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REPUBLIEK VAN SUID-AFRIKA

Regulation Gazette

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IMPORTANT ANNOUNCEMENT

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

2009

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

- ▶ 11 June, Thursday, for the issue of Friday 19 June 2009
- ▶ 6 August, Thursday, for the issue of Friday 14 August 2009
- ▶ 17 September, Thursday, for the issue of Friday 25 September 2009
- ▶ 10 December, Thursday, for the issue of Friday 18 December 2009
- ▶ 15 December, Tuesday, for the issue of Thursday 24 December 2009
- ▶ 21 December, Monday, for the issue of Thursday 31 December 2009
- ▶ 30 December, Wednesday, for the issue of Friday 8 January 2010

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

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

BELANGRIKE AANKONDIGING

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

2009

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

- ▶ 11 Junie, Donderdag, vir die uitgawe van Vrydag 19 Junie 2009
- ▶ 6 Augustus, Donderdag, vir die uitgawe van Vrydag 14 Augustus 2009
- ▶ 17 September, Donderdag, vir die uitgawe van Vrydag 25 September 2009
- ▶ 10 Desember, Donderdag, vir die uitgawe van Vrydag 18 Desember 2009
- ▶ 15 Desember, Dinsdag, vir die uitgawe van Donderdag 24 Desember 2009
- ▶ 21 Desember, Maandag, vir die uitgawe van Donderdag 31 Desember 2009
- ▶ 30 Desember, Woensdag, vir die uitgawe van Vrydag 8 Januarie 2010

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

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

GOVERNMENT NOTICES

GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF AGRICULTURE DEPARTEMENT VAN LANDBOU

No. R. 655

12 June 2009

VETERINARY AND PARA-VETERINARY PROFESSIONS ACT, 1982 (ACT NO. 19 OF 1982)

REGULATIONS RELATING TO VETERINARY AND PARA-VETERINARY PROFESSIONS: AMENDMENT

SCHEDULE

Definition

1.

In this Schedule "the Regulations" means the regulations published by Government Notice No. R.2085 of 1 October 1982, as amended by the regulations published by Government Notices Nos. R.1994 of 11 September 1987 (as corrected by Government Notice No. R.2199 of 2 October 1987), R.397 of 4 March 1988, R.1067 of 17 May 1991, R.11 of 3 January 1992, R.976 of 27 March 1992, R.1477 of 23 September 1994, R.47 of 20 January 1995, R.701 of 12 May 1995, R.1401 of 15 September 1995, R.561 of 1 April 1996, R.256 of 14 February 1997, R.257 of 14 February 1997, R.96 of 16 January 1998, R.501 of 1 April 1998, R.751 of 5 June 1998, R.374 of 26 March 1999, R.422 of 1 April 1999, R.618 of 23 June 2000, R.734 of 17 August 2001, R.324 of 22 March 2002, R.562 of 2 May 2003, R. 275 of 5 March 2004 (as amended by Government Notice No R.568 of 7 May 2004), R.343 of 15 April 2005, R.249 of 24 March 2006, R.322 of 20 April 2007 and R.487 of 30 April 2008.

Substitution of Table 1 of the Regulations

2.

The following Table is hereby substituted for Table 1 of the Regulations.

TABLE 1
FEES PAYABLE

PURPOSE	AMOUNT
1. Registration of - a student [R.22]	*R 38.00
2.1 Registration of a natural person -	
(a) to practice a veterinary profession	*R 400.00 for the first registration and R* 3 588.00 for a registration of a person whose registration was previously terminated
(b) to practice a veterinary specialist profession	*R 1 250.00 for the first registration and R* 3 588.00 for a person whose registration was previously terminated.
(c) to practice a para-veterinary profession	*R 342.00 for the first registration and R *1 508.00 for the registration of a person whose registration was previously terminated.
2.2 Registration of a juristic person- [R.23]	*R 1 250
3. Maintenance of registration of- a student [R.24.1]	*R 38.00
4. Maintenance of registration of-	
(a) a person practising a veterinary profession	*R 1 258.00
(b) a person practising a para-veterinary profession [R.24.2]	*R 502.00

5. Alteration of- (a) registration of a person practising a veterinary profession (b) speciality of a veterinary specialist (c) registration of a person practising a para-veterinary profession [R.25]	*R 1 258.00 *R 1 258.00 *R 502.00
6. Entry of- particulars of a degree, diploma or certificate in a register [R.26]	*R 118.00
7. 7.1 Examination determined by the Council for registration purposes as a Veterinarian- (a) Examination application fee (b) Examination determined by the Council for registration purposes 7.2 Examination determined by the Council for registration purposes as a Para Veterinarian- (a) Examination application fee (b) Examination determined by the Council for registration purposes [Section 20 (5) (c)]	 *R 200.00 *R 6 487.00 *R 200.00 *R 4 180.00

* VAT included

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID****No. R. 644****12 June 2009****LABOUR RELATIONS ACT, 1995****CANCELLATION OF GOVERNMENT NOTICE****HAIRDRESSING AND COSMETOLOGY BARGAINING COUNCIL-
SEMI-NATIONAL: MAIN COLLECTIVE AGREEMENT**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby, in terms of section 32(7) of the Labour Relations Act, 1995, cancel Government Notices No. R. 1282 of 29 October 2004; R 241 of 24 March 2005; R 817 of 11 August 2006; R 1220 of 08 December 2006 and R 1127 of 30 November 2007 with effect from 22 June 2009.

**M. M. S. MDLADLANA
MINISTER OF LABOUR**

No. R. 644**12 Junie 2009****WET OP ARBEIDSVERHOUDINGE, 1995****INTREKKING VAN GOEWERMENSKENNISGEWING****HAARKAPPER EN KOSMETOLOGIEDIENSTE BEDINGSRAAD- SEMI-
NASIONALE : HOOF KOLLEKTIEWE OOREENKOMS**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, trek hierby, kragtens artikel 32(7) van die Wet op Arbeidsverhoudinge, 1995, Goewermentskennisgewing No. R. 1282 van 29 Oktober 2004; R 241 van 24 Maart 2005; R 817 van 11 Augustus 2006; R 1220 van 08 Desember 2006 en R 1127 van 30 November 2007 in, met ingang van 22 Junie 2009.

**M. M. S. MDLADLANA
MINISTER VAN ARBEID**

No. R. 656

12 June 2009

LABOUR RELATIONS ACT, 1995**HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING
COUNCIL (SEMI-NATIONAL):
EXTENSION TO NON-PARTIES OF MAIN COLLECTIVE RE-ENACTING
AND AMENDING AGREEMENT**

I, MEMBATHISI MPHUMZI SHEPHERD MDLADLANA, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the collective agreement which appears in the Schedule hereto, which was concluded in the Hairdressing and Cosmetology Services Bargaining Council, (Semi- National) and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the agreement, shall be binding on the other employers and employees in that Industry with effect from 22 June 2009 for the period ending 31 December 2010.

M. M. S. MDLADLANA
MINISTER OF LABOUR

No. R. 656

12 Junie 2009

WET OP ARBEIDSVERHOUDINGE, 1995**HAARKAPPER-EN KOSMETOLOGIEDIENSTE BEDINGINGSRAAD
(SEMI-NASIONAAL): UITBREIDING NA NIE-PARTYE VAN HOOF
KOLLEKTIEWE HERBEKRAGTING –
EN WYSIGINGSOOREENKOMS**

Ek, MEMBATHISI MPHUMZI SHEPHERD MDLADLANA, Minister van Arbeid, verklaar hierby, kragtens artikel 32(2) van die Wet op Arbeidsverhoudinge, 1995, dat die kollektiewe ooreenkoms wat in die Bylae hiervan verskyn en wat in die Haarkapper- en Kosmetologiedienste Bedingsraad (Semi-Nasionaal) aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 22 June 2009 , en vir die tydperk wat op 31 Desember 2010 eindig.

M. M.S. MDLADLANA
MINISTER VAN ARBEID

HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL

(semi national)

AMENDING AGREEMENT

in accordance with the Labour Relations Act No. 66 of 1995, as amended

certified a true copy,



Julian Wood
General Secretary
26th March 2009

P.O. Box 1963, Roodepoort, 1725
Telephone : (011) 760-1685

**HAIRDRESSING AND COSMETOLOGY SERVICES
BARGAINING COUNCIL
(Semi National)**

MAIN COLLECTIVE AGREEMENT

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

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

Afro Hairdressing and Beauty Employers' Association of Southern Africa
(AHBEASA)

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

and

UASA – The Union

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

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

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

to amend the Agreement published under Government Notice No. R. 1282 of 29
October 2004 as amended and extended under Government Notices Nos. R. 241
of 24 March 2005, R. 817 of 11 August 2006, R.1220 of 8 December 2006, R.
1127 of 30 November 2007 and R. 1721 of 7 December 2007.

1. CLAUSE 1. SCOPE OF APPLICATION OF AGREEMENT

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

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

1.1.2 in the following areas:

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

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

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

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

1.1.2.5 "area 5" which means the Provincial Districts of the Province of the Free State and Kimberley.

1.2 The terms of this Agreement shall apply to all employers and employees in the Industry other than those referred to in clause 1.1.1 and to all legal owners of establishments in the Industry in the Magisterial Districts referred to in clause 1.1.2 from the date fixed by the Minister of Labour in terms of section 32(2) of the Labour Relations Act, No. 66 of 1995.

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

2. CLAUSE 2: PERIOD OF OPERATION OF AGREEMENT

This Agreement shall be binding on all parties in terms of section 31(a) of the Labour Relations Act, No. 66 of 1995, and shall come into operation for the parties on the date fixed by the Minister of Labour in terms of section 32(2) of the said Act for the non-parties, and shall remain in force until 31 December 2010.

3. CLAUSE 3: DEFINITIONS

3.1 In subclause 3.2, substitute the expression “afro stylist” with the expression “afro hairdresser”.

3.2 Insert the following new subclause 3.14.6:

“3.14.6 massage services in manicures, pedicures, facial treatments, back and neck, whole body or holistic treatment or any other form of massaging.”

3.3 Insert the following new definition of “full time employee” after the definition of “establishment” and renumber the subsequent clauses:

“3.18 ‘full time employee’ means someone who is employed for more than 28 hours and not more than 45 hours per week.”

3.4 Insert the following new definition of “first year operator” after the new definition of “full time employee” and re-number the subsequent clauses:

“3.19 ‘first year operator’ means an employee that has never worked in the Industry as an operator;”

3.5 Delete the expression “cleaning clients’ shoes” where it appears in subclause 3.18.2 and re-number the subsequent subclauses 3.18.3 to 3.18.7 to read 3.18.2 to 3.18.6 respectively.

3.6 Substitute the expression “hairdressing” for the expression “hairdressing and/or cosmetology” where it appears in subclause 3.21.

3.6.1 Insert the following new subclause 3.21.1.7:

“3.21.1.7 dreadlocks, weaving and braiding;”

3.7 In subclause 3.22, delete the whole definition of “junior operator”.

3.8 In subclause 3.23, substitute the definition of “learner” or “learner hairdresser” with the following:

“3.23 ‘learner’ or ‘learner hairdresser’ means any employee who is in training under a written learnership contract registered with the SSETA, or who is in the process of applying for a learnership contract in terms of the Skills Development Act, No. 97 of 1998, and includes a minor;”

3.9 Substitute subclause 3.25.3 with the following:

“3.25.3 training and development of staff or overseeing the training and development of staff;”

3.9.1 Insert the following new subclause 3.25.12:

“3.25.12 co-ordination.”

3.10 Delete the word “multi-skilled” where it appears in subclause 3.27.

3.10.1 Insert the definition of “qualified hairdresser” after the definition of “premium”.

3.11 Substitute subclause 3.31.1 with the following:

“3.31.1 draping, brushing, shampooing and/or towel drying client’s hair;”

3.11.1 Substitute subclause 3.31.8 with the following:

“3.31.8 assisting with foils, pulling out highlights and applying bleach over a highlight cap;”

3.11.2 Delete the whole subclause 3.31.12.

3.12 Insert the following new subclause 3.35.9:

“3.35.9 co-ordination.”

3.13 Substitute clause 3.37 with the following:

“3.37 ‘representative’ means a person nominated by any party to represent a party to the council;”

3.14 Substitute clause 3.42 with the following:

“3.42 ‘Multi-skilled operator’ means an employee who is employed in an establishment and who performs the same duties as those set out in 3.31 above, and includes blow-waving, setting and winding perms;

3.14.1 Insert the definition of “multi-skilled operator” after the definition of “multi-skilled qualified hairdresser”.

3.15 In subclause 3.44, change the expression “unskilled” to read “specialist afro hairdresser without recognised qualification” and substitute clause 3.44 with the following:

“3.44 ‘specialist afro hairdresser without recognised qualification’ means a person who does not hold any qualification in hairdressing, and who, wholly or mainly, performs one of the following tasks:

3.44.1 Braiding, weaving or plaiting;

3.44.2 cutting only;

3.44.3 adding hair extensions only;

3.44.4 dreadlocks.

3.15.1 Insert the definition of “specialist afro hairdresser without recognised qualification” after the definition of “secretary”.

3.16 Renumber the subclauses in the definitions clause, taking into account new definitions and amendments.

4. CLAUSE 5: PROHIBITION OF CERTAIN ACTS

4.1 Substitute clause 5.2.2 with the following:

“5.2.2 in the case of a hairdressing and/or cosmetology establishment where the legal owner is a non-working owner, at least one qualified certificate holder is employed;”

4.2 In clause 5.4, substitute the expression "general assistant" with the expression "multi-skilled operator".

4.3 In clause 5.5, substitute the expression "the age of 16 years" with the expression "the age of 15 years".

5. CLAUSE 8: TRAINING CONTRACTS

5.1 Substitute subclause 8.2.1 with the following:

"8.2.1 in writing and signed personally by the learner or his/her legal guardian, and by the employer;"

6. CLAUSE 9: SECURITY OF EMPLOYMENT

6.1 Substitute clause 9.2 with the following:

"9.2. An employer may not employ any person under the age of 15 years. A person over the age of 15, but under the age of 18 years may only be employed under the following circumstances:"

6.2 Substitute clause 9.2.1 with the following:

"9.2.1 in terms of the probation period as contained in his/her contract of employment:"

6.3 Delete the whole clause 9.6 and renumber the subsequent clauses 9.6 to 9.10.4 to read 9.5 to 9.9.4 respectively.

6.4 Substitute clause 9.7 with the following:

"9.7 No employer may employ any person as a hairdresser and/or cosmetologist unless that person is the holder of a valid and recognised qualification in hairdressing and/or cosmetology."

7. CLAUSE 10: PART-TIME EMPLOYEES

7.1 In subclause 10.5, substitute the expression "basic salary" with the expression "remuneration".

7.2 In subclauses 10.6.1 to 10.6.4, substitute the expression "days' leave per year" with the expression "working days' leave per year."

7.3 Insert the following new clause 10.8:

"10.8 An part-time employee who has completed five continuous years' service with an employer, in the same establishment, shall be entitled to the following leave:

10.8.1 A part-time employee employed for one day per week shall be entitled to four working days per year;

10.8.2 A part-time employee employed for two days per week shall be entitled to eight working days per year;

10.8.3 A part-time employee employed for three days per week shall be entitled to twelve working days per year."

8. CLAUSE 12: PAYMENT OF REMUNERATION OR BASIC SALARY OR WAGES AND AUTHORISED DEDUCTIONS

8.1 Clause 12 of the former agreement: Payment of Remuneration or Wages and authorised deductions. Insertion of Remuneration/Wage Schedules for areas 1 up to and including area 5 (attached Revised

Remuneration/Basic Salary/Wage Schedules (Effective 1st January 2009
till 31st December 2009)

8.2 Substitute clause 12.16.1.3 with the following:

“12.16.1.3 in cash, by cheque, electronic transfer or by direct deposit into
an account designated by the employee.”

8.3 Insert the following new clause 12.22

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

9. CLAUSE 14: HOURS OF WORK

9.1 Substitute clause 14.4.1 with the following:

“14.4.1 each employee shall be entitled to at least a 30-minute meal
interval between 10:00 and 14:00.”

10. CLAUSE 16: LEAVE

10.1 Substitute subclause 16.15 with the following:

“16.15 An employer shall grant an employee, during each annual leave
cycle, at the request of the employee, a maximum of six days’
paid leave, which the employee shall be entitled to take on the
death of one of the employee's primary relatives.”

11. CLAUSE 18: CONTRACT OF EMPLOYMENT**11.1** Substitute subclause 18.1.1 with the following:

“18.1.1 the employee’s full names, identity number, telephone number and address;”

11.2 Insert the following new subclause 18.1.9:

“18.1.9 and the relevant probation period, if applicable.”

12. CLAUSE 19: TERMINATION OF SERVICE**12.1** Substitute subclause 19.4.3 with the following:

“19.4.3 the operation of any forfeitures or penalties which by law may be applicable in respect of an employee who is absent from work without permission for more than six consecutive working days of employment, which shall then be deemed to be desertion;”

13. CLAUSE 22: EXPENSES OF THE COUNCIL AND SUBSCRIPTIONS TO THE EMPLOYERS' ORGANISATIONS AND THE TRADE UNION**13.1** Insertion of Contribution Schedules appearing after Clause 22 (Expenses of the Council and) with the following new/revised Contributuion Schedules for all areas (Areas 1 up to and including Area 5)**13.2** Substitute subclause 22.8 with the following:

“22.8 All money required by this Agreement to be sent to the council, shall be delivered by hand to 15 Edward Street, Roodepoort 1724,

or sent by prepaid and registered post to P.O. Box 1963, Roodepoort, 1725 or by direct payment into HCSBC bank account, or by any acceptable and legal means. In the case of a remittance by post, the Post Office shall be deemed to be the agent of the sender. The council may change its address from time to time by giving notice to that effect to each employer.

14. CLAUSE 23: PROHIBITION OF PRIVATE WORK

14.1 Substitute clause 23 with the following:

"23 An employee may not, unless with the prior written consent of the employer, perform any work as a hairdresser or cosmetologist for remuneration other than in the course and within the scope of the employee's employment and may be dismissed after a hearing for a contravention of this rule. Furthermore, an employee who contravenes this rule shall be required to pay to the employer any amount received by him as a result of the contravention."

15. CLAUSE 26: ADMINISTRATION OF THIS AGREEMENT

15.1 In subclause 26.3.2, delete the expression "and/or the hci Provident Fund".

16. CLAUSE 27: DESIGNATED AGENTS

16.1 In subclause 27.1, substitute the expression "within thirty days" with the expression "within twenty-one days".

17. CLAUSE 30. EXEMPTIONS

17.1 Substitute subclause 30.7 with the following:

“30.7 The secretary shall issue to every person granted/not granted an exemption by the council or the independent exemptions committee, as the case may be, a letter of exemption signed by him setting out –“

17.2 Substitute subclause 30.7.2 with the following:

“30.7.2 the provisions of the Agreement from which exemption are granted/not granted;”

17.3 Substitute subclause 30.7.3 with the following:

“30.7.3 the conditions subject to which the exemption is granted/not granted;”

18. CLAUSE 32: AGENCY SHOP – EMPLOYERS' ORGANISATIONS

18.1 Insert the following new clause 32.2.2:

“32.2.2 Legal owners who do not employ any staff will be exempted from paying the Agency Fee.”

18.2 in clauses 32.5.1, 32.6, 32.7 and 32.8, substitute the expression “employers' organisation” with the expression “employers' organisations”.

18.3 Insert the following new Clause under 32.3.

“32.3 (i) Afro salons in all arears - R75.00

19. CLAUSE 33: AGENCY SHOP – EMPLOYEES' ORGANISATION

19.1 Insert the following new subclause 33.1.1:

"33.1.1 "Part-time employees will be exempted for paying the Agency Fee subject to clause 10.2"

20. ANNEXURE F

20.1 Substitute subclause 20.10 with the following new subclause:

"20.10 The Arbitrator may not include an order for costs in the arbitration award unless a party, or person who represented that party in arbitration proceedings, acted in a frivolous or vexatious manner –

- by proceeding with or defending the dispute in the Arbitration proceedings;
- in its conduct during the arbitration proceedings;
- by failing to attend then arbitration proceedings without good cause and/or prior notification to the General Secretary.

If in terms of Section 194(1) of the Act, the Arbitrator finds that the dismissal is procedurally unfair, the Arbitrator may charge the Employer an arbitration fee."

Signed at ROODEPOORT, for and on behalf of the parties, this ...5th.....day
of ...February..... 2009.

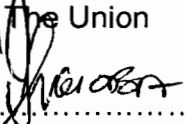

.....
Secretary of the Council



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



.....
UASA – The Union



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

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

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

Remuneration / Basic Salary / Wages Payable in **Area 1**
which means the Magisterial Districts of
Gauteng (Excluding Alberton)

EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2009 to 31/12/2009	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANAGER			
Manager/ess Only	R 3,903	R 4,098	R 4,293
Manger/ess & Hairdresser	R 1,268	R 1,331	R 1,395
(Per month + Personal Services Commission)			
HAIRDRESSER - QUALIFIED			
1st Year after qualifying	R 3,641	N/A	N/A
Thereafter	R 5,196	R 5,456	R 5,716
AFRO HAIRDRESSER / STYLIST			
With COTT or SETA qualification	R 2,969	R 3,117	R 3,266
With informal qualification	R 2,062	R 2,165	R 2,268
UNSKILLED AFRO HAIRDRESSER			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 1,513	R 1,589	R 1,664
LEARNER MODULES			
Module 0	R 1,613	N/A	
Module 1	R 1,667		
Module 2	R 1,758		
Module 3	R 1,843		
Module 4	R 1,935		
Module 5	R 2,026		
Module 6	R 2,116		
LEARNER UNIT STANDARDS			
Entry Level	R 1,452	N/A	
Core Unit Standards Level 2	R 1,678		
Core Unit Standards Level 3	R 1,893		
Core Unit Standards Level 4	R 2,071		
		P T O	

GAUTENG

EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2008 to 31/12/2008	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANICURITS & / OR BEAUTY CULTURIST			
First three months of experience	R 1,458	N/A	
Second three months of experience	R 1,684		
Third three months of experience	R 2,133		
Thereafter	R 3,759	R 3,947	R 4,135
RECEPTIONIST	R 3,625	R 3,806	R 3,988
OPERATOR			
First Year Operator	R 2,180	N/A	
Operator	R 3,309	R 3,474	R 3,640
Multi-Skilled Operator	R 3,662	R 3,845	R 4,028
GENERAL ASSISTANT			
(An EXEMPTION to employ someone in this category MUST be applied for)	R 2,050	R 2,153	R 2,255
CASUAL EMPLOYEE			
(An employee who substitutes for any permanent employee who is sick or on leave) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			
PART TIME EMPLOYEE			
(An employee who works 1 or 2 or 3 days per week) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			
NOTE : PERSONAL SERVICES COMMISSION (PSC)			
ALL Qualified Hairdressers / Stylists are to be paid a MINIMUM of 40% Personal Services Commission with NO stock deductions			

HAIRDRESSING & COSMETOLOGY SERVICES BARGAINING COUNCIL (seminational)

Remuneration / Basic Salary / Wage Schedule (Clause 12.1)

Remuneration / Basic Salary / Wages Payable in **Area 1**
which means
Alberton

EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2009 to 31/12/2009	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANAGER			
Manager/ess Only	R 3,254	R 3,580	R 3,937
Manger/ess & Hairdresser (Per month + Personal Services Commission)	R 766	R 804	R 843
HAIRDRESSER - QUALIFIED			
1st Year after qualifying	R 2,316	N/A	N/A
Thereafter	R 3,090	R 3,245	R 3,399
AFRO HAIRDRESSER / STYLIST			
With COTT or SETA qualification	R 2,186	R 2,295	R 2,405
With informal qualification	R 1,385	R 1,454	R 1,524
UNSKILLED AFRO HAIRDRESSER			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 899	R 944	R 989
LEARNER MODULES			
Module 0	R 1,440	N/A	
Module 1	R 1,489		
Module 2	R 1,569		
Module 3	R 1,647		
Module 4	R 1,729		
Module 5	R 1,809		
Module 6	R 1,889		
LEARNER UNIT STANDARDS			
Entry Level	R 1,270	N/A	
Core Unit Standards Level 2	R 1,500		
Core Unit Standards Level 3	R 1,686		
Core Unit Standards Level 4	R 1,849		
<div>PTO</div>			

ALBERTON

EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2009 to 31/12/2009	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANICURITS & / OR BEAUTY CULTURIST			
First three months of experience	R 857	N/A	
Second three months of experience	R 997		
Third three months of experience	R 1,245		
Thereafter	R 2,208	R 2,318	R 2,429
RECEPTIONIST	R 2,211	R 2,322	R 2,432
OPERATOR			
First Year Operator	R 1,090	N/A	
Operator	R 2,155	R 2,263	R 2,371
Multi-Skilled Operator	R 2,449	R 2,571	R 2,694
GENERAL ASSISTANT			
(An EXEMPTION to employ someone in this category MUST be applied for)	R 1,148	R 1,205	R 1,263
CASUAL EMPLOYEE			
(An employee who substitutes for any permanent employee who is sick or on leave)			
Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			
PART TIME EMPLOYEE			
(An employee who works 1 or 2 or 3 days per week)			
Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			
NOTE : PERSONAL SERVICES COMMISSION (PSC)			
ALL Qualified Hairdressers / Stylists are to be paid a MINIMUM of 40% Personal Services Commission with NO stock deductions			

HAIRDRESSING & COSMETOLOGY SERVICES BARGAINING COUNCIL (seminational)

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

Remuneration /Basic Salary / Wages Payable in Area 2
which means the Magesterial Districts of
Klerksdorp, Potchefstroom, Vereeniging & Vanderbijlpark

Klerksdorp, Potcheitroom, Vereeniging & Vanderbijlpark

EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2009 to 31/12/2009	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANAGER			
Manager/ess Only	R 3,160	R 3,318	R 3,476
Manger/ess & Hairdresser (Per month + Personal Services Commission)	R 646	R 678	R 711
HAIRDRESSER - QUALIFIED			
1st Year after qualifying	R 2,709	N/A	N/A
Thereafter	R 3,611	R 3,792	R 3,972
AFRO HAIRDRESSER / STYLIST			
With COTT or SETA qualification	R 2,421	R 2,542	R 2,663
With informal qualification	R 1,251	R 1,314	R 1,376
UNSKILLED AFRO HAIRDRESSER			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 856	R 899	R 942
LEARNER MODULES			
Module 0	R 1,358	N/A	
Module 1	R 1,423		
Module 2	R 1,516		
Module 3	R 1,613		
Module 4	R 1,707		
Module 5	R 1,802		
Module 6	R 1,897		
LEARNER UNIT STANDARDS			
Entry Level	R 1,149	N/A	
Core Unit Standards Level 2	R 1,327		
Core Unit Standards Level 3	R 1,537		
Core Unit Standards Level 4	R 1,719		
P T O			

KLERKSDORP, POTCHEFSTROOM, VEREENIGING & VANDERBIJLPARK

EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2009 to 31/12/2009	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANICURITS & / OR BEAUTY CULTURIST			
First three months of experience	R 1,001	N/A	
Second three months of experience	R 1,166		
Third three months of experience	R 1,455		
Thereafter	R 2,580	R 2,709	R 2,838
RECEPTIONIST	R 2,557	R 2,685	R 2,813
OPERATOR			
First Year Operator	R 1,744	N/A	
Operator	R 2,417		
Multi-Skilled Operator	R 2,861	R 3,004	R 3,147
GENERAL ASSISTANT			
(An EXEMPTION to employ someone in this category MUST be applied for)	R 1,313	R 1,379	R 1,444
CASUAL EMPLOYEE			
(An employee who substitutes for any permanent employee who is sick or on leave) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			
PART TIME EMPLOYEE			
(An employee who works 1 or 2 or 3 days per week) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			
NOTE : PERSONAL SERVICES COMMISSION (PSC)			
ALL Qualified Hairdressers / Stylists are to be paid a MINIMUM of 40% Personal Services Commission with NO stock deductions			

HAIRDRESSING & COSMETOLOGY SERVICES BARGAINING COUNCIL (seminational)

Remuneration / Basic Salary / Wage Schedule (Clause 12.1)

Remuneration /Basic Salary / Wages Payable in Area 3
which means the Magisterial District of
East London & Port Alfred

EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2009 to 31/12/2009	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANAGER			
Manager/ess Only	R 2,583	R 2,712	R 2,841
Manger/ess & Hairdresser (Per month + Personal Services Commission)	R 3,850	R 4,043	R 4,235
HAIRDRESSER - QUALIFIED			
1st Year after qualifying	R 3,157	N/A	N/A
Thereafter	R 3,792	R 3,982	R 4,171
AFRO HAIRDRESSER / STYLIST			
With COTT or SETA qualification	R 2,374	R 2,493	R 2,611
With informal qualification	R 1,484	R 1,558	R 1,632
UNSKILLED AFRO HAIRDRESSER			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 968	R 1,016	R 1,065
LEARNER MODULES			
Module 0	R 1,575	N/A	
Module 1	R 1,646		
Module 2	R 1,755		
Module 3	R 1,864		
Module 4	R 1,962		
Module 5	R 2,086		
Module 6	R 2,197		
LEARNER UNIT STANDARDS			
Entry Level	R 1,452	N/A	
Core Unit Standards Level 2	R 1,659		
Core Unit Standards Level 3	R 1,863		
Core Unit Standards Level 4	R 2,024		
P T O			

EAST LONDON & PORT ALFRED

EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2009 to 31/12/2009	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANICURITS & / OR BEAUTY CULTURIST			
First year of experience	R 2,245	N/A	
Thereafter	R 2,772	R 2,911	R 3,049
RECEPTIONIST			
First year of experience	R 2,854	N/A	
Thereafter	R 3,405	R 3,575	R 3,746
OPERATOR			
First Year Operator	R 1,526	N/A	
Operator	R 1,873	R 1,967	R 2,060
Multi-Skilled Operator	R 2,289	R 2,403	R 2,518
GENERAL ASSISTANT			
(An EXEMPTION to employ someone in this category MUST be applied for)	R 1,676	R 1,760	R 1,844
CASUAL EMPLOYEE			
(An employee who substitutes for any permanent employee who is sick or on leave) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			
PART TIME EMPLOYEE			
(An employee who works 1 or 2 or 3 days per week) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			
NOTE : PERSONAL SERVICES COMMISSION (PSC)			
ALL Qualified Hairdressers / Stylists are to be paid a MINIMUM of 40% Personal Services Commission with NO stock deductions			

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

Remuneration / Basic Salary / Wage Schedule			
(Clause 12.1)			
Remuneration /Basic Salary / Wages Payable in Area 4 which means the Magisterial Districts of Port Elizabeth, Uitenhage & Humansdorp			
EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2009 to 31/12/2009	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANAGER			
Manager/ess Only	R 3,251	N/A	
Manger/ess & Hairdresser (Per month + Personal Services Commission)	R 3,946	R 4,143	R 4,341
HAIRDRESSER - QUALIFIED			
1st Year after qualifying	R 3,065	N/A	N/A
Thereafter	R 3,480	R 3,654	R 3,828
AFRO HAIRDRESSER / STYLIST			
With COTT or SETA qualification	R 2,421	R 2,542	R 2,663
With informal qualification	R 1,514	R 1,590	R 1,665
UNSKILLED AFRO HAIRDRESSER			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 987	R 1,036	R 1,086
LEARNER MODULES			
Module 0	R 1,593	N/A	
Module 1	R 1,675		
Module 2	R 1,755		
Module 3	R 1,838		
Module 4	R 1,920		
Module 5	R 2,002		
Module 6	R 2,085		
LEARNER UNIT STANDARDS			
Entry Level	R 1,452	N/A	
Core Unit Standards Level 2	R 1,675		
Core Unit Standards Level 3	R 1,880		
Core Unit Standards Level 4	R 2,043		
P T O			

PORT ELIZABETH, UITENHAGE & HUMANSDORP

EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2009 to 31/12/2009	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANICURITS & / OR BEAUTY CULTURIST			
First year of experience	R 2,294	N/A	
Thereafter	R 2,981	R 3,130	R 3,279
RECEPTIONIST			
First year of experience	R 2,601	N/A	
Thereafter	R 3,149	R 3,306	R 3,464
OPERATOR			
First Year Operator	R 1,635	N/A	
Operator	R 2,079	R 2,183	R 2,287
Multi-Skilled Operator	R 2,403	R 2,523	R 2,643
GENERAL ASSISTANT			
(An EXEMPTION to employ someone in this category MUST be applied for)	R 1,782	R 1,871	R 1,960
CASUAL EMPLOYEE			
(An employee who substitutes for any permanent employee who is sick or on leave) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			
PART TIME EMPLOYEE			
(An employee who works 1 or 2 or 3 days per week) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			
NOTE : PERSONAL SERVICES COMMISSION (PSC)			
ALL Qualified Hairdressers / Stylists are to be paid a MINIMUM of 40% Personal Services Commission with NO stock deductions			

HAIRDRESSING & COSMETOLOGY SERVICES BARGAINING COUNCIL
(seminational)

Remuneration / Basic Salary / Wage Schedule
(Clause 12.1)

Remuneration /Basic Salary / Wages Payable in **Area 5**
which means
FREE STATE

EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2009 to 31/12/2009	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANAGER			
Manager/ess Only	R 2,603	R 2,733	R 2,863
Manager/ess & Hairdresser (Per month + Personal Services Commission)	R 761	R 799	R 837
HAIRDRESSER - QUALIFIED			
1st Year after qualifying	R 1,784	N/A	N/A
Thereafter	R 2,109	R 2,214	R 2,320
AFRO HAIRDRESSER / STYLIST			
With COTT or SETA qualification	R 1,856	R 1,949	R 2,042
With informal qualification	R 1,238	R 1,300	R 1,362
UNSKILLED AFRO HAIRDRESSER			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 757	R 795	R 833
LEARNER MODULES			
Module 0	R 1,074	N/A	
Module 1	R 1,117		
Module 2	R 1,193		
Module 3	R 1,267		
Module 4	R 1,343		
Module 5	R 1,415		
Module 6	R 1,493		
LEARNER UNIT STANDARDS			
Entry Level	R 1,028	N/A	
Core Unit Standards Level 2	R 1,127		
Core Unit Standards Level 3	R 1,322		
core Unit Standards Level 4	R 1,465		
PTO			

FREE STATE

EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2009 to 31/12/2009	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANICURITS & / OR BEAUTY CULTURIST			
First three months of experience	R 857	N/A	
Second three months of experience	R 997		
Third three months of experience	R 1,245		
Thereafter	R 1,853	R 1,946	R 2,038
RECEPTIONIST	R 1,867	R 1,960	R 2,054
OPERATOR			
First Year Operator	R 1,090	N/A	
Operator	R 1,505		
Multi-Skilled Operator	R 1,861	R 1,954	R 2,047
GENERAL ASSISTANT			
(An EXEMPTION to employ someone in this category MUST be applied for)	R 892	R 937	R 981
CASUAL EMPLOYEE			
(An employee who substitutes for any permanent employee who is sick or on leave) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			
PART TIME EMPLOYEE			
(An employee who works 1 or 2 or 3 days per week) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			
NOTE : PERSONAL SERVICES COMMISSION (PSC)			
ALL Qualified Hairdressers / Stylists are to be paid a MINIMUM of 40% Personal Services Commission with NO stock deductions			

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

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

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

EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2009 to 31/12/2009	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANAGER			
Manager/ess Only	R 2,603	N/A	
Manger/ess & Hairdresser (Per month + Personal Services Commission)	R 761	R 799	R 837
HAIRDRESSER - QUALIFIED			
1st Year after qualifying	R 1,784	N/A	N/A
Thereafter	R 2,109	R 2,214	R 2,320
AFRO HAIRDRESSER / STYLIST			
With COTT or SETA qualification	R 1,856	R 1,949	R 2,042
With informal qualification	R 1,238	R 1,300	R 1,362
UNSKILLED AFRO HAIRDRESSER			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 757	R 795	R 833
LEARNER MODULES			
Module 0	R 1,074	N/A	
Module 1	R 1,117		
Module 2	R 1,193		
Module 3	R 1,267		
Module 4	R 1,343		
Module 5	R 1,415		
Module 6	R 1,493		
LEARNER UNIT STANDARDS			
Entry Level	R 1,028	N/A	
Core Unit Standards Level 2	R 1,129		
Core Unit Standards Level 3	R 1,322		
Core Unit Standards Level 4	R 1,465		
PTO			

KIMBERLEY

EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2009 to 31/12/2009	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANICURITS & / OR BEAUTY CULTURIST			
First three months of experience	R 857	N/A	
Second three months of experience	R 997		
Third three months of experience	R 1,245		
Thereafter	R 1,853	R 1,946	R 2,038
RECEPTIONIST	R 1,867	R 1,960	R 2,054
OPERATOR			
First Year Operator	R 1,090	N/A	
Operator	R 1,468		
Multi-Skilled Operator	R 1,817	R 1,908	R 1,999
GENERAL ASSISTANT			
(An EXEMPTION to employ someone in this category MUST be applied for)	R 865	R 908	R 952
CASUAL EMPLOYEE			
(An employee who substitutes for any permanent employee who is sick or on leave) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			
PART TIME EMPLOYEE			
(An employee who works 1 or 2 or 3 days per week) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment			
NOTE : PERSONAL SERVICES COMMISSION (PSC)			
ALL Qualified Hairdressers / Stylists are to be paid a MINIMUM of 40% Personal Services Commission with NO stock deductions			

HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL								
(semi national)								
CONTRIBUTION SCHEDULE								
(Clause 22)								
SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND HCI PROVIDENT FUND CONTRIBUTIONS FOR ALBERTON (Area 1)								
(Effective from 1 st JANUARY 2009)								
		SUBS	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund	
Work Code	CATEGORY		Employer	Employee	Employer	Employee	(equal contributions by employer and employee)	
	EOHCB Subscriptions (Southern Gauteng)		R295.00 Agency Fee					
	Basic establishment charge		R 61.00					
	Total minimum charge		R 120.00					
05 WE	Working Employer	N/A	Nil	Nil	R 46.00	N/A	R 154.00	
	(Provident Fund is optional)						(Optional)	
	MANAGER		UNION / AGENCY FEE					
05 MQ1	Manager Only	R 57.00	R 16.00	R 50.00	R 16.00	R 33.00	R81.00	each
05 MQ5	After 5 years	R 57.00	R 16.00	R 50.00	R 18.00	R 36.00	R90.00	each
05 MQ10	After 10 years	R 57.00	R 16.00	R 50.00	R 20.00	R 40.00	R98.00	each
05 MH1	Manageress / Hairdresser	R 57.00	R 16.00	R 50.00	R 19.00	R 39.00	R96.00	each
05 MH5	After 5 years	R 57.00	R 16.00	R 50.00	R 20.00	R 40.00	R101.00	each
05 MH10	After 10 years	R 57.00	R 16.00	R 50.00	R 21.00	R 42.00	R108.00	each
	HAIRDRESSER – QUALIFIED							
05 HQ1	First year after qualifying	R 57.00	R 16.00	R 50.00	R 12.00	R 23.00	R58.00	each
05 HQ2	Thereafter	R 57.00	R 16.00	R 50.00	R 15.00	R 31.00	R77.00	each
05 HQ5	After 5 years	R 57.00	R 16.00	R 50.00	R 18.00	R 32.00	R81.00	each
05 HQ10	After 10 years	R 57.00	R 16.00	R 50.00	R 17.00	R 34.00	R85.00	each
	AFRO HAIRDRESSER / STYLIST							
05 AHQ1	With COTT or SETA Qualification	R 57.00	R 16.00	R 50.00	R 11.00	R 22.00	R65.00	each
05 AHQ5	After 5 years	R 57.00	R 16.00	R 50.00	R 11.00	R 23.00	R67.00	each
05 AHQ10	After 10 years	R 57.00	R 16.00	R 50.00	R 12.00	R 24.00	R60.00	each
05 AH11	With Informal Qualification	R 57.00	R 16.00	R 50.00	R 7.00	R 14.00	R35.00	each
05 AH15	After 5 years	R 57.00	R 16.00	R 50.00	R 7.00	R 15.00	R36.00	each
05 AH10	After 10 years	R 57.00	R 16.00	R 50.00	R 8.00	R 15.00	R38.00	each
05 AHB1	An employee who does one or more of the following: Braiding, Plaiting, Haircutting or Extensions	R 57.00	R 16.00	R 50.00	R 5.00	R 9.00	R22.00	each
05 AHB 5	After 5 years	R 57.00	R 16.00	R 50.00	R 5.00	R 9.00	R24.00	each
05 AHB10	After 10 years	R 57.00	R 16.00	R 50.00	R 5.00	R 10.00	R25.00	each
	LEARNER – MODULES							
05 LM0	Before completing module 1	R 57.00	R 8.50	R 19.50	R 7.00	R 14.00	R36.00	each
05 LM1	Module 1	R 57.00	R 8.50	R 19.50	R 7.00	R 15.00	R37.00	each
05 LM2	Module 2	R 57.00	R 8.50	R 19.50	R 8.00	R 16.00	R39.00	each
05 LM3	Module 3	R 57.00	R 8.50	R 19.50	R 8.00	R 16.00	R41.00	each
05 LM4	Module 4	R 57.00	R 11.00	R 28.00	R 9.00	R 17.00	R43.00	each
05 LM5	Module 5	R 57.00	R 11.00	R 28.00	R 9.00	R 18.00	R45.00	each
05 LM6	Module 6	R 57.00	R 11.00	R 28.00	R 9.00	R 19.00	R47.00	each
	LEARNER – UNIT STANDARDS							
05 LS0	Entry Level	R 57.00	R 8.50	R 19.50	R 6.00	R 12.00	R32.00	each
05 LS1	Core Unit Standards Level 2	R 57.00	R 8.50	R 19.50	R 8.00	R 15.00	R37.00	each
05 LS6	Core Unit Standards Level 3	R 57.00	R 11.00	R 28.00	R 8.00	R 17.00	R42.00	each
05 LS11	Core Unit Standards Level 4	R 57.00	R 11.00	R 28.00	R 9.00	R 18.00	R46.00	each
	MANICURIST & BEAUTY CULTURIST							
05 MB13	1 st 3 Months	R 57.00	R 8.50	R 19.50	R 4.00	R 9.00	R21.00	each
05 MB23	2 nd 3 Months	R 57.00	R 8.50	R 19.50	R 5.00	R 10.00	R25.00	each
05 MB33	3 rd 3 Months	R 57.00	R 11.00	R 28.00	R 6.00	R 12.00	R31.00	each
05 MB1	Thereafter	R 57.00	R 16.00	R 42.00	R 11.00	R 22.00	R55.00	each
05 MB5	After 5 years	R 57.00	R 16.00	R 42.00	R 12.00	R 23.00	R58.00	each
05 MB10	After 10 years	R 57.00	R 16.00	R 42.00	R 12.00	R 24.00	R61.00	each
05 RE1	RECEPTIONIST/TELEPHONIST	R 57.00	R 16.00	R 42.00	R 11.00	R 22.00	R55.00	each
05 RE5	After 5 years	R 57.00	R 16.00	R 42.00	R 12.00	R 23.00	R58.00	each
05 RE10	After 10 years	R 57.00	R 16.00	R 42.00	R 12.00	R 24.00	R61.00	each
	OPERATOR							
05 OP	First year	R 57.00	R 8.50	R 19.50	R 5.00	R 11.00	R27.00	each
05 OP1	Thereafter	R 57.00	R 8.50	R 19.50	R 11.00	R 22.00	R54.00	each
05 OP5	After 5 years	R 57.00	R 8.50	R 19.50	R 11.00	R 23.00	R57.00	each
05 OP10	After 10 years	R 57.00	R 8.50	R 19.50	R 12.00	R 24.00	R59.00	each
05 OPM1	Operator Multi-skilled	R 57.00	R 8.50	R 19.50	R 12.00	R 24.00	R62.00	each
05 OPM5	After 5 years	R 57.00	R 8.50	R 19.50	R 13.00	R 26.00	R64.00	each
05 OPM10	After 10 years	R 57.00	R 8.50	R 19.50	R 13.00	R 27.00	R67.00	each
05 GA1	GENERAL ASSISTANT	R 57.00	R 8.50	R 19.50	R 6.00	R 11.00	R29.00	each
05 GA5	After 5 years	R 57.00	R 8.50	R 19.50	R 6.00	R 12.00	R30.00	each
05 GA10	After 10 years	R 57.00	R 8.50	R 19.50	R 6.00	R 13.00	R32.00	each
	CASUAL EMPLOYEE	Contributions for casual / part time employees shall be as specified for that category of employee above.						
	PART TIME EMPLOYEE							

HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL (semi national)							
CONTRIBUTION SCHEDULES (Clause 22)							
SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND HCI PROVIDENT FUND CONTRIBUTIONS FOR AREA 1, WHICH MEANS THE PROVINCIAL DISTRICTS OF GAUTENG (Excluding Alberton, van der Bijl Park, Vereeniging & Randfontein)							
(Effective from 1 st JANUARY 2009)							
	CATEGORY	SUBS	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund
			Employer	Employee	Employer	Employee	(equal contributions by employer and employee)
	EOHCB Subscriptions (S. Gauteng)	R 295.00	Agency Fee				
	AHBEASA Subscriptions (S. Gauteng)	R 75.00	Agency Fee				
	Basic establishment charge		R 61.00				
	Total minimum charge		R 120.00				
01 WE	Working Employer (Provident Fund is optional)	N/A	Nil	Nil	R 78.00	N/A	R 260.00 (Optional)
	MANAGER						
01 MQ1	Manager Only	R 57.00	R 16.00	R 50.00	R 20.00	R 39.00	R98.00 each
01 MQ5	After 5 years	R 57.00	R 16.00	R 50.00	R 20.00	R 41.00	R102.00 each
01 MQ10	After 10 years	R 57.00	R 16.00	R 50.00	R 21.00	R 43.00	R107.00 each
01 MH1	Manageress / Hairdresser	R 57.00	R 16.00	R 50.00	R 32.00	R 65.00	R162.00 each
01 MH5	After 5 years	R 57.00	R 16.00	R 50.00	R 34.00	R 68.00	R170.00 each
01 MH10	After 10 years	R 57.00	R 16.00	R 50.00	R 36.00	R 71.00	R178.00 each
	HAIRDRESSER – QUALIFIED						
01 HQ1	First year after qualifying	R 57.00	R 16.00	R 50.00	R 18.00	R 36.00	R91.00 each
01 HQ2	Thereafter	R 57.00	R 16.00	R 50.00	R 26.00	R 52.00	R130.00 each
01 HQ5	After 5 years	R 57.00	R 16.00	R 50.00	R 27.00	R 55.00	R136.00 each
01 HQ10	After 10 years	R 57.00	R 16.00	R 50.00	R 29.00	R 57.00	R143.00 each
	AFRO HAIRDRESSER / STYLIST						
01 AHQ1	With COTT or SETA Qualification	R 57.00	R 16.00	R 50.00	R 15.00	R 30.00	R74.00 each
01 AHQ5	After 5 years	R 57.00	R 16.00	R 50.00	R 16.00	R 31.00	R78.00 each
01 AHQ10	After 10 years	R 57.00	R 16.00	R 50.00	R 16.00	R 33.00	R82.00 each
01 AH11	With informal qualifications	R 57.00	R 16.00	R 50.00	R 10.00	R 21.00	R52.00 each
01 AH15	After 5 years	R 57.00	R 16.00	R 50.00	R 11.00	R 22.00	R54.00 each
01 AH10	After 10 years	R 57.00	R 16.00	R 50.00	R 11.00	R 23.00	R57.00 each
01 AHB1	An employee who does one or more of the following: Braiding, Plaiting, Haircutting or Extensions Unskilled Hairdresser	R 57.00	R 16.00	R 50.00	R 8.00	R 15.00	R38.00 each
01 AHB 5	After 5 years	R 57.00	R 16.00	R 50.00	R 8.00	R 16.00	R40.00 each
01 AHB10	After 10 years	R 57.00	R 16.00	R 50.00	R 8.00	R 17.00	R42.00 each
	LEARNER – MODULES						
01 LM0	Before completing module 1	R 57.00	R 8.50	R 19.50	R 8.00	R 16.00	R40.00 each
01 LM1	Module 1	R 57.00	R 8.50	R 19.50	R 8.00	R 17.00	R42.00 each
01 LM2	Module 2	R 57.00	R 8.50	R 19.50	R 9.00	R 18.00	R44.00 each
01 LM3	Module 3	R 57.00	R 8.50	R 19.50	R 9.00	R 18.00	R46.00 each
01 LM4	Module 4	R 57.00	R 11.00	R 28.00	R 10.00	R 19.00	R48.00 each
01 LM5	Module 5	R 57.00	R 11.00	R 28.00	R 10.00	R 20.00	R51.00 each
01 LM6	Module 6	R 57.00	R 11.00	R 28.00	R 11.00	R 21.00	R53.00 each
	LEARNER – UNIT STANDARDS						
01 LS0	Entry Level	R 57.00	R 8.50	R 19.50	R 7.00	R 15.00	R36.00 each
01 LS1	Core Unit Standards Level 2	R 57.00	R 8.50	R 19.50	R 8.00	R 17.00	R42.00 each
01 LS6	Core Unit Standards Level 3	R 57.00	R 11.00	R 28.00	R 9.00	R 19.00	R47.00 each
01 LS11	Core Unit Standards Level 4	R 57.00	R 11.00	R 28.00	R 10.00	R 21.00	R52.00 each
	MANICURIST & BEAUTY CULTURIST	R 57.00					
01 MB13	1 st 3 Months	R 57.00	R 8.50	R 19.50	R 7.00	R 15.00	R36.00 each
01 MB23	2 nd 3 Months	R 57.00	R 11.00	R 19.50	R 8.00	R 17.00	R42.00 each
01 MB33	3 rd 3 Months	R 57.00	R 11.00	R 28.00	R 11.00	R 21.00	R53.00 each
01 MB1	Thereafter	R 57.00	R 16.00	R 42.00	R 19.00	R 38.00	R94.00 each
01 MB5	After 5 years	R 57.00	R 16.00	R 42.00	R 20.00	R 39.00	R99.00 each
01 MB10	After 10 years	R 57.00	R 16.00	R 42.00	R 21.00	R 41.00	R103.00 each
01 RE1	RECEPTIONIST/TELEPHONIST	R 57.00	R 16.00	R 42.00	R 18.00	R 36.00	R81.00 each
01 RE5	After 5 years	R 57.00	R 16.00	R 42.00	R 19.00	R 38.00	R95.00 each
01 RE10	After 10 years	R 57.00	R 16.00	R 42.00	R 20.00	R 40.00	R100.00 each
	OPERATOR						
01 OP	Operator - First Year	R 57.00	R 8.50	R 19.50	R 11.00	R 22.00	R55.00 each
01 OP1	Operator - thereafter	R 57.00	R 8.50	R 19.50	R 17.00	R 33.00	R83.00 each
01 OP5	Operator - after 5 years	R 57.00	R 8.50	R 19.50	R 17.00	R 35.00	R87.00 each
01 OP10	Operator - after 10 years	R 57.00	R 8.50	R 19.50	R 18.00	R 36.00	R91.00 each
01 OPM1	Operator Multi-Skilled	R 57.00	R 8.50	R 19.50	R 18.00	R 37.00	R92.00 each
01 OPM5	Operator Multi-Skilled After 5 years	R 57.00	R 8.50	R 19.50	R 19.00	R 38.00	R96.00 each
01 OPM10	Operator Multi-Skilled After 10 Years	R 57.00	R 8.50	R 19.50	R 20.00	R 40.00	R101.00 each
01 GA1	GENERAL ASSISTANT	R 57.00	R 8.50	R 19.50	R 10.00	R 21.00	R51.00 each
01 GA5	After 5 years	R 57.00	R 8.50	R 19.50	R 11.00	R 22.00	R54.00 each
01 GA10	After 10 years	R 57.00	R 8.50	R 19.50	R 11.00	R 23.00	R56.00 each
	CASUAL EMPLOYEE	Contributions for casual / part time employees shall be as specified for that category of employee above.					
	PART TIME EMPLOYEE						

HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL							
(semi national)							
CONTRIBUTION SCHEDULES							
(Clause 22)							
SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND HCI PROVIDENT FUND CONTRIBUTIONS FOR RANDFONTEIN (Area 1)							
(Effective from 1 st JANUARY 2009)							
	CATEGORY	SUBS	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund
			Employer	Employee	Employer	Employee	(equal contributions by employer and employee)
11 WE	EOHCB Subscriptions (S. Gauteng)	R 195.00	/ Agency Fee				
	Basic establishment charge		R 61.00				
	Total minimum charge		R 120.00				
	Working Employer (Provident Fund is optional)	N/A	Nil	Nil	R 78.00	N/A	R 260.00 (Optional)
	MANAGER						
11 MO1	Manager Only	R 57.00	R 16.00	R 50.00	R 20.00	R 39.00	R98.00 each
11 MO5	After 5 years	R 57.00	R 16.00	R 50.00	R 20.00	R 41.00	R102.00 each
11 MO10	After 10 years	R 57.00	R 16.00	R 50.00	R 21.00	R 43.00	R107.00 each
11 MH1	Manageress / Hairdresser	R 57.00	R 18.00	R 50.00	R 32.00	R 65.00	R162.00 each
11 MH5	After 5 years	R 57.00	R 18.00	R 50.00	R 34.00	R 68.00	R170.00 each
11 MH10	After 10 years	R 57.00	R 18.00	R 50.00	R 36.00	R 71.00	R178.00 each
HAIRDRESSER – QUALIFIED							
11 HQ1	First year after qualifying	R 57.00	R 16.00	R 50.00	R 18.00	R 36.00	R91.00 each
11 HQ2	Thereafter	R 57.00	R 16.00	R 50.00	R 26.00	R 52.00	R130.00 each
11 HQ5	After 5 years	R 57.00	R 16.00	R 50.00	R 27.00	R 55.00	R136.00 each
11 HQ10	After 10 years	R 57.00	R 16.00	R 50.00	R 29.00	R 57.00	R143.00 each
AFRO HAIRDRESSER / STYLIST							
11 AHQ1	With COTT or SETA Qualification	R 57.00	R 16.00	R 50.00	R 15.00	R 30.00	R74.00 each
11 AHQ5	After 5 years	R 57.00	R 16.00	R 50.00	R 16.00	R 31.00	R78.00 each
11 AHQ10	After 10 years	R 57.00	R 16.00	R 50.00	R 16.00	R 33.00	R82.00 each
11 AH11	With informal qualifications	R 57.00	R 16.00	R 50.00	R 10.00	R 21.00	R52.00 each
11 AH15	After 5 years	R 57.00	R 16.00	R 50.00	R 11.00	R 22.00	R54.00 each
11 AH110	After 10 years	R 57.00	R 16.00	R 50.00	R 11.00	R 23.00	R57.00 each
11 AHB1	An employee who does one or more of the following: Braiding, Plaiting, Haircutting or Extensions Unskilled Hairdresser	R 57.00	R 16.00	R 50.00	R 8.00	R 15.00	R38.00 each
11 AHB 5	After 5 years	R 57.00	R 16.00	R 50.00	R 8.00	R 16.00	R40.00 each
11 AHB10	After 10 years	R 57.00	R 16.00	R 50.00	R 8.00	R 17.00	R42.00 each
LEARNER – MODULES							
11 LM0	Before completing module 1	R 57.00	R 8.50	R 19.50	R 8.00	R 16.00	R40.00 each
11 LM1	Module 1	R 57.00	R 8.50	R 19.50	R 8.00	R 17.00	R42.00 each
11 LM2	Module 2	R 57.00	R 8.50	R 19.50	R 9.00	R 18.00	R44.00 each
11 LM3	Module 3	R 57.00	R 8.50	R 19.50	R 9.00	R 18.00	R46.00 each
11 LM4	Module 4	R 57.00	R 11.00	R 28.00	R 10.00	R 19.00	R48.00 each
11 LM5	Module 5	R 57.00	R 11.00	R 28.00	R 10.00	R 20.00	R51.00 each
11 LM6	Module 6	R 57.00	R 11.00	R 28.00	R 11.00	R 21.00	R53.00 each
LEARNER – UNIT STANDARDS							
11 LS0	Entry Level	R 57.00	R 8.50	R 19.50	R 7.00	R 15.00	R36.00 each
11 LS1	Core Unit Standards Level 2	R 57.00	R 8.50	R 19.50	R 8.00	R 17.00	R42.00 each
11 LS6	Core Unit Standards Level 3	R 57.00	R 11.00	R 28.00	R 9.00	R 19.00	R47.00 each
11 LS11	Core Unit Standards Level 4	R 57.00	R 11.00	R 28.00	R 10.00	R 21.00	R52.00 each
MANICURIST & BEAUTY CULTURIST		R 57.00					
11 MB13	1 st 3 Months	R 57.00	R 8.50	R 19.50	R 7.00	R 15.00	R36.00 each
11 MB23	2 nd 3 Months	R 57.00	R 11.00	R 19.50	R 8.00	R 17.00	R42.00 each
11 MB33	3 rd 3 Months	R 57.00	R 11.00	R 28.00	R 11.00	R 21.00	R53.00 each
11 MB1	Thereafter	R 57.00	R 18.00	R 42.00	R 19.00	R 38.00	R94.00 each
11 MB5	After 5 years	R 57.00	R 16.00	R 42.00	R 20.00	R 39.00	R99.00 each
11 MB10	After 10 years	R 57.00	R 16.00	R 42.00	R 21.00	R 41.00	R103.00 each
11 RE1	RECEPTIONIST/TELEPHONIST	R 57.00	R 18.00	R 42.00	R 18.00	R 36.00	R91.00 each
11 RE5	After 5 years	R 57.00	R 16.00	R 42.00	R 19.00	R 38.00	R95.00 each
11 RE10	After 10 years	R 57.00	R 16.00	R 42.00	R 20.00	R 40.00	R100.00 each
OPERATOR							
11 OP	Operator - First Year	R 57.00	R 8.50	R 19.50	R 11.00	R 22.00	R55.00 each
11 OP1	Operator - thereafter	R 57.00	R 8.50	R 19.50	R 17.00	R 33.00	R83.00 each
11 OP5	Operator - after 5 years	R 57.00	R 8.50	R 19.50	R 17.00	R 35.00	R87.00 each
11 OP10	Operator - after 10 years	R 57.00	R 8.50	R 19.50	R 18.00	R 36.00	R91.00 each
11 OPM1	Operator Multi-Skilled	R 57.00	R 8.50	R 19.50	R 18.00	R 37.00	R92.00 each
11 OPM5	Operator Multi-Skilled After 5 years	R 57.00	R 8.50	R 19.50	R 19.00	R 38.00	R96.00 each
11 OPM10	Operator Multi-Skilled After 10 Years	R 57.00	R 8.50	R 19.50	R 20.00	R 40.00	R101.00 each
11 GA1	GENERAL ASSISTANT	R 57.00	R 8.50	R 19.50	R 10.00	R 21.00	R51.00 each
11 GA5	After 5 years	R 57.00	R 8.50	R 19.50	R 11.00	R 22.00	R54.00 each
11 GA10	After 10 years	R 57.00	R 8.50	R 19.50	R 11.00	R 23.00	R56.00 each
CASUAL EMPLOYEE		Contributions for casual / part time employees shall be as specified for that category of employee above.					
PART TIME EMPLOYEE							

HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL (semi national)							
CONTRIBUTION SCHEDULE (Clause 22)							
SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND HCI PROVIDENT FUND CONTRIBUTIONS FOR VEREENIGING AND VANDERBIJLPARK (Area 1)							
(Effective from 1 st JANUARY 2009)							
Work Code	CATEGORY	SUBS	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund
			Employer	Employee	Employer	Employee	(equal contributions by employer and employee)
	EOHCB Subscriptions	R 295.00 / Agency Fee					
	Basic establishment charge		R 61.00				
	Total minimum charge		R 120.00				
10 WE	Working Employer (Provident Fund is optional)	N/A	Nil	Nil	R 54.00	N/A	R 180.00 Optional
	MANAGER	UNION / AGENCY FEE					
10 MO1	Managers Only	R 57.00	R 16.00	R 50.00	R 16.00	R 32.00	R79.00 each
10 MO5	After 5 years	R 57.00	R 16.00	R 50.00	R 17.00	R 33.00	R83.00 each
10 MO10	After 10 years	R 57.00	R 16.00	R 50.00	R 17.00	R 35.00	R87.00 each
10 MH10	Manageress / Hairdresser	R 57.00	R 16.00	R 50.00	R 21.00	R 43.00	R106.00 each
10 MH5	After 5 years	R 57.00	R 16.00	R 50.00	R 22.00	R 45.00	R112.00 each
10 MH10	After 10 years	R 57.00	R 16.00	R 50.00	R 23.00	R 47.00	R117.00 each
	HAIRDRESSER – QUALIFIED						
10 HQ1	First year after qualifying	R 57.00	R 16.00	R 50.00	R 14.00	R 27.00	R68.00 each
10 HQ2	Thereafter	R 57.00	R 16.00	R 50.00	R 18.00	R 36.00	R90.00 each
10 HQ5	After 5 years	R 57.00	R 16.00	R 50.00	R 19.00	R 38.00	R95.00 each
10 HQ10	After 10 years	R 57.00	R 16.00	R 50.00	R 20.00	R 40.00	R99.00 each
	AFRO HAIRDRESSER / STYLIST						
10 AHQ1	With COTT or SETA Qualification	R 57.00	R 16.00	R 50.00	R 12.00	R 24.00	R61.00 each
10 AHQ5	After 5 years	R 57.00	R 16.00	R 50.00	R 13.00	R 25.00	R64.00 each
10 AHQ10	After 10 years	R 57.00	R 16.00	R 50.00	R 13.00	R 27.00	R67.00 each
10 AH11	With Informal Qualification	R 57.00	R 16.00	R 50.00	R 6.00	R 13.00	R31.00 each
10 AH15	After 5 years	R 57.00	R 16.00	R 50.00	R 7.00	R 13.00	R33.00 each
10 AH110	After 10 years	R 57.00	R 16.00	R 50.00	R 7.00	R 14.00	R34.00 each
10 AHB1	With Braiding, Plaiting, Cutting or Hair Extensions	R 57.00	R 16.00	R 50.00	R 4.00	R 9.00	R21.00 each
10 AHB 5	After 5 years	R 57.00	R 16.00	R 50.00	R 5.00	R 9.00	R22.00 each
10 AHB10	After 10 years	R 57.00	R 16.00	R 50.00	R 5.00	R 9.00	R24.00 each
	LEARNER – MODULES						
10 LM0	Before completing module 1	R 57.00	R 8.50	R 19.50	R 7.00	R 14.00	R34.00 each
10 LM1	Module 1	R 57.00	R 8.50	R 19.50	R 7.00	R 14.00	R36.00 each
10 LM2	Module 2	R 57.00	R 8.50	R 19.50	R 8.00	R 15.00	R38.00 each
10 LM3	Module 3	R 57.00	R 8.50	R 19.50	R 8.00	R 16.00	R40.00 each
10 LM4	Module 4	R 67.00	R 11.00	R 28.00	R 9.00	R 17.00	R43.00 each
10 LM5	Module 5	R 57.00	R 11.00	R 28.00	R 9.00	R 18.00	R45.00 each
10 LM6	Module 6	R 57.00	R 11.00	R 28.00	R 9.00	R 19.00	R47.00 each
	LEARNER – UNIT STANDARDS						
10 LS0	Entry level	R 57.00	R 8.50	R 19.50	R 6.00	R 11.00	R29.00 each
10 LS1	Core Unit Standards Level 2	R 57.00	R 8.50	R 19.50	R 7.00	R 13.00	R33.00 each
10 LS6	Core Unit Standards Level 3	R 57.00	R 11.00	R 28.00	R 8.00	R 15.00	R38.00 each
10 LS11	Core Unit Standards Level 4	R 57.00	R 11.00	R 28.00	R 9.00	R 17.00	R43.00 each
	MANICURIST & BEAUTY CULTURIST						
10 MB13	1 st 3 Months	R 57.00	R 8.50	R 19.50	R 5.00	R 10.00	R25.00 each
10 MB23	2 nd 3 Months	R 57.00	R 11.00	R 19.50	R 6.00	R 12.00	R29.00 each
10 MB33	3 rd 3 Months	R 57.00	R 11.00	R 28.00	R 7.00	R 15.00	R36.00 each
10 MB1	Thereafter	R 57.00	R 16.00	R 42.00	R 13.00	R 26.00	R65.00 each
10 MB5	After 5 years	R 57.00	R 16.00	R 42.00	R 14.00	R 27.00	R68.00 each
10 MB10	After 10 years	R 57.00	R 16.00	R 42.00	R 14.00	R 28.00	R71.00 each
10 RE1	RECEPTIONIST/TELEPHONIST	R 57.00	R 16.00	R 42.00	R 13.00	R 26.00	R64.00 each
10 RE5	After 5 years	R 57.00	R 16.00	R 42.00	R 13.00	R 27.00	R67.00 each
10 RE10	After 10 years	R 57.00	R 16.00	R 42.00	R 14.00	R 28.00	R70.00 each
	OPERATOR						
10 OP	Firs year	R 57.00	R 8.50	R 19.50	R 9.00	R 17.00	R44.00 each
10 OP10	Thereafter	R 57.00	R 8.50	R 19.50	R 12.00	R 24.00	R60.00 each
10 OP5	After 5 years	R 57.00	R 8.50	R 19.50	R 13.00	R 25.00	R63.00 each
10 OP10	After 10 years	R 57.00	R 8.50	R 19.50	R 13.00	R 27.00	R66.00 each
10 OPM1	Operator Multi-Skilled	R 57.00	R 8.50	R 19.50	R 14.00	R 29.00	R72.00 each
10 OPM5	After 5 years	R 57.00	R 8.50	R 19.50	R 15.00	R 30.00	R75.00 each
10 OPM10	After 10 years	R 57.00	R 8.50	R 19.50	R 16.00	R 31.00	R79.00 each
10 GA1	GENERAL ASSISTANT	R 57.00	R 8.50	R 19.50	R 7.00	R 13.00	R33.00 each
10 GA5	After 5 years	R 57.00	R 8.50	R 19.50	R 7.00	R 14.00	R34.00 each
10 GA10	After 10 years	R 57.00	R 8.50	R 19.50	R 7.00	R 14.00	R36.00 each
	CASUAL EMPLOYEE	Contributions for casual / part time employees shall be as specified for that category of employee above.					
	PART TIME EMPLOYEE						

HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL							
(semi national)							
CONTRIBUTION SCHEDULE							
(Clause 22)							
SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND HCI PROVIDENT FUND CONTRIBUTIONS FOR KLERKSDORP AND POTCHEFSTROOM. (Area 2)							
(Effective from 1 st JANUARY 2009)							
Work Code	CATEGORY	SUBS	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund
			Employer	Employee	Employer	Employee	(equal contributions by employer and employee)
	EOHCB Subscriptions	R 120.00	Agency Fee				
	Basic establishment charge		R 61.00				
	Total minimum charge		R 120.00				
08 WE	Working Employer (Provident Fund is optional)	N/A	Nil	Nil	R 54.00	N/A	R 180.00 Optional
	MANAGER	UNION / AGENCY FEE					
08 MO1	Managers Only	R 57.00	R 16.00	R 50.00	R 16.00	R 32.00	R79.00 each
08 MO5	After 5 years	R 57.00	R 16.00	R 50.00	R 17.00	R 33.00	R83.00 each
08 MO10	After 10 years	R 57.00	R 16.00	R 50.00	R 17.00	R 35.00	R87.00 each
08 MH1	Manageress / Hairdresser	R 57.00	R 16.00	R 50.00	R 21.00	R 43.00	R106.00 each
08 MH5	After 5 years	R 57.00	R 16.00	R 50.00	R 22.00	R 45.00	R112.00 each
08 MH10	After 10 years	R 57.00	R 16.00	R 50.00	R 23.00	R 47.00	R117.00 each
	HAIRDRESSER – QUALIFIED						
08 HQ1	First year after qualifying	R 57.00	R 16.00	R 50.00	R 14.00	R 27.00	R68.00 each
08 HQ2	Thereafter	R 57.00	R 16.00	R 50.00	R 18.00	R 36.00	R90.00 each
08 HQ5	After 5 years	R 57.00	R 16.00	R 50.00	R 19.00	R 38.00	R95.00 each
08 HQ10	After 10 years	R 57.00	R 16.00	R 50.00	R 20.00	R 40.00	R99.00 each
	AFRO HAIRDRESSER / STYLIST						
08 AHQ1	With COTT or SETA Qualification	R 57.00	R 16.00	R 50.00	R 12.00	R 24.00	R61.00 each
08 AHQ5	After 5 years	R 57.00	R 16.00	R 50.00	R 13.00	R 25.00	R64.00 each
08 AHQ10	After 10 years	R 57.00	R 16.00	R 50.00	R 13.00	R 27.00	R67.00 each
08 AH11	With Informal Qualification	R 57.00	R 16.00	R 50.00	R 6.00	R 13.00	R31.00 each
08 AH15	After 5 years	R 57.00	R 16.00	R 50.00	R 7.00	R 13.00	R33.00 each
08 AH110	After 10 years	R 57.00	R 16.00	R 50.00	R 7.00	R 14.00	R34.00 each
08 AHB1	With Braiding, Plaiting, Cutting or Hair Extensions	R 57.00	R 16.00	R 50.00	R 4.00	R 9.00	R21.00 each
08 AHB5	After 5 years	R 57.00	R 16.00	R 50.00	R 5.00	R 9.00	R22.00 each
08 AHB10	After 10 years	R 57.00	R 16.00	R 50.00	R 5.00	R 9.00	R24.00 each
	LEARNER – MODULES						
08 LM0	Before completing module 1	R 57.00	R 8.50	R 19.50	R 7.00	R 14.00	R34.00 each
08 LM1	Module 1	R 57.00	R 8.50	R 19.50	R 7.00	R 14.00	R36.00 each
08 LM2	Module 2	R 57.00	R 8.50	R 19.50	R 8.00	R 15.00	R38.00 each
08 LM3	Module 3	R 57.00	R 8.50	R 19.50	R 8.00	R 16.00	R40.00 each
08 LM4	Module 4	R 57.00	R 11.00	R 28.00	R 9.00	R 17.00	R43.00 each
08 LM5	Module 5	R 57.00	R 11.00	R 28.00	R 9.00	R 18.00	R45.00 each
08 LM6	Module 6	R 57.00	R 11.00	R 28.00	R 9.00	R 19.00	R47.00 each
	LEARNER – UNIT STANDARDS						
08 LS0	Entry level	R 57.00	R 8.50	R 19.50	R 6.00	R 11.00	R28.00 each
08 LS1	Core Unit Standards Level 2	R 57.00	R 8.50	R 19.50	R 7.00	R 13.00	R33.00 each
08 LS6	Core Unit Standards Level 3	R 57.00	R 11.00	R 28.00	R 8.00	R 15.00	R38.00 each
08 LS11	Core Unit Standards Level 4	R 57.00	R 11.00	R 28.00	R 9.00	R 17.00	R43.00 each
	MANICURIST & BEAUTY CULTURIST						
08 MB13	1 st 3 Months	R 57.00	R 8.50	R 19.50	R 5.00	R 10.00	R25.00 each
08 MB23	2 nd 3 Months	R 57.00	R 11.00	R 19.50	R 6.00	R 12.00	R29.00 each
08 MB33	3 rd 3 Months	R 57.00	R 11.00	R 28.00	R 7.00	R 15.00	R36.00 each
08 MB1	Thereafter	R 57.00	R 16.00	R 42.00	R 13.00	R 26.00	R65.00 each
08 MB5	After 5 years	R 57.00	R 16.00	R 42.00	R 14.00	R 27.00	R68.00 each
08 MB10	After 10 years	R 57.00	R 16.00	R 42.00	R 14.00	R 28.00	R71.00 each
08 RE1	RECEPTIONIST/TELEPHONIST	R 57.00	R 16.00	R 42.00	R 13.00	R 26.00	R64.00 each
08 RE5	After 5 years	R 57.00	R 16.00	R 42.00	R 13.00	R 27.00	R67.00 each
08 RE10	After 10 years	R 57.00	R 16.00	R 42.00	R 14.00	R 28.00	R70.00 each
	OPERATOR						
08 OP	Firs year	R 57.00	R 8.50	R 19.50	R 9.00	R 17.00	R44.00 each
08 OP1	Thereafter	R 57.00	R 8.50	R 19.50	R 12.00	R 24.00	R60.00 each
08 OP5	After 5 years	R 57.00	R 8.50	R 19.50	R 13.00	R 25.00	R63.00 each
08 OP10	After 10 years	R 57.00	R 8.50	R 19.50	R 13.00	R 27.00	R66.00 each
08 OPM1	Operator Multi-Skilled	R 57.00	R 8.50	R 19.50	R 14.00	R 29.00	R72.00 each
08 OPM5	After 5 years	R 57.00	R 8.50	R 19.50	R 15.00	R 30.00	R75.00 each
08 OPM10	After 10 years	R 57.00	R 8.50	R 19.50	R 16.00	R 31.00	R79.00 each
08 GA1	GENERAL ASSISTANT	R 57.00	R 8.50	R 19.50	R 7.00	R 13.00	R33.00 each
08 GA5	After 5 years	R 57.00	R 8.50	R 19.50	R 7.00	R 14.00	R34.00 each
08 GA10	After 10 years	R 57.00	R 8.50	R 19.50	R 7.00	R 14.00	R36.00 each
	CASUAL EMPLOYEE	Contributions for casual / part time employees shall be as specified for that category of employee above.					
	PART TIME EMPLOYEE						

HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL (semi national)								
CONTRIBUTION SCHEDULE (Clause 22)								
SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND HCI PROVIDENT FUND CONTRIBUTIONS FOR AREA 3, WHICH MEANS THE MAGISTERIAL DISTRICT OF EAST LONDON & PORT ALFRED								
(Effective from 1st JANUARY 2009)								
Work Code	CATEGORY	SUBS	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund	
			Employer	Employee	Employer	Employee	(equal contributions by employer and employee)	
	EOHCB Subscriptions	R120.00 EOHCB / Agency Fee						
	Basic establishment charge		R 61.00					
	Total minimum charge		R 120.00					
02 WE	Working Employer (Provident Fund is optional)	N/A	Nil	Nil	R 57.00	N/A	R 190.00 Optional	
	MANAGER	UASA / AGENCY FEE						
02 MO1	Manager Only	R 57.00	R 16.00	R 50.00	R 13.00	R 26.00	R65.00	each
02 MO5	After 5 years	R 57.00	R 16.00	R 50.00	R 14.00	R 27.00	R66.00	each
02 MO10	After 10 years	R 57.00	R 16.00	R 50.00	R 14.00	R 28.00	R71.00	each
02 MH10	Manager & Hairdresser	R 57.00	R 16.00	R 50.00	R 19.00	R 39.00	R96.00	each
02 MH5	After 5 years	R 57.00	R 16.00	R 50.00	R 20.00	R 40.00	R101.00	each
02 MH10	After 10 years	R 57.00	R 16.00	R 50.00	R 21.00	R 42.00	R106.00	each
	HAIRDRESSER – QUALIFIED							
02 HQ1	First year after qualifying	R 57.00	R 16.00	R 50.00	R 16.00	R 32.00	R79.00	each
02 HQ2	Thereafter	R 57.00	R 16.00	R 50.00	R 19.00	R 38.00	R85.00	each
02 HQ5	After 5 years	R 57.00	R 16.00	R 50.00	R 20.00	R 40.00	R100.00	each
02 HQ10	After 10 years	R 57.00	R 16.00	R 50.00	R 21.00	R 42.00	R104.00	each
	AFRO HAIRDRESSER / STYLIST							
02 AHQ1	With COTT or SETA qualification	R 57.00	R 16.00	R 50.00	R 12.00	R 24.00	R59.00	each
02 AHQ5	After 5 years	R 57.00	R 16.00	R 50.00	R 12.00	R 25.00	R62.00	each
02 AHQ10	After 10 years	R 57.00	R 16.00	R 50.00	R 13.00	R 26.00	R65.00	each
02 AH11	With informal qualification	R 57.00	R 16.00	R 50.00	R 7.00	R 15.00	R37.00	each
02 AH15	After 5 years	R 57.00	R 16.00	R 50.00	R 8.00	R 16.00	R39.00	each
02 AH10	After 10 years	R 57.00	R 16.00	R 50.00	R 8.00	R 16.00	R41.00	each
02 AHB1	An employee who does one or more of the following: Braiding, Plaiting, Cutting or Extensions	R 57.00	R 16.00	R 50.00	R 5.00	R 10.00	R24.00	each
02 AHB 5	After 5 years	R 57.00	R 16.00	R 50.00	R 5.00	R 10.00	R25.00	each
02 AHB10	After 10 years	R 57.00	R 16.00	R 50.00	R 5.00	R 11.00	R27.00	each
	LEARNER – MODULES	R 57.00						
02 LM0	Module 0	R 57.00	R 8.50	R 19.50	R 8.00	R 16.00	R39.00	each
02 LM1	Module 1	R 57.00	R 8.50	R 19.50	R 8.00	R 16.00	R41.00	each
02 LM2	Module 2	R 57.00	R 8.50	R 19.50	R 9.00	R 18.00	R44.00	each
02 LM3	Module 3	R 57.00	R 8.50	R 19.50	R 9.00	R 19.00	R47.00	each
02 LM4	Module 4	R 57.00	R 11.00	R 28.00	R 10.00	R 20.00	R49.00	each
02 LM5	Module 5	R 57.00	R 11.00	R 28.00	R 10.00	R 21.00	R52.00	each
02 LM6	Module 6	R 57.00	R 11.00	R 28.00	R 11.00	R 22.00	R55.00	each
	LEARNER – UNIT STANDARDS							
02 LS0	Entry Level	R 57.00	R 8.50	R 19.50	R 7.00	R 15.00	R36.00	each
02 LS1	Core Unit Standards Level 2	R 57.00	R 8.50	R 19.50	R 8.00	R 17.00	R41.00	each
02 LS6	Core Unit Standards Level 3	R 57.00	R 11.00	R 28.00	R 9.00	R 19.00	R47.00	each
02 LS11	Core Unit Standards Level 4	R 57.00	R 11.00	R 28.00	R 10.00	R 20.00	R51.00	each
	MANICURIST & BEAUTY CULTURIST							
02 MB1	1st year of experience	R 57.00	R 8.50	R 19.50	R 11.00	R 22.00	R56.00	each
02 MB2	Thereafter	R 57.00	R 11.00	R 28.00	R 14.00	R 28.00	R69.00	each
02 MB5	After 5 years	R 57.00	R 11.00	R 28.00	R 15.00	R 29.00	R73.00	each
02 MB10	After 10 years	R 57.00	R 11.00	R 28.00	R 15.00	R 30.00	R76.00	each
02 RE1	RECEPTIONIST - 1st year	R 57.00	R 16.00	R 42.00	R 14.00	R 29.00	R71.00	each
02 RE2	Thereafter	R 57.00	R 16.00	R 42.00	R 17.00	R 34.00	R85.00	each
02 RE5	After 5 years	R 57.00	R 16.00	R 42.00	R 18.00	R 36.00	R89.00	each
02 RE10	After 10 years	R 57.00	R 16.00	R 42.00	R 19.00	R 37.00	R94.00	each
	OPERATOR							
02 OP	Operator - first year	R 57.00	R 8.50	R 19.50	R 8.00	R 15.00	R36.00	each
02 OP1	Operator - thereafter	R 57.00	R 8.50	R 19.50	R 9.00	R 19.00	R47.00	each
02 OP5	After 5 years	R 57.00	R 8.50	R 19.50	R 10.00	R 20.00	R49.00	each
02 OP10	After 10 years	R 57.00	R 8.50	R 19.50	R 10.00	R 21.00	R52.00	each
02 OPM1	Operator Multi-Skilled	R 57.00	R 8.50	R 19.50	R 11.00	R 23.00	R57.00	each
02 OPM5	Operator Multi-Skilled After 5 years	R 57.00	R 8.50	R 19.50	R 12.00	R 24.00	R60.00	each
02 OPM10	Operator Multi-Skilled After 10 years	R 57.00	R 8.50	R 19.50	R 13.00	R 25.00	R63.00	each
02 GA1	GENERAL ASSISTANT	R 57.00	R 8.50	R 19.50	R 8.00	R 17.00	R42.00	each
02 GA5	After 5 years	R 57.00	R 8.50	R 19.50	R 9.00	R 18.00	R44.00	each
02 GA10	After 10 years	R 57.00	R 8.50	R 19.50	R 9.00	R 18.00	R46.00	each
	CASUAL EMPLOYEE	Contributions for casual / part time employees shall be as specified for that category of employee above						
	PART TIME EMPLOYEE							

HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL							
(semi national)							
CONTRIBUTION SCHEDULE							
(Clause 22)							
SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND HCI PROVIDENT FUND CONTRIBUTIONS FOR AREA 4, WHICH MEANS THE MAGISTERIAL DISTRICTS OF PORT ELIZABETH, UITENHAGE AND HUMANSDORP.							
(Effective from 1 st JANUARY 2009)							
Work Code	CATEGORY	SUBS	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund
			Employer	Employee	Employer	Employee	(equal by employer and employee)
	ESTABLISHMENT						
	EOHCB Subscriptions	R 155.00	/Agency Fee				
	Basic establishment charge		R 61.00				
	Total minimum charge		R 120.00				
04 WE	Working Employer	N/A	Nil	Nil	R 52.00	N/A	R 174.00
	(Provident Fund is optional)						(Optional)
	MANAGER	UNION / AGENCY FEE					
04 MQ1	Manager Only	R 57.00	R 16.00	R 50.00	R 16.00	R 33.00	R81.00 each
04 MH1	Manager and Hairdresser	R 57.00	R 16.00	R 50.00	R 20.00	R 39.00	R99.00 each
04 MH5	After 5 years	R 57.00	R 16.00	R 50.00	R 21.00	R 41.00	R104.00 each
04 MH10	After 10 years	R 57.00	R 16.00	R 50.00	R 22.00	R 43.00	R109.00 each
	HAIRDRESSER - QUALIFIED						
04 HQ1	First year after qualifying	R 57.00	R 16.00	R 50.00	R 15.00	R 31.00	R77.00 each
04 HQ2	Thereafter	R 57.00	R 16.00	R 50.00	R 17.00	R 35.00	R87.00 each
04 HQ5	After 5 years	R 57.00	R 16.00	R 50.00	R 18.00	R 37.00	R91.00 each
04 HQ10	After 10 years	R 57.00	R 16.00	R 50.00	R 19.00	R 38.00	R96.00 each
	AFRO HAIRDRESSER / STYLIST						
04 AHQ1	With COTT or SETA qualification	R 57.00	R 16.00	R 50.00	R 12.00	R 24.00	R61.00 each
04 AHQ5	After 5 years	R 57.00	R 16.00	R 50.00	R 13.00	R 25.00	R64.00 each
04 AHQ10	After 10 years	R 57.00	R 16.00	R 50.00	R 13.00	R 27.00	R67.00 each
04 AH11	With informal qualification	R 57.00	R 16.00	R 50.00	R 8.00	R 15.00	R38.00 each
04 AH15	After 5 years	R 57.00	R 16.00	R 50.00	R 8.00	R 16.00	R40.00 each
04 AH110	After 10 years	R 57.00	R 16.00	R 50.00	R 8.00	R 17.00	R42.00 each
04 AHB1	An employee who does one or more of the following: Braiding, Plaiting, Cutting or extensions	R 57.00	R 16.00	R 50.00	R 5.00	R 10.00	R25.00 each
04 AHB 5	After 5 years	R 57.00	R 16.00	R 50.00	R 5.00	R 10.00	R26.00 each
04 AHB10	After 10 years	R 57.00	R 16.00	R 50.00	R 5.00	R 11.00	R27.00 each
	LEARNER - MODULES						
04 LM0	Before completing module 1	R 57.00	R 8.50	R 19.50	R 8.00	R 16.00	R40.00 each
04 LM1	Module 1	R 57.00	R 8.50	R 19.50	R 8.00	R 17.00	R42.00 each
04 LM2	Module 2	R 57.00	R 8.50	R 19.50	R 9.00	R 18.00	R44.00 each
04 LM3	Module 3	R 57.00	R 8.50	R 19.50	R 9.00	R 18.00	R46.00 each
04 LM4	Module 4	R 57.00	R 11.00	R 28.00	R 10.00	R 19.00	R48.00 each
04 LM5	Module 5	R 57.00	R 11.00	R 28.00	R 10.00	R 20.00	R50.00 each
04 LM6	Module 6	R 57.00	R 11.00	R 28.00	R 10.00	R 21.00	R52.00 each
	LEARNER - UNIT STANDARDS						
04 LS0	Entry Level	R 57.00	R 8.50	R 19.50	R 7.00	R 15.00	R36.00 each
04 LS1	Core Unit Standards Level 2	R 57.00	R 8.50	R 19.50	R 8.00	R 17.00	R42.00 each
04 LS6	Core Unit Standards Level 3	R 57.00	R 11.00	R 28.00	R 9.00	R 19.00	R47.00 each
04 LS11	Core Unit Standards Level 4	R 57.00	R 11.00	R 28.00	R 10.00	R 20.00	R51.00 each
	MANICURIST & BEAUTY CULTURIST						
04 MB1	1 st year of experience	R 57.00	R 11.00	R 28.00	R 11.00	R 23.00	R57.00 each
04 MB2	Thereafter	R 57.00	R 11.00	R 28.00	R 15.00	R 30.00	R75.00 each
04 MB5	After 5 years	R 57.00	R 11.00	R 28.00	R 16.00	R 31.00	R78.00 each
04 MB10	After 10 years	R 57.00	R 11.00	R 28.00	R 16.00	R 33.00	R82.00 each
	RECEPTIONIST						
04 RE1	1 st year of experience	R 57.00	R 11.00	R 28.00	R 13.00	R 26.00	R65.00 each
04 RE2	Thereafter	R 57.00	R 16.00	R 42.00	R 16.00	R 31.00	R79.00 each
04 RE5	After 5 years	R 57.00	R 16.00	R 42.00	R 17.00	R 33.00	R83.00 each
04 RE10	After 10 years	R 57.00	R 16.00	R 42.00	R 17.00	R 35.00	R87.00 each
04	OPERATOR						
04 OP	Operator - first year	R 57.00	R 8.50	R 19.50	R 8.00	R 16.00	R41.00 each
04 OP1	Operator - thereafter	R 57.00	R 8.50	R 19.50	R 10.00	R 21.00	R52.00 each
04 OP5	After 5 years	R 57.00	R 8.50	R 19.50	R 11.00	R 22.00	R55.00 each
04 OP10	After 10 years	R 57.00	R 8.50	R 19.50	R 11.00	R 23.00	R57.00 each
04 OPM1	Operator - Multi-Skilled	R 57.00	R 8.50	R 19.50	R 12.00	R 24.00	R60.00 each
04 OPM5	After 5 years	R 57.00	R 8.50	R 19.50	R 13.00	R 25.00	R63.00 each
04 OPM10	After 10 years	R 57.00	R 8.50	R 19.50	R 13.00	R 26.00	R66.00 each
04 GA1	GENERAL ASSISTANT	R 57.00	R 8.50	R 19.50	R 9.00	R 18.00	R45.00 each
04 GA5	After 5 years	R 57.00	R 8.50	R 19.50	R 9.00	R 19.00	R47.00 each
04 GA10	After 10 years	R 57.00	R 8.50	R 19.50	R 10.00	R 20.00	R49.00 each
	CASUAL EMPLOYEE	Contributions for casual / part time employees shall be as specified for that category of employee above.					
	PART TIME EMPLOYEE						

HAIRDRESSING & COSMETOLOGY SERVICES BARGAINING COUNCIL (semi national)								
CONTRIBUTION SCHEDULE (Clause 22)								
SCHEDULE OF EOHCB, UASA, COUNCIL, hci SICK PAY FUND & hci PROVIDENT FUND CONTRIBUTIONS FOR PROVINCIAL DISTRICTS FOR THE PROVINCE OF THE FREE STATE (Area 5)								
(Effective from 1st JANUARY 2009)								
		SUBS	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund	
Working Code	CATEGORY		Employer	Employee	Employer	Employee	(equal contributions by employer and employee)	
	EOHCB Subscriptions (S. GAUTENG)	R 180.00	/ Agency Fee					
	Basic establishment charge		R 61.00					
	Total minimum charge		R 120.00					
07 WE	Working Employer (Provident Fund is optional)	N/A	Nil	Nil	R 32.00	N/A	R 106.00 (Optional)	
	MANAGER	UNION / AGENCY FEE						
07 MO1	Manager Only	R 57.00	R 16.00	R 50.00	R 13.00	R 26.00	R65.00	each
07 MO5	After 5 years	R 57.00	R 16.00	R 50.00	R 14.00	R 27.00	R68.00	each
07 MO10	After 10 years	R 57.00	R 16.00	R 50.00	R 14.00	R 29.00	R72.00	each
07 MH1	Manageress / Hairdresser	R 57.00	R 16.00	R 50.00	R 14.00	R 29.00	R72.00	each
07 MH5	After 5 years	R 57.00	R 16.00	R 50.00	R 15.00	R 30.00	R75.00	each
07 MH10	After 10 years	R 57.00	R 16.00	R 50.00	R 16.00	R 32.00	R79.00	each
	HAIRDRESSER – QUALIFIED							
07 HQ1	First year after qualifying	R 57.00	R 16.00	R 50.00	R 9.00	R 18.00	R45.00	each
07 HQ2	Thereafter	R 57.00	R 16.00	R 50.00	R 11.00	R 21.00	R53.00	each
07 HQ5	After 5 years	R 57.00	R 16.00	R 50.00	R 11.00	R 22.00	R55.00	each
07 HQ10	After 10 years	R 57.00	R 16.00	R 50.00	R 12.00	R 23.00	R58.00	each
	AFRO HAIRDRESSER / STYLIST							
07 AHQ1	With COTT or SETA Qualification	R 57.00	R 16.00	R 50.00	R 9.00	R 19.00	R46.00	each
07 AHQ5	After 5 years	R 57.00	R 16.00	R 50.00	R 10.00	R 19.00	R49.00	each
07 AHQ10	After 10 years	R 57.00	R 16.00	R 50.00	R 10.00	R 20.00	R51.00	each
07 AH11	With Informal Qualification	R 57.00	R 16.00	R 50.00	R 6.00	R 12.00	R31.00	each
07 AH15	After 5 years	R 57.00	R 16.00	R 50.00	R 7.00	R 13.00	R33.00	each
07 AH110	After 10 years	R 57.00	R 16.00	R 50.00	R 7.00	R 14.00	R34.00	each
07 AHB1	An employee who does one or more of the following. Braiding, Plaiting, Haircutting or Extensions	R 57.00	R 16.00	R 50.00	R 4.00	R 8.00	R19.00	each
07 AHB 5	After 5 years	R 57.00	R 16.00	R 50.00	R 4.00	R 8.00	R20.00	each
07 AHB10	After 10 years	R 57.00	R 16.00	R 50.00	R 4.00	R 8.00	R21.00	each
	LEARNER – MODULES							
07 LMO	Before completing module 1	R 57.00	R 8.50	R 19.50	R 5.00	R 11.00	R27.00	each
07 LM1	Module 1	R 57.00	R 8.50	R 19.50	R 6.00	R 11.00	R28.00	each
07 LM2	Module 2	R 57.00	R 8.50	R 19.50	R 6.00	R 12.00	R30.00	each
07 LM3	Module 3	R 57.00	R 8.50	R 19.50	R 6.00	R 13.00	R32.00	each
07 LM4	Module 4	R 57.00	R 11.00	R 28.00	R 7.00	R 13.00	R34.00	each
07 LM5	Module 5	R 57.00	R 11.00	R 28.00	R 7.00	R 14.00	R35.00	each
07 LM6	Module 6	R 57.00	R 11.00	R 28.00	R 7.00	R 15.00	R37.00	each
	LEARNER – UNIT STANDARDS							
07 LS0	Entry level	R 57.00	R 8.50	R 19.50	R 5.00	R 10.00	R26.00	each
07 LS1	Core Unit Standards Level 2	R 57.00	R 8.50	R 19.50	R 6.00	R 11.00	R28.00	each
07 LS6	Core Unit Standards Level 3	R 57.00	R 11.00	R 28.00	R 7.00	R 13.00	R33.00	each
07 LS11	Core Unit Standards Level 4	R 57.00	R 11.00	R 28.00	R 7.00	R 15.00	R37.00	each
	MANICURIST & BEAUTY CULTURIST							
07 MB13	1 st 3 Months	R 57.00	R 8.50	R 19.50	R 4.00	R 9.00	R21.00	each
07 MB23	2 nd 3 Months	R 57.00	R 11.00	R 28.00	R 5.00	R 10.00	R25.00	each
07 MB33	3 rd 3 Months	R 57.00	R 11.00	R 28.00	R 6.00	R 12.00	R31.00	each
07 MB1	Thereafter	R 57.00	R 16.00	R 42.00	R 9.00	R 19.00	R46.00	each
07 MB5	After 5 years	R 57.00	R 16.00	R 42.00	R 10.00	R 20.00	R49.00	each
07 MB10	After 10 years	R 57.00	R 16.00	R 42.00	R 10.00	R 20.00	R51.00	each
07 RE1	RECEPTIONIST/TELEPHONIST	R 57.00	R 16.00	R 42.00	R 9.00	R 19.00	R47.00	each
07 RE5	After 5 years	R 57.00	R 16.00	R 42.00	R 10.00	R 20.00	R49.00	each
07 RE10	After 10 years	R 57.00	R 16.00	R 42.00	R 10.00	R 21.00	R51.00	each
	OPERATOR							
07 OP	Operator first year	R 57.00	R 8.50	R 19.50	R 5.00	R 11.00	R27.00	each
07 OP1	Thereafter	R 57.00	R 8.50	R 19.50	R 8.00	R 15.00	R38.00	each
07 OP5	After 5 years	R 57.00	R 8.50	R 19.50	R 8.00	R 16.00	R40.00	each
07 OP10	After 10 years	R 57.00	R 8.50	R 19.50	R 8.00	R 17.00	R41.00	each
07 OPM1	Operator Multi-Skilled	R 57.00	R 8.50	R 19.50	R 9.00	R 19.00	R47.00	each
07 OPM5	After 5 years	R 57.00	R 8.50	R 19.50	R 10.00	R 20.00	R49.00	each
07 OPM10	After 10 years	R 57.00	R 8.50	R 19.50	R 10.00	R 20.00	R51.00	each
07 GA1	GENERAL ASSISTANT	R 57.00	R 8.50	R 19.50	R 5.00	R 9.00	R22.00	each
07 GA5	After 5 years	R 57.00	R 8.50	R 19.50	R 5.00	R 9.00	R23.00	each
07 GA10	After 10 years	R 57.00	R 8.50	R 19.50	R 5.00	R 10.00	R25.00	each
	CASUAL EMPLOYEE	Contributions for casual / part time employees shall be as specified for that category of employee above.						
	PART TIME EMPLOYEE							

HAIRDRESSING AND COSMETOLOGY SERVICES BARGAINING COUNCIL							
(semi national)							
CONTRIBUTION SCHEDULE							
(Clause 22)							
SCHEDULE OF EOHCB, UASA, COUNCIL, SICK PAY FUND AND HCI PROVIDENT FUND CONTRIBUTIONS FOR THE MAGISTERIAL DISTRICT OF KIMBERLEY (Area 5)							
(With effect 1 st JANUARY 2009)							
Work Code	CATEGORY	SUBS	BARGAINING COUNCIL		SICK PAY FUND		Prov. Fund
			Employer	Employee	Employer	Employee	(equal contributions by employer and employee)
	EOHCB Subscriptions (S. GAUTENG)	R 125.00 / Agency Fee					
	Basic establishment charge		R 61				
	Total minimum charge		R 120.00				
03 WE	Working Employer (Provident Fund is optional)	N/A	Nil	Nil	R 32.00	N/A	R 106.00 (Optional)
	MANAGER	UNION / AGENCY FEE					
03 MO1	Manager Only	R 57.00	R 16.00	R 50.00	R 13.00	R 26.00	R65.00 each
03 MH1	Manageress / Hairdresser	R 57.00	R 16.00	R 50.00	R 14.00	R 29.00	R72.00 each
03 MH5	After 5 years	R 57.00	R 16.00	R 50.00	R 15.00	R 30.00	R75.00 each
03 MH10	After 10 years	R 57.00	R 16.00	R 50.00	R 16.00	R 32.00	R79.00 each
	HAIRDRESSER – QUALIFIED						
03 HQ1	First year after qualifying	R 57.00	R 16.00	R 50.00	R 9.00	R 18.00	R45.00 each
03 HQ2	Thereafter	R 57.00	R 16.00	R 50.00	R 11.00	R 21.00	R53.00 each
03 HQ5	After 5 years	R 57.00	R 16.00	R 50.00	R 11.00	R 22.00	R55.00 each
03 HQ10	After 10 years	R 57.00	R 16.00	R 50.00	R 12.00	R 23.00	R58.00 each
	AFRO HAIRDRESSER / STYLIST						
03 AHQ1	With COTT or SETA Qualification	R 57.00	R 16.00	R 50.00	R 9.00	R 19.00	R46.00 each
03 AHQ5	After 5 years	R 57.00	R 16.00	R 50.00	R 10.00	R 19.00	R49.00 each
03 AHQ10	After 10 years	R 57.00	R 16.00	R 50.00	R 10.00	R 20.00	R51.00 each
03 AH11	With Informal Qualification	R 57.00	R 16.00	R 50.00	R 6.00	R 12.00	R31.00 each
03 AH15	After 5 years	R 57.00	R 16.00	R 50.00	R 7.00	R 13.00	R33.00 each
03 AH10	After 10 years	R 57.00	R 16.00	R 50.00	R 7.00	R 14.00	R34.00 each
03 AHB1	An employee who does one or more of the following: Braiding, Plaiting, Haircutting or Extensions	R 57.00	R 16.00	R 50.00	R 4.00	R 8.00	R19.00 each
03 AHB 5	After 5 years	R 57.00	R 16.00	R 50.00	R 4.00	R 8.00	R20.00 each
03 AHB10	After 10 years	R 57.00	R 16.00	R 50.00	R 4.00	R 8.00	R21.00 each
	LEARNER – MODULES						
03 LM0	Before completing module 1	R 57.00	R 8.50	R 19.50	R 5.00	R 11.00	R27.00 each
03 LM1	Module 1	R 57.00	R 8.50	R 19.50	R 6.00	R 11.00	R28.00 each
03 LM2	Module 2	R 57.00	R 8.50	R 19.50	R 6.00	R 12.00	R30.00 each
03 LM3	Module 3	R 57.00	R 8.50	R 19.50	R 6.00	R 13.00	R32.00 each
03 LM4	Module 4	R 57.00	R 11.00	R 28.00	R 7.00	R 13.00	R34.00 each
03 LM5	Module 5	R 57.00	R 11.00	R 28.00	R 7.00	R 14.00	R35.00 each
03 LM6	Module 6	R 57.00	R 11.00	R 28.00	R 7.00	R 15.00	R37.00 each
	LEARNER – UNIT STANDARDS						
03 LS0	Entry Level	R 57.00	R 8.50	R 19.50	R 5.00	R 10.00	R26.00 each
03 LS1	Core Unit Standards Level 2	R 57.00	R 8.50	R 19.50	R 6.00	R 11.00	R28.00 each
03 LS6	Core Unit Standards Level 3	R 57.00	R 11.00	R 28.00	R 7.00	R 13.00	R33.00 each
03 LS11	Core Unit Standards Level 4	R 57.00	R 11.00	R 28.00	R 7.00	R 15.00	R37.00 each
	MANICURIST & BEAUTY CULTURIST						
03 MB13	1 st 3 Months	R 57.00	R 8.50	R 19.50	R 4.00	R 9.00	R21.00 each
03 MB23	2 nd 3 Months	R 57.00	R 11.00	R 19.50	R 5.00	R 10.00	R25.00 each
03 MB33	3 rd 3 Months	R 57.00	R 11.00	R 28.00	R 6.00	R 12.00	R31.00 each
03 MB1	Thereafter	R 57.00	R 16.00	R 42.00	R 9.00	R 19.00	R46.00 each
03 MB5	After 5 years	R 57.00	R 16.00	R 42.00	R 10.00	R 19.00	R49.00 each
03 MB10	After 10 years	R 57.00	R 16.00	R 42.00	R 10.00	R 20.00	R51.00 each
03 RE1	RECEPTIONIST/TELEPHONIST	R 57.00	R 16.00	R 42.00	R 9.00	R 19.00	R47.00 each
03 RE5	After 5 years	R 57.00	R 16.00	R 42.00	R 10.00	R 20.00	R49.00 each
03 RE10	After 10 years	R 57.00	R 16.00	R 42.00	R 10.00	R 21.00	R51.00 each
	OPERATOR						
03 OP	Operator - first year	R 57.00	R 8.50	R 19.50	R 5.00	R 11.00	R27.00 each
03 OP1	Operator - thereafter	R 57.00	R 8.50	R 19.50	R 7.00	R 15.00	R37.00 each
03 OP5	After 5 years	R 57.00	R 8.50	R 19.50	R 8.00	R 15.00	R39.00 each
03 OP10	After 10 years	R 57.00	R 8.50	R 19.50	R 8.00	R 16.00	R40.00 each
03 OPM1	Operator - Multi-Skills	R 57.00	R 8.50	R 19.50	R 9.00	R 18.00	R45.00 each
03 OPM5	After 5 years	R 57.00	R 8.50	R 19.50	R 10.00	R 19.00	R48.00 each
03 OPM10	After 10 years	R 57.00	R 8.50	R 19.50	R 10.00	R 20.00	R50.00 each
03 GA1	GENERAL ASSISTANT	R 57.00	R 8.50	R 19.50	R 4.00	R 9.00	R22.00 each
03 GA5	After 5 years	R 57.00	R 8.50	R 19.50	R 5.00	R 9.00	R23.00 each
03 GA10	After 10 years	R 57.00	R 8.50	R 19.50	R 5.00	R 10.00	R24.00 each
	CASUAL EMPLOYEE	Contributions for casual / part time employees shall be as specified for that category of employee above.					
	PART TIME EMPLOYEE						

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

No. R. 646

12 June 2009

**CUSTOMS AND EXCISE ACT, 1964.
AMENDMENT OF SCHEDULE NO. 1 (NO. 1/1/1378)**

Under section 48 of the Customs and Excise Act, 1964, Part I of Schedule No. 1 to the said Act is hereby amended to the extent set out in the Schedule hereto.


N. NENE
DEPUTY MINISTER OF FINANCE

SCHEDULE

By the substitution for the particulars appearing in the columns opposite the stated subheading of the following:

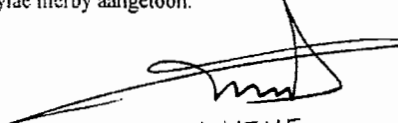
Heading	Sub-Heading	C D	Article Description	Statistical Unit	Rate of Duty			
					General	EU	EFTA	SADC
96.09	9609.20	7	- Pencil leads, black or coloured	kg	free	free	free	free

No. R. 646

12 Junie 2009

**DOEANE- EN AKSYNSWET, 1964.
WYSIGING VAN BYLAE NO. 1 (NO. 1/1/1378)**

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel I van Bylae No. 1 by bogenoemde Wet hiermee gewysig, in die mate in die Bylae hierby aangetoon.


N. NENE
ADJUNKMINISTER VAN FINANSIES

BYLAE

Deur die vervanging van die besonderhede wat verskyn in die kolomte teenoor die genoemde subpos van die volgende:

Pos	Subpos	T S	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg			
					Algemeen	EU	EFTA	SAOG
96.09	9609.20	7	- Potloodstafies, swart of gekleur	kg	vry	vry	vry	vry

**CUSTOMS AND EXCISE ACT, 1964.
AMENDMENT OF SCHEDULE NO. 2 (NO. 2/316)**

Under section 56 of the Customs and Excise Act, 1964, Schedule No. 2 to the said Act is hereby amended, with retrospective effect from 17 October 2008, to the extent set out in the Schedule hereto.


N. NENE
DEPUTY MINISTER OF FINANCE

SCHEDULE

By the deletion of codes 01.06, 02.06 and 04.06 of tariff heading 8536.20 to item 216.02:

Item	Tariff Heading	Code	C D	Description	Rebate Items	Imported from or originating in	Rate of Duty
216.02	8536.20	01.06	67	Automatic circuit breakers, with casings of plastics or other insulating material, for a voltage not exceeding 1 000 V, with a current rating not exceeding 800 A and a rupture capacity exceeding 4.5 kA, imported from Hager of France		France	18,9%
216.02	8536.20	02.06	61	Automatic circuit breakers, with casings of plastics or other insulating material, for a voltage not exceeding 1 000 V, with a current rating of 63 A or more but not exceeding 600 A, imported from Bticino of Italy or their agent B Trading of Switzerland		Italy	23,6%
216.02	8536.20	04.06	60	Automatic circuit breakers, with casings of plastics or other insulating material, for a voltage not exceeding 1 000 V, with a current rating of 130 A or more but not exceeding 600 A, imported from Groupe Schneider of France		France	7,6%

**DOEANE- EN AKSYNSWET, 1964.
WYSIGING VAN BYLAE NO. 2 (NO. 2/316)**

Kragtens artikel 56 van die Doeane- en Aksynswet, 1964, word Bylae No. 2 by bogenoemde Wet hiermee gewysig, met terugwerkende krag vanaf 17 Oktober 2008, in die mate in die Bylae hierby aangetoon.


N. NENE
ADJUNKMINISTER VAN FINANSIES

BYLAE

Deur die skraping van kodes 01.06, 02.06 en 04.06 by tariefpos 8536.20 van item 216.02 :

Item	Tariefpos	Kode	T S	Beskrywing	Korting Items	Ingevoer vanaf of oorspronklik van	Skaal van Reg
216.02	8536.20	01.06	67	Outomatiese stroombrekers, met omhulsels van plastieke of ander isoleermateriaal, vir 'n spanning van hoogstens 1 000 V, met 'n stroomaanslag van hoogstens 800 A en 'n breekvermoë van meer as 4,5 kA, ingevoer vanaf Hager van Frankryk		Frankryk	18,9%
216.02	8536.20	02.06	61	Outomatiese stroombrekers, met omhulsels van plastieke of ander isoleermateriaal, vir 'n spanning van hoogstens 1 000 V, met 'n stroomaanslag van minstens 63 A maar hoogstens 600 A, ingevoer vanaf Bticino van Italië of hulle agent B Trading van Switzerland		Italië	23,6%
216.02	8536.20	04.06	60	Outomatiese stroombrekers, met omhulsels van plastieke of ander isoleermateriaal, vir 'n spanning van hoogstens 1 000 V, met 'n stroomaanslag van minstens 130 A maar hoogstens 600 A, ingevoer vanaf Groupe Schneider van Frankryk		Frankryk	7,6%

No. R. 648

12 June 2009

CORRECTION NOTICE

CUSTOMS AND EXCISE ACT, 1964
AMENDMENT OF RULES 2 (NO. 2/317)

Government Notice No. R.521 of 8 May 2009 appearing in Government Gazette No. 32221 is hereby amended by substituting paragraph "2. Codes 01.06, 02.06, 03.06 and 05.06 to tariff heading 7615.19 **with retrospective effect from 14 February 2008;** and" appearing in the preamble with the following:

"2. Codes 01.06, 02.06, 03.06, 05.06 and 06.06 to tariff heading 7615.19 **with retrospective effect from 14 February 2008;** and" in respect of anti-dumping item 215.05.

No. R. 648

12 Junie 2009

VERBETERINGSKENNISGEWING

DOEANE- EN AKSYNSWET, 1964
WYSIGING VAN BYLAE NO 2 (NO. 2/317)

Goewermentskennisgewing No. R.521 van 8 Mei 2009 wat in Staatskoerant No. 32221 verskyn het, word hiermee gewysig deur paragraaf " 2. Kode 01.06, 02.06, 03.06 en 05.06 by tariefpos 7615.19 **met terugwerkende krag vanaf 14 Februarie 2008;** en" waar dit in die opskrif verskyn het, met die volgende te vervang:

"2. Kodes 01.06, 02.06, 03.06, 05.06 en 06.06 by tariefpos 7615.19 **met terugwerkende krag vanaf 14 Februarie 2008;** en" ten opsigte van anti-dumpingitem 215.05.
