 75.55	R 132.56	R 132.56	R 11.05	R 11.05
2004	Barber - Junior	R 2 679.79	R 2 840.57	R 108.00	R 26.51	R 75.55	R 170.43	R 170.43	R 14.20	R 14.20
2006	Barber - Senior	R 4 466.31	R 4 734.29	R 108.00	R 26.51	R 75.55	R 284.06	R 284.06	R 23.67	R 23.67
3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 3 703.39	R 3 925.59	R 108.00	R 26.51	R 63.62	R 235.54	R 235.54	R 19.63	R 19.63
3014	Beauty Therapist / Health & Skincare Therapist	R 4 254.31	R 4 509.57	R 108.00	R 26.51	R 63.62	R 270.57	R 270.57	R 22.55	R 22.55
3022	Cleaner - Beauty	R 2 853.87	R 3 025.10	R 108.00	R 26.51	R 63.62	R 181.51	R 181.51	R 15.13	R 15.13
2010	General Assistant	R 1 749.04	R 1 853.98	R 108.00	R 15.91	R 31.81	R 111.24	R 111.24	R 9.27	R 9.27
2012	General Assistant after 5 years	R 1 837.02	R 1 947.24	R 108.00	R 15.91	R 31.81	R 116.83	R 116.83	R 9.74	R 9.74
2014	General Assistant after 10 years	R 1 925.01	R 2 040.51	R 108.00	R 15.91	R 31.81	R 122.43	R 122.43	R 10.20	R 10.20
2020	Hairdresser - after 1st year qualified	R 3 529.60	R 3 741.37	R 108.00	R 26.51	R 75.55	R 224.48	R 224.48	R 18.71	R 18.71
2022	Hairdresser - Qualified	R 4 710.08	R 4 992.68	R 108.00	R 26.51	R 75.55	R 299.56	R 299.56	R 24.96	R 24.96
2024	Hairdresser - Qualified - after 5 years	R 4 945.12	R 5 241.83	R 108.00	R 26.51	R 75.55	R 314.51	R 314.51	R 26.21	R 26.21
2026	Hairdresser - Qualified - after 10 years	R 5 180.16	R 5 490.97	R 108.00	R 26.51	R 75.55	R 329.46	R 329.46	R 27.45	R 27.45
2046	LEARNER – Entry Level	R 1 935.52	R 2 051.65	R 108.00	R 15.91	R 31.81	R 123.10	R 123.10	R 10.26	R 10.26
2048	LEARNER – Level 2	R 2 287.42	R 2 424.66	R 108.00	R 15.91	R 31.81	R 145.48	R 145.48	R 12.12	R 12.12
2050	LEARNER – Level 3	R 2 569.73	R 2 723.91	R 108.00	R 19.89	R 43.75	R 163.43	R 163.43	R 13.62	R 13.62
2052	LEARNER – Level 4	R 2 819.23	R 2 988.38	R 108.00	R 19.89	R 43.75	R 179.30	R 179.30	R 14.94	R 14.94
4000	STUDENTS - Entry Level	R 1 935.52	R 2 051.65	R 108.00	R 16.51	R 33.01	R 123.10	R 123.10	R 10.26	R 10.26
4001	STUDENTS - Module 2 (Level 1 & 2)	R 2 287.42	R 2 424.66	R 108.00	R 16.51	R 33.01	R 145.48	R 145.48	R 12.12	R 12.12
4002	STUDENTS - Module 4 (Level 3 & 4)	R 2 569.73	R 2 723.91	R 108.00	R 20.64	R 45.40	R 163.43	R 163.43	R 13.62	R 13.62
4003	STUDENTS - Module 6 (Level 5 & 6)	R 2 819.23	R 2 988.38	R 108.00	R 20.64	R 45.40	R 179.30	R 179.30	R 14.94	R 14.94
3032	Manager - Beauty	R 7 196.12	R 7 627.88	R 108.00	R 26.51	R 63.62	R 457.67	R 457.67	R 38.14	R 38.14

NATIONAL BARGAINING COUNCIL
Hairdressing - Cosmetology - Beauty & Skincare Industry

Work Code	Work Code Description	2016 Salary	2017 Salary	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	New National SPF Employer	New National SPF Employee
2060	Manager - Hairdresser	R 6 126.92	R 6 494.53	R 108.00	R 26.51	R 75.55	R 389.67	R 389.67	R 32.47	R 32.47
2062	Manager - Hairdresser after 5 years	R 6 432.85	R 6 818.83	R 108.00	R 26.51	R 75.55	R 409.13	R 409.13	R 34.09	R 34.09
2064	Manager - Hairdresser after 10 years	R 6 738.80	R 7 143.13	R 108.00	R 26.51	R 75.55	R 428.59	R 428.59	R 35.72	R 35.72
3030	Manager - only (Beauty Establishment)	R 5 431.04	R 5 756.90	R 108.00	R 26.51	R 63.62	R 345.41	R 345.41	R 28.78	R 28.78
2054	Manager - only (Hairdressing)	R 4 959.56	R 5 257.13	R 108.00	R 26.51	R 75.55	R 315.43	R 315.43	R 26.29	R 26.29
2056	Manager - only (Hairdressing) after 5 years	R 5 156.84	R 5 466.25	R 108.00	R 26.51	R 75.55	R 327.97	R 327.97	R 27.33	R 27.33
2058	Manager - only (Hairdressing) after 10 years	R 5 402.65	R 5 726.81	R 108.00	R 26.51	R 75.55	R 343.61	R 343.61	R 28.63	R 28.63
3034	Manicurist / Pedicurist / Wax Technician	R 2 405.85	R 2 550.20	R 108.00	R 26.51	R 63.62	R 153.01	R 153.01	R 12.75	R 12.75
3036	Manicurist / Pedicurist / Wax Technician -Unqualified	R 1 563.81	R 1 657.64	R 108.00	R 26.51	R 63.62	R 99.46	R 99.46	R 8.29	R 8.29
3040	Nail technician - Unqualified	R 2 430.35	R 2 576.17	R 108.00	R 26.51	R 63.62	R 154.57	R 154.57	R 12.88	R 12.88
3084	Nail Technician - Certified	R 2 501.13	R 2 651.20	R 108.00	R 26.51	R 63.62	R 159.07	R 159.07	R 13.26	R 13.26
3038	Nail technician - Qualified	R 2 917.99	R 3 093.07	R 108.00	R 26.51	R 63.62	R 185.58	R 185.58	R 15.47	R 15.47
3087	Massage Therapist - One Year Qualified	R 3 710.00	R 3 932.60	R 108.00	R 26.51	R 63.62	R 235.96	R 235.96	R 19.66	R 19.66
2067	Operator - Trainee	R 1 662.39	R 1 762.13	R 108.00	R 15.91	R 31.81	R 105.73	R 105.73	R 8.81	R 8.81
2068	Operator	R 3 285.37	R 3 482.50	R 108.00	R 15.91	R 31.81	R 208.95	R 208.95	R 17.41	R 17.41
2070	Operator - after 5 years	R 3 449.51	R 3 656.48	R 108.00	R 15.91	R 31.81	R 219.39	R 219.39	R 18.28	R 18.28
2072	Operator - after 10 years	R 3 613.64	R 3 830.45	R 108.00	R 15.91	R 31.81	R 229.83	R 229.83	R 19.15	R 19.15
2074	Operator - Multi skilled	R 3 733.13	R 3 957.12	R 108.00	R 15.91	R 31.81	R 237.43	R 237.43	R 19.79	R 19.79
2076	Operator - Multi skilled - after 5 years	R 3 919.59	R 4 154.77	R 108.00	R 15.91	R 31.81	R 249.29	R 249.29	R 20.77	R 20.77
2078	Operator - Multi skilled - after 10 years	R 4 106.05	R 4 352.41	R 108.00	R 15.91	R 31.81	R 261.14	R 261.14	R 21.76	R 21.76
3042	Receptionist - Beauty Establishment	R 4 847.68	R 5 138.54	R 108.00	R 26.51	R 63.62	R 308.31	R 308.31	R 25.69	R 25.69
2082	Receptionist - Hairdressing salon	R 3 369.41	R 3 571.58	R 108.00	R 26.51	R 63.62	R 214.29	R 214.29	R 17.86	R 17.86
2086	Receptionist - Hairdressing salon - after 10 years	R 3 706.87	R 3 929.29	R 108.00	R 26.51	R 63.62	R 235.76	R 235.76	R 19.65	R 19.65
2084	Receptionist - Hairdressing salon - after 5 years	R 3 537.49	R 3 749.73	R 108.00	R 26.51	R 63.62	R 224.98	R 224.98	R 18.75	R 18.75
3048	Somatologist 3 Years	R 4 466.31	R 4 734.29	R 108.00	R 27.51	R 66.02	R 284.06	R 284.06	R 23.67	R 23.67
3052	Somatologist B Tech - 4 years	R 4 883.17	R 5 176.16	R 108.00	R 27.51	R 66.02	R 310.57	R 310.57	R 25.88	R 25.88
3054	Somatologist - B Tech Laser	R 5 240.47	R 5 554.90	R 108.00	R 26.51	R 63.62	R 333.29	R 333.29	R 27.77	R 27.77
1012	Specific Skilled Stylist	R 2 111.46	R 2 238.14	R 108.00	R 27.51	R 78.40	R 134.29	R 134.29	R 11.19	R 11.19
1014	Specific Skilled Stylist - after 5 years	R 2 217.82	R 2 350.89	R 108.00	R 27.51	R 78.40	R 141.05	R 141.05	R 11.75	R 11.75
1016	Specific Skilled Stylist - after 10 years	R 2 322.86	R 2 462.23	R 108.00	R 27.51	R 78.40	R 147.73	R 147.73	R 12.31	R 12.31
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting	R 1 369.55	R 1 451.72	R 108.00	R 27.51	R 78.40	R 87.10	R 87.10	R 7.26	R 7.26
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 10 years	R 1 506.12	R 1 596.49	R 108.00	R 27.51	R 78.40	R 95.79	R 95.79	R 7.98	R 7.98

NATIONAL BARGAINING COUNCIL
for the Hairdressing • Cosmetology • Beauty & Skincare Industry

Work Code	Work Code Description	2016 Salary	2017 Salary	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	New National SPF Employer	New National SPF Employee
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 5 years	R 1 437.84	R 1 524.11	R 108.00	R 27.51	R 78.40	R 91.45	R 91.45	R 7.62	R 7.62
2089	Working Employer (in Salon with Staff)	R 4 710.08	R 4 992.68	R -	R -	R -	R -	R -	R 74.89	R -
2139	Rent A Chair / One Man Band (No Staff)	R 4 710.08	R 4 992.68	R 108.00	R 206.00	R -	R -	R -	R 149.78	R -

NOTES

CASUAL EMPLOYEE	An employee who substitutes for any permanent employee who is sick or on leave 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 Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply. If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.
WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND	Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017
PENSION FUND	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.
DAILY RATE CALCULATION	Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week) Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week) Basic Salary / Wage divided by 17.33 working days = Daily Rate (when employee works a 4 day week) Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)
SICK PAY FUND	Sick Pay Fund Contributions to be paid by all Employees will be ½% of the Basic Salary of the Employee. Contributions payable by all Employers will be ½% of the Basic Salary of the Employee.
COMMISSION EARNERS	All Stylist will be paid 40% commission **NO STOCK DEDUCTIONS ARE ALLOWED**

NATIONAL BARGAINING COUNCIL
for the Hairdressing • Cosmetology • Beauty & Skincare Industry

Work Code	Work Code Description	2016 Salary	2017 Salary	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	New National SPF Employer	New National SPF Employee
	ABBREVIATION DESCRIPTIONS	BC = Bargaining Council EE = Employee ER = Employer SBF = Sick Benefit Fund SPF = Sick Pay Fund								
	COUNCIL LEVIES FOR NEW SALONS FROM DATE OF PUBLICATION OF THIS AGREEMENT	Effective from the date of the publication of this Agreement, council levies **for new salons and employees registered after the date of publication**, will be as follows. 1. Employers **to deduct** 1.3% Council Levy from each employee's basic salary. 2. Employers **to contribute** 1.3% Council Levy, calculated on the basis of each individual employee's basic salary, in respect of each employee employed.								

NATIONAL BARGAINING COUNCIL
for the Hairdressing • Cosmetology • Beauty & Skincare Industry

ANNEXURE "AG6"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 105 BEING THE MAGISTERIAL DISTRICT OF ALBERTON

EOHCB Subscriptions	R	458.00
Bargaining Levy	R	458.00
Basic establishment charge	R	99.41
Total minimum charge	R	180.52
One Man Band / Rent A Chairs	R	215.00

Work Code	Work Code Description	2016 Salary	2017 Salary	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	New National SPF Employer	New National SPF Employee
2002	Barber - Trainee	R 2 084.28	R 2 209.33	R 108.00	R 26.51	R 75.55	R 132.56	R 132.56	R 11.05	R 11.05
2004	Barber - Junior	R 2 679.79	R 2 840.57	R 108.00	R 26.51	R 75.55	R 170.43	R 170.43	R 14.20	R 14.20
2006	Barber - Senior	R 4 466.31	R 4 734.29	R 108.00	R 26.51	R 75.55	R 284.06	R 284.06	R 23.67	R 23.67
3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 3 703.39	R 3 925.59	R 108.00	R 26.51	R 63.62	R 235.54	R 235.54	R 19.63	R 19.63
3014	Beauty Therapist / Health & Skincare Therapist	R 4 254.31	R 4 509.57	R 108.00	R 26.51	R 63.62	R 270.57	R 270.57	R 22.55	R 22.55
3022	Cleaner - Beauty	R 2 853.87	R 3 025.10	R 108.00	R 26.51	R 63.62	R 181.51	R 181.51	R 15.13	R 15.13
2010	General Assistant	R 1 749.04	R 1 853.98	R 108.00	R 15.91	R 31.81	R 111.24	R 111.24	R 9.27	R 9.27
2012	General Assistant after 5 years	R 1 837.02	R 1 947.24	R 108.00	R 15.91	R 31.81	R 116.83	R 116.83	R 9.74	R 9.74
2014	General Assistant after 10 years	R 1 925.01	R 2 040.51	R 108.00	R 15.91	R 31.81	R 122.43	R 122.43	R 10.20	R 10.20
2020	Hairdresser - after 1st year qualified	R 3 529.60	R 3 741.37	R 108.00	R 26.51	R 75.55	R 224.48	R 224.48	R 18.71	R 18.71
2022	Hairdresser - Qualified	R 4 710.08	R 4 992.68	R 108.00	R 26.51	R 75.55	R 299.56	R 299.56	R 24.96	R 24.96
2024	Hairdresser - Qualified - after 5 years	R 4 945.12	R 5 241.83	R 108.00	R 26.51	R 75.55	R 314.51	R 314.51	R 26.21	R 26.21
2026	Hairdresser - Qualified - after 10 years	R 5 180.16	R 5 490.97	R 108.00	R 26.51	R 75.55	R 329.46	R 329.46	R 27.45	R 27.45
2046	LEARNER – Entry Level	R 1 935.52	R 2 051.65	R 108.00	R 15.91	R 31.81	R 123.10	R 123.10	R 10.26	R 10.26
2048	LEARNER – Level 2	R 2 287.42	R 2 424.66	R 108.00	R 15.91	R 31.81	R 145.48	R 145.48	R 12.12	R 12.12
2050	LEARNER – Level 3	R 2 569.73	R 2 723.91	R 108.00	R 19.89	R 43.75	R 163.43	R 163.43	R 13.62	R 13.62
2052	LEARNER – Level 4	R 2 819.23	R 2 988.38	R 108.00	R 19.89	R 43.75	R 179.30	R 179.30	R 14.94	R 14.94
4000	STUDENTS - Entry Level	R 1 935.52	R 2 051.65	R 108.00	R 16.51	R 33.01	R 123.10	R 123.10	R 10.26	R 10.26
4001	STUDENTS - Module 2 (Level 1 & 2)	R 2 287.42	R 2 424.66	R 108.00	R 16.51	R 33.01	R 145.48	R 145.48	R 12.12	R 12.12
4002	STUDENTS - Module 4 (Level 3 & 4)	R 2 569.73	R 2 723.91	R 108.00	R 20.64	R 45.40	R 163.43	R 163.43	R 13.62	R 13.62
4003	STUDENTS - Module 6 (Level 5 & 6)	R 2 819.23	R 2 988.38	R 108.00	R 20.64	R 45.40	R 179.30	R 179.30	R 14.94	R 14.94
3032	Manager - Beauty	R 7 196.12	R 7 627.88	R 108.00	R 26.51	R 63.62	R 457.67	R 457.67	R 38.14	R 38.14

NATIONAL BARGAINING COUNCIL

Hairdressing - Cosmetology - Beauty & Skincare Industry

Work Code	Work Code Description	2016 Salary	2017 Salary	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	New National SPF Employer	New National SPF Employee
2060	Manager - Hairdresser	R 6 126.92	R 6 494.53	R 108.00	R 26.51	R 75.55	R 389.67	R 389.67	R 32.47	R 32.47
2062	Manager - Hairdresser after 5 years	R 6 432.85	R 6 818.83	R 108.00	R 26.51	R 75.55	R 409.13	R 409.13	R 34.09	R 34.09
2064	Manager - Hairdresser after 10 years	R 6 738.80	R 7 143.13	R 108.00	R 26.51	R 75.55	R 428.59	R 428.59	R 35.72	R 35.72
3030	Manager - only (Beauty Establishment)	R 5 431.04	R 5 756.90	R 108.00	R 26.51	R 63.62	R 345.41	R 345.41	R 28.78	R 28.78
2054	Manager - only (Hairdressing)	R 4 959.56	R 5 257.13	R 108.00	R 26.51	R 75.55	R 315.43	R 315.43	R 26.29	R 26.29
2056	Manager - only (Hairdressing) after 5 years	R 5 156.84	R 5 466.25	R 108.00	R 26.51	R 75.55	R 327.97	R 327.97	R 27.33	R 27.33
2058	Manager - only (Hairdressing) after 10 years	R 5 402.65	R 5 726.81	R 108.00	R 26.51	R 75.55	R 343.61	R 343.61	R 28.63	R 28.63
3034	Manicurist / Pedicurist / Wax Technician	R 2 405.85	R 2 550.20	R 108.00	R 26.51	R 63.62	R 153.01	R 153.01	R 12.75	R 12.75
3036	Manicurist / Pedicurist / Wax Technician -Unqualified	R 1 563.81	R 1 657.64	R 108.00	R 26.51	R 63.62	R 99.46	R 99.46	R 8.29	R 8.29
3040	Nail technician - Unqualified	R 2 430.35	R 2 576.17	R 108.00	R 26.51	R 63.62	R 154.57	R 154.57	R 12.88	R 12.88
3084	Nail Technician - Certified	R 2 501.13	R 2 651.20	R 108.00	R 26.51	R 63.62	R 159.07	R 159.07	R 13.26	R 13.26
3038	Nail technician - Qualified	R 2 917.99	R 3 093.07	R 108.00	R 26.51	R 63.62	R 185.58	R 185.58	R 15.47	R 15.47
3087	Massage Therapist - One Year Qualified	R 3 710.00	R 3 932.60	R 108.00	R 26.51	R 63.62	R 235.96	R 235.96	R 19.66	R 19.66
2067	Operator - Trainee	R 1 662.39	R 1 762.13	R 108.00	R 15.91	R 31.81	R 105.73	R 105.73	R 8.81	R 8.81
2068	Operator	R 3 285.37	R 3 482.50	R 108.00	R 15.91	R 31.81	R 208.95	R 208.95	R 17.41	R 17.41
2070	Operator - after 5 years	R 3 449.51	R 3 656.48	R 108.00	R 15.91	R 31.81	R 219.39	R 219.39	R 18.28	R 18.28
2072	Operator - after 10 years	R 3 613.64	R 3 830.45	R 108.00	R 15.91	R 31.81	R 229.83	R 229.83	R 19.15	R 19.15
2074	Operator - Multi skilled	R 3 733.13	R 3 957.12	R 108.00	R 15.91	R 31.81	R 237.43	R 237.43	R 19.79	R 19.79
2076	Operator - Multi skilled - after 5 years	R 3 919.59	R 4 154.77	R 108.00	R 15.91	R 31.81	R 249.29	R 249.29	R 20.77	R 20.77
2078	Operator - Multi skilled - after 10 years	R 4 106.05	R 4 352.41	R 108.00	R 15.91	R 31.81	R 261.14	R 261.14	R 21.76	R 21.76
3042	Receptionist - Beauty Establishment	R 4 847.68	R 5 138.54	R 108.00	R 26.51	R 63.62	R 308.31	R 308.31	R 25.69	R 25.69
2082	Receptionist - Hairdressing salon	R 3 369.41	R 3 571.58	R 108.00	R 26.51	R 63.62	R 214.29	R 214.29	R 17.86	R 17.86
2086	Receptionist - Hairdressing salon - after 10 years	R 3 706.87	R 3 929.29	R 108.00	R 26.51	R 63.62	R 235.76	R 235.76	R 19.65	R 19.65
2084	Receptionist - Hairdressing salon - after 5 years	R 3 537.49	R 3 749.73	R 108.00	R 26.51	R 63.62	R 224.98	R 224.98	R 18.75	R 18.75
3048	Somatologist 3 Years	R 4 466.31	R 4 734.29	R 108.00	R 27.51	R 66.02	R 284.06	R 284.06	R 23.67	R 23.67
3052	Somatologist B Tech - 4 years	R 4 883.17	R 5 176.16	R 108.00	R 27.51	R 66.02	R 310.57	R 310.57	R 25.88	R 25.88
3054	Somatologist - B Tech Laser	R 5 240.47	R 5 554.90	R 108.00	R 26.51	R 63.62	R 333.29	R 333.29	R 27.77	R 27.77
1012	Specific Skilled Stylist	R 2 111.46	R 2 238.14	R 108.00	R 27.51	R 78.40	R 134.29	R 134.29	R 11.19	R 11.19
1014	Specific Skilled Stylist - after 5 years	R 2 217.82	R 2 350.89	R 108.00	R 27.51	R 78.40	R 141.05	R 141.05	R 11.75	R 11.75
1016	Specific Skilled Stylist - after 10 years	R 2 322.86	R 2 462.23	R 108.00	R 27.51	R 78.40	R 147.73	R 147.73	R 12.31	R 12.31
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting	R 1 369.55	R 1 451.72	R 108.00	R 27.51	R 78.40	R 87.10	R 87.10	R 7.26	R 7.26
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 10 years	R 1 506.12	R 1 596.49	R 108.00	R 27.51	R 78.40	R 95.79	R 95.79	R 7.98	R 7.98

NATIONAL BARGAINING COUNCIL

for the Hairdressing - Cosmetology - Beauty & Skincare Industry

Work Code	Work Code Description	2016 Salary	2017 Salary	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	New National SPF Employer	New National SPF Employee
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 5 years	R 1 437.84	R 1 524.11	R 108.00	R 27.51	R 78.40	R 91.45	R 91.45	R 7.62	R 7.62
2089	Working Employer (in Salon with Staff)	R 4 710.08	R 4 992.68	R -	R -	R -	R -	R -	R 74.89	R -
2139	Rent A Chair / One Man Band (No Staff)	R 4 710.08	R 4 992.68	R 108.00	R 206.00	R -	R -	R -	R 149.78	R -

NOTES

CASUAL EMPLOYEE	An employee who substitutes for any permanent employee who is sick or on leave 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 Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply. If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.
WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND	Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017
PENSION FUND	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.
DAILY RATE CALCULATION	Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week) Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week) Basic Salary / Wage divided by 17.33 working days = Daily Rate (when employee works a 4 day week) Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)
SICK PAY FUND	Sick Pay Fund Contributions to be paid by all Employees will be ½% of the Basic Salary of the Employee. Contributions payable by all Employers will be ½% of the Basic Salary of the Employee.
COMMISSION EARNERS	All Stylist will be paid 40% commission **NO STOCK DEDUCTIONS ARE ALLOWED**

NATIONAL BARGAINING COUNCIL
for the Hairdressing - Cosmetology - Beauty & Skincare Industry

Work Code	Work Code Description	2016 Salary	2017 Salary	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	New National SPF Employer	New National SPF Employee
	ABBREVIATION DESCRIPTIONS	BC = Bargaining Council EE = Employee ER = Employer SBF = Sick Benefit Fund SPF = Sick Pay Fund								
	COUNCIL LEVIES FOR NEW SALONS FROM DATE OF PUBLICATION OF THIS AGREEMENT	Effective from the date of the publication of this Agreement, council levies **for new salons and employees registered after the date of publication**, will be as follows. 1. Employers **to deduct** 1.3% Council Levy from each employee's basic salary. 2. Employers **to contribute** 1.3% Council Levy, calculated on the basis of each individual employee's basic salary, in respect of each employee employed.								

NATIONAL BARGAINING COUNCIL
for the Hairdressing • Cosmetology • Beauty & Skincare Industry

ANNEXURE "AG7"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE FOR DIVISION 106 BEING THE ENTIRE WESTERN CAPE PROVINCE

EOHCB Subscriptions	R 391.00
Bargaining Levy	R 458.00
One Man Band / Rent A Chairs	R 215.00

Work Code	Work Code Description	2016 Salary	2017 Salary 6% Increase	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee	SBF Employer	SBF Employee
2000	Barber - starting 1 month	R 2 501.13	R 2 651.20	R 108.00	R 62.52	R 62.52	R 159.07	R 159.07	R 13.26	R 13.26	R 150.00	R 150.00
2002	Barber - Trainee	R 2 739.34	R 2 903.70	R 108.00	R 62.52	R 62.52	R 174.22	R 174.22	R 14.52	R 14.52	R 190.00	R 190.00
2004	Barber - Junior	R 3 215.74	R 3 408.69	R 108.00	R 62.52	R 62.52	R 204.52	R 204.52	R 17.04	R 17.04	R 190.00	R 190.00
2006	Barber - Senior	R 4 406.76	R 4 671.16	R 108.00	R 62.52	R 62.52	R 280.27	R 280.27	R 23.36	R 23.36	R 252.00	R 252.00
3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 4 098.74	R 4 344.66	R 108.00	R 62.52	R 62.52	R 260.68	R 260.68	R 21.72	R 21.72	R -	R -
3014	Beauty Therapist / Health & Skincare Therapist	R 5 661.12	R 6 000.79	R 108.00	R 62.52	R 62.52	R 360.05	R 360.05	R 30.00	R 30.00	R -	R -
3022	Cleaner - Beauty	R 2 993.85	R 3 173.48	R 108.00	R 62.52	R 62.52	R 190.41	R 190.41	R 15.87	R 15.87	R -	R -
2010	General Assistant	R 3 064.48	R 3 248.35	R 108.00	R 62.52	R 62.52	R 194.90	R 194.90	R 16.24	R 16.24	R 150.00	R 150.00
2018	Hairdresser - No trade test	R 3 881.52	R 4 114.41	R 108.00	R 62.52	R 62.52	R 246.86	R 246.86	R 20.57	R 20.57	R 190.00	R 190.00
2020	Hairdresser - after 1st year qualified	R 4 387.70	R 4 650.96	R 108.00	R 62.52	R 62.52	R 279.06	R 279.06	R 23.25	R 23.25	R 252.00	R 252.00
2022	Hairdresser - Qualified	R 6 237.35	R 6 611.59	R 108.00	R 62.52	R 62.52	R 396.70	R 396.70	R 33.06	R 33.06	R 252.00	R 252.00
2028	Hairdressing Assistant - Entrance (special needs)	R 2 513.05	R 2 663.83	R 108.00	R 62.52	R 62.52	R 159.83	R 159.83	R 13.32	R 13.32	R 190.00	R 190.00
2030	Hairdressing Assistant - Skilled (special needs)	R 2 835.81	R 3 005.96	R 108.00	R 62.52	R 62.52	R 180.36	R 180.36	R 15.03	R 15.03	R 190.00	R 190.00
2046	LEARNER – Entry Level	R 2 295.78	R 2 433.53	R 108.00	R 32.46	R 32.46	R 146.01	R 146.01	R 12.17	R 12.17	R 150.00	R 150.00
2048	LEARNER – Level 2	R 2 625.85	R 2 783.40	R 108.00	R 32.46	R 32.46	R 167.00	R 167.00	R 13.92	R 13.92	R 150.00	R 150.00
2050	LEARNER – Level 3	R 2 837.77	R 3 008.03	R 108.00	R 32.46	R 32.46	R 180.48	R 180.48	R 15.04	R 15.04	R 150.00	R 150.00
2052	LEARNER – Level 4	R 3 065.80	R 3 249.74	R 108.00	R 32.46	R 32.46	R 194.98	R 194.98	R 16.25	R 16.25	R 150.00	R 150.00
3028	Make-up Artist Trainee	R 3 880.59	R 4 113.43	R 108.00	R 62.52	R 62.52	R 246.81	R 246.81	R 20.57	R 20.57	R -	R -
3026	Make-up Artist	R 5 515.48	R 5 846.41	R 108.00	R 62.52	R 62.52	R 350.78	R 350.78	R 29.23	R 29.23	R -	R -
3032	Manager - Beauty	R 8 794.21	R 9 321.86	R 108.00	R 62.52	R 62.52	R 559.31	R 559.31	R 46.61	R 46.61	R 150.00	R 150.00
2060	Manager - Hairdresser	R 7 428.36	R 7 874.07	R 108.00	R 62.52	R 62.52	R 472.44	R 472.44	R 39.37	R 39.37	R 252.00	R 252.00
2054	Manager - only (Hairdressing)	R 6 282.61	R 6 659.57	R 108.00	R 62.52	R 62.52	R 399.57	R 399.57	R 33.30	R 33.30	R 252.00	R 252.00
3036	Manicurist / Pedicurist / Wax Technician -Unqualified	R 2 250.86	R 2 385.91	R 108.00	R 62.52	R 62.52	R 143.15	R 143.15	R 11.93	R 11.93	R -	R -
3034	Manicurist / Pedicurist / Wax Technician	R 3 199.19	R 3 391.14	R 108.00	R 62.52	R 62.52	R 203.47	R 203.47	R 16.96	R 16.96	R -	R -
3087	Massage Therapist - One Year Qualified	R 3 710.00	R 3 932.60	R 108.00	R 62.52	R 62.52	R 235.96	R 235.96	R 19.66	R 19.66	R -	R -
3040	Nail technician - Unqualified	R 3 389.75	R 3 593.14	R 108.00	R 62.52	R 62.52	R 215.59	R 215.59	R 17.97	R 17.97	R -	R -
3084	Nail Technician - Certified	R 3 491.45	R 3 700.94	R 108.00	R 62.52	R 62.52	R 222.06	R 222.06	R 18.50	R 18.50	R -	R -
3038	Nail technician - Qualified	R 5 515.48	R 5 846.41	R 108.00	R 62.52	R 62.52	R 350.78	R 350.78	R 29.23	R 29.23	R -	R -
2068	Operator	R 4 251.93	R 4 507.04	R 108.00	R 62.52	R 62.52	R 270.42	R 270.42	R 22.54	R 22.54	R 190.00	R 190.00

NATIONAL BARGAINING COUNCIL

Hairdressing • Cosmetology • Beauty & Skincare Industry

Work Code	Work Code Description	2016 Salary	2017 Salary 6% Increase	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee	SBF Employer	SBF Employee
3042	Receptionist - Beauty Establishment	R 5 464.12	R 5 791.97	R 108.00	R 62.52	R 62.52	R 347.52	R 347.52	R 28.96	R 28.96	R -	R -
2080	Receptionist - (Hairdressing) First year of experience	R 3 770.76	R 3 997.00	R 108.00	R 62.52	R 62.52	R 239.82	R 239.82	R 19.99	R 19.99	R 150.00	R 150.00
2082	Receptionist - Hairdressing salon	R 4 952.25	R 5 249.38	R 108.00	R 62.52	R 62.52	R 314.96	R 314.96	R 26.25	R 26.25	R 190.00	R 190.00
2139	Rent A Chair / One Man Band (No Staff)	R 6 237.35	R 6 611.59	R 108.00	R 206.00	R -	R -	R -	R 99.17	R -	R 252.00	R 252.00
3048	Somatologist 3 Years	R 6 541.47	R 6 933.96	R 108.00	R 62.52	R 62.52	R 416.04	R 416.04	R 34.67	R 34.67	R -	R -
3052	Somatologist B Tech - 4 years	R 7 194.88	R 7 626.57	R 108.00	R 62.52	R 62.52	R 457.59	R 457.59	R 38.13	R 38.13	R -	R -
4000	STUDENTS - Entry Level	R 2 295.78	R 2 433.53	R 108.00	R 32.46	R 32.46	R 146.01	R 146.01	R 12.17	R 12.17	R 150.00	R 150.00
4001	STUDENTS - Module 2 (Level 1 & 2)	R 2 625.85	R 2 783.40	R 108.00	R 32.46	R 32.46	R 167.00	R 167.00	R 13.92	R 13.92	R 150.00	R 150.00
4002	STUDENTS - Module 4 (Level 3 & 4)	R 2 837.77	R 3 008.03	R 108.00	R 32.46	R 32.46	R 180.48	R 180.48	R 15.04	R 15.04	R 150.00	R 150.00
4003	STUDENTS - Module 6 (Level 5 & 6)	R 3 065.80	R 3 249.74	R 108.00	R 32.46	R 32.46	R 194.98	R 194.98	R 16.25	R 16.25	R 150.00	R 150.00
2089	Working Employer (in Salon with Staff)	R 6 237.35	R 6 611.59	R -	R -	R -	R -	R -	R 198.35	R -	R 252.00	R 252.00

NOTES

CASUAL EMPLOYEE	An employee who substitutes for any permanent employee who is sick or on leave 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 Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply. If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.
WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND	Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017
PENSION FUND	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.
DAILY RATE CALCULATION	Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week) Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week) Basic Salary / Wage divided by 17.33 working days = Daily Rate (when employee works a 4 day week) Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)
SICK PAY FUND	Sick Pay Fund Contributions to be paid by all Employees will be ½% of the Basic Salary of the Employee. Contributions payable by all Employers will be ½% of the Basic Salary of the Employee.

NATIONAL BARGAINING COUNCIL
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Work Code	Work Code Description	2016 Salary	2017 Salary 6% Increase	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee	SBF Employer	SBF Employee
	LEARNERS	Deductions for Learners pertaining to SPF, SBF and PF is voluntary. Deductions for Learners pertaining to SPF, SBF and PF will be compulsary from 1 January 2018										

SICK BENEFIT FUND CONTRIBUTIONS

EMPLOYEE CATEGORY	SCHEME "C"
ADULT DEPENDANT (each)	R 190.00
CHILD DEPENDANT (each)	R 90.00

ABBREVIATION DESCRIPTIONS	BC = Bargaining Council EE = Employee ER = Employer SBF = Sick Benefit Fund SPF = Sick Pay Fund
COUNCIL LEVIES FOR NEW SALONS FROM DATE OF PUBLICATION OF THIS AGREEMENT	Effective from the date of the publication of this Agreement, council levies **for new salons and employees registered after the date of publication**, will be as follows. 1. Employers **to deduct** 1.3% Council Levy from each employee's basic salary. 2. Employers **to contribute** 1.3% Council Levy, calculated on the basis of each individual employee's basic salary, in respect of each employee employed.

NATIONAL BARGAINING COUNCIL
for the Hairdressing • Cosmetology • Beauty & Skincare Industry

ANNEXURE "AG8"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 107 BEING THE PROVINCE OF THE FREE STATE.

EOHCB Subscriptions	R 380.00
Bargaining Levy	R 458.00
Basic establishment charge	R 99.41
Total minimum charge	R 180.52
One Man Band / Rent A Chairs	R 215.00

Work Code	Work Code Description	2016 Salary	2017 Salary 6% Increase	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	New National SPF Employer	New National SPF Employee
2002	Barber - Trainee	R 2 084.28	R 2 209.33	R 108.00	R 26.51	R 75.55	R 132.56	R 132.56	R 11.05	R 11.05
2004	Barber - Junior	R 2 679.79	R 2 840.57	R 108.00	R 26.51	R 75.55	R 170.43	R 170.43	R 14.20	R 14.20
2006	Barber - Senior	R 4 466.31	R 4 734.29	R 108.00	R 26.51	R 75.55	R 284.06	R 284.06	R 23.67	R 23.67
3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 2 477.32	R 2 625.95	R 108.00	R 26.51	R 63.62	R 157.56	R 157.56	R 13.13	R 13.13
3014	Beauty Therapist / Health & Skincare Therapist	R 2 765.31	R 2 931.23	R 108.00	R 26.51	R 63.62	R 175.87	R 175.87	R 14.66	R 14.66
3022	Cleaner - Beauty	R 1 855.01	R 1 966.31	R 108.00	R 26.51	R 63.62	R 117.98	R 117.98	R 9.83	R 9.83
2010	General Assistant	R 1 339.70	R 1 420.08	R 108.00	R 15.91	R 31.81	R 85.21	R 85.21	R 7.10	R 7.10
2012	General Assistant after 5 years	R 1 407.29	R 1 491.73	R 108.00	R 15.91	R 31.81	R 89.50	R 89.50	R 7.46	R 7.46
2014	General Assistant after 10 years	R 1 446.25	R 1 533.03	R 108.00	R 15.91	R 31.81	R 91.98	R 91.98	R 7.67	R 7.67
2020	Hairdresser - after 1st year qualified	R 2 632.39	R 2 790.34	R 108.00	R 26.51	R 75.55	R 167.42	R 167.42	R 13.95	R 13.95
2022	Hairdresser - Qualified	R 3 111.00	R 3 297.66	R 108.00	R 26.51	R 75.55	R 197.86	R 197.86	R 16.49	R 16.49
2024	Hairdresser - Qualified - after 5 years	R 3 267.08	R 3 463.10	R 108.00	R 26.51	R 75.55	R 207.79	R 207.79	R 17.32	R 17.32
2026	Hairdresser - Qualified - after 10 years	R 3 423.15	R 3 628.54	R 108.00	R 26.51	R 75.55	R 217.71	R 217.71	R 18.14	R 18.14
2046	LEARNER – Entry Level	R 1 437.81	R 1 524.07	R 108.00	R 15.91	R 31.81	R 91.44	R 91.44	R 7.62	R 7.62
2048	LEARNER – Level 2	R 1 437.81	R 1 524.07	R 108.00	R 15.91	R 31.81	R 91.44	R 91.44	R 7.62	R 7.62
2050	LEARNER – Level 3	R 1 950.89	R 2 067.94	R 108.00	R 19.89	R 43.75	R 124.08	R 124.08	R 10.34	R 10.34
2052	LEARNER – Level 4	R 2 161.57	R 2 291.27	R 108.00	R 19.89	R 43.75	R 137.48	R 137.48	R 11.46	R 11.46
4000	STUDENTS - Entry Level	R 1 437.81	R 1 524.07	R 108.00	R 15.91	R 31.81	R 91.44	R 91.44	R 7.62	R 7.62
4001	STUDENTS - Module 2 (Level 1 & 2)	R 1 662.15	R 1 761.88	R 108.00	R 15.91	R 31.81	R 105.71	R 105.71	R 8.81	R 8.81
4002	STUDENTS - Module 4 (Level 3 & 4)	R 1 950.89	R 2 067.94	R 108.00	R 19.89	R 43.75	R 124.08	R 124.08	R 10.34	R 10.34
4003	STUDENTS - Module 6 (Level 5 & 6)	R 2 161.57	R 2 291.27	R 108.00	R 19.89	R 43.75	R 137.48	R 137.48	R 11.46	R 11.46
3032	Manager - Beauty	R 4 677.48	R 4 958.13	R 108.00	R 26.51	R 63.62	R 297.49	R 297.49	R 24.79	R 24.79
2060	Manager - Hairdresser	R 4 961.75	R 5 259.46	R 108.00	R 26.51	R 75.55	R 315.57	R 315.57	R 26.30	R 26.30

NATIONAL BARGAINING COUNCIL
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Work Code	Work Code Description	2016 Salary	2017 Salary 6% Increase	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	New National SPF Employer	New National SPF Employee
2062	Manager - Hairdresser after 5 years	R 5 208.86	R 5 521.39	R 108.00	R 26.51	R 75.55	R 331.28	R 331.28	R 27.61	R 27.61
2064	Manager - Hairdresser after 10 years	R 5 458.58	R 5 786.09	R 108.00	R 26.51	R 75.55	R 347.17	R 347.17	R 28.93	R 28.93
3030	Manager - only (Beauty Establishment)	R 3 530.17	R 3 741.98	R 108.00	R 26.51	R 63.62	R 224.52	R 224.52	R 18.71	R 18.71
2054	Manager - only (Hairdressing)	R 3 839.33	R 4 069.69	R 108.00	R 26.51	R 75.55	R 244.18	R 244.18	R 20.35	R 20.35
2056	Manager - only (Hairdressing) after 5 years	R 4 030.53	R 4 272.37	R 108.00	R 26.51	R 75.55	R 256.34	R 256.34	R 21.36	R 21.36
2058	Manager - only (Hairdressing) after 10 years	R 4 224.32	R 4 477.78	R 108.00	R 26.51	R 75.55	R 268.67	R 268.67	R 22.39	R 22.39
3034	Manicurist / Pedicurist / Wax Technician	R 1 563.81	R 1 657.64	R 108.00	R 26.51	R 63.62	R 99.46	R 99.46	R 8.29	R 8.29
3036	Manicurist / Pedicurist / Wax Technician -Unqualified	R 1 016.48	R 1 077.46	R 108.00	R 26.51	R 63.62	R 64.65	R 64.65	R 5.39	R 5.39
3040	Nail technician - Unqualified	R 1 579.73	R 1 674.51	R 108.00	R 26.51	R 63.62	R 100.47	R 100.47	R 8.37	R 8.37
3084	Nail Technician - Certified	R 1 625.73	R 1 723.27	R 108.00	R 26.51	R 63.62	R 103.40	R 103.40	R 8.62	R 8.62
3038	Nail technician - Qualified	R 1 862.98	R 1 974.76	R 108.00	R 26.51	R 63.62	R 118.49	R 118.49	R 9.87	R 9.87
3087	Massage Therapist - One Year Qualified	R 2 438.00	R 2 584.28	R 108.00	R 26.51	R 63.62	R 155.06	R 155.06	R 12.92	R 12.92
2067	Operator - Trainee	R 1 637.85	R 1 736.12	R 108.00	R 15.91	R 31.81	R 104.17	R 104.17	R 8.68	R 8.68
2068	Operator	R 2 261.98	R 2 397.70	R 108.00	R 15.91	R 31.81	R 143.86	R 143.86	R 11.99	R 11.99
2070	Operator - after 5 years	R 2 374.63	R 2 517.11	R 108.00	R 15.91	R 31.81	R 151.03	R 151.03	R 12.59	R 12.59
2072	Operator - after 10 years	R 2 487.26	R 2 636.50	R 108.00	R 15.91	R 31.81	R 158.19	R 158.19	R 13.18	R 13.18
2074	Operator - Multi skilled	R 2 796.02	R 2 963.78	R 108.00	R 15.91	R 31.81	R 177.83	R 177.83	R 14.82	R 14.82
2076	Operator - Multi skilled - after 5 years	R 2 936.48	R 3 112.67	R 108.00	R 15.91	R 31.81	R 186.76	R 186.76	R 15.56	R 15.56
2078	Operator - Multi skilled - after 10 years	R 3 075.62	R 3 260.16	R 108.00	R 15.91	R 31.81	R 195.61	R 195.61	R 16.30	R 16.30
3042	Receptionist - Beauty Establishment	R 3 186.48	R 3 377.67	R 108.00	R 26.51	R 63.62	R 202.66	R 202.66	R 16.89	R 16.89
2082	Receptionist - Hairdressing salon	R 2 754.65	R 2 919.93	R 108.00	R 26.51	R 63.62	R 175.20	R 175.20	R 14.60	R 14.60
2084	Receptionist - Hairdressing salon - after 5 years	R 2 892.52	R 3 066.07	R 108.00	R 26.51	R 63.62	R 183.96	R 183.96	R 15.33	R 15.33
2086	Receptionist - Hairdressing salon - after 10 years	R 3 030.37	R 3 212.19	R 108.00	R 26.51	R 63.62	R 192.73	R 192.73	R 16.06	R 16.06
3048	Somatologist 3 Years	R 2 903.11	R 3 077.29	R 108.00	R 26.51	R 63.62	R 184.64	R 184.64	R 15.39	R 15.39
3052	Somatologist B Tech - 4 years	R 3 174.05	R 3 364.50	R 108.00	R 26.51	R 63.62	R 201.87	R 201.87	R 16.82	R 16.82
3054	Somatologist - B Tech Laser	R 3 406.31	R 3 610.69	R 108.00	R 26.51	R 63.62	R 216.64	R 216.64	R 18.05	R 18.05
1012	Specific Skilled Stylist	R 1 490.25	R 1 579.67	R 108.00	R 26.51	R 75.55	R 94.78	R 94.78	R 7.90	R 7.90
1014	Specific Skilled Stylist - after 5 years	R 1 917.07	R 2 032.10	R 108.00	R 26.51	R 75.55	R 121.93	R 121.93	R 10.16	R 10.16
1016	Specific Skilled Stylist - after 10 years	R 2 009.41	R 2 129.97	R 108.00	R 26.51	R 75.55	R 127.80	R 127.80	R 10.65	R 10.65
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting	R 1 117.21	R 1 184.24	R 108.00	R 26.51	R 75.55	R 71.05	R 71.05	R 5.92	R 5.92
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 5 years	R 1 173.11	R 1 243.50	R 108.00	R 26.51	R 75.55	R 74.61	R 74.61	R 6.22	R 6.22

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Work Code	Work Code Description	2016 Salary	2017 Salary 6% Increase	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	New National SPF Employer	New National SPF Employee
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 10 years	R 1 227.76	R 1 301.42	R 108.00	R 26.51	R 75.55	R 78.09	R 78.09	R 6.51	R 6.51
2089	Working Employer (in Salon with Staff)	R 3 111.00	R 3 297.66						R 49.46	
2139	Rent A Chair / One Man Band (No Staff)	R 3 111.00	R 3 297.66	R 108.00					R 98.93	

NOTES

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 Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply. If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.
WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND	Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017
PENSION FUND	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.
DAILY RATE CALCULATION	Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week) Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week) Basic Salary / Wage divided by 17.33 working days = Daily Rate (when employee works a 4 day week) Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)
SICK PAY FUND	Sick Pay Fund Contributions to be paid by all Employees will be ½% of the Basic Salary of the Employee. Contributions payable by all Employers will be ½% of the Basic Salary of the Employee.

NATIONAL BARGAINING COUNCIL
for the Hairdressing - Cosmetology - Beauty & Skincare Industry

Work Code	Work Code Description	2016 Salary	2017 Salary 6% increase	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	New National SPF Employer	New National SPF Employee

COMMISSION EARNERS	Qualified Hairdressers / Stylists, which are employees and employed on or after 2010, whom will receive a minimum of 30% commission. Qualified Hairdressers / Stylists, which are employees and employed prior to 2010, whom will receive a minimum 40% Commission **NO STOCK DEDUCTIONS ARE ALLOWED**
ABBREVIATION DESCRIPTIONS	BC = Bargaining Council EE = Employee ER = Employer SBF = Sick Benefit Fund SPF = Sick Pay Fund
COUNCIL LEVIES FOR NEW SALONS FROM DATE OF PUBLICATION OF THIS AGREEMENT	Effective from the date of the publication of this Agreement, council levies **for new salons and employees registered after the date of publication**, will be as follows. 1. Employers **to deduct** 1.3% Council Levy from each employee's basic salary. 2. Employers **to contribute** 1.3% Council Levy, calculated on the basis of each individual employee's basic salary, in respect of each employee employed.

NATIONAL BARGAINING COUNCIL
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ANNEXURE "AG9"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 108 BEING THE NORTH-WEST PROVINCE.

EOHCB Subscriptions	R 354.00
Bargaining Levy	R 458.00
Basic establishment charge	R 99.41
Total minimum charge	R 180.52
One Man Band / Rent A Chairs	R 215.00

Work Code	Work Code Description	2016 Salary	2017 Salary 6% increase	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee
2002	Barber - Trainee	R 2 074.45	R 2 198.91	R 108.00	R 26.51	R 75.55	R 131.93	R 131.93	R 10.99	R 10.99
2004	Barber - Junior	R 2 667.15	R 2 827.17	R 108.00	R 26.51	R 75.55	R 169.63	R 169.63	R 14.14	R 14.14
2006	Barber - Senior	R 4 445.24	R 4 711.96	R 108.00	R 26.51	R 75.55	R 282.72	R 282.72	R 23.56	R 23.56
3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 2 882.89	R 3 055.87	R 108.00	R 26.51	R 63.62	R 183.35	R 183.35	R 15.28	R 15.28
3014	Beauty Therapist / Health & Skincare Therapist	R 3 218.02	R 3 411.11	R 108.00	R 26.51	R 63.62	R 204.67	R 204.67	R 17.06	R 17.06
3022	Cleaner - Beauty	R 2 214.61	R 2 347.49	R 108.00	R 26.51	R 63.62	R 140.85	R 140.85	R 11.74	R 11.74
2010	General Assistant	R 1 901.52	R 2 015.61	R 108.00	R 15.91	R 31.81	R 120.94	R 120.94	R 10.08	R 10.08
2012	General Assistant after 5 years	R 1 996.85	R 2 116.66	R 108.00	R 15.91	R 31.81	R 127.00	R 127.00	R 10.58	R 10.58
2014	General Assistant after 10 years	R 2 090.89	R 2 216.35	R 108.00	R 15.91	R 31.81	R 132.98	R 132.98	R 11.08	R 11.08
2020	Hairdresser - after 1st year qualified	R 3 921.55	R 4 156.84	R 108.00	R 26.51	R 75.55	R 249.41	R 249.41	R 20.78	R 20.78
2022	Hairdresser - Qualified	R 5 227.87	R 5 541.55	R 108.00	R 26.51	R 75.55	R 332.49	R 332.49	R 27.71	R 27.71
2024	Hairdresser - Qualified - after 5 years	R 5 488.12	R 5 817.41	R 108.00	R 26.51	R 75.55	R 349.04	R 349.04	R 29.09	R 29.09
2026	Hairdresser - Qualified - after 10 years	R 5 750.93	R 6 095.99	R 108.00	R 26.51	R 75.55	R 365.76	R 365.76	R 30.48	R 30.48
2046	LEARNER – Entry Level	R 1 663.18	R 1 762.97	R 108.00	R 15.91	R 31.81	R 105.78	R 105.78	R 8.81	R 8.81
2048	LEARNER – Level 2	R 1 920.85	R 2 036.10	R 108.00	R 15.91	R 31.81	R 122.17	R 122.17	R 10.18	R 10.18
2050	LEARNER – Level 3	R 2 224.87	R 2 358.36	R 108.00	R 19.89	R 43.75	R 141.50	R 141.50	R 11.79	R 11.79
2052	LEARNER – Level 4	R 2 487.69	R 2 636.95	R 108.00	R 19.89	R 43.75	R 158.22	R 158.22	R 13.18	R 13.18
4000	STUDENTS - Entry Level	R 1 663.18	R 1 762.97	R 108.00	R 15.91	R 31.81	R 105.78	R 105.78	R 8.81	R 8.81
4001	STUDENTS - Module 2 (Level 1 & 2)	R 1 920.85	R 2 036.10	R 108.00	R 15.91	R 31.81	R 122.17	R 122.17	R 10.18	R 10.18
4002	STUDENTS - Module 4 (Level 3 & 4)	R 2 224.87	R 2 358.36	R 108.00	R 19.89	R 43.75	R 141.50	R 141.50	R 11.79	R 11.79
4003	STUDENTS - Module 6 (Level 5 & 6)	R 2 487.69	R 2 636.95	R 108.00	R 19.89	R 43.75	R 158.22	R 158.22	R 13.18	R 13.18
3032	Manager - Beauty	R 5 443.26	R 5 769.86	R 108.00	R 26.51	R 63.62	R 346.19	R 346.19	R 28.85	R 28.85

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Work Code	Work Code Description	2016 Salary	2017 Salary 6% increase	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee
2060	Manager - Hairdresser	R 5 510.01	R 5 840.61	R 108.00	R 26.51	R 75.55	R 350.44	R 350.44	R 29.20	R 29.20
2062	Manager - Hairdresser after 5 years	R 5 785.75	R 6 132.89	R 108.00	R 26.51	R 75.55	R 367.97	R 367.97	R 30.66	R 30.66
2064	Manager - Hairdresser after 10 years	R 6 061.40	R 6 425.08	R 108.00	R 26.51	R 75.55	R 385.50	R 385.50	R 32.13	R 32.13
3030	Manager - only (Beauty Establishment)	R 4 108.12	R 4 354.60	R 108.00	R 26.51	R 63.62	R 261.28	R 261.28	R 21.77	R 21.77
2054	Manager - only (Hairdressing)	R 4 574.72	R 4 849.21	R 108.00	R 26.51	R 75.55	R 290.95	R 290.95	R 24.25	R 24.25
2056	Manager - only (Hairdressing) after 5 years	R 4 804.04	R 5 092.28	R 108.00	R 26.51	R 75.55	R 305.54	R 305.54	R 25.46	R 25.46
2058	Manager - only (Hairdressing) after 10 years	R 5 032.05	R 5 333.98	R 108.00	R 26.51	R 75.55	R 320.04	R 320.04	R 26.67	R 26.67
3034	Manicurist / Pedicurist / Wax Technician	R 1 819.82	R 1 929.01	R 108.00	R 26.51	R 63.62	R 115.74	R 115.74	R 9.65	R 9.65
3036	Manicurist / Pedicurist / Wax Technician -Unqualified	R 1 182.89	R 1 253.86	R 108.00	R 26.51	R 63.62	R 75.23	R 75.23	R 6.27	R 6.27
3040	Nail technician - Unqualified	R 1 838.35	R 1 948.65	R 108.00	R 26.51	R 63.62	R 116.92	R 116.92	R 9.74	R 9.74
3084	Nail Technician - Certified	R 1 891.90	R 2 005.41	R 108.00	R 26.51	R 63.62	R 120.32	R 120.32	R 10.03	R 10.03
3038	Nail technician - Qualified	R 2 207.21	R 2 339.64	R 108.00	R 26.51	R 63.62	R 140.38	R 140.38	R 11.70	R 11.70
3087	Massage Therapist - One Year Qualified	R 2 426.50	R 2 572.09	R 108.00	R 26.51	R 63.62	R 154.33	R 154.33	R 12.86	R 12.86
2067	Operator - Trainee	R 2 525.06	R 2 676.56	R 108.00	R 15.91	R 31.81	R 160.59	R 160.59	R 13.38	R 13.38
2068	Operator	R 3 499.00	R 3 708.94	R 108.00	R 15.91	R 31.81	R 222.54	R 222.54	R 18.54	R 18.54
2072	Operator - after 10 years	R 3 848.12	R 4 079.01	R 108.00	R 15.91	R 31.81	R 244.74	R 244.74	R 20.40	R 20.40
2070	Operator - after 5 years	R 3 674.20	R 3 894.65	R 108.00	R 15.91	R 31.81	R 233.68	R 233.68	R 19.47	R 19.47
2074	Operator - Multi skilled	R 4 141.85	R 4 390.36	R 108.00	R 15.91	R 31.81	R 263.42	R 263.42	R 21.95	R 21.95
2076	Operator - Multi skilled - after 5 years	R 4 349.27	R 4 610.23	R 108.00	R 15.91	R 31.81	R 276.61	R 276.61	R 23.05	R 23.05
2078	Operator - Multi skilled - after 10 years	R 4 555.40	R 4 828.72	R 108.00	R 15.91	R 31.81	R 289.72	R 289.72	R 24.14	R 24.14
3042	Receptionist - Beauty Establishment	R 3 708.15	R 3 930.63	R 108.00	R 26.51	R 63.62	R 235.84	R 235.84	R 19.65	R 19.65
2082	Receptionist - Hairdressing salon	R 3 701.26	R 3 923.33	R 108.00	R 26.51	R 63.62	R 235.40	R 235.40	R 19.62	R 19.62
2084	Receptionist - Hairdressing salon - after 5 years	R 3 886.78	R 4 119.98	R 108.00	R 26.51	R 63.62	R 247.20	R 247.20	R 20.60	R 20.60
2086	Receptionist - Hairdressing salon - after 10 years	R 4 071.00	R 4 315.26	R 108.00	R 26.51	R 63.62	R 258.92	R 258.92	R 21.58	R 21.58
3048	Somatologist 3 Years	R 3 378.38	R 3 581.09	R 108.00	R 26.51	R 63.62	R 214.87	R 214.87	R 17.91	R 17.91
3052	Somatologist B Tech - 4 years	R 3 581.87	R 3 796.79	R 108.00	R 26.51	R 63.62	R 227.81	R 227.81	R 18.98	R 18.98
3054	Somatologist - B Tech Laser	R 3 963.97	R 4 201.81	R 108.00	R 26.51	R 63.62	R 252.11	R 252.11	R 21.01	R 21.01
1012	Specific Skilled Stylist	R 1 811.33	R 1 920.01	R 108.00	R 26.51	R 75.55	R 115.20	R 115.20	R 9.60	R 9.60
1014	Specific Skilled Stylist - after 5 years	R 1 901.52	R 2 015.61	R 108.00	R 26.51	R 75.55	R 120.94	R 120.94	R 10.08	R 10.08
1016	Specific Skilled Stylist - after 10 years	R 1 992.99	R 2 112.57	R 108.00	R 26.51	R 75.55	R 126.75	R 126.75	R 10.56	R 10.56
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting	R 1 238.03	R 1 312.31	R 108.00	R 26.51	R 75.55	R 78.74	R 78.74	R 6.56	R 6.56
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 5 years	R 1 299.88	R 1 377.87	R 108.00	R 26.51	R 75.55	R 82.67	R 82.67	R 6.89	R 6.89

NATIONAL BARGAINING COUNCIL
for the Hairdressing • Cosmetology • Beauty & Skincare Industry

Work Code	Work Code Description	2016 Salary	2017 Salary 6% increase	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 10 years	R 1 363.01	R 1 444.79	R 108.00	R 26.51	R 75.55	R 86.69	R 86.69	R 7.22	R 7.22
2089	Working Employer (in Salon with Staff)	R 5 227.87	R 5 541.55	R -	R -	R -	R -	R -	R 83.12	R -
2139	Rent A Chair / One Man Band (No Staff)	R 5 227.87	R 5 541.55	R 108.00	R 206.00	R -	R -	R -	R 166.25	R -

NOTES

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 Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply. If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.
WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND	Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017
PENSION FUND	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.
DAILY RATE CALCULATION	Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week) Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week) Basic Salary / Wage divided by 17.33 working days = Daily Rate (when employee works a 4 day week) Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)
SICK PAY FUND	Sick Pay Fund Contributions to be paid by all Employees will be ½% of the Basic Salary of the Employee. Contributions payable by all Employers will be ½% of the Basic Salary of the Employee.

NATIONAL BARGAINING COUNCIL
for the Hairdressing • Cosmetology • Beauty & Skincare Industry

Work Code	Work Code Description	2016 Salary	2017 Salary 6% increase	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee
	COMMISSION EARNERS	Qualified Hairdressers / Stylists, which are employees and employed on or after 2010, whom will receive a minimum of 30% commission. Qualified Hairdressers / Stylists, which are employees and employed prior to 2010, whom will receive a minimum 40% Commission **NO STOCK DEDUCTIONS ARE ALLOWED**								
	ABBREVIATION DESCRIPTIONS	BC = Bargaining Council EE = Employee ER = Employer SBF = Sick Benefit Fund SPF = Sick Pay Fund								
	COUNCIL LEVIES FOR NEW SALONS FROM DATE OF PUBLICATION OF THIS AGREEMENT	Effective from the date of the publication of this Agreement, council levies **for new salons and employees registered after the date of publication**, will be as follows. 1. Employers **to deduct** 1.3% Council Levy from each employee's basic salary. 2. Employers **to contribute** 1.3% Council Levy, calculated on the basis of each individual employee's basic salary, in respect of each employee employed.								

NATIONAL BARGAINING COUNCIL
for the Hairdressing • Cosmetology • Beauty & Skincare Industry

ANNEXURE "AG10"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING FOR DIVISION 109 BEING THE ENTIRE KWA-ZULU NATAL PROVINCE

EOHCB Subscriptions	R 354.00
Bargaining Levy	R 458.00
One Man Band / Rent A Chairs	R 215.00

Work Code	Work Code Description	2016 Salary	2017 Salary	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee
2002	Barber - Trainee	R 2 739.34	R 2 903.70	R 108.00	R 66.12	R 66.12	R 188.74	R 188.74	R 14.52	R 14.52
2004	Barber - Junior	R 3 811.25	R 4 039.93	R 108.00	R 66.12	R 66.12	R 262.60	R 262.60	R 20.20	R 20.20
2006	Barber - Senior	R 5 716.88	R 6 059.89	R 108.00	R 66.12	R 66.12	R 393.89	R 393.89	R 30.30	R 30.30
3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 2 977.54	R 3 156.19	R 108.00	R 66.12	R 66.12	R 205.15	R 205.15	R 15.78	R 15.78
3014	Beauty Therapist / Health & Skincare Therapist	R 4 168.56	R 4 418.67	R 108.00	R 66.12	R 66.12	R 287.21	R 287.21	R 22.09	R 22.09
3022	Cleaner - Beauty	R 3 087.11	R 3 272.34	R 108.00	R 66.12	R 66.12	R 212.70	R 212.70	R 16.36	R 16.36
2010	General Assistant	R 2 117.63	R 2 244.68	R 108.00	R 54.10	R 54.10	R 145.90	R 145.90	R 11.22	R 11.22
2022	Hairdresser - no trade test	R 3 513.50	R 3 724.31	R 108.00	R 66.12	R 66.12	R 242.08	R 242.08	R 18.62	R 18.62
2020	Hairdresser - After 1st year qualified	R 3 532.56	R 3 744.51	R 108.00	R 66.12	R 66.12	R 243.39	R 243.39	R 18.72	R 18.72
2016	Hairdresser - Qualified	R 5 053.48	R 5 356.68	R 108.00	R 66.12	R 66.12	R 348.18	R 348.18	R 26.78	R 26.78
2046	LEARNER – Entry Level	R 2 346.61	R 2 487.40	R 108.00	R 66.12	R 66.12	R 161.68	R 161.68	R 12.44	R 12.44
2048	LEARNER – Level 2	R 2 471.36	R 2 619.64	R 108.00	R 54.10	R 54.10	R 170.28	R 170.28	R 13.10	R 13.10
2050	LEARNER – Level 3	R 2 714.32	R 2 877.18	R 108.00	R 66.12	R 66.12	R 187.02	R 187.02	R 14.39	R 14.39
2052	LEARNER – Level 4	R 3 006.13	R 3 186.50	R 108.00	R 66.12	R 66.12	R 207.12	R 207.12	R 15.93	R 15.93
4000	STUDENTS - Entry Level	R 2 346.61	R 2 487.40	R 108.00	R 66.12	R 66.12	R 161.68	R 161.68	R 12.44	R 12.44
4001	STUDENTS - Module 2 (Level 1 & 2)	R 2 471.36	R 2 619.64	R 108.00	R 66.12	R 66.12	R 170.28	R 170.28	R 13.10	R 13.10
4002	STUDENTS - Module 4 (Level 3 & 4)	R 2 714.32	R 2 877.18	R 108.00	R 66.12	R 66.12	R 187.02	R 187.02	R 14.39	R 14.39
4003	STUDENTS - Module 6 (Level 5 & 6)	R 3 006.13	R 3 186.50	R 108.00	R 66.12	R 66.12	R 207.12	R 207.12	R 15.93	R 15.93
3028	Make-up Artist Trainee	R 2 977.54	R 3 156.19	R 108.00	R 66.12	R 66.12	R 205.15	R 205.15	R 15.78	R 15.78

NATIONAL BARGAINING COUNCIL
for the Hairdressing - Cosmetology - Beauty & Skincare Industry

Work Code	Work Code Description	2016 Salary	2017 Salary	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee
3026	Make-up Artist	R 4 168.56	R 4 418.67	R 108.00	R 66.12	R 66.12	R 287.21	R 287.21	R 22.09	R 22.09
3036	Manicurist / Pedicurist / Wax Technician -Unqualified	R 1 905.63	R 2 019.96	R 108.00	R 54.10	R 54.10	R 131.30	R 131.30	R 10.10	R 10.10
3034	Manicurist / Pedicurist / Wax Technician	R 2 858.44	R 3 029.94	R 108.00	R 66.12	R 66.12	R 196.95	R 196.95	R 15.15	R 15.15
3040	Nail technician - Unqualified	R 3 009.00	R 3 189.54	R 108.00	R 66.12	R 66.12	R 207.32	R 207.32	R 15.95	R 15.95
3084	Nail Technician - Certified	R 3 096.64	R 3 282.44	R 108.00	R 66.12	R 66.12	R 213.36	R 213.36	R 16.41	R 16.41
3038	Nail technician - Qualified	R 4 049.45	R 4 292.42	R 108.00	R 66.12	R 66.12	R 279.01	R 279.01	R 21.46	R 21.46
3087	Massage Therapist - One Year Qualified	R 2 438.00	R 2 584.28	R 108.00	R 66.12	R 66.12	R 167.98	R 167.98	R 12.92	R 12.92
2067	Operator - Trainee	R 2 613.09	R 2 769.88	R 108.00	R 66.12	R 66.12	R 180.04	R 180.04	R 13.85	R 13.85
2068	Operator	R 3 087.11	R 3 272.34	R 108.00	R 66.12	R 66.12	R 212.70	R 212.70	R 16.36	R 16.36
2074	Operator - Multi skilled	R 3 085.93	R 3 394.52	R 108.00	R 66.12	R 66.12	R 220.64	R 220.64	R 16.97	R 16.97
3042	Receptionist - Beauty Establishment	R 3 984.61	R 4 223.69	R 108.00	R 66.12	R 66.12	R 274.54	R 274.54	R 21.12	R 21.12
2082	Receptionist - Hairdressing salon	R 4 099.48	R 4 345.44	R 108.00	R 66.12	R 66.12	R 282.45	R 282.45	R 21.73	R 21.73
3048	Somatologist 3 Years	R 5 121.37	R 5 428.65	R 108.00	R 66.12	R 66.12	R 352.86	R 352.86	R 27.14	R 27.14
3052	Somatologist B Tech - 4 years	R 5 776.43	R 6 123.01	R 108.00	R 66.12	R 66.12	R 398.00	R 398.00	R 30.62	R 30.62
1012	Specific Skilled Stylist	R 2 118.81	R 2 245.94	R 108.00	R 54.10	R 54.10	R 145.99	R 145.99	R 11.23	R 11.23
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting	R 2 109.29	R 2 235.85	R 108.00	R 54.10	R 54.10	R 145.33	R 145.33	R 11.18	R 11.18
2089	Working Employer (in Salon with Staff)	R 5 053.48	R 5 356.68						R 80.35	
2139	Rent A Chair / One Man Band (No Staff)	R 5 053.48	R 5 356.68	R 108.00					R 160.70	

NATIONAL BARGAINING COUNCIL
for the Hairdressing - Cosmetology - Beauty & Skincare Industry

Work Code	Work Code Description	2016 Salary	2017 Salary	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee

NOTES

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 Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply. If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.
WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND	Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017
PENSION FUND	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.
DAILY RATE CALCULATION	Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week) Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week) Basic Salary / Wage divided by 17.33 working days = Daily Rate (when employee works a 4 day week) Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)

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Work Code	Work Code Description	2016 Salary	2017 Salary	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee

SICK PAY FUND

Sick Pay Fund Contributions to be paid by all Employees will be ½% of the Basic Salary of the Employee. Contributions payable by all Employers will be ½% of the Basic Salary of the Employee.

SICK BENEFIT FUND CONTRIBUTIONS as from 1 OCTOBER 2017

CATEGORY	SCHEME "A"	SCHEME "B" Member only	SCHEME "B1" Member +1	SCHEME "B2" Member +2	SCHEME "B3" Member +3
EMPLOYER CONTRIBUTION	R 70.00	R 70.00	R 70.00	R 70.00	R 70.00
EMPLOYEE CONTRIBUTION	R 100.00	R 175.00	R 313.00	R 441.00	R 580.00

ABBREVIATION DESCRIPTIONS

BC = Bargaining Council

EE = Employee

ER = Employer

SBF = Sick Benefit Fund

SPF = Sick Pay Fund

COUNCIL LEVIES FOR NEW SALONS FROM DATE OF PUBLICATION OF THIS AGREEMENT

Effective from the date of the publication of this Agreement, council levies **for new salons and employees registered after the date of publication**, will be as follows.

1. Employers **to deduct** 1.3% Council Levy from each employee's basic salary.
2. Employers **to contribute** 1.3% Council Levy, calculated on the basis of each individual employee's basic salary, in respect of each employee employed.

NATIONAL BARGAINING COUNCIL
for the Hairdressing - Cosmetology - Beauty & Skincare Industry

ANNEXURE "AG11"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 112 BEING THE MAGISTERIAL DISTRICTS OF PRETORIA, WONDERBOOM - WORKING 40 HOURS

EOHCB Subscriptions /Bargaining Levy	R 458.00
Bargaining Levy	R 458.00
Salon Charge	R 207.99
One Man Band / Rent A Chairs	R 215.00

Work Code	Work Code Description	2016 Salary	2017 Salary	Weekly Rate	Daily Rate	Union or Agency Fee	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee
2000	Barber - starting 1 month	R 2 620.24	R 2 777.45	R 640.95	R 128.19	R 108.00	R 45.69	R 166.65	R 166.65	R 13.89	R 13.89
2002	Barber - Trainee	R 2 977.54	R 3 156.19	R 728.36	R 145.67	R 108.00	R 45.69	R 189.37	R 189.37	R 15.78	R 15.78
2004	Barber - Junior	R 4 049.45	R 4 292.42	R 990.57	R 198.11	R 108.00	R 82.96	R 257.55	R 257.55	R 21.46	R 21.46
2006	Barber - Senior	R 5 955.08	R 6 312.38	R 1 456.72	R 291.34	R 108.00	R 82.96	R 378.74	R 378.74	R 31.56	R 31.56
3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 3 575.71	R 3 790.25	R 874.68	R 174.94	R 108.00	R 82.96	R 227.42	R 227.42	R 18.95	R 18.95
3014	Beauty Therapist / Health & Skincare Therapist	R 4 938.24	R 5 234.54	R 1 207.98	R 241.60	R 108.00	R 82.96	R 314.07	R 314.07	R 26.17	R 26.17
3022	Cleaner - Beauty	R 2 612.21	R 2 768.94	R 638.99	R 127.80	R 108.00	R 82.96	R 166.14	R 166.14	R 13.84	R 13.84
2011	General Assistant - Part Time	R 2 031.59	R 2 153.48	R 496.96	R 99.39	R 108.00	R 45.69	R 129.21	R 129.21	R 10.77	R 10.77
2010	General Assistant	R 2 636.14	R 2 794.30	R 644.84	R 128.97	R 108.00	R 45.69	R 167.66	R 167.66	R 13.97	R 13.97
2021	Hairdresser - after 1st year qualified - Part Time	R 2 799.86	R 2 967.85	R 684.89	R 136.98	R 108.00	R 82.96	R 178.07	R 178.07	R 14.84	R 14.84
2020	Hairdresser - after 1st year qualified	R 4 196.66	R 4 448.46	R 1 026.57	R 205.31	R 108.00	R 82.96	R 266.91	R 266.91	R 22.24	R 22.24
2023	Hairdresser - Qualified - Part Time	R 3 963.65	R 4 201.47	R 969.58	R 193.92	R 108.00	R 82.96	R 252.09	R 252.09	R 21.01	R 21.01
2022	Hairdresser - Qualified	R 5 963.73	R 6 321.55	R 1 458.83	R 291.77	R 108.00	R 82.96	R 379.29	R 379.29	R 31.61	R 31.61
2046	LEARNER – Entry Level	R 2 541.67	R 2 694.17	R 621.74	R 124.35	R 108.00	R 45.69	R 161.65	R 161.65	R 13.47	R 13.47
2048	LEARNER – Level 2	R 2 748.24	R 2 913.14	R 672.27	R 134.45	R 108.00	R 45.69	R 174.79	R 174.79	R 14.57	R 14.57
2050	LEARNER – Level 3	R 3 034.13	R 3 216.18	R 742.20	R 148.44	R 108.00	R 45.69	R 192.97	R 192.97	R 16.08	R 16.08
2052	LEARNER – Level 4	R 3 346.49	R 3 547.28	R 818.61	R 163.72	R 108.00	R 45.69	R 212.84	R 212.84	R 17.74	R 17.74
4000	STUDENTS - Entry Level	R 2 541.67	R 2 694.17	R 621.74	R 124.35	R 108.00	R 45.69	R 161.65	R 161.65	R 13.47	R 13.47
4001	STUDENTS - Module 2 (Level 1 & 2)	R 2 748.24	R 2 913.14	R 672.27	R 134.45	R 108.00	R 45.69	R 174.79	R 174.79	R 14.57	R 14.57
4002	STUDENTS - Module 4 (Level 3 & 4)	R 3 034.13	R 3 216.18	R 742.20	R 148.44	R 108.00	R 45.69	R 192.97	R 192.97	R 16.08	R 16.08
4003	STUDENTS - Module 6 (Level 5 & 6)	R 3 346.49	R 3 547.28	R 818.61	R 163.72	R 108.00	R 45.69	R 212.84	R 212.84	R 17.74	R 17.74
3028	Make-up Artist Trainee	R 3 385.53	R 3 588.67	R 828.16	R 165.63	R 108.00	R 82.96	R 215.32	R 215.32	R 17.94	R 17.94
3026	Make-up Artist	R 4 812.55	R 5 101.30	R 1 177.23	R 235.45	R 108.00	R 82.96	R 306.08	R 306.08	R 25.51	R 25.51

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Work Code	Work Code Description	2016 Salary	2017 Salary	Weekly Rate	Daily Rate	Union or Agency Fee	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee
3032	Manager - Beauty	R 7 674.14	R 8 134.58	R 1 877.23	R 375.45	R 108.00	R 82.96	R 488.07	R 488.07	R 40.67	R 40.67
2060	Manager - Hairdresser	R 7 937.36	R 8 413.61	R 1 941.62	R 388.32	R 108.00	R 86.56	R 504.82	R 504.82	R 42.07	R 42.07
2054	Manager - only (Hairdressing)	R 7 748.43	R 8 213.34	R 1 895.40	R 379.08	R 108.00	R 86.56	R 492.80	R 492.80	R 41.07	R 41.07
3036	Manicurist / Pedicurist / Wax Technician -Unqualified	R 1 963.55	R 2 081.37	R 480.32	R 96.06	R 108.00	R 82.96	R 124.88	R 124.88	R 10.41	R 10.41
3034	Manicurist / Pedicurist / Wax Technician	R 2 791.05	R 2 958.52	R 682.74	R 136.55	R 108.00	R 82.96	R 177.51	R 177.51	R 14.79	R 14.79
3040	Nail technician - Unqualified	R 3 013.11	R 3 193.90	R 737.06	R 147.41	R 108.00	R 82.96	R 191.63	R 191.63	R 15.97	R 15.97
3084	Nail Technician - Certified	R 3 103.51	R 3 289.72	R 759.17	R 151.83	R 108.00	R 82.96	R 197.38	R 197.38	R 16.45	R 16.45
3038	Nail technician - Qualified	R 4 812.55	R 5 101.30	R 1 177.23	R 235.45	R 108.00	R 82.96	R 306.08	R 306.08	R 25.51	R 25.51
3087	Massage Therapist - One Year Qualified	R 3 710.00	R 3 932.60	R 907.53	R 181.51	R 108.00	R 82.96	R 235.96	R 235.96	R 19.66	R 19.66
2066	Operator - Trainee - Part Time	R 1 846.44	R 1 957.22	R 451.67	R 90.33	R 108.00	R 63.72	R 117.43	R 117.43	R 9.79	R 9.79
2067	Operator - Trainee	R 2 770.90	R 2 937.16	R 677.81	R 135.56	R 108.00	R 63.72	R 176.23	R 176.23	R 14.69	R 14.69
2069	Operator - Part Time	R 2 792.32	R 2 959.85	R 683.05	R 136.61	R 108.00	R 63.72	R 177.59	R 177.59	R 14.80	R 14.80
2068	Operator	R 4 190.35	R 4 441.77	R 1 025.03	R 205.01	R 108.00	R 63.72	R 266.51	R 266.51	R 22.21	R 22.21
3042	Receptionist - Beauty Establishment	R 4 765.69	R 5 051.63	R 1 165.77	R 233.15	R 108.00	R 82.96	R 303.10	R 303.10	R 25.26	R 25.26
2083	Receptionist - Hairdressing salon - Part Time	R 3 268.39	R 3 464.50	R 799.51	R 159.90	R 108.00	R 82.96	R 207.87	R 207.87	R 17.32	R 17.32
2082	Receptionist - Hairdressing salon	R 4 905.75	R 5 200.10	R 1 200.03	R 240.01	R 108.00	R 82.96	R 312.01	R 312.01	R 26.00	R 26.00
3048	Somatologist 3 Years	R 5 708.05	R 6 050.53	R 1 396.29	R 279.26	R 108.00	R 82.96	R 363.03	R 363.03	R 30.25	R 30.25
3052	Somatologist B Tech - 4 years	R 6 277.15	R 6 653.78	R 1 535.50	R 307.10	R 108.00	R 82.96	R 399.23	R 399.23	R 33.27	R 33.27
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting	R 2 605.91	R 2 762.27	R 637.45	R 127.49	R 108.00	R 82.96	R 165.74	R 165.74	R 13.81	R 13.81
1001	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting - Part Time	R 1 738.10	R 1 842.39	R 425.17	R 85.03	R 108.00	R 82.96	R 110.54	R 110.54	R 9.21	R 9.21
2089	Working Employer (in Salon with Staff)	R 5 963.73	R 6 321.55	R 1 458.83	R 291.77					R 94.82	
2139	Rent A Chair / One Man Band (No Staff)	R 5 963.73	R 6 321.55	R 1 458.83	R 291.77	R 108.00				R 189.65	

NOTES

CASUAL EMPLOYEE	An employee who substitutes for any permanent employee who is sick or on le Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment

NATIONAL BARGAINING COUNCIL
for the Hairdressing - Cosmetology - Beauty & Skincare Industry

Work Code	Work Code Description	2016 Salary	2017 Salary	Weekly Rate	Daily Rate	Union or Agency Fee	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee
	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. 3 Days per week is calculated at two thirds of the basic wage. Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply. If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.									
	WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND	Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017									
	PENSION FUND	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.									
	DAILY RATE CALCULATION	Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week) Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week) Basic Salary / Wage divided by 17.33 working days = Daily Rate (when employee works a 4 day week) Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)									
	SICK PAY FUND	Sick Pay Fund Contributions to be paid by all Employees will be ½% of the Basic Salary of the Employee. Contributions payable by all Employers will be ½% of the Basic Salary of the Employee.									
	COMMISSION EARNERS	Qualified Hairdressers / Stylists, which are employees will receive a minimum of 30% commission - THIS IS APPLICABLE ONLY TO AFRO SALONS **NO STOCK DEDUCTIONS ARE ALLOWED**									

NATIONAL BARGAINING COUNCIL
for the Hairdressing - Cosmetology - Beauty & Skincare Industry

Work Code	Work Code Description	2016 Salary	2017 Salary	Weekly Rate	Daily Rate	Union or Agency Fee	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee
	ABBREVIATION DESCRIPTIONS	BC = Bargaining Council EE = Employee ER = Employer SBF = Sick Benefit Fund SPF = Sick Pay Fund									
	COUNCIL LEVIES FOR NEW SALONS FROM DATE OF PUBLICATION OF THIS AGREEMENT	Effective from the date of the publication of this Agreement, council levies **for new salons and employees registered after the date of publication**, will be as follows. 1. Employers **to deduct** 1.3% Council Levy from each employee's basic salary. 2. Employers **to contribute** 1.3% Council Levy, calculated on the basis of each individual employee's basic salary, in respect of each employee employed.									

NATIONAL BARGAINING COUNCIL
Hairdressing • Cosmetology • Beauty & Skincare Industry

ANNEXURE "AG12"

REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 113 BEING THE MAGISTERIAL DISTRICTS OF PRETORIA, WONDERBOOM, RUSTENBURG, BRITS, MANKWE AND THE ENTIRE LIMPOPO AND MPUMALANGA PROVINCES - WORKING 45 HOURS

EOHCB Subscriptions	R 458.00
Bargaining Levy	R 458.00
Salon Charge	R 207.99
One Man Band / Rent A Chairs	R 215.00

Work Code	Work Code Description	2016 Salary	2017 Salary	Weekly Rate	Daily Rate	Hourly Rate	Union or Agency Fee	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee
2000	Barber - starting 1 month	R 2 669.67	R 2 829.85	R 653.05	R 108.84	R 12.09	R 108.00	R 45.69	R 169.79	R 169.79	R 14.15	R 14.15
2002	Barber - Trainee	R 3 033.72	R 3 215.74	R 742.10	R 123.68	R 13.74	R 108.00	R 45.69	R 192.94	R 192.94	R 16.08	R 16.08
2004	Barber - Junior	R 4 125.86	R 4 373.41	R 1 009.26	R 168.21	R 18.69	R 108.00	R 82.96	R 262.40	R 262.40	R 21.87	R 21.87
2006	Barber - Senior	R 6 067.44	R 6 431.49	R 1 484.20	R 247.37	R 27.49	R 108.00	R 82.96	R 385.89	R 385.89	R 32.16	R 32.16
3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 4 098.74	R 4 344.67	R 1 002.62	R 167.10	R 18.57	R 108.00	R 82.96	R 260.68	R 260.68	R 21.72	R 21.72
3014	Beauty Therapist / Health & Skincare Therapist	R 5 661.12	R 6 000.79	R 1 384.81	R 230.80	R 25.64	R 108.00	R 82.96	R 360.05	R 360.05	R 30.00	R 30.00
3022	Cleaner - Beauty	R 2 993.85	R 3 173.48	R 732.35	R 122.06	R 13.56	R 108.00	R 82.96	R 190.41	R 190.41	R 15.87	R 15.87
2011	General Assistant - Part Time	R 2 069.90	R 2 194.10	R 506.33	R 84.39	R 9.38	R 108.00	R 45.69	R 131.65	R 131.65	R 10.97	R 10.97
2010	General Assistant	R 2 685.88	R 2 847.03	R 657.01	R 109.50	R 12.17	R 108.00	R 45.69	R 170.82	R 170.82	R 14.24	R 14.24
2021	Hairdresser - after 1st year qualified - Part Time	R 2 852.69	R 3 023.85	R 697.82	R 116.30	R 12.92	R 108.00	R 82.96	R 181.43	R 181.43	R 15.12	R 15.12
2020	Hairdresser - after 1st year qualified	R 4 275.84	R 4 532.39	R 1 045.94	R 174.32	R 19.37	R 108.00	R 82.96	R 271.94	R 271.94	R 22.66	R 22.66
2023	Hairdresser - Qualified - Part Time	R 4 038.43	R 4 280.74	R 987.87	R 164.64	R 18.29	R 108.00	R 82.96	R 256.84	R 256.84	R 21.40	R 21.40
2022	Hairdresser - Qualified	R 6 076.25	R 6 440.82	R 1 486.36	R 247.73	R 27.53	R 108.00	R 82.96	R 386.45	R 386.45	R 32.20	R 32.20
2046	LEARNER – Entry Level	R 2 589.63	R 2 745.01	R 633.47	R 105.58	R 11.73	R 108.00	R 45.69	R 164.70	R 164.70	R 13.73	R 13.73
2048	LEARNER – Level 2	R 2 800.09	R 2 968.09	R 684.95	R 114.16	R 12.68	R 108.00	R 45.69	R 178.09	R 178.09	R 14.84	R 14.84
2050	LEARNER – Level 3	R 3 091.38	R 3 276.87	R 756.21	R 126.03	R 14.00	R 108.00	R 45.69	R 196.61	R 196.61	R 16.38	R 16.38
2052	LEARNER – Level 4	R 3 409.63	R 3 614.21	R 834.05	R 139.01	R 15.45	R 108.00	R 45.69	R 216.85	R 216.85	R 18.07	R 18.07
4000	STUDENTS - Entry Level	R 2 589.63	R 2 745.01	R 633.47	R 105.58	R 11.73	R 108.00	R 45.69	R 164.70	R 164.70	R 13.73	R 13.73
4001	STUDENTS - Module 2 (Level 1 & 2)	R 2 800.09	R 2 968.09	R 684.95	R 114.16	R 12.68	R 108.00	R 45.69	R 178.09	R 178.09	R 14.84	R 14.84
4002	STUDENTS - Module 4 (Level 3 & 4)	R 3 091.38	R 3 276.87	R 756.21	R 126.03	R 14.00	R 108.00	R 45.69	R 196.61	R 196.61	R 16.38	R 16.38
4003	STUDENTS - Module 6 (Level 5 & 6)	R 3 409.63	R 3 614.21	R 834.05	R 139.01	R 15.45	R 108.00	R 45.69	R 216.85	R 216.85	R 18.07	R 18.07
3028	Make-up Artist Trainee	R 3 880.59	R 4 113.42	R 949.26	R 158.21	R 17.58	R 108.00	R 82.96	R 246.81	R 246.81	R 20.57	R 20.57
3026	Make-up Artist	R 5 515.48	R 5 846.41	R 1 349.18	R 224.86	R 24.98	R 108.00	R 82.96	R 350.78	R 350.78	R 29.23	R 29.23
3032	Manager - Beauty	R 8 794.21	R 9 321.86	R 2 151.21	R 358.54	R 39.84	R 108.00	R 82.96	R 559.31	R 559.31	R 46.61	R 46.61
2060	Manager - Hairdresser	R 8 087.57	R 8 572.82	R 1 978.36	R 329.73	R 36.64	R 108.00	R 86.56	R 514.37	R 514.37	R 42.86	R 42.86
2054	Manager - only (Hairdressing)	R 7 894.64	R 8 368.31	R 1 931.16	R 321.86	R 35.76	R 108.00	R 86.56	R 502.10	R 502.10	R 41.84	R 41.84
3036	Manicurist / Pedicurist / Wax Technician -Unqualified	R 2 250.86	R 2 385.91	R 550.60	R 91.77	R 10.20	R 108.00	R 82.96	R 143.15	R 143.15	R 11.93	R 11.93
3034	Manicurist / Pedicurist / Wax Technician	R 3 199.19	R 3 391.14	R 782.58	R 130.43	R 14.49	R 108.00	R 82.96	R 203.47	R 203.47	R 16.96	R 16.96
3040	Nail technician - Unqualified	R 3 389.75	R 3 593.14	R 829.19	R 138.20	R 15.36	R 108.00	R 82.96	R 215.59	R 215.59	R 17.97	R 17.97

NATIONAL BARGAINING COUNCIL
for the Hairdressing • Cosmetology • Beauty & Skincare Industry

Work Code	Work Code Description	2016 Salary	2017 Salary	Weekly Rate	Daily Rate	Hourly Rate	Union or Agency Fee	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee
3084	Nail Technician - Certified	R 3 491.45	R 3 700.94	R 854.07	R 142.34	R 15.82	R 108.00	R 82.96	R 222.06	R 222.06	R 18.50	R 18.50
3038	Nail technician - Qualified	R 5 515.48	R 5 846.41	R 1 349.18	R 224.86	R 24.98	R 108.00	R 82.96	R 350.78	R 350.78	R 29.23	R 29.23
3087	Massage Therapist - One Year Qualified	R 3 710.00	R 3 932.60	R 907.53	R 151.26	R 16.81	R 108.00	R 82.96	R 235.96	R 235.96	R 19.66	R 19.66
2066	Operator - Trainee - Part Time	R 1 881.27	R 1 994.14	R 460.19	R 76.70	R 8.52	R 108.00	R 63.72	R 119.65	R 119.65	R 9.97	R 9.97
2067	Operator - Trainee	R 2 823.18	R 2 992.57	R 690.60	R 115.10	R 12.79	R 108.00	R 63.72	R 179.55	R 179.55	R 14.96	R 14.96
2069	Operator - Part Time	R 2 845.00	R 3 015.70	R 695.94	R 115.99	R 12.89	R 108.00	R 63.72	R 180.94	R 180.94	R 15.08	R 15.08
2068	Operator	R 4 269.42	R 4 525.58	R 1 044.37	R 174.06	R 19.34	R 108.00	R 63.72	R 271.53	R 271.53	R 22.63	R 22.63
3042	Receptionist - Beauty Establishment	R 5 464.12	R 5 791.97	R 1 336.62	R 222.77	R 24.75	R 108.00	R 82.96	R 347.52	R 347.52	R 28.96	R 28.96
2083	Receptionist - Hairdressing salon - Part Time	R 3 330.07	R 3 529.88	R 814.59	R 135.77	R 15.09	R 108.00	R 82.96	R 211.79	R 211.79	R 17.65	R 17.65
2082	Receptionist - Hairdressing salon	R 4 998.31	R 5 298.21	R 1 222.67	R 203.78	R 22.64	R 108.00	R 82.96	R 317.89	R 317.89	R 26.49	R 26.49
3048	Somatologist 3 Years	R 6 541.47	R 6 933.96	R 1 600.16	R 266.69	R 29.63	R 108.00	R 82.96	R 416.04	R 416.04	R 34.67	R 34.67
3052	Somatologist B Tech - 4 years	R 7 194.88	R 7 626.57	R 1 759.99	R 293.33	R 32.59	R 108.00	R 82.96	R 457.59	R 457.59	R 38.13	R 38.13
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting	R 2 605.91	R 2 762.27	R 637.45	R 106.24	R 11.80	R 108.00	R 82.96	R 165.74	R 165.74	R 13.81	R 13.81
1001	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting - Part Time	R 1 738.10	R 1 842.39	R 425.17	R 70.86	R 7.87	R 108.00	R 82.96	R 110.54	R 110.54	R 9.21	R 9.21
2089	Working Employer (in Salon with Staff)	R 6 076.25	R 6 440.82	R 1 486.36	R 247.73	R 27.53					R 96.61	
2139	Rent A Chair / One Man Band (No Staff)	R 6 076.25	R 6 440.82	R 1 486.36	R 247.73	R 27.53	R 108.00				R 193.22	

NOTES

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. 3 Days per week is calculated at two thirds of the basic wage. Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply. If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.
WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND	Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017
PENSION FUND	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.

NATIONAL BARGAINING COUNCIL
for the Hairdressing • Cosmetology • Beauty & Skincare Industry

Work Code	Work Code Description	2016 Salary	2017 Salary	Weekly Rate	Daily Rate	Hourly Rate	Union or Agency Fee	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	National SPF Employer	National SPF Employee

DAILY RATE CALCULATION	Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week) Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week) Basic Salary / Wage divided by 17.33 working days = Daily Rate (when employee works a 4 day week) Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)
SICK PAY FUND	Sick Pay Fund Contributions to be paid by all Employees will be ½% of the Basic Salary of the Employee. Contributions payable by all Employers will be ½% of the Basic Salary of the Employee.
COMMISSION EARNERS	Qualified Hairdressers / Stylists, which are employees will receive a minimum of 30% commission - THIS IS APPLICABLE ONLY TO AFRO SALONS **NO STOCK DEDUCTIONS ARE ALLOWED**
ABBREVIATION DESCRIPTIONS	BC = Bargaining Council EE = Employee ER = Employer SBF = Sick Benefit Fund SPF = Sick Pay Fund
COUNCIL LEVIES FOR NEW SALONS FROM DATE OF PUBLICATION OF THIS AGREEMENT	Effective from the date of the publication of this Agreement, council levies **for new salons and employees registered after the date of publication**, will be as follows. 1. Employers to **deduct** 1.3% Council Levy from each employee's basic salary. 2. Employers to **contribute** 1.3% Council Levy, calculated on the basis of each individual employee's basic salary, in respect of each employee employed.

NATIONAL BARGAINING COUNCIL
for the Hairdressing - Cosmetology - Beauty & Skincare industry

ANNEXURE "AG13"

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

EOHCB Subscriptions	R 458.00
Bargaining Levy	R 458.00
Salon Charge	R 207.99
One Man Band / Rent A Chairs	R 215.00

Work Code	Work Code Description	2016 Salary	2017 Salary	Weekly Rate	Daily Rate	Hourly Rate	Union or Agency Fee	BC Fee Employer	BC Fee Employee	National Pension Fund (ER)	National Pension Fund (EE)	New National SPF Employer	New National SPF Employee
2000	Barber - starting 1 month	R 1 802.03	R 1 910.15	R 440.81	R 73.47	R 8.16	R 108.00	R 45.69	R 47.41	R 114.61	R 114.61	R 9.55	R 9.55
2002	Barber - Trainee	R 2 047.76	R 2 170.63	R 500.92	R 83.49	R 9.28	R 108.00	R 45.69	R 47.41	R 130.24	R 130.24	R 10.85	R 10.85
2004	Barber - Junior	R 2 784.96	R 2 952.06	R 681.25	R 113.54	R 12.62	R 108.00	R 82.96	R 86.09	R 177.12	R 177.12	R 14.76	R 14.76
2006	Barber - Senior	R 4 095.52	R 4 341.25	R 1 001.84	R 166.97	R 18.55	R 108.00	R 82.96	R 86.09	R 260.48	R 260.48	R 21.71	R 21.71
3020	Beauty Therapist / Health and skincare therapist - Unqualified	R 2 529.31	R 2 681.07	R 618.71	R 103.12	R 11.46	R 108.00	R 82.96	R 86.09	R 160.86	R 160.86	R 13.41	R 13.41
3014	Beauty Therapist / Health & Skincare Therapist	R 3 492.69	R 3 702.25	R 854.37	R 142.40	R 15.82	R 108.00	R 82.96	R 86.09	R 222.14	R 222.14	R 18.51	R 18.51
3022	Cleaner - Beauty	R 1 884.30	R 1 997.36	R 460.93	R 76.82	R 8.54	R 108.00	R 82.96	R 86.09	R 119.84	R 119.84	R 9.99	R 9.99
2011	General Assistant - Part Time	R 1 435.97	R 1 522.13	R 351.26	R 58.54	R 6.50	R 108.00	R 45.69	R 47.41	R 91.33	R 91.33	R 7.61	R 7.61
2010	General Assistant	R 1 864.58	R 1 976.46	R 456.11	R 76.02	R 8.45	R 108.00	R 45.69	R 47.41	R 118.59	R 118.59	R 9.88	R 9.88
2021	Hairdresser - after 1st year qualified - Part Time	R 1 980.08	R 2 098.88	R 484.36	R 80.73	R 8.97	R 108.00	R 82.96	R 86.09	R 125.93	R 125.93	R 10.49	R 10.49
2020	Hairdresser - after 1st year qualified	R 2 968.19	R 3 146.28	R 726.07	R 121.01	R 13.45	R 108.00	R 82.96	R 86.09	R 188.78	R 188.78	R 15.73	R 15.73
2023	Hairdresser - Qualified - Part Time	R 2 803.93	R 2 972.17	R 685.89	R 114.32	R 12.70	R 108.00	R 82.96	R 86.09	R 178.33	R 178.33	R 14.86	R 14.86
2022	Hairdresser - Qualified	R 4 218.08	R 4 471.16	R 1 031.82	R 171.97	R 19.11	R 108.00	R 82.96	R 86.09	R 268.27	R 268.27	R 22.36	R 22.36
2046	LEARNER – Entry Level	R 1 797.84	R 1 905.72	R 439.78	R 73.30	R 8.14	R 108.00	R 45.69	R 47.41	R 114.34	R 114.34	R 9.53	R 9.53
2048	LEARNER – Level 2	R 1 942.86	R 2 059.44	R 475.26	R 79.21	R 8.80	R 108.00	R 45.69	R 47.41	R 123.57	R 123.57	R 10.30	R 10.30
2050	LEARNER – Level 3	R 2 145.62	R 2 274.36	R 524.86	R 87.48	R 9.72	R 108.00	R 45.69	R 47.41	R 136.46	R 136.46	R 11.37	R 11.37
2052	LEARNER – Level 4	R 2 366.33	R 2 508.31	R 578.85	R 96.47	R 10.72	R 108.00	R 45.69	R 47.41	R 150.50	R 150.50	R 12.54	R 12.54
4000	STUDENTS - Entry Level	R 1 797.84	R 1 905.72	R 439.78	R 73.30	R 8.14	R 108.00	R 45.69	R 47.41	R 114.34	R 114.34	R 9.53	R 9.53
4001	STUDENTS - Module 2 (Level 1 & 2)	R 1 942.86	R 2 059.44	R 475.26	R 79.21	R 8.80	R 108.00	R 45.69	R 47.41	R 123.57	R 123.57	R 10.30	R 10.30
4002	STUDENTS - Module 4 (Level 3 & 4)	R 2 145.62	R 2 274.36	R 524.86	R 87.48	R 9.72	R 108.00	R 45.69	R 47.41	R 136.46	R 136.46	R 11.37	R 11.37
4003	STUDENTS - Module 6 (Level 5 & 6)	R 2 366.33	R 2 508.31	R 578.85	R 96.47	R 10.72	R 108.00	R 45.69	R 47.41	R 150.50	R 150.50	R 12.54	R 12.54
3028	Make-up Artist Trainee	R 2 395.85	R 2 539.61	R 586.07	R 97.68	R 10.85	R 108.00	R 82.96	R 86.09	R 152.38	R 152.38	R 12.70	R 12.70
3026	Make-up Artist	R 3 403.21	R 3 607.41	R 832.49	R 138.75	R 15.42	R 108.00	R 82.96	R 86.09	R 216.44	R 216.44	R 18.04	R 18.04
3032	Manager - Beauty	R 5 426.92	R 5 752.54	R 1 327.52	R 221.25	R 24.58	R 108.00	R 82.96	R 86.09	R 345.15	R 345.15	R 28.76	R 28.76
2060	Manager - Hairdresser	R 5 614.27	R 5 951.12	R 1 373.35	R 228.89	R 25.43	R 108.00	R 86.56	R 89.83	R 357.07	R 357.07	R 29.76	R 29.76
2054	Manager - only (Hairdressing)	R 5 530.88	R 5 862.73	R 1 352.95	R 225.49	R 25.05	R 108.00	R 86.56	R 89.83	R 351.76	R 351.76	R 29.31	R 29.31
3036	Manicurist / Pedicurist / Wax Technician -Unqualified	R 1 388.50	R 1 471.81	R 339.65	R 56.61	R 6.29	R 108.00	R 82.96	R 86.09	R 88.31	R 88.31	R 7.36	R 7.36
3034	Manicurist / Pedicurist / Wax Technician	R 1 973.67	R 2 092.09	R 482.79	R 80.47	R 8.94	R 108.00	R 82.96	R 86.09	R 125.53	R 125.53	R 10.46	R 10.46
3040	Nail technician - Unqualified	R 2 091.70	R 2 217.20	R 511.67	R 85.28	R 9.48	R 108.00	R 82.96	R 86.09	R 133.03	R 133.03	R 11.09	R 11.09
3084	Nail Technician - Certified	R 2 154.45	R 2 283.72	R 527.02	R 87.84	R 9.76	R 108.00	R 82.96	R 86.09	R 137.02	R 137.02	R 11.42	R 11.42

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3038	Nail technician - Qualified	R	3 403.21	R	3 607.41	R	832.49	R	138.75	R	15.42	R	108.00	R	82.96	R	86.09	R	216.44	R	216.44	R	18.04	R	18.04
3087	Massage Therapist - One Year Qualified	R	3 710.00	R	3 932.60	R	907.53	R	151.26	R	16.81	R	108.00	R	82.96	R	86.09	R	235.96	R	235.96	R	19.66	R	19.66
2066	Operator - Trainee - Part Time	R	1 305.08	R	1 383.39	R	319.25	R	53.21	R	5.91	R	108.00	R	63.72	R	66.12	R	83.00	R	83.00	R	6.92	R	6.92
2067	Operator - Trainee	R	1 959.54	R	2 077.11	R	479.34	R	79.89	R	8.88	R	108.00	R	63.72	R	66.12	R	124.63	R	124.63	R	10.39	R	10.39
2069	Operator - Part Time	R	1 974.94	R	2 093.44	R	483.10	R	80.52	R	8.95	R	108.00	R	63.72	R	66.12	R	125.61	R	125.61	R	10.47	R	10.47
2068	Operator	R	2 963.06	R	3 140.84	R	724.82	R	120.80	R	13.42	R	108.00	R	63.72	R	66.12	R	188.45	R	188.45	R	15.70	R	15.70
3042	Receptionist - Beauty Establishment	R	3 371.74	R	3 574.05	R	824.79	R	137.46	R	15.27	R	108.00	R	82.96	R	86.09	R	214.44	R	214.44	R	17.87	R	17.87
2083	Receptionist - Hairdressing salon - Part Time	R	2 332.98	R	2 472.95	R	570.69	R	95.11	R	10.57	R	108.00	R	82.96	R	86.09	R	148.38	R	148.38	R	12.36	R	12.36
2082	Receptionist - Hairdressing salon	R	3 502.03	R	3 712.15	R	856.66	R	142.78	R	15.86	R	108.00	R	82.96	R	86.09	R	222.73	R	222.73	R	18.56	R	18.56
3048	Somatologist 3 Years	R	4 036.36	R	4 278.55	R	987.36	R	164.56	R	18.28	R	108.00	R	82.96	R	86.09	R	256.71	R	256.71	R	21.39	R	21.39
3052	Somatologist B Tech - 4 years	R	4 440.37	R	4 706.79	R	1 086.19	R	181.03	R	20.11	R	108.00	R	82.96	R	86.09	R	282.41	R	282.41	R	23.53	R	23.53
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting	R	2 676.71	R	2 837.31	R	654.77	R	109.13	R	12.13	R	108.00	R	82.96	R	86.09	R	170.24	R	170.24	R	14.19	R	14.19
1001	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting - Part Time	R	1 770.91	R	1 877.16	R	433.20	R	72.20	R	8.02	R	108.00	R	82.96	R	86.09	R	112.63	R	112.63	R	9.39	R	9.39
2089	Working Employer (in Salon with Staff)	R	4 218.08	R	4 471.16	R	1 031.82	R	171.97	R	19.11											R	67.07		
2139	Rent A Chair / One Man Band (No Staff)	R	4 218.08	R	4 471.16	R	1 031.82	R	171.97	R	19.11	R	108.00									R	134.13		

NOTES

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. 3 Days per week is calculated at two thirds of the basic wage. Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply. If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked.
WORKING EMPLOYERS AND RENT-A-CHAIR / ONE-MAN-BAND	Contributions for a Working Employer (Work Code 2089 AND 2139), is voluntary for SPF from 1 January 2017
PENSION FUND	Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee.
DAILY RATE CALCULATION	Basic Salary / Wage divided by 26 working days = Daily Rate (when employee works a 6 day week) Basic Salary / Wage divided by 21.67 working days = Daily Rate (when employee works a 5 day week) Basic Salary / Wage divided by 17.33 working days = Daily Rate (when employee works a 4 day week) Basic Salary / Wage divided by 13 working days = Daily Rate (when employee works a 3 day week)
SICK PAY FUND	Sick Pay Fund Contributions to be paid by all Employees will be ½% of the Basic Salary of the Employee. Contributions payable by all Employers will be ½% of the Basic Salary of the Employee.

NATIONAL BARGAINING COUNCIL
The Hairdressing - Cosmetology - Beauty & Skincare Industry

COMMISSION EARNERS	Qualified Hairdressers / Stylists, which are employees will receive a minimum of 30% commission - THIS IS APPLICABLE ONLY TO AFRO SALONS **NO STOCK DEDUCTIONS ARE ALLOWED**
ABBREVIATION DESCRIPTIONS	BC = Bargaining Council EE = Employee ER = Employer SBF = Sick Benefit Fund SPF = Sick Pay Fund
COUNCIL LEVIES FOR NEW SALONS FROM DATE OF PUBLICATION OF THIS AGREEMENT	Effective from the date of the publication of this Agreement, council levies **for new salons and employees registered after the date of publication**, will be as follows. 1. Employers **to deduct** 1.3% Council Levy from each employee's basic salary. 2. Employers **to contribute** 1.3% Council Levy, calculated on the basis of each individual employee's basic salary, in respect of each employee employed.

Annexure "AG14"

Fax: 086 585 0314
P O Box 1963, ROODEPOORT, 1725

Tel: 086 142 7227
e-mail: exemption@hcsbc.co.za

READ THESE REQUIREMENTS BEFORE APPLYING FOR EXEMPTION AS PER CLAUSE 6 OF THE AGENCY SHOP COLLECTIVE AGREEMENT

6.1 General exemption from any provision of the National Main Collective Agreement

6.1.1 An application for the exemption of any provisions contained in this Agreement by a party shall be heard by the Council's Exemption Committee. An application for the exemption of any of the provisions contained in this Agreement by a non-party shall be heard by an Independent Exemption Committee consisting of 2 (two) Commissioners accredited in accordance with the provisions of section 128 of the Act.

6.1.2 The Exemption Committee shall consist of 3 (three) persons, 1 (one) each appointed from each of the parties to this Agreement and a Council Employee.

6.1.3 An application for exemption shall be in writing and made to the CEO of the Council in the form as set forth in **Annexure D** hereto.

6.1.4 All applications for exemption shall be supported by such supporting documentation as may be indicated or required by the Exemption Committee, from time to time, in order to properly assess the application for exemption.

6.1.5 The application for exemption shall be considered by the Exemption Committee/Independent Exemption Committee within 30 (thirty) days after the date upon which the application has been received by the CEO of the Council.

6.1.6 The decision of the Exemption Committee/Independent Exemption Committee of the Council shall be in writing and shall be made available to the Applicant within 14 (fourteen) days of the application being heard or considered by the Exemption Committee/Independent Exemption Committee.

6.1.7 The person or entity moving for the application for exemption ("*the Applicant*") may request the Exemption Committee/Independent Exemption Committee that the application for exemption be amplified by means of oral argument on the date upon which the Exemption Committee/Independent Exemption Committee considers the application, failing which the Exemption Committee/Independent Exemption Committee will consider the application for exemption on the basis of the written application and supporting documents, submitted.

6.1.8 All applications shall comply with the following, being:-

6.1.8.1 it shall be fully motivated;

6.1.8.2 be accompanied by the required supporting documentation;

6.1.8.3 applications that adversely affect any rights and obligations of Employees, will not be considered unless the Employees or their representatives have been properly consulted and their views fully recorded in the application;

6.1.8.4 a presentation reflecting the objectives and strategies to be adopted by the Applicant during the exemption period, to rectify the non-compliance with this Agreement and indicating a time frame for such objectives and strategies to be achieved;

6.1.8.5 the time period for which exemption is required.

6.1.9 In considering an application for exemption, the Exemption Committee/Independent Exemption Committee shall, amongst others, consider, but shall not be limited to, the following criteria:-

6.1.9.1 the Applicant's past record of compliance with the provisions of this Agreement and previous exemption granted;

6.1.9.2 any special circumstances that may exist;

6.1.9.3 any precedent that might be set as a result of the granting of the exemption;

6.1.9.4 the interest of the sector with specific reference to:-

6.1.9.4.1 unfair competition;

6.1.9.4.2 collective bargaining.

6.1.9.5the interest of Employees with specific reference to:-

6.1.9.5.1 exploitation;

6.1.9.5.2 job preservation.

6.1.9.6the interest of the Applicant with specific regard to:-

6.1.9.6.1 financial stability;

6.1.9.6.2 operational requirements.

6.2 Exemption from Pension Fund

6.2.1 Should an application for exemption be moved for, for exemption from the HSBI Pension Fund, the following information and/or documentation, in addition to those set forth in clause 6.1 above shall be provided by the Applicant, being:-

6.2.1.1 written confirmation that Employees are members of the *alternative* pension fund;

6.2.1.2 written confirmation that the *alternative* fund is a registered pension fund in terms of the Pension Fund Act ("*PFA*");

6.2.1.3 a pension exemption application form duly completed by the broker of the *alternative* pension fund;

6.2.1.4 the extent of monthly contribution of each member towards the *alternative* pension fund and proof that the contribution of both the Employer and Employee are made.

6.3 Appeals

6.3.1 In accordance with the provisions of the Act, the Council hereby establishes an independent body, to be known as the Exemptions Appeal Board to consider appeals from both a party or non-party against a refusal of a party or non-party`s application for exemption from the provisions of this Agreement and the withdrawal of such exemption by the Council.

6.3.2 An Applicant may lodge an appeal with the Exemptions Appeal Board against the Exemption Committee's/Independent Exemption Committee refusal for an application for exemption from the provisions of this Agreement or the withdrawal of such an exemption by the Council.

6.3.3 All appeals shall be lodged within 14 (fourteen) days as from the date upon which the Exemption Committee's/Independent Exemption Committee decision on the application for exemption has been made available to the Applicant or the exemption withdrawn and shall be heard by the Exemptions Appeal Board with 30 (thirty) days of being lodged.

6.3.4 Any appeal shall be in writing and shall contain the following:-

6.3.4.1 grounds of appeal;

6.3.4.2 all supporting documentation which will be used in support of the appeal;

6.3.4.3any other relevant information or documentation that may assist the Exemption Appeal Board to arrive at a conclusion.

6.3.5 Any appeal may be amplified by oral argument.

6.3.6 The criteria for the consideration of an appeal will be the criteria as set forth in clause 6.3.4 above.

6.3.7 The Exemption Appeal Board's finding on appeal shall be in writing and shall be made available to the Applicant within 14 (fourteen) days from such appeal being heard.

6.3.8 The Exemption Appeal Board shall consist of at least 3 (three) persons, of which 1 (one) shall be a Commissioner accredited in accordance with the provisions of section 128 of the Act, and 2 (two) other suitable persons, depending on the factual argument of the Appeal, from the panel approved by the Council from time to time.

6.4 The granting of exemption or withdrawal thereof

6.4.1 When exemption is granted by the Exemption Committee/Independent Exemption Committee or, on appeal by the Exemption Appeal Board, such exemption shall expressly specify:-

6.4.1.1 any conditions subject to which the exemption is granted;

6.4.1.2 the period during which the exemption is to operate;

6.4.1.3 the circumstances, if any, in which the exemption may be withdrawn.

6.4.2 The CEO shall furnish the Applicant, should exemption be granted in favour of such Applicant, with a letter of exemption recording the:-

6.4.2.1 full name of the person/s in whose favour exemption is granted;

6.4.2.2 provisions of this Agreement from which exemption are granted;

6.4.2.3 conditions subject to which exemption is granted;

6.4.2.4 period during which exemption is to operate;

6.4.2.5 circumstances in which it may be withdrawn, if any.

6.4.3 Should circumstances dictate and permit, the Council may withdraw the exemption granted, the CEO of the Council shall notify the Applicant thereof, by furnishing it with at least 7 (seven) days' notice.

6.4.4 The Applicant may appeal the resolution by the Council to withdraw the exemption granted in accordance with the provisions of clause 6.4.3 above.

APPLICATION FOR EXEMPTION ANNEXURE 'D'

SAL REF NO _____ **AGENT** _____

1. DETAILS OF THE APPLICANT:
(Please tick the box with an X where applicable)

1.1 As the applicant are you:

- ☐ The employer
- ☐ The employee
- ☐ EOHCB Member
- ☐ Non EOHCB Member
- ☐ Rent-a-Chair / Working Employer (no staff)

Name & Surname of Applicant: _____

ID / Passport Number _____ Date of Birth: _____

Designation: _____

Salon Name: _____ Salon Code _____

Physical Address: _____

_____

Postal Address: _____ Code: _____

Tel. No. work: _____ Cell. _____

Fax No: _____ e-mail address _____

Employee's name/s:

Union Y/N	Surname	Initials	Id/Passport No	Date of Birth	e-mail	Cell Phone	Address

PLEASE ATTACHED A MOTIVATION LETTER SIGNED BY EACH AND EVERY EMPLOYEE (see example below)

"I, …… Hereby declare that I understand the consequences of the application of Exemption of …….
I agree to abide by the outcome.
Signature: …….. Date: ……
Full Name and Surname: ……."

2. NATURE OF EXEMPTION:

☐Pay lesser basic salary:

PRESCIBED SALARY:	R
CURRENT SALARY:	R
PROPOSED SALARY:	
PERIOD OF EXEMPTION	

☐ Pay lesser commission

PRESCRIBED COMMISSION:	
CURRENT COMMISSION:	
PROPOSED COMMISSION:	
PERIOD OF EXEMPTION	

☐ Pay basic plus commission

BASIC	
% COMMISSION	
PERIOD OF EXEMPTION	

☐ Pay commission only

% COMMISSION	
PERIOD OF EXEMPTION	

Give a brief description of salary structure and financial support documentation:

_____
_____
_____

☐ Sick Pay Fund Membership:

Payslip attached: ☐ **YES** ☐ **NO**
Please include proof on payslip of SPF payments according to Collective Agreement; and a Letter from Salon Owner that they are paying Sick Leave as per the Agreement

☐ Sick Benefit Fund Membership:

Payslip attached: ☐ **YES** ☐ **NO**

Alternative Medical Aid: ☐ **YES** ☐ **NO**

Please include proof of Medical Aid and payslip where payment are made in terms of SBF contributions according to Collective Agreement

☐ Pension Fund Membership:

Alternative Pension Fund: ☐ **YES** ☐ **NO**

Please include proof of Alternative Fund and payslip where payment are made in terms of Pension Fund contributions according to Collective Agreement and comparison between the HBSI Fundand Alternative Fund

ATTACH THE COMPLETED PENSION FUND BROKER APPLICATION FORM

☐ Hours of Work:

PRESCRIBED HOURS	
CURRENT HOURS	
PROPOSED HOURS	
PERIOD OF EXEMPTION	
MOTIVATION FOR HOURS	

☐ Close Shop:

Region: ☐**W/Cape** ☐**Pretoria**

Employer: ☐**YES** ☐**NO**

Employee: ☐**YES** ☐**NO**

Describe _____

_____

EXEMPTION PERIOD: _____

☐ Other:

Describe _____

_____

_____

EXEMPTION PERIOD: _____

The Applicant's past record of compliance with the provisions of this Agreement and previous exemption granted:

Any special circumstances that may exist:

Any precedent that might be set as a result of the granting of the exemption:

The interest of the sector with specific reference to:-

Unfair competition

Collective bargaining.

The interest of Employees with specific reference to:-

Exploitation

Job preservation

The interest of the Applicant with specific regard to:-

Financial stability

_____

_____

_____

Operational requirements

_____

_____

_____

3. DID CONSULTATION TAKE PLACE BETWEEN EMPLOYER ANDEMPLOYEE/S:

☐ **YES** ☐ **NO**

Briefly state the outcome of that consultation:_____

_____

_____

_____

Do you require and Interpreter: ☐ **YES** ☐ **NO**

If YES, please indicate preferred language: _____

Signatures: Employer: _____

Full Name and Surname: _____

Employee: _____

Full Name and Surname: _____

Date of Consultation: _____

4. **WERE EOHCB& UASA INVOLVED IN CONSULTATIONS** (if party members):

☐ **YES** ☐ **NO**

Briefly state the outcome of that consultation: _____

_____

_____

Signatures: **UASA** Official: _____

Full Name and Surname: _____

EOHCB Official: _____

Full Name and Surname: _____

Date of Consultation: _____

5. **MOTIVATION FOR EXEMPTION:**

_____

_____

_____

_____

_____

_____

6. I have herewith attached the required following documents together with my application:
(Please tick where appropriate)

☐ Copy of the business Financial Statement for the past three months if application is for salary;

☐ I have indicated in my application the period on which exemption is applied for;

☐ Copy of the alternative Medical Aid

☐ Copy of the proof that SPF/SBF payments are uphold by employer according to Collective Agreement

PLEASE INDICATE WHETHER YOU WANT TO APPEAR IN PERSON BEFORE THE EXEMPTIONS COMMITTEE ☐ **YES** ☐ **NO**

PLEASE NOTE THAT THE STATUS QUO AS PER NATIONAL MAIN AGREEMENT APPLIES UNTIL EXEMPTION IS APPROVED OR DENIED.

I, ... Hereby agree that by signing below, I understand that if all the required documents are not attached that the Exemption will not be heard.

Signature:_____ **Date:** _____

Full Name and Surname: _____
(APPLICANT 1)

Signature:_____ **Date:** _____

Full Name and Surname: _____
(RESPONDENT 1)

Signature:_____ **Date:** _____

Full Name and Surname: _____
(APPLICANT 2)

Signature:_____ **Date:** _____

Full Name and Surname: _____
(RESPONDENT 2)

Signature:_____ **Date:** _____

Full Name and Surname: _____
(APPLICANT 3)

Signature:_____ **Date:** _____

Full Name and Surname: _____
(RESPONDENT 3)

Signature:_____ **Date:** _____

Full Name and Surname: _____
(APPLICANT 4)

Signature:_____ **Date:** _____

Full Name and Surname: _____
(RESPONDENT 4)

N.B: NOTE THAT IN THE EVENT THAT THE APPLICANT IS NOT SATISFIED WITH THE DECISION OF THE EXEMPTION COMMITTEE THE APPLICANT IS ENTITLED TO APPEAL AGAINST THE OUTCOME WITHIN 30 DAYS AFTER IT BECAME KNOWN.

NATIONAL BARGAINING COUNCIL
for the Hairdressing • Cosmetology • Beauty & Skincare Industry

Fax: (011) 760-1274
P O Box 1963, ROODEPOORT, 1725

Tel: (011) 760-1685
352 ONTDEKKERS ROAD, FLORIDA PARK, 1724

HAIRDRESSING BEAUTY AND SKINCARE INDUSTRY PENSION FUND

BROKER EXEMPTION APPLICATION FORM

Registration Number / Salon Reference Number	
Name of Company / Salon Name	
Address	
Telephone Number	
E-mail Address	
Facsimile Number	
Contact Person	

In applying for an Exemption please fill in the above and details required below. No exemption application will be considered if this form is not duly completed and Annexure A signed by all employees concerned. Exemption will only be considered if the company has an existing Fund whose benefits are superior to those of the Council's Fund. Retirement Annuities will only be considered if certain specific criteria is met as defined in Board's exemption policy.

Fund Name: _____

FSB Registration Number: _____

No. of Scheduled Employees Affected: _____

Kindly complete (or arrange for your financial consultant to complete) the checklist overleaf and attach a copy of the company scheme rules as proof.

Date of Application: _____

CONTRIBUTIONS	HBSI Pension Fund (HCSBC Members)	FUND APPLYING FOR EXEMPTION
Employer % (as % of salary / wage)	6.00% (6.5% KZN)	
Employee % (as % of salary / wage)	6.00% (6.5% KZN)	
TOTAL %	12.00% (13% KZN)	
Less Total Administration Costs (Including Fund Costs and Collection Fees)	1.880%	
Less Death and Disability Benefits	0.980%	
Net amount to members' retirement account as % of salaries / wages	9.140%	

BENEFITS	HBSI Pension Fund (HCSBC Members)	FUND APPLYING FOR EXEMPTION
Death Benefits	Share of Fund, plus 3x Annual Pensionable Salary	
Retirement Benefits	Share of Fund	
Disability Benefits	Share of Fund plus 3x Annual Pensionable Salary after 6 months waiting period	
Resignation / Retrenchment / Dismissal Benefits	Share of Fund	

Full Pension Fund documentation of Fund applying for exemption must be attached.

Name of Person Completing Form: _____

Designation of Person Completing Form: _____

Telephone Number: _____

Signature _____

On completion, please return to Stephen Delport CEO at stephen@hcsbc.co.za

List of Employees (each Employee to sign a letter of understanding, see example below)

SURNAME	FIRST NAME/S	I.D. NUMBER	BARGAINING COUNCIL NO.	SIGNATURE OF EMPLOYEE

Example of letter to be signed by every Employee:

"I, ... Hereby declare that I understand the consequences of the application of Exemption of the HBSI Pension Fund.

I agree to abide by the outcome.

Signature: ..... Date: .....

Full Name and Surname:
....."

DEPARTMENT OF LABOUR

NO. R. 1307 **24 NOVEMBER 2017**

LABOUR RELATIONS ACT, 1995

BUILDING BARGAINING COUNCIL NORTH AND WEST BOLAND: EXTENSION OF AMENDMENTS 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, except clauses 1(1)(a) and 1A which was concluded in the **Building Bargaining Council North and West Boland** 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 the second Monday after the date of publication and for the period ending 31 December 2020.

.....

M N OLIPHANT, MP

MINISTER OF LABOUR

DATE: 02/11/2017.....

UMNYANGO WEZABASEBENZI

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA – 1995

UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI EMBONINI YEZOKWAKHA ENYAKATHO KANYE NASENTSHONALANGA YEBOLAND:

UKWELULELWA KWESIVUMELWANO SABAQASHI NABASEBENZI ESICHIBIYELAYO SELULELWA KULABO ABANGEYONA INGXENYE YASO

Mina, **MILDRED NELISIWE OLIPHANT**, uNgqongqoshe Wezabasebenzi, lapha ngokwesigaba 32(2) soMthetho Wobudlelwano kwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, ngokushiya ngaphandle kohlamvu lwamazwi alandelayo ku 1(1)(a) kanye no 1A esenziwa **uMkhandlu Wokuxoxisana Phakathi Kwabaqashi Nabasebenzi Embonini Yezokwakha eNyakatho kanye neseNtshonalanga yeBoland**, futhi ngokwesigaba 31 soMthetho Wobudlelwano KwezabaSebenzi, ka 1995, esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyomboni kusukela ngomSombuluko wesibili emva kokushicilelwa kwalesisaziso kuze kube mhlaka 31 kuZibandlela 2020.

.....

MN OLIPHANT, MP

UNGQONGQOSHE WEZABASEBENZI

DATE: 03/11/2017

SCHEDULE

BUILDING BARGAINING COUNCIL NORTH AND WEST BOLAND

MAIN COLLECTIVE AGREEMENT

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

Meesterbouers Assosiasie Groter Boland (MBA Groter Boland)

Bou Industriee Assosiasie Wes-Boland

(hereinafter referred to as the "employers" or the "employers` organisations"), of the one part, and the

Building Workers Union

(hereinafter referred to as the "employees" or the "trade union") of the other part, being the parties to the Building Bargaining Council North and West Boland,

to amend the Collective Agreement, extended to non-parties, published under Government Notice R. 1011 of 26 October 2007 as further amended, extended, renewed and re-enacted by Government Notices No.`s R. 1012 of 26 October 2007, R. 1174 of 7 November 2008, R. 1083 of 13 November 2009, R. 844 and R. 845 of 1 October 2010, R. 624 of 5 August 2011, R. 133 of 24 February 2012, R. 957 of 23 November 2012, R. 691 of 20 September 2013, R. 820 of 24 October 2014, R. 1039 of 30 October 2015, R. 1108 of 13 November 2015 and R. 1367 of 04 November 2016.

1. SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed-

(a) by all employers and by all employees engaged or employed in the Building Industry who are members of the employers' organisations and the trade union, respectively;

(b) in the Magisterial Districts of Ceres, Montagu, Robertson, Tulbagh and Worcester;

(c) Overberg District Municipality excluding Overstrand Local Municipality (which includes Gansbaai, Hangklip, Kleinmond, Hermanus and Stanford);

(d) Central Karoo District Municipality (excluding the Magisterial District of Beaufort-West); and

(e) West Coast District Municipality (excluding the Magisterial District of Malmesbury).

(2) Notwithstanding the provisions of sub-clause (1), the terms of this Agreement shall apply to-

(a) only those classes of employees for whom wages are prescribed in this Agreement;

(b) apprentices and learners only in so far as the provisions are not inconsistent with the provisions of the Manpower Training Act, 1981, and the Skills Development Act, 1998, or any conditions fixed there under.

(c) labour-only contractors, working partners and working directors, principals and contractors.

(3) Notwithstanding the provisions of sub-clause (1)(a), the terms of this Agreement shall not apply to -

(a) clerical employees and administrative staff;

(b) university students and graduates in building science and construction surveyors and other such persons doing practical work in the completion of their academic training;

(c) foremen or general foremen;

(d) non-parties in respect of clauses 1(1) (a) and 1A of this Agreement.

1A. PERIOD OF OPERATION

This agreement shall come into operation on the date fixed by the Minister of Labour as the effective date on which the Agreement shall be extended to become binding on non-parties, or the date on which the Minister of Labour declines to extend the Agreement to non-parties, and the Agreement shall remain in force until 31 December 2020.

2. CLAUSE 6: REGISTRATION OF EMPLOYERS

2.1 Substitute the following for sub-clause 7:

"(7) Subject to the provisions of the Basic Conditions of Employment Act, 1997, every employer shall keep the following records in respect of every employee in his employment:

- The Bargaining Council number;
- the identity number, full name and residential address;
- the employee`s occupation and status;
- the banking details of the employee;
- the tax number of the employee;
- a record of normal and overtime worked;
- a record of remuneration paid and the calculation thereof, including all deductions.

Foreigners
Problems are encountered with the employment of foreigners.

The Department of Home Affairs provided the following **important** information:

- Employers must ensure that non-SA citizens have valid work permits or asylum seeker documents.
- Always check the expiration date. Remind employees in advance that they must obtain a new permit/asylum seeker document before the expiry date.
- If you become aware of an employee who works without a valid permit/asylum seeker document, you must still follow a FAIR PROCEDURE and refer the employee to the Department of Home Affairs.
- This will involve giving the employee notice of a formal hearing, having a formal hearing and suspending the employee's services until he or she can provide a valid work permit/asylum seeker document.
- In addition, the Department of Home Affairs emphasizes that the law requires that a minimum of 60% of your employees must be SA citizens.
- Department of Home Affairs has indicated: Non-compliant companies will be fined heavily and have their licenses reviewed, while managers and owners could be jailed for up to two years if the department decides to take legal action."

3. CLAUSE 9: CONDITIONS OF SERVICE

3.1 Substitute the following for sub-clause (6)(a)(i):

"(i) The closing period of the building industry starts at 17:00 and will re-open at 08:00 on the following periods:

PERIOD	CLOSING DATE	RE-OPENING DATE
From the date of commencement of this Agreement to 31 October 2018	15 December 2017	11 January 2018
For the period 1 November 2018 to 31 October 2019	14 December 2018	11 January 2019
For the period 1 November 2019 to 31 October 2020	13 December 2019	10 January 2020

If building work is required, employers will be allowed to make prior arrangements with the Council in order to work, during the official period of leave. If there are employees working during this period, employees will be paid at normal pay rates, except Saturdays and Sundays who will be paid as prescribed by the Basic Conditions of Employment Act of 1997. No building work will be allowed between 16:00 on the 24th December until 08:00 on 8th January."

4. CLAUSE 10: REMUNERATION

4.1 Substitute the following for sub-clause (1):

"(1) ***Basic wage:*** The basic wage in the Industry shall be as follows:

From the date of commencement of this Agreement to 31 October 2018

Category of employee	From the date of commencement of this Agreement.			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R per hour	R per hour	R per hour	R per hour
(a) (1) Cleaner	20,00	20,00	20,00	20,00

(2) Cleaner (New)	20,00	20,00	20,00	20,00
(b) (1) Beginner Labourer/Prefabricated Concrete wall Labourer	20,00	20,00	20,00	20,00
(2) Beginner Labourer/Prefabricate Concrete wall Labourer (New)	20,00	20,00	20,00	20,00
(c) (1) Labourer	20,00	20,00	20,00	20,00
(2) Labourer (New)	20,00	20,00	20,00	20,00
(d) (1) General Worker	21,62	21,62	20,01	20,97
(e) Builder worker & Leaner Category 4	23,79	23,79	22,01	23,07
(f) Builder worker & Leaner Category 3	26,16	26,16	24,21	25,38
(g) Builder worker & Leaner Category 2	28,78	28,78	26,63	27,93
(h) Builder worker & Leaner Category 1	31,66	31,66	29,30	30,71
(i) Artisan: Carpet/Floor layer, Crane Operator, Painter, and Water proofer	34,83	34,83	33,79	33,79
(j) (1) Artisan in all others trades	38,31	38,31	37,16	37,16
(2) Artisan in all others trades	42,15	42,15	40,87	40,87
(3) Artisan in all others trades	46,35	46,35	44,96	44,96
(4) Artisan in all others trades	51,00	51,00	49,46	49,46
(5) Artisan in all others trades	56,09	56,09	54,41	54,41
(6) Artisan in all others trades	61,70	61.70	59,85	59,85
(7) Artisan in all others trades	67,87	67,87	65,84	65,84
(8) Artisan in all others trades	74,65	74,65	72,42	72,42

	per day	per day	per day	per day
(k) Guards (full time) Per day (9 hours)	180,00	180,00	180,00	180,00
	per day	per day	per day	per day
(l) Drivers of motor vehicles and operators				
which are required to be in possession of	214,12	214,12	198,09	207,62
a code: Per day (9 hours)	235,45	235,45	217,89	228,45
(1) B licence	259,05	259,05	239,72	251,32
(2) C1 licence	313,45	313,45	304,07	304,07
(3) C or EB of EC1 licence				
(4) EC licence				

For the period 1 November 2018 to 31 October 2019

Category of employee	1 November 2018 to 31 October 2019			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R per hour	R per hour	R per hour	R per hour
(a) (1) Cleaner	21,20	21,20	21,20	21,20
(2) Cleaner (New)	21,20	21,20	21,20	21,20
(b) (1) Beginner Labourer/Prefabricated Concrete wall Labourer	21,20	21,20	21,20	21,20

(2) Beginner Labourer/Prefabricate Concrete wall Labourer (New)	21,20	21,20	21,20	21,20
(c) (1) Labourer	21,20	21,20	21,20	21,20
(2) Labourer (New)	21,20	21,20	21,20	21,20
(d) (1) General Worker	22,92	22,92	21,20	22,23
(e) Builder worker & Leaner Category 4	25,22	25,22	23,33	24,45
(f) Builder worker & Leaner Category 3	27,73	27,73	25,66	26,90
(g) Builder worker & Leaner Category 2	30,51	30,51	28,23	29,61
(h) Builder worker & Leaner Category 1	33,56	33,56	31,06	32,55
(i) Artisan: Carpet/Floor layer, Crane Operator, Painter, and Water proofer	36,92	36,92	35,82	35,82
(j) (1) Artisan in all others trades	40,61	40,61	39,39	39,39
(2) Artisan in all others trades	44,68	44,68	43,32	43,32
(3) Artisan in all others trades	49,13	49,13	47,66	47,66
(4) Artisan in all others trades	54,06	54,06	52,43	52,43
(5) Artisan in all others trades	59,46	59,46	57,67	57,67
(6) Artisan in all others trades	65,40	65.40	63,44	63,44
(7) Artisan in all others trades	71,94	71,94	69,79	69,79
(8) Artisan in all others trades	79,13	79,13	76,77	76,77
	per day	per day	per day	per day
(k) Guards (full time) Per day (9 hours)	190,80	190,80	190,80	190,80
	per day	per day	per day	per day

(l) Drivers of motor vehicles and operators which are required to be in possession of	226,97	226,97	209,98	220,08
a code: Per day (9 hours)	249,58	249,58	230,96	242,16
(1) B licence	274,59	274,59	254,10	266,40
(2) C1 licence	332,26	332,26	322,31	322,31
(3) C or EB of EC1 licence				
(4) EC licence				

For the period 1 November 2019 to 31 October 2020

Category of employee	1 November 2019 to 31 October 2020			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R per hour	R per hour	R per hour	R per hour
(a) (1) Cleaner	22,47	22,47	22,47	22,47
(2) Cleaner (New)	22,47	22,47	22,47	22,47
(b) (1) Beginner Labourer/Prefabricated Concrete wall Labourer	22,47	22,47	22,47	22,47
(2) Beginner Labourer/Prefabricate Concrete wall Labourer (New)	22,47	22,47	22,47	22,47
(c) (1) Labourer	22,47	22,47	22,47	22,47

(2) Labourer (New)	22,47	22,47	22,47	22,47
(d) (1) General Worker	24,29	24,29	22,48	23,56
(e) Builder worker & Leaner Category 4	26,73	26,73	24,73	25,92
(f) Builder worker & Leaner Category 3	29,39	29,39	27,20	28,52
(g) Builder worker & Leaner Category 2	32,34	32,34	29,92	31,38
(h) Builder worker & Leaner Category 1	35,57	35,57	32,92	34,51
(i) Artisan: Carpet/Floor layer, Crane Operator, Painter, and Water proofer	39,13	39,13	37,97	37,97
(j) (1) Artisan in all others trades	43,05	43,05	41,75	41,75 S/S
(2) Artisan in all others trades	47,36	47,36	45,92	45,92 S
(3) Artisan in all others trades	52,08	52,08	50,52	50,52
(4) Artisan in all others trades	57,30	57,30	55,57	55,57
(5) Artisan in all others trades	63,02	63,02	61,14	61,14
(6) Artisan in all others trades	69,33	69.33	67,25	67,25
(7) Artisan in all others trades	76,26	76,26	73,98	73,98
(8) Artisan in all others trades	83,88	83,88	81.37	81,37
	per day	per day	per day	per day
(k) Guards (full time) Per day (9 hours)	202,25	202,25	202,25	202,25
	per day	per day	per day	per day
(l) Drivers of motor vehicles and operators which are required to be in possession of	240,59	240,59	222,57	233,28
a code: Per day (9 hours)	264,55	264,55	244,82	256,69

(1) B licence	291,07	291,07	269,35	282,38
(2) C1 licence	352,19	352,19	341,65	341,65
(3) C or EB of EC1 licence				
(4) EC licence				

Provided that the aforementioned wages shall not be less than those prescribed in terms of the Manpower Training Act, 1981, or the Skills Development Act, 1998: Provided further that the wages specified above for drivers/plant operators shall be payable if such employees have worked 42 hours in any week. If such employees have, however, worked less than 42 normal hours in any week, their wages for that week shall be calculated as follows: The above specified wages divided by 42 hours, multiplied by the actual number of normal working hours worked."

4.2 Substitute the following for sub-clause (7):

"(7) Accommodation

(a) An employee who, in the performance of his duties, is required to work away from his ordinary place of residence at a place of work so situated that such employee is unable to return to his normal place of residence, shall in respect of every night he spends away from his ordinary place of residence, be afforded suitable sleeping facilities, suitable bath facilities, separate toilet facilities, cooking facilities and hot water. The place of residence should be well ventilated with windows and doors, and should have a solid floor (not a soil floor). It should be free of charge to the employee. All transport required shall be provided free of charge by the employer.

(b) In respect of each night that such an employee spends away from his usual place of residence a living away allowance will be paid to the employee as follows:

PERIOD PER NIGHT	GREATER-BOLAND	WEST-BOLAND
From the date of commencement of this Agreement to 31 October 2018	R45.00	R80.00
For the period 1 November 2018 to 31 October 2019	R49.50	R88.00
For the period 1 November 2019 to 31 October 2020	R54.45	R96.80"

5. CLAUSE 14: HOLIDAY FUND

5.1 Substitute the following for sub-clauses (1), (2), (3) and (4):

"(1) The Holiday Fund is hereby continued and shall be continued to be administered by the Council for the purposes of providing eligible employees with leave pay for the period of annual leave in terms of clause 9(6) of the Agreement. Holiday Fund pay-out at the end of the year shall be for fifteen (15) working days. Moneys contributed to the Fund by employers shall be invested as provided for in terms of section 53(5) of the Act.

(2) ***Contributions by the employer:*** (a) An employer shall contribute an amount to the holiday fund on behalf of an eligible employee for each day that the employee remains in his/her employ (a contribution day), which amount shall be calculated as follows:

From the date of commencement of this Agreement to 31 October 2018

Category of employee	From the date of commencement of this Agreement 31 October 2018.

	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R per day	R per day	R per day	R per day
Employees for whom wages are prescribed in-	10,29	10,29	10,29	10,29
(i) clause 10 (1) (a) (1)	10,29	10,29	10,29	10,29
(ii) clause 10 (1) (a) (2)	10,29	10,29	10,29	10,29
(iii) clause 10 (1) (b) (1)	10,29	10,29	10,29	10,29
(iv) clause 10 (1) (b) (2)	10,29	10,29	10,29	10,29
(v) clause 10 (1) (c) (1)	10,29	10,29	10,29	10,29
(vi) clause 10 (1) (c) (2)	11,12	11,12	10,29	10,79
(vii) clause 10 (1) (d)	12,23	12,23	11,32	11,86
(viii) clause 10 (1) (e)	13,45	13,45	12,45	13,05
(ix) clause 10 (1) (f)	14,80	14,80	13,70	14,36
(x) clause 10 (1) (g)	16,28	16,28	15,07	15,79
(xi) clause 10 (1) (h)	17,91	17,91	17,38	17,38
(xii) clause 10 (1) (i)	19,70	19,70	19,11	19,11
(xiii) clause 10 (1) (j) (1)	21,68	21,68	21,02	21,02
(xiv) clause 10 (1) (j) (2)	23,84	23,84	23,12	23,12
(xv) clause 10 (1) (j) (3)	26,23	26,23	25,43	25,43
(xvi) clause 10 (1) (j) (4)	28,85	28,85	27,98	27,98
(xvii) clause 10 (1) (j) (5)	31,73	31,73	30,78	30,78

(xvii) clause 10 (1) (j) (6)	34,90	34,90	33,86	33,86
(xix) clause 10 (1) (j) (7)	38,39	38,39	37,24	37,24
(xx) clause 10 (1) (j) (8)	10,29	10,29	10,29	10,29
(xxi) clause 10 (1) (k)	12,23	12,23	11,32	11,86
(xxii) clause 10 (1) (l) (1)	13,45	13,45	12,45	13,05
(xxiii) clause 10 (1) (l) (2)	14,80	14,80	13,70	14,36
(xxiv) clause 10 (1) (l) (3)	17,91	17,91	17,38	17,38
(xxv) clause 10 (1) (l) (4)				

For the period 1 November 2018 to 31 October 2019

Category of employee	1 November 2018 to 31 October 2019			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R per day	R per day	R per day	R per day
Employees for whom wages are prescribed in-	10,90	10,90	10,90	10,90
(i) clause 10 (1) (a) (1)	10,90	10,90	10,90	10,90
(ii) clause 10 (1) (a) (2)	10,90	10,90	10,90	10,90
(iii) clause 10 (1) (b) (1)	10,90	10,90	10,90	10,90
(iv) clause 10 (1) (b) (2)	10,90	10,90	10,90	10,90
(v) clause 10 (1) (c) (1)	10,90	10,90	10,90	10,90

(vi) clause 10 (1) (c) (2)	11,79	11,79	10,91	11,43
(vii) clause 10 (1) (d)	12,97	12,97	12,00	12,58
(viii) clause 10 (1) (e)	14,26	14,26	13,20	13,84
(ix) clause 10 (1) (f)	15,69	15,69	14,52	15,23
(x) clause 10 (1) (g)	17,26	17,26	15,97	16,74
(xi) clause 10 (1) (h)	18,99	18,99	18,42	18,42
(xii) clause 10 (1) (i)	20,88	20,88	20,26	20,26
(xiii) clause 10 (1) (j) (1)	22,98	22,98	22,28	22,28
(xiv) clause 10 (1) (j) (2)	25,27	25,27	24,51	24,51
(xv) clause 10 (1) (j) (3)	27,80	27,80	26,96	26,96
(xvi) clause 10 (1) (j) (4)	30,58	30,58	29,66	29,66
(xvii) clause 10 (1) (j) (5)	33,64	33,64	32,63	32,63
(xvii) clause 10 (1) (j) (6)	37,00	37,00	35,89	35,89
(xix) clause 10 (1) (j) (7)	40,69	40,69	39,48	39,48
(xx) clause 10 (1) (j) (8)	10,90	10,90	10,90	10,90
(xxi) clause 10 (1) (k)	12,97	12,97	12,00	12,58
(xxii) clause 10 (1) (l) (1)	14,26	14,26	13,20	13,84
(xxiii) clause 10 (1) (l) (2)	15,69	15,69	14,52	15,23
(xxiv) clause 10 (1) (l) (3)	18,99	18,99	18,42	18,42
(xxv) clause 10 (1) (l) (4)				

For the period 1 November 2019 to 31 October 2020

Category of employee	1 November 2019 to 31 October 2020			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R per day	R per day	R per day	R per day
Employees for whom wages are prescribed in-	11,56	11,56	11,56	11,56
(i) clause 10 (1) (a) (1)	11,56	11,56	11,56	11,56
(ii) clause 10 (1) (a) (2)	11,56	11,56	11,56	11,56
(iii) clause 10 (1) (b) (1)	11,56	11,56	11,56	11,56
(iv) clause 10 (1) (b) (2)	11,56	11,56	11,56	11,56
(v) clause 10 (1) (c) (1)	11,56	11,56	11,56	11,56
(vi) clause 10 (1) (c) (2)	12,49	12,49	11,56	12,12
(vii) clause 10 (1) (d)	13,75	13,75	12,72	13,33
(viii) clause 10 (1) (e)	15,12	15,12	13,99	14,67
(ix) clause 10 (1) (f)	16,63	16,63	15,39	16,14
(x) clause 10 (1) (g)	18,29	18,29	16,93	17,75
(xi) clause 10 (1) (h)	20,12	20,12	19,53	19,53
(xii) clause 10 (1) (i)	22,14	22,14	21,47	21,47
(xiii) clause 10 (1) (j) (1)	24,36	24,36	23,62	23,62
(xiv) clause 10 (1) (j) (2)	26,78	26,78	25,98	25,98
(xv) clause 10 (1) (j) (3)	29,47	29,47	28,58	28,58

(xvi) clause 10 (1) (j) (4)	32,41	32,41	31,44	31,44
(xvii) clause 10 (1) (j) (5)	35,66	35,66	34,58	34,58
(xvii) clause 10 (1) (j) (6)	39,22	39,22	38,05	38,05
(xix) clause 10 (1) (j) (7)	43,14	43,14	41,85	41,85
(xx) clause 10 (1) (j) (8)	11,56	11,56	11,56	11,56
(xxi) clause 10 (1) (k)	13,75	13,75	12,72	13,33
(xxii) clause 10 (1) (l) (1)	15,12	15,12	13,99	14,67
(xxiii) clause 10 (1) (l) (2)	16,63	16,63	15,39	16,14
(xxiv) clause 10 (1) (l) (3)	20,12	20,12	19,53	19,53
(xxv) clause 10 (1) (l) (4)				

(b) Every employer shall pay the specified contribution to the Council on the employee's normal pay day, and shall on that day endorse and issue the employee with the specified fringe benefits indicating the amount of the contribution made.

(3) Public holidays as proclaimed under the Public Holidays Act, 1994, will be pro-rata included into the holiday fund. Moneys contributed to the Fund by employers shall be invested as provided for in terms of section 53(5) of the Act.

The following paid holidays will be pro-rata included into the fringe benefits system:

<u>From the date of commencement of this Agreement to 31 October 2018</u>

1. 25 December 2017 - Christmas Day
2. 26 December 2017 - Day of Goodwill
3. 01 January 2018 - New Year's Day
4. 21 March 2018 - Human Rights Day

5.	30 March 2018	-	Good Friday
6.	02 April 2018	-	Family Day
7.	27 April 2018	-	Freedom Day
8.	01 May 2018	-	Workers Day
9. .	9 August 2018	-	Women's Day
10.	24 September 2018	-	Heritage Day

For the period 1 November 2018 to 31 October 2019

1.	17 December 2018	-	Day of Reconciliation
2.	25 December 2018	-	Christmas Day
3.	26 December 2018	-	Day of Goodwill
4.	01 January 2019	-	New Year's Day
5.	21 March 2019	-	Human Rights Day
6.	19 April 2019	-	Good Friday
7.	22 April 2019	-	Family Day
8.	01 May 2019	-	Workers Day
9.	17 June 2019	-	Youth Day
10.	9 August 2019	-	Women's Day
11.	24 September 2019	-	Heritage Day
12.	Election date still to be announced		

For the period 1 November 2019 to 31 October 2020

1.	16 December 2019	-	Day of Reconciliation
2.	25 December 2019	-	Christmas Day
3.	26 December 2019	-	Day of Goodwill
4.	01 January 2020	-	New Year's Day

5.	10 April 2020	-	Good Friday
6.	13 April 2020	-	Family Day
7.	27 April 2020	-	Freedom Day
8.	01 May 2020	-	Workers Day
9.	16 June 2020	-	Youth Day
10.	10 August 2020	-	Women's Day
11.	24 September 2020	-	Heritage Day

(a) Employers **shall** pay their employees for each public holiday that fall in the work period, as defined by the Basic Conditions of Employment Act no. 75 of 1997, in that specific pay week.

(b) Employers can only claim the funds back from the Building Bargaining Council, if their employee's benefits are up to date and sufficient. **If an employer's benefits are not up to date, and not sufficient, the employer will be held responsible to pay their employees for each public holiday.** The Council will only deal with claims from employers.

(c) Employers **are obliged** to purchase a benefit for each employee on each public holiday, except on the following public holidays:

PERIOD	DATES
From the date of commencement of this Agreement to 31 October 2018	25 December 2017 26 December 2017 1 January 2018
For the period 1 November 2018 to 31 October 2019	17 December 2018 25 December 2018 26 December 2018 1 January 2019

For the period 1 November 2019 to 31 October 2020	16 December 2019 25 December 2019 26 December 2019 1 January 2020

These public holidays fall under the annual holiday fund.

(4) ***Contributions by the employer:*** (a) An employer shall contribute an amount to the holiday fund for the public holidays on behalf of an eligible employee for each day that the employee remains in his/her employ (a contribution day), which amount shall be calculated as follows:

From the date of commencement of this Agreement to 31 October 2018

Category of employee	From the date of commencement of this Agreement.			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R per day	R per day	R per day	R per day
Employees for whom wages are prescribed in-	6,86	6,86	6,86	6,86
(i) clause 10 (1) (a) (1)	6,86	6,86	6,86	6,86
(ii) clause 10 (1) (a) (2)	6,86	6,86	6,86	6,86
(iii) clause 10 (1) (b) (1)	6,86	6,86	6,86	6,86
(iv) clause 10 (1) (b) (2)	6,86	6,86	6,86	6,86
(v) clause 10 (1) (c) (1)	6,86	6,86	6,86	6,86

(vi) clause 10 (1) (c) (2)	7,41	7,41	6,86	7,19
(vii) clause 10 (1) (d)	8,16	8,16	7,55	7,91
(viii) clause 10 (1) (e)	8,97	8,97	8,30	8,70
(ix) clause 10 (1) (f)	9,87	9,87	9,13	9,57
(x) clause 10 (1) (g)	10,86	10,86	10,04	10,53
(xi) clause 10 (1) (h)	11,94	11,94	11,59	11,59
(xii) clause 10 (1) (i)	13,13	13,13	12,74	12,74
(xiii) clause 10 (1) (j) (1)	14,45	14,45	14,01	14,01
(xiv) clause 10 (1) (j) (2)	15,89	15,89	15,42	15,42
(xv) clause 10 (1) (j) (3)	17,48	17,48	16,96	16,96
(xvi) clause 10 (1) (j) (4)	19,23	19,23	18,65	18,65
(xvii) clause 10 (1) (j) (5)	21,15	21,15	20,52	20,52
(xviii) clause 10 (1) (j) (6)	23,27	23,27	22,57	22,57
(xix) clause 10 (1) (j) (7)	25,60	25,60	24,83	24,83
(xx) clause 10 (1) (j) (8)	6,86	6.86	6,86	6,86
(xxi) clause 10 (1) (k)	8,16	8,16	7,55	7,91
(xxii) clause 10 (1) (l) (1)	8,97	8,97	8,30	8,70
(xxiii) clause 10 (1) (l) (2)	9,87	9,87	9,13	9,57
(xxiv) clause 10 (1) (l) (3)	11,94	11,94	11,59	11,59
(xxv) clause 10 (1) (l) (4)				

For the period 1 November 2018 to 31 October 2019

Category of employee	1 November 2018 to 31 October 2019			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R per day	R per day	R per day	R per day
Employees for whom wages are prescribed in-	8,72	8,72	8,72	8,72
(i) clause 10 (1) (a) (1)	8,72	8,72	8,72	8,72
(ii) clause 10 (1) (a) (2)	8,72	8,72	8,72	8,72
(iii) clause 10 (1) (b) (1)	8,72	8,72	8,72	8,72
(iv) clause 10 (1) (b) (2)	8,72	8,72	8,72	8,72
(v) clause 10 (1) (c) (1)	8,72	8,72	8,72	8,72
(vi) clause 10 (1) (c) (2)	9,43	9,43	8,73	9,15
(vii) clause 10 (1) (d)	10,38	10,38	9,60	10,06
(viii) clause 10 (1) (e)	11,41	11,41	10,56	11,07
(ix) clause 10 (1) (f)	12,55	12,55	11,61	12,18
(x) clause 10 (1) (g)	13,81	13,81	12,78	13,39
(xi) clause 10 (1) (h)	15,19	15,19	14,74	14,74
(xii) clause 10 (1) (i)	16,71	16,71	16,21	16,21
(xiii) clause 10 (1) (j) (1)	18,38	18,38	17,82	17,82
(xiv) clause 10 (1) (j) (2)	20,21	20,21	19,61	19,61
(xv) clause 10 (1) (j) (3)	22,24	22,24	21,57	21,57

(xvi) clause 10 (1) (j) (4)	24,46	24,46	23,73	23,73
(xvii) clause 10 (1) (j) (5)	26,91	26,91	26,10	26,10
(xviii) clause 10 (1) (j) (6)	29,60	29,60	28,71	28,71
(xix) clause 10 (1) (j) (7)	32,56	32,56	31,58	31,58
(xx) clause 10 (1) (j) (8)	8,72	8.72	8,72	8,72
(xxi) clause 10 (1) (k)	10,38	10,38	9,60	10,06
(xxii) clause 10 (1) (l) (1)	11,41	11,41	10,56	11,07
(xxiii) clause 10 (1) (l) (2)	12,55	12,55	11,61	12,18
(xxiv) clause 10 (1) (l) (3)	15,19	15,19	14,74	14,74
(xxv) clause 10 (1) (l) (4)				

For the period 1 November 2019 to 31 October 2020

Category of employee	1 November 2019 to 31 October 2020			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R per day	R per day	R per day	R per day
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a) (1)	8,48	8,48	8,48	8,48
(ii) clause 10 (1) (a) (2)	8,48	8,48	8,48	8,48

(iii) clause 10 (1) (b) (1)	8,48	8,48	8,48	8,48
(iv) clause 10 (1) (b) (2)	8,48	8,48	8,48	8,48
(v) clause 10 (1) (c) (1)	8,48	8,48	8,48	8,48
(vi) clause 10 (1) (c) (2)	9,16	9,16	8,48	8,89
(vii) clause 10 (1) (d)	10,08	10,08	9,33	9,77
(viii) clause 10 (1) (e)	11,09	11,09	10,26	10,76
(ix) clause 10 (1) (f)	12,20	12,20	11,29	11,83
(x) clause 10 (1) (g)	13,42	13,42	12,42	13,02
(xi) clause 10 (1) (h)	14,76	14,76	14,32	14,32
(xii) clause 10 (1) (i)	16,23	16,23	15,75	15,75
(xiii) clause 10 (1) (j) (1)	17,86	17,86	17,32	17,32
(xiv) clause 10 (1) (j) (2)	19,64	19,64	19,05	19,05
(xv) clause 10 (1) (j) (3)	21,61	21,61	20,96	20,96
(xvi) clause 10 (1) (j) (4)	23,77	23,77	23,06	23,06
(xvii) clause 10 (1) (j) (5)	26,15	26,15	25,36	25,36
(xviii) clause 10 (1) (j) (6)	28,76	28,76	27,90	27,90
(xix) clause 10 (1) (j) (7)	31,63	31,63	30,69	30,69
(xx) clause 10 (1) (j) (8)	8,48	8.48	8,48	8,48
(xxi) clause 10 (1) (k)	10,08	10,08	9,33	9,77
(xxii) clause 10 (1) (l) (1)	11,09	11,09	10,26	10,76
(xxiii) clause 10 (1) (l) (2)	12,20	12,20	11,29	11,83
(xxiv) clause 10 (1) (l) (3)	14,76	14,76	14,32	14.32
(xxv) clause 10 (1) (l) (4)				

(b) Every employer shall pay the specified contribution to the Council on the employee's normal pay day, and shall on that day endorse and issue the employee with the specified fringe benefits indicating the amount of the contribution made."

6. CLAUSE 15: RETIREMENT FUNDS

6.1 Substitute the following for sub-clauses (4)(a) and (b):

"(4) ***Contributions by the employer:***

(a) Every employer shall contribute an amount to the Retirement Fund on behalf of each eligible employee in respect of each contribution day that the employee remains in his/her employ, which shall be calculated as follows:

From the date of commencement of this Agreement to 31 October 2018

Category of employee	From the date of commencement of this Agreement to 31 October 2018			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R per day	R per day	R per day	R per day
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a) (1)	20,16	20,16	20,16	20,16
(ii) clause 10 (1) (a) (2)	20,16	20,16	20,16	20,16

(iii) clause 10 (1) (b) (1)				
(iv) clause 10 (1) (b) (2)	20,16	20,16	20.16	20,16
(v) clause 10 (1) (c) (1)				
(vi) clause 10 (1) (c) (2)	21,80	21,80	20,17	21,14
(vii) clause 10 (1) (d)	23,98	23,98	22,18	23,25
(viii) clause 10 (1) (e)	26,37	26,37	24,41	25,58
(ix) clause 10 (1) (f)	29,01	29,01	26,85	28,15
(x) clause 10 (1) (g)	31,92	31,92	29,53	30,96
(xi) clause 10 (1) (h)	35,11	35,11	34,06	34,06
(xii) clause 10 (1) (i)	38,61	38,61	37,46	37,46
(xiii) clause 10 (1) (j) (1)	42,48	42,48	41,20	41,20
(xiv) clause 10 (1) (j) (2)	46,73	46,73	45,32	45,32
(xv) clause 10 (1) (j) (3)	51,41	51,41	49,85	49,85
(xvi) clause 10 (1) (j) (4)	56,54	56,54	54,84	54,84
(xvii) clause 10 (1) (j) (5)	62,19	62,19	60,32	60,32
(xviii) clause 10 (1) (j) (6)	68,42	68,42	66,36	66,36
(xix) clause 10 (1) (j) (7)	75,25	75,25	73,00	73,00
(xx) clause 10 (1) (j) (8)	20,16	20,16	20,16	20,16
(xxi) clause 10 (1) (k)	23,98	23,98	22,18	23,25
(xxii) clause 10 (1) (l) (1)	26,37	26,37	24,41	25,58
(xxiii) clause 10 (1) (l) (2)	29,01	29,01	26,85	28,15
(xxiv) clause 10 (1) (l) (3)	35,11	35,11	34,06	34,06
(xxv) clause 10 (1) (l) (4)				

For the period 1 November 2018 to 31 October 2019

Category of employee	1 November 2018 to 31 October 2019			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R per day	R per day	R per day	R per day
Employees for whom wages are prescribed in-	19,15	19,15	19,15	19,15
(i) clause 10 (1) (a) (1)				
(ii) clause 10 (1) (a) (2)	19,15	19,15	19,15	19,15
(iii) clause 10 (1) (b) (1)				
(iv) clause 10 (1) (b) (2)	19,15	19,15	19,15	19,15
(v) clause 10 (1) (c) (1)				
(vi) clause 10 (1) (c) (2)	20,70	20,70	19,15	20,07
(vii) clause 10 (1) (d)	22,77	22,77	21,07	22,08
(viii) clause 10 (1) (e)	25,04	25,04	23,17	24,29
(ix) clause 10 (1) (f)	27,55	27,55	25,49	26,74
(x) clause 10 (1) (g)	30,30	30,30	28,04	29,39
(xi) clause 10 (1) (h)	33,34	33,34	32,34	32,34
(xii) clause 10 (1) (i)	36,67	36,67	35,57	35,57
(xiii) clause 10 (1) (j) (1)	40,34	40,34	39,12	39,12
(xiv) clause 10 (1) (j) (2)	44,37	44,37	43,03	43,03
(xv) clause 10 (1) (j) (3)	48,82	48,82	47,34	47,34

(xvi) clause 10 (1) (j) (4)	53,69	53,69	52,08	52,08
(xvii) clause 10 (1) (j) (5)	59,06	59,06	57,28	57,28
(xviii) clause 10 (1) (j) (6)	64,96	64,96	63,02	63,02
(xix) clause 10 (1) (j) (7)	71,46	71,46	69,32	69,32
(xx) clause 10 (1) (j) (8)	19,15	19,15	19,15	19,15
(xxi) clause 10 (1) (k)	22,77	22,77	21,07	22,08
(xxii) clause 10 (1) (l) (1)	25,04	25,04	23,17	24,29
(xxiii) clause 10 (1) (l) (2)	27,55	27,55	25,49	26,74
(xxiv) clause 10 (1) (l) (3)	33,34	33,34	32,34	32,34
(xxv) clause 10 (1) (l) (4)				

For the period 1 November 2019 to 31 October 2020

Category of employee	1 November 2019 to 31 October 2020			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R per day	R per day	R per day	R per day
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a) (1)	17,93	17,93	17,93	17,93
(ii) clause 10 (1) (a) (2)	17,93	17,93	17,93	17,93

(iii) clause 10 (1) (b) (1)				
(iv) clause 10 (1) (b) (2)	17,93	17,93	17,93	17.93
(v) clause 10 (1) (c) (1)				
(vi) clause 10 (1) (c) (2)	19,38	19,38	17,94	18,81
(vii) clause 10 (1) (d)	21,33	21,33	19,73	20,68
(viii) clause 10 (1) (e)	23,45	23,45	21,70	22,76
(ix) clause 10 (1) (f)	25,81	25,81	23,88	25,04
(x) clause 10 (1) (g)	28,39	28,39	26,27	27,54
(xi) clause 10 (1) (h)	31,23	31,23	30,30	30,30
(xii) clause 10 (1) (i)	34,35	34,35	33,32	33,32
(xiii) clause 10 (1) (j) (1)	37,80	37,80	36,64	36,64
(xiv) clause 10 (1) (j) (2)	41,56	41,56	40,32	40,32
(xv) clause 10 (1) (j) (3)	45,72	45,72	44,35	44,35
(xvi) clause 10 (1) (j) (4)	50,29	50,29	48,79	48,79
(xvii) clause 10 (1) (j) (5)	55,33	55,33	53,66	53,66
(xviii) clause 10 (1) (j) (6)	60,85	60,85	59,04	59,04
(xix) clause 10 (1) (j) (7)	66,93	66,93	64,94	64,94
(xx) clause 10 (1) (j) (8)	17,93	17,93	17,93	17,93
(xxi) clause 10 (1) (k)	21,33	21,33	19,73	20,68
(xxii) clause 10 (1) (l) (1)	23,45	23,45	21,70	22,76
(xxiii) clause 10 (1) (l) (2)	25,81	25,81	23,88	25,04
(xxiv) clause 10 (1) (l) (3)	31,23	31,23	30,30	30,30
(xxv) clause 10 (1) (l) (4)				

(b) Every employer shall pay the specified contribution to the Council on the employee's normal pay day, and shall on that day endorse and issue the employee with the Council's fringe benefits indicating the amount of the contribution made."

6.2 Substitute the following for sub-clause (7):

"**(7) Contributions by employees**: (a) Every employer shall deduct a retirement fund contribution amount on behalf of each eligible employee in respect of each day that the employee remains in his / her employ, which shall be calculated as follows:

From the date of commencement of this Agreement to 31 October 2018

Category of employee	From the date of commencement of this Agreement to 31 October 2018			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R per day	R per day	R per day	R per day
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a) (1)	3,36	3,36	3,36	3,36
(ii) clause 10 (1) (a) (2)				
(iii) clause 10 (1) (b) (1)	3,36	3,36	3,36	3,36
(iv) clause 10 (1) (b) (2)				
(v) clause 10 (1) (c) (1)	3.36	3,36	3,36	3,36
(vi) clause 10 (1) (c) (2)				

(vii) clause 10 (1) (d)	3.63	3,63	3,36	3,52
(viii) clause 10 (1) (e)	4,00	4,00	3,70	3,88
(ix) clause 10 (1) (f)	4,40	4,40	4,07	4,26
(x) clause 10 (1) (g)	4,84	4,84	4,47	4,69
(xi) clause 10 (1) (h)	5,32	5,32	4,92	5,16
(xii) clause 10 (1) (i)	5,85	5,85	5,68	5,68
(xiii) clause 10 (1) (j) (1)	6,44	6,44	6,24	6,24
(xiv) clause 10 (1) (j) (2)	7,08	7,08	6,87	6,87
(xv) clause 10 (1) (j) (3)	7,79	7,79	7,55	7,55
(xvi) clause 10 (1) (j) (4)	8,57	8,57	8,31	8,31
(xvii) clause 10 (1) (j) (5)	9,42	9,42	9,14	9,14
(xviii) clause 10 (1) (j) (6)	10,36	10,36	10,05	10,05
(xix) clause 10 (1) (j) (7)	11,40	11,40	11,06	11,06
(xx) clause 10 (1) (j) (8)	12,54	12,54	12,17	12,17
(xxi) clause 10 (1) (k)	3,36	3,36	3,36	3,36
(xxii) clause 10 (1) (l) (1)	4,00	4,00	3,70	3,88
(xxiii) clause 10 (1) (l) (2)	4,40	4,40	4,07	4,26
(xxiv) clause 10 (1) (l) (3)	4,84	4,84	4,47	4,69
(xxv) clause 10 (1) (l) (4)	5,85	5,85	5,68	5,68

For the period 1 November 2018 to 31 October 2019

Category of employee	1 November 2018 to 31 October 2019

	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R per day	R per day	R per day	R per day
Employees for whom wages are prescribed in-				
(12) clause 10 (1) (a) (1)	5,79	5,79	5,79	5,79
(ii) clause 10 (1) (a) (2)				
(iii) clause 10 (1) (b) (1)	5,79	5,79	5,79	5,79
(iv) clause 10 (1) (b) (2)				
(v) clause 10 (1) I (1)	5,79	5,79	5,79	5,79
(vi) clause 10 (1) I (2)				
(vii) clause 10 (1) (d)	6,26	6,26	5,79	6,07
(viii) clause 10 (1) I	6,88	6,88	6,37	6,68
(ix) clause 10 (1) (f)	7,57	7,57	7,01	7,34
(x) clause 10 (1) (g)	8,33	8,33	7,71	8,08
(xi) clause 10 (1) (h)	9,16	9,16	8,48	8,89
(xii) clause 10 (1) (i)	10,08	10,08	9,78	9,78
(xiii) clause 10 (1) (j) (1)	11,09	11,09	10,75	10,75
(xiv) clause 10 (1) (j) (2)	12.20	12,20	11,83	11,83
(xv) clause 10 (1) (j) (3)	13,41	13,41	13,01	13,01
(xvi) clause 10 (1) (j) (4)	14,76	14,76	14,31	14,31
(xvii) clause 10 (1) (j) (5)	16,23	16,23	15,75	15,75
(xviii) clause 10 (1) (j) (6)	17,85	17,85	17,32	17,32

(xix) clause 10 (1) (j) (7)	19,64	19,64	19,05	19,05
(xx) clause 10 (1) (j) (8)	21,60	21,60	20,96	20,96
(xxi) clause 10 (1) (k)	5,79	5,79	5,79	5,79
(xxii) clause 10 (1) (l) (1)	6,88	6,88	6,37	6,68
(xxiii) clause 10 (1) (l) (2)	7,57	7,57	7,01	7,35
(xxiv) clause 10 (1) (l) (3)	8,33	8,33	7,71	8,08
(xxv) clause 10 (1) (l) (4)	10,08	10,08	9,78	9,78

For the period 1 November 2019 to 31 October 2020

Category of employee	1 November 2019 to 31 October 2020			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R per day	R per day	R per day	R per day
Employees for whom wages are prescribed in-	8,49	8,49	8,49	8,49
(i) clause 10 (1) (a) (1)				
(ii) clause 10 (1) (a) (2)	8,49	8,49	8,49	8,49
(iii) clause 10 (1) (b) (1)				
(iv) clause 10 (1) (b) (2)	8,49	8,49	8,49	8,49
(v) clause 10 (1) (c) (1)				

(vi) clause 10 (1) (c) (2)	9,18	9,18	8,50	8,91
(vii) clause 10 (1) (d)	10,11	10,11	9,35	9,80
(viii) clause 10 (1) (e)	11,11	11,11	10,28	10,78
(ix) clause 10 (1) (f)	12,22	12,22	11,31	11,86
(x) clause 10 (1) (g)	13,45	13,45	12,45	13,04
(xi) clause 10 (1) (h)	14,79	14,79	14,35	14,35
(xii) clause 10 (1) (i)	16,27	16,27	15,78	15,78
(xiii) clause 10 (1) (j) (1)	17,90	17,90	17,36	17,36
(xiv) clause 10 (1) (j) (2)	19,69	19,69	19,10	19,10
(xv) clause 10 (1) (j) (3)	21,66	21,66	21,01	21,01
(xvi) clause 10 (1) (j) (4)	23,82	23,82	23,11	23,11
(xvii) clause 10 (1) (j) (5)	26,21	26,21	25,42	25,42
(xviii) clause 10 (1) (j) (6)	28,82	28,82	27,96	27,96
(xix) clause 10 (1) (j) (7)	31,71	31,71	30,76	30,76
(xx) clause 10 (1) (j) (8)	8,49	8,49	8,49	8,49
(xxi) clause 10 (1) (k)	10,11	10,11	9,35	9,80
(xxii) clause 10 (1) (l) (1)	11,11	11,11	10,28	10,78
(xxiii) clause 10 (1) (l) (2)	12,22	12,22	11,31	11,86
(xxiv) clause 10 (1) (l) (3)	14,79	14,79	14,35	14,35"
(xxv) clause 10 (1) (l) (4)				

7. CLAUSE 16: SICK LEAVE AND FAMILY RESPONSIBILITY LEAVE BENEFIT FUND FOR THE BUILDING INDUSTRY

7.1 Substitute the following for sub-clauses (3)(a) and (b):

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PART 2 OF 2

"(3) ***Contributions by the employer:***

(a) Every employer shall contribute an amount to the Fund on behalf of each eligible employee in respect of each contribution day for which the employee remains in his/her employ, which amount shall be calculated as follows:

From the date of commencement to this Agreement to 31 October 2018

Category of employee	From the date of commencement of this Agreement to 31 October 2018.			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R per day	R per day	R per day	R per day
Employees for whom wages are prescribed in-	2,52	2,52	2,52	2,52
(i) clause 10 (1) (a) (1)	2,52	2,52	2,52	2,52
(ii) clause 10 (1) (a) (2)	2,52	2,52	2,52	2,52
(iii) clause 10 (1) (b) (1)	2,52	2,52	2,52	2,52
(iv) clause 10 (1) (b) (2)	2,52	2,52	2,52	2,52
(v) clause 10 (1) (c) (1)	2,52	2,52	2,52	2,52
(vi) clause 10 (1) (c) (2)	2,72	2,72	2,52	2,64
(vii) clause 10 (1) (d)	3,00	3,00	2,77	2,91
(viii) clause 10 (1) (e)	3,30	3,30	3,05	3,20
(ix) clause 10 (1) (f)	3,63	3,63	3,36	3,52

(x) clause 10 (1) (g)	3,99	3,99	3,69	3,87
(xi) clause 10 (1) (h)	4,39	4,39	4,26	4,26
(xii) clause 10 (1) (i)	4,83	4,83	4,68	4,68
(xiii) clause 10 (1) (j) (1)	5,31	5,31	5,15	5,15
(xiv) clause 10 (1) (j) (2)	5,84	5,84	5,67	5,67
(xv) clause 10 (1) (j) (3)	6,43	6,43	6,23	6,23
(xvi) clause 10 (1) (j) (4)	7,07	7,07	6,86	6,86
(xvii) clause 10 (1) (j) (5)	7,77	7,77	7,54	7,54
(xviii) clause 10 (1) (j) (6)	8,55	8,55	8,30	8,30
(xix) clause 10 (1) (j) (7)	9,41	9,41	9,12	9,12
(xx) clause 10 (1) (j) (8)	2,52	2,52	2,52	2,52
(xxi) clause 10 (1) (k)	3,00	3,00	2,77	2,91
(xxii) clause 10 (1) (l) (1)	3,30	3,30	3,05	3,20
(xxiii) clause 10 (1) (l) (2)	3,63	3,63	3,36	3,52
(xxiv) clause 10 (1) (l) (3)	4.39	4,39	4,26	4,26
(xxv) clause 10 (1) (l) (4)				

For the period 1 November 2018 to 31 October 2019

Category of employee	1 November 2018 to 31 October 2019			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R	R	R	R

	per day	per day	per day	per day
Employees for whom wages are prescribed in-	2,67	2,67	2,67	2,67
(i) clause 10 (1) (a) (1)	2,67	2,67	2,67	2,67
(ii) clause 10 (1) (a) (2)	2,67	2,67	2,67	2,67
(iii) clause 10 (1) (b) (1)	2,67	2,67	2,67	2,67
(iv) clause 10 (1) (b) (2)	2,67	2,67	2,67	2,67
(v) clause 10 (1) (c) (1)	2,67	2,67	2,67	2,67
(vi) clause 10 (1) (c) (2)	2,89	2,89	2,67	2,80
(vii) clause 10 (1) (d)	3,18	3,18	2,94	3,08
(viii) clause 10 (1) (e)	3,49	3,49	3,23	3,39
(ix) clause 10 (1) (f)	3,84	3,84	3,56	3,73
(x) clause 10 (1) (g)	4,23	4,23	3,91	4,10
(xi) clause 10 (1) (h)	4,65	4,65	4,51	4,51
(xii) clause 10 (1) (i)	5,12	5,12	4,96	4,96
(xiii) clause 10 (1) (j) (1)	5,63	5,63	5,46	5,46
(xiv) clause 10 (1) (j) (2)	6,19	6,19	6,00	6,00
(xv) clause 10 (1) (j) (3)	6,81	6,81	6,61	6,61
(xvi) clause 10 (1) (j) (4)	7,49	7,49	7,27	7,27
(xvii) clause 10 (1) (j) (5)	8,24	8,24	7,99	7,99
(xviii) clause 10 (1) (j) (6)	9,06	9,06	8,79	8,79
(xix) clause 10 (1) (j) (7)	9,97	9,97	9,67	9,67
(xx) clause 10 (1) (j) (8)	2,67	2,67	2,67	2,67

(xxi) clause 10 (1) (k)	3,18	3,18	2,94	3,08
(xxii) clause 10 (1) (l) (1)	3,49	3,49	3,23	3,39
(xxiii) clause 10 (1) (l) (2)	3,84	3,84	3,56	3,73
(xxiv) clause 10 (1) (l) (3)	4,65	4,65	4,51	4,51
(xxv) clause 10 (1) (l) (4)				

For the period 1 November 2019 to 31 October 2020

Category of employee	1 November 2019 to 31 October 2020			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R per day	R per day	R per day	R per day
Employees for whom wages are prescribed in-	2,83	2,83	2,83	2,83
(i) clause 10 (1) (a) (1)	2,83	2,83	2,83	2,83
(ii) clause 10 (1) (a) (2)	2,83	2,83	2,83	2,83
(iii) clause 10 (1) (b) (1)	2,83	2,83	2,83	2,83
(iv) clause 10 (1) (b) (2)	2,83	2,83	2,83	2,83
(v) clause 10 (1) (c) (1)	2,83	2,83	2,83	2,83
(vi) clause 10 (1) (c) (2)	3,06	3,06	2,83	2,97
(vii) clause 10 (1) (d)	3,37	3,37	3,12	3,27
(viii) clause 10 (1) (e)	3,70	3,70	3,43	3,59

(ix) clause 10 (1) (f)	4,07	4,07	3,77	3,95
(x) clause 10 (1) (g)	4,48	4,48	4,15	4,35
(xi) clause 10 (1) (h)	4,93	4,93	4,78	4,78
(xii) clause 10 (1) (i)	5,42	5,42	5,26	5,26
(xiii) clause 10 (1) (j) (1)	5,97	5,97	5,79	5,79
(xiv) clause 10 (1) (j) (2)	6,56	6,56	6,37	6,37
(xv) clause 10 (1) (j) (3)	7,22	7,22	7,00	7,00
(xvi) clause 10 (1) (j) (4)	7,94	7,94	7,70	7,70
(xvii) clause 10 (1) (j) (5)	8,74	8,74	8,47	8,47
(xviii) clause 10 (1) (j) (6)	9,61	9,61	9,32	9,32
(xix) clause 10 (1) (j) (7)	10,57	10,57	10,25	10,25
(xx) clause 10 (1) (j) (8)	2,83	2,83	2,83	2,83
(xxi) clause 10 (1) (k)	3,37	3,37	3,12	3,27
(xxii) clause 10 (1) (l) (1)	3,70	3,70	3,43	3,59
(xxiii) clause 10 (1) (l) (2)	4,07	4,07	3,77	3,95
(xxiv) clause 10 (1) (l) (3)	4,93	4,93	4,78	4,78
(xxv) clause 10 (1) (l) (4)				

(b) Every employer shall pay the specified contribution to the Council on the employee's normal pay day."

8. CLAUSE 19: EXPENSES OF THE COUNCIL

8.1 Substitute the following for sub-clauses (1)(a) and (b):

"(1) ***Contributions by the employer:***

(a) Every employer shall contribute an amount to the Council in respect of each eligible employee for each contribution day that the employee remains in his/her employ, which amount shall be calculated as follows:

From the date of commencement of this Agreement to 31 October 2018

Category of employee	From the date of commencement of this Agreement to 31 October 2018.			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R per day	R per day	R per day	R per day
Employees for whom wages are prescribed in-	4,31	4,31	4,31	4,31
(i) clause 10 (1) (a) (1)	4,31	4,31	4,31	4,31
(ii) clause 10 (1) (a) (2)	4,31	4,31	4,31	4,31
(iii) clause 10 (1) (b) (1)	4,31	4,31	4,31	4,31
(iv) clause 10 (1) (b) (2)	4,31	4,31	4,31	4,31
(v) clause 10 (1) (c) (1)	4,31	4,31	4,31	4,31
(vi) clause 10 (1) (c) (2)	4,66	4,66	4,31	4,52

(vii) clause 10 (1) (d)	5,12	5,12	4,74	4,97
(viii) clause 10 (1) (e)	5,64	5,64	5,22	5,47
(ix) clause 10 (1) (f)	6,20	6,20	5,74	6,02
(x) clause 10 (1) (g)	6,82	6,82	6,31	6,62
(xi) clause 10 (1) (h)	7,50	7,50	7,28	7,28
(xii) clause 10 (1) (i)	8,25	8,25	8,01	8,01
(xiii) clause 10 (1) (j) (1)	9,08	9,08	8,81	8,81
(xiv) clause 10 (1) (j) (2)	9,99	9,99	9,69	9,69
(xv) clause 10 (1) (j) (3)	10,99	10,99	10,66	10,66
(xvi) clause 10 (1) (j) (4)	12,09	12,09	11,72	11,72
(xvii) clause 10 (1) (j) (5)	13,29	13,29	12,89	12,89
(xviii) clause 10 (1) (j) (6)	14,62	14,62	14,19	14,19
(xix) clause 10 (1) (j) (7)	16,08	16,08	15,60	15,60
(xx) clause 10 (1) (j) (8)	4,31	4,31	4,31	4,31
(xxi) clause 10 (1) (k)	5,12	5,12	4,74	4,97
(xxii) clause 10 (1) (l) (1)	5,64	5,64	5,22	5,47
(xxiii) clause 10 (1) (l) (2)	6,20	6,20	5,74	6,02
(xxiv) clause 10 (1) (l) (3)	7,50	7,50	7,28	7,28
(xxv) clause 10 (1) (l) (4)				

For the period 1 November 2018 to 31 October 2019

Category of employee	1 November 2018 to 31 October 2019			
	Area	Area	Area	Area

	'A'	'B'	'C'	'D'
	R per day	R per day	R per day	R per day
Employees for whom wages are prescribed in-	4,57	4,57	4,57	4,57
(i) clause 10 (1) (a) (1)	4,57	4,57	4,57	4,57
(ii) clause 10 (1) (a) (2)	4,57	4,57	4,57	4,57
(iii) clause 10 (1) (b) (1)	4,57	4,57	4,57	4,57
(iv) clause 10 (1) (b) (2)	4,57	4.57	4,57	4,57
(v) clause 10 (1) (c) (1)	4,57	4.57	4,57	4,57
(vi) clause 10 (1) (c) (2)	4,94	4,94	4,57	4,79
(vii) clause 10 (1) (d)	5,43	5,43	5,03	5,27
(viii) clause 10 (1) (e)	5,97	5,97	5,53	5,80
(ix) clause 10 (1) (f)	6,57	6,57	6,08	6,38
(x) clause 10 (1) (g)	7,23	7,23	6,69	7,01
(xi) clause 10 (1) (h)	7,95	7,95	7,72	7,72
(xii) clause 10 (1) (i)	8,75	8,75	8,49	8,49
(xiii) clause 10 (1) (j) (1)	9,63	9,63	9,33	9,33
(xiv) clause 10 (1) (j) (2)	10,59	10,59	10,27	10,27
(xv) clause 10 (1) (j) (3)	11,65	11,65	11,30	11,30
(xvi) clause 10 (1) (j) (4)	12,81	12,81	12,43	12,43
(xvii) clause 10 (1) (j) (5)	14,09	14,09	13,67	13,67
(xviii) clause 10 (1) (j) (6)	15,50	15,50	15,04	15,04

(xix) clause 10 (1) (j) (7)	17,05	17,05	16,54	16,54
(xx) clause 10 (1) (j) (8)	4,57	4,57	4,57	4,57
(xxi) clause 10 (1) (k)	5,43	5,43	5,03	5,27
(xxii) clause 10 (1) (l) (1)	5,97	5,97	5,53	5,80
(xxiii) clause 10 (1) (l) (2)	6,57	6,57	6,08	6,38
(xxiv) clause 10 (1) (l) (3)	7,95	7,95	7,72	7,72
(xxv) clause 10 (1) (l) (4)				

For the period 1 November 2019 to 31 October 2020

Category of employee	1 November 2019 to 31 October 2020			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R per day	R per day	R per day	R per day
Employees for whom wages are prescribed in-	4,84	4,84	4,84	4,84
(i) clause 10 (1) (a) (1)	4,84	4,84	4,84	4,84
(ii) clause 10 (1) (a) (2)	4,84	4,84	4,84	4,84
(iii) clause 10 (1) (b) (1)	4,84	4,84	4,84	4,84
(iv) clause 10 (1) (b) (2)	4,84	4,84	4,84	4,84
(v) clause 10 (1) (c) (1)	4,84	4,84	4,84	4,84
(vi) clause 10 (1) (c) (2)	5,23	5,23	4,84	5,08
(vii) clause 10 (1) (d)	5,76	5,76	5,33	5,58

(viii) clause 10 (1) (e)	6,33	6,33	5,86	6,14
(ix) clause 10 (1) (f)	6,97	6,97	6,45	6,76
(x) clause 10 (1) (g)	7,66	7,66	7,09	7,44
(xi) clause 10 (1) (h)	8,43	8,43	8,18	8,18
(xii) clause 10 (1) (i)	9,27	9,27	9,00	9,00
(xiii) clause 10 (1) (j) (1)	10,20	10,20	9,89	9,89
(xiv) clause 10 (1) (j) (2)	11,22	11,22	10,88	10,88
(xv) clause 10 (1) (j) (3)	12,35	12,35	11,97	11,97
(xvi) clause 10 (1) (j) (4)	13,58	13,58	13,17	13,17
(xvii) clause 10 (1) (j) (5)	14,94	14,94	14,49	14,49
(xviii) clause 10 (1) (j) (6)	16,43	16,43	15,94	15,94
(xix) clause 10 (1) (j) (7)	18,07	18,07	17,53	17,53
(xx) clause 10 (1) (j) (8)	4,84	4,84	4,84	4,84
(xxi) clause 10 (1) (k)	5,76	5,76	5,33	5,58
(xxii) clause 10 (1) (l) (1)	6,33	6,33	5,86	6,14
(xxiii) clause 10 (1) (l) (2)	6,97	6,97	6,45	6,76
(xxiv) clause 10 (1) (l) (3)	8,43	8,43	8,18	8,18
(xxv) clause 10 (1) (l) (4)				

(b) Every employer shall pay the specified amount to the Council on the employee's normal pay day."

8.2 Substitute the following for sub-clauses (2)(a) and (b):

"(2) ***Special levy by the employee:***

(a) Every employer may on each pay day deduct from the wages due every day to each eligible employee the amount that is specified below:

From the date of commencement of this Agreement to 31 October 2018

Category of employee	From the date of commencement of this Agreement to 31 October 2018.			
	Area 'A' R per day	Area 'B' R per day	Area 'C' R per day	Area 'D' R per day
Employees for whom wages are prescribed in-	4,31	4,31	4,31	4,31
(i) clause 10 (1) (a) (1)	4,31	4,31	4,31	4,31
(ii) clause 10 (1) (a) (2)	4,31	4,31	4,31	4,31
(iii) clause 10 (1) (b) (1)	4,31	4,31	4,31	4,31
(iv) clause 10 (1) (b) (2)	4,31	4,31	4,31	4,31
(v) clause 10 (1) (c) (1)	4,31	4,31	4,31	4,31
(vi) clause 10 (1) (c) (2)	4,66	4,66	4,31	4,52
(vii) clause 10 (1) (d)	5,12	5,12	4,74	4,97
(viii) clause 10 (1) (e)	5,64	5,64	5,22	5,47
(ix) clause 10 (1) (f)	6,20	6.20	5,74	6,02
(x) clause 10 (1) (g)	6,82	6,82	6,31	6,62
(xi) clause 10 (1) (h)	7,50	7,50	7,28	7,28
(xii) clause 10 (1) (i)	8,25	8,25	8,01	8,01

(xiii) clause 10 (1) (j) (1)	9,08	9,08	8,81	8,81
(xiv) clause 10 (1) (j) (2)	9,99	9,99	9,69	9,69
(xv) clause 10 (1) (j) (3)	10.99	10,99	10,66	10,66
(xvi) clause 10 (1) (j) (4)	12,09	12,09	11,72	11,72
(xvii) clause 10 (1) (j) (5)	13,29	13,29	12,89	12,89
(xviii) clause 10 (1) (j) (6)	14,62	14,62	14,19	14,19
(xix) clause 10 (1) (j) (7)	16,08	16,08	15,60	15,60
(xx) clause 10 (1) (j) (8)	4,31	4,31	4,31	4,31
(xxi) clause 10 (1) (k)	5,12	5,12	4,74	4,97
(xxii) clause 10 (1) (l) (1)	5,64	5,64	5,22	5,47
(xxiii) clause 10 (1) (l) (2)	6,20	6,20	5,74	6,02
(xxiv) clause 10 (1) (l) (3)	7,50	7,50	7,28	7,28
(xxv) clause 10 (1) (l) (4)				

For the period 1 November 2018 to 31October 2019

Category of employee	1 November 2018 to 31 October 2019.			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R per day	R per day	R per day	R per day

Employees for whom wages are prescribed in-	4,57	4,57	4,57	4,57
(i) clause 10 (1) (a) (1)	4,57	4,57	4,57	4,57
(ii) clause 10 (1) (a) (2)	4,57	4,57	4,57	4,57
(iii) clause 10 (1) (b) (1)	4,57	4,57	4,57	4,57
(iv) clause 10 (1) (b) (2)	4,57	4,57	4,57	4,57
(v) clause 10 (1) (c) (1)	4,57	4,57	4,57	4,57
(vi) clause 10 (1) (c) (2)	4,94	4,94	4,57	4,79
(vii) clause 10 (1) (d)	5,43	5,43	5,03	5,27
(viii) clause 10 (1) (e)	5,97	5,97	5,53	5,80
(ix) clause 10 (1) (f)	6,57	6,57	6,08	6,38
(x) clause 10 (1) (g)	7,23	7,23	6,69	7,01
(xi) clause 10 (1) (h)	7,95	7,95	7,72	7,72
(xii) clause 10 (1) (i)	8,75	8,75	8,49	8,49
(xiii) clause 10 (1) (j) (1)	9,63	9,63	9,33	9,33
(xiv) clause 10 (1) (j) (2)	10,59	10,59	10,27	10,27
(xv) clause 10 (1) (j) (3)	11,65	11,65	11,30	11,30
(xvi) clause 10 (1) (j) (4)	12,81	12,81	12,43	12,43
(xvii) clause 10 (1) (j) (5)	14,09	14,09	13,67	13,67
(xviii) clause 10 (1) (j) (6)	15,50	15,50	15,04	15,04
(xix) clause 10 (1) (j) (7)	17,05	17,05	16,54	16,54
(xx) clause 10 (1) (j) (8)	4,57	4,57	4,57	4,57
(xxi) clause 10 (1) (k)	5,43	5,43	5,03	5,27
(xxii) clause 10 (1) (l) (1)	5,97	5,97	5,53	5,80

(xxiii) clause 10 (1) (l) (2)	6,57	6,57	6,08	6,38
(xxiv) clause 10 (1) (l) (3)	7,95	7,95	7,72	7,72
(xxv) clause 10 (1) (l) (4)				

For the period 1 November 2019 to 31 October 2020

Category of employee	1 November 2019 to 31 October 2020			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R per day	R per day	R per day	R per day
Employees for whom wages are prescribed in-	4,84	4,84	4,84	4,84
(i) clause 10 (1) (a) (1)	4,84	4,84	4,84	4,84
(ii) clause 10 (1) (a) (2)	4,84	4,84	4,84	4,84
(iii) clause 10 (1) (b) (1)	4,84	4,84	4,84	4,84
(iv) clause 10 (1) (b) (2)	4,84	4,84	4,84	4,84
(v) clause 10 (1) (c) (1)	4,84	4,84	4,84	4,84
(vi) clause 10 (1) (c) (2)	5,23	5,23	4,84	5,08
(vii) clause 10 (1) (d)	5,76	5,76	5,33	5,58
(viii) clause 10 (1) (e)	6,33	6,33	5,86	6,14
(ix) clause 10 (1) (f)	6,97	6,97	6,45	6,76
(x) clause 10 (1) (g)	7,66	7,66	7,09	7,44

(xi) clause 10 (1) (h)	8,43	8,43	8,18	8,18
(xii) clause 10 (1) (i)	9,27	9,27	9,00	9,00
(xiii) clause 10 (1) (j) (1)	10,20	10,20	9,89	9,89
(xiv) clause 10 (1) (j) (2)	11,22	11,22	10,88	10,88
(xv) clause 10 (1) (j) (3)	12,35	12,35	11,97	11,97
(xvi) clause 10 (1) (j) (4)	13,58	13,58	13,17	13,17
(xvii) clause 10 (1) (j) (5)	14,94	14,94	14,49	14,49
(xviii) clause 10 (1) (j) (6)	16,43	16,43	15,94	15,94
(xix) clause 10 (1) (j) (7)	18,07	18,07	17,53	17,53
(xx) clause 10 (1) (j) (8)	4,84	4,84	4,84	4,84
(xxi) clause 10 (1) (k)	5,76	5,76	5,33	5,58
(xxii) clause 10 (1) (l) (1)	6,33	6,33	5,86	6,14
(xxiii) clause 10 (1) (l) (2)	6,97	6,97	6,45	6,76
(xxiv) clause 10 (1) (l) (3)	8,43	8,43	8,18	8,18
(xxv) clause 10 (1) (l) (4)				

(c) Every employer shall pay the specified amounts to the Council as prescribed in sub-clause (1) hereof."

9. CLAUSE 21: SPECIAL MEMBERSHIP LEVY: EMPLOYERS

9.1 Substitute the following for clause (21)(1):

"(1) Every employer, to whom this agreement applies, shall pay an amount of R1,70 per day for each normal workday, in respect of each eligible employee in his/her employment during that normal working day."

10. CLAUSE 30: FUNERAL BENEFIT

10.1 Substitute the following for clause (30)(1)(2)(3)(4):

(1) The funeral benefit fund, administered by the Council, for the purpose of providing a funeral benefit to new eligible employees, namely Cleaners, Beginner Prefabricated concrete wall Labourers and Labourers which are registered in the industry for the first time. Fees contributed by the employers to the fund must be invested as determined under section 53 (5) of the Act. After a membership of 1 year they will automatically qualify for the full retirement benefit.

(2) **Contributions by the employer**: (a) An employer shall contribute an amount on behalf of an eligible employee to the Funeral Benefit for each day that the employee is employed (a contribution week), which amount shall be calculated as follows:

From the date of commencement of this Agreement to 31 October 2018

Category of employee	From the date of commencement of this Agreement to 31 October 2018.			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
Employees for whom wages are prescribed in-	R per day	R per day	R per day	R per day

(i) clause 10 (1) (a) (1)	1,00	1,00	1,00	1,00
(ii) clause 10 (1) (a) (2)				
(iii) clause 10 (1) (b) (1)	1,00	1,00	1,00	1,00
(iv) clause 10 (1) (b) (2)				
(v) clause 10 (1) (c) (1)	1,00	1,00	1,00	1,00
(vi) clause 10 (1) (c) (2)				
(vii) clause 10 (1) (d)				
(viii) clause 10 (1) (e)				
(ix) clause 10 (1) (f)				
(x) clause 10 (1) (g)				
(xi) clause 10 (1) (h)				
(xii) clause 10 (1) (i)				
(xiii) clause 10 (1) (j) (1)				
(xiv) clause 10 (1) (j) (2)				
(xv) clause 10 (1) (j) (3)				
(xvi) clause 10 (1) (j) (4)				
(xvii) clause 10 (1) (j) (5)				
(xviii) clause 10 (1) (j) (6)				
(xix) clause 10 (1) (j) (7)				
(xx) clause 10 (1) (j) (8)				
(xxi) clause 10 (1) (k)				
(xxii) clause 10 (1) (l) (1)				
(xxiii) clause 10 (1) (l) (2)				
(xxiv) clause 10 (1) (l) (3)				

(xxv) clause 10 (1) (l) (4)				

For the period 1 November 2018 to 31 October 2019

Category of employee	1 November 2018 to 31 October 2019			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R per day	R per day	R per day	R per day
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a) (1)	1,00	1,00	1,00	1,00
(ii) clause 10 (1) (a) (2)				
(iii) clause 10 (1) (b) (1)	1,00	1,00	1,00	1,00
(iv) clause 10 (1) (b) (2)				
(v) clause 10 (1) (c) (1)	1,00	1,00	1,00	1,00
(vi) clause 10 (1) (c) (2)				
(vii) clause 10 (1) (d)				
(viii) clause 10 (1) (e)				
(ix) clause 10 (1) (f)				

(x) clause 10 (1) (g)				
(xi) clause 10 (1) (h)				
(xii) clause 10 (1) (i)				
(xiii) clause 10 (1) (j) (1)				
(xiv) clause 10 (1) (j) (2)				
(xv) clause 10 (1) (j) (3)				
(xvi) clause 10 (1) (j) (4)				
(xvii) clause 10 (1) (j) (5)				
(xviii) clause 10 (1) (j) (6)				
(xix) clause 10 (1) (j) (7)				
(xx) clause 10 (1) (j) (8)				
(xxi) clause 10 (1) (k)				
(xxii) clause 10 (1) (l) (1)				
(xxiii) clause 10 (1) (l) (2)				
(xxiv) clause 10 (1) (l) (3)				
(xxv) clause 10 (1) (l) (4)				

For the period 1 November 2019 to 31 October 2020

Category of employee	1 November 2019 to 31 October 2020			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R	R	R	R

	per day	per day	per day	per day
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a) (1)	1,00	1,00	1,00	1,00
(ii) clause 10 (1) (a) (2)				
(iii) clause 10 (1) (b) (1)	1,00	1,00	1,00	1,00
(iv) clause 10 (1) (b) (2)				
(v) clause 10 (1) (c) (1)	1,00	1,00	1,00	1,00
(vi) clause 10 (1) (c) (2)				
(vii) clause 10 (1) (d)				
(viii) clause 10 (1) (e)				
(ix) clause 10 (1) (f)				
(x) clause 10 (1) (g)				
(xi) clause 10 (1) (h)				
(xii) clause 10 (1) (i)				
(xiii) clause 10 (1) (j) (1)				
(xiv) clause 10 (1) (j) (2)				
(xv) clause 10 (1) (j) (3)				
(xvi) clause 10 (1) (j) (4)				
(xvii) clause 10 (1) (j) (5)				
(xviii) clause 10 (1) (j) (6)				
(xix) clause 10 (1) (j) (7)				
(xx) clause 10 (1) (j) (8)				

(xxi) clause 10 (1) (k) (xxii) clause 10 (1) (l) (1) (xxiii) clause 10 (1) (l) (2) (xxiv) clause 10 (1) (l) (3) (xxv) clause 10 (1) (l) (4)				

(3) If Cleaners, Prefabricated concrete wall Labourers and Labourers withdraw their pension / provident benefits and return to the industry, he/she is eligible for a funeral benefit and only after a year qualifies for full retirement benefits.

(4) Eligible employees will qualify for a funeral benefit of R5000.00 if they contribute 50 daily contributions during a working year."

SIGNED ON BEHALF OF THE PARTIES ON THIS 22nd DAY OF AUGUST 2017.

TOTAL WORD COUNT – 10 264

R.C. DAMON
CHAIRMAN

P.A. BOTHA
MBA WEST BOLAND
Bou Industrieë Assosiasie Wes-Boland

D.J PHILLIPS
MBA GREATER BOLAND
Meesterbouers Assosiasie Groter Boland (MBA Groter Boland)

G. RICHARDS
BUILDING WORKERS UNION

L. ONTONG
SECRETARY

BUILDING BARGAINGING COUNCIL NORTH AND WEST-BOLAND

DEPARTMENT OF LABOUR

NO. R. 1308 **24 NOVEMBER 2017**

LABOUR RELATIONS ACT, 1995

BUILDING INDUSTRY BARGAINING COUNCIL NORTH AND WEST BOLAND: EXTENSION OF PERIOD OF OPERATION OF THE MAIN COLLECTIVE AGREEMENT

I, **MILDRED NELISIWE OLIPHANT**, Minister of Labour, hereby, in terms of section 32(6)(a)(i) of the Labour Relations Act, 1995, extend the periods fixed in Government Notices Nos. R. 624 of 5 August 2011, R. 133 of 24 February 2012, R. 957 of 23 November 2012, R. 691 of 20 September 2013, R. 820 of 24 October 2014, R. 1039 of 30 October 2015, R. 1108 of 13 November 2015 and R. 1367 of 04 November 2016 by a further period ending 31 December 2020.

.....

M N OLIPHANT, MP
MINISTER OF LABOR
03/11/2017

UMNYANGO WEZABASEBENZI

R. ..... **USUKU:** .....

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA 1995

BUILDING INDUSTRY BARGAINING COUNCIL NORTH AND WEST BOLAND: UKWELULWA KWESIKHATHI SOKUSEBENZA SESIVUMELWANO ESIYINGQIKITHI PHAKATHI KWABAQASHI NABASEBENZI

Mina, **MILDRED NELISIWE OLIPHANT**, uNgqongqoshe Wezabasebenzi, lapha ngokwesigaba 32(6)(a)(i) soMthetho Wobudlelwano Kwezabasebenzi, ka-1995, ngelula izikhathi zokusebenza ezihlinzekwe kwiZaziso zikaHulumeni ezingunombolo R. 624 somhlaka 5 kuNcwaba 2011, R. 133 somhlaka 24 kuNhlolanja 2012, R. 957 somhlaka 23 kuLwezi 2012, R. 691 somhlaka 20 kuMandulo 2013, R.820 somhlaka 24 kuMfumfu 2014, R. 1039 somhlaka 30 kuMfumfu 2015, R. 1108 somhlaka 13 kuLwezi 2015 kanye nesingunombolo R. 1367 somhlaka 4 kuLwezi 2016 ngizelula ngesikhathi esingeziwe esiyakuphela ngomhlaka 31 kuZibandlela 2020.

.....

M N OLIPHANT, MP
UNGQONGQOSHE WEZABASEBENZI
03/11/2017