

**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**

<b>EMPLOYEE CATEGORY</b>	<b>Basic Salary per month from 01/01/2010 to 31/12/2010</b>	<b>After 5 COMPLETED Years Service + 5%</b>	<b>After 10 COMPLETED Years Service + 10%</b>
<b>MANAGER</b>			
Manager/ess Only	R 2,738	R 2,875	R 3,012
Manger/ess & Hairdresser (Per month + Personal Services Commission)	R 4,081	R 4,285	R 4,489
<b>HAIRDRESSER - QUALIFIED</b>			
1st Year after qualifying	R 3,347	N/A	N/A
Thereafter	R 4,020	R 4,221	R 4,422
<b>AFRO HAIRDRESSER / STYLIST</b>			
With COTT or SETA qualification	R 2,516	R 2,642	R 2,768
With informal qualification	R 1,573	R 1,652	R 1,730
<b>UNSKILLED AFRO HAIRDRESSER</b>			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 1,026	R 1,077	R 1,129
<b>LEARNER MODULES</b>			
Module 0	R 1,670	N/A	
Module 1	R 1,745		
Module 2	R 1,860		
Module 3	R 1,976		
Module 4	R 2,080		
Module 5	R 2,211		
Module 6	R 2,329		
<b>LEARNER UNIT STANDARDS</b>			
Entry Level	R 1,539	N/A	
Core Unit Standards Level 2	R 1,759		
Core Unit Standards Level 3	R 1,975		
Core Unit Standards Level 4	R 2,145		
			<b>PTO</b>

**EAST LONDON & PORT ALFRED**

<b>EMPLOYEE CATEGORY</b>	<b>Basic Salary per month from 01/01/2010 to 31/12/2010</b>	<b>After 5 COMPLETED Years Service + 5%</b>	<b>After 10 COMPLETED Years Service + 10%</b>
<b>MANICURISTS &amp; / OR BEAUTY CULTURIST</b>			
First year of experience	R 2,380	<b>N/A</b>	
Thereafter	R 2,938	R 3,085	R 3,232
<b>RECEPTIONIST</b>			
First year of experience	R 3,025	<b>N/A</b>	
Thereafter	R 3,609	R 3,789	R 3,970
<b>OPERATOR</b>			
First Year Operator	R 1,618	<b>N/A</b>	
Operator	R 1,985	R 2,084	R 2,184
Multi-Skilled Operator	R 2,426	R 2,547	R 2,669
<b>GENERAL ASSISTANT</b>			
	R 1,777	R 1,866	R 1,955
<b>CASUAL EMPLOYEE</b>			
(An employee who substitutes for any permanent employee who is sick or on leave) Remuneration / Basic Salary / Wages shall be calculated at the prescribed <b>DAILY</b> rate for that category of employment			
<b>PART TIME EMPLOYEE</b>			
(An employee who works 1 or 2 or 3 days per week) Remuneration / Basic Salary / Wages shall be calculated at the prescribed <b>DAILY</b> rate for that category of employment			
<b>NOTE : COMMISSION EARNERS</b>			
Qualified Hairdressers / Stylists <b>NEW EMPLOYEES: Minimum of 30% commission</b> <b>EXISTING EMPLOYEES: Minimum of 40% Commission</b> <b>NO STOCK DEDUCTION</b>			