

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

<b>Remuneration / Basic Salary / Wage Schedule</b>			
<b>(Clause 12.1)</b>			
Remuneration / Basic Salary / Wages Payable in <b>Area 4</b> which means the Magisterial Districts of <b>Port Elizabeth, Uitenhage &amp; Humansdorp</b>			
<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 3,446	R 3,618	R 3,791
Manger/ess & Hairdresser (Per month + Personal Services Commission)	R 4,183	R 4,392	R 4,601
<b>HAIRDRESSER - QUALIFIED</b>			
1st Year after qualifying	R 3,249	N/A	N/A
Thereafter	R 3,689	R 3,873	R 4,058
<b>AFRO HAIRDRESSER / STYLIST</b>			
With COTT or SETA qualification	R 2,566	R 2,694	R 2,823
With informal qualification	R 1,605	R 1,685	R 1,766
<b>UNSKILLED AFRO HAIRDRESSER</b>			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 1,046	R 1,098	R 1,151
<b>LEARNER MODULES</b>			
Module 0	R 1,689	N/A	
Module 1	R 1,776		
Module 2	R 1,860		
Module 3	R 1,948		
Module 4	R 2,035		
Module 5	R 2,122		
Module 6	R 2,210		
<b>LEARNER UNIT STANDARDS</b>			
Entry Level	R 1,539	N/A	
Core Unit Standards Level 2	R 1,776		
Core Unit Standards Level 3	R 1,993		
Core Unit Standards level 4	R 2,166		
			<b>PTO</b>

**PORT ELIZABETH, UITENHAGE & HUMANSDORP**

<b>EMPLOYEE CATEGORY</b>	<b>Basic Salary</b> per month from <b>01/01/2010 to</b> <b>31/12/2010</b>	<b>After 5</b> <b>COMPLETED</b> Years Service <b>+ 5%</b>	<b>After 10</b> <b>COMPLETED</b> Years Service <b>+ 10%</b>
<b>MANICURISTS &amp; / OR BEAUTY CULTURIST</b>			
First year of experience	R 2,432	<b>N/A</b>	
Thereafter	R 3,160	R 3,318	R 3,476
<b>RECEPTIONIST</b>			
First year of experience	R 2,757	<b>N/A</b>	
Thereafter	R 3,338	R 3,505	R 3,672
<b>OPERATOR</b>			
First Year Operator	R 1,733	<b>N/A</b>	
Operator	R 2,204	R 2,314	R 2,424
Multi-Skilled Operator	R 2,547	R 2,674	R 2,802
<b>GENERAL ASSISTANT</b>			
	R 1,889	R 1,983	R 2,078
<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</b> of 30% commission <b>EXISTING EMPLOYEES: Minimum</b> of 40% Commission <b>NO STOCK DEDUCTION</b>			