

**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 01/01/2010 to 31/12/2010	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANAGER			
Manager/ess Only	R 2,785	R 2,924	R 3,064
Manger/ess & Hairdresser (Per month + Personal Services Commission)	R 814	R 855	R 895
HAIRDRESSER - QUALIFIED			
1st Year after qualifying	R 1,909	N/A	N/A
Thereafter	R 2,257	R 2,370	R 2,483
AFRO HAIRDRESSER / STYLIST			
With COTT or SETA qualification	R 1,986	R 2,085	R 2,185
With informal qualification	R 1,325	R 1,391	R 1,458
UNSKILLED AFRO HAIRDRESSER			
(An Employee who does 1 or more of the following: Braiding, Plaiting, Cutting, Hair Extensions)	R 810	R 851	R 891
LEARNER MODULES			
Module 0	R 1,149	N/A	
Module 1	R 1,195		
Module 2	R 1,277		
Module 3	R 1,356		
Module 4	R 1,437		
Module 5	R 1,514		
Module 6	R 1,598		
LEARNER UNIT STANDARDS			
Entry Level	R 1,100	N/A	
Core Unit Standards Level 2	R 1,208		
Core Unit Standards Level 3	R 1,421		
Core Unit Standards Level 4	R 1,568		
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EMPLOYEE CATEGORY	Basic Salary per month from 01/01/2010 to 31/12/2010	After 5 COMPLETED Years Service + 5%	After 10 COMPLETED Years Service + 10%
MANICURISTS & / OR BEAUTY CULTURIST			
First three months of experience	R 917	N/A	
Second three months of experience	R 1,067		
Third three months of experience	R 1,332		
Thereafter	R 1,983	R 2,082	R 2,181
RECEPTIONIST	R 1,998	R 2,098	R 2,198
OPERATOR			
First Year Operator	R 1,166	N/A	
Operator	R 1,571	R 1,650	R 1,728
Multi-Skilled Operator	R 1,944	R 2,041	R 2,138
GENERAL ASSISTANT			
	R 926	R 972	R 1,019
CASUAL EMPLOYEE	(An employee who substitutes for any permanent employee who is sick or on leave) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment		
PART TIME EMPLOYEE	(An employee who works 1 or 2 or 3 days per week) Remuneration / Basic Salary / Wages shall be calculated at the prescribed DAILY rate for that category of employment		
NOTE : COMMISSION EARNERS	Qualified Hairdressers / Stylists NEW EMPLOYEES: Minimum of 30% commission EXISTING EMPLOYEES: Minimum of 40% Commission NO STOCK DEDUCTION		