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GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 7321 **30 March 2026**

LABOUR RELATIONS ACT, 1995

INVITATION TO MAKE REPRESENTATIONS

NOTICE IN TERMS OF SECTION 32(2) READ WITH 32(5) OF THE LABOUR RELATIONS ACT, 1995: BARGAINING COUNCIL FOR THE FAST FOOD, RESTAURANT, CATERING AND ALLIED TRADES: EXTENSION TO NON-PARTIES OF THE MAIN COLLECTIVE AGREEMENT

1 I, **NOMAKHOSAZANA METH**, Minister of Employment and Labour, do hereby in terms of subsection 32(5)(c) of the Labour Relations Act, 1995, publish a notice inviting representations from the public in response to the **Bargaining Council for the Fast Food, Restaurant, Catering and Allied Trades'** application to extend its Main Collective Agreement to non-parties in terms of section 32(2) read with section 32(5) which was submitted to the Department of Employment and Labour on **16 February 2026.**

2 Representations must reach the Department of Employment and Labour not later than 21 days from the date of publication of this Notice.

3 A copy of this Application may be inspected or obtained c/o the Department of Employment and Labour, Laboria House, 215 Francis Baard Street, **PRETORIA.**

4 Representations should be submitted to the following addresses:

By Post or Fax:
Department of Employment and Labour
Directorate: Collective Bargaining
Attention: Ms J Mphanjukelwa
Postal Address: Private Bag X 117
PRETORIA, 0001

Hand Deliveries:
Department of Employment and Labour
Laboria House
Room 191/117
215 Francis Baard Street
PRETORIA

By e-mail:
Jane.Mphanjukelwa@labour.gov.za
Kopano.Kgathlanye@labour.gov.za

MS N METH, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 27 March 2026

UMNYANGO WEZEMISEBENZI NEZABASEBENZI

UMTHETHO WEZOBUDLELWANO KWEZABASEBENZI, 1995

ISIMEMO SOKULETHWA KWEZIKHALO

ISAZISO NGOKWESIGABA 32(2) SIFUNDWA NESIGABA 32(5) SOMTHETHO WEZOBUDLELWANO KWEZABASEBENZI KA 1995: ISIVUMELWANO ESIYINGQIKITHI PHAKATHI KWABAQASHI NABASEBENZI SE FAST FOOD, RESTAURANT, CATERING AND ALLIED TRADES SELULELWA KULABO ABANGEYONA INGXENYE YASO

1 Mina, **NOMAKHOSAZANA METH**, uNgqongqoshe Wezemisebenzi kanye NezabaSebenzi, lapha ngokwesigaba 32(5)(c) soMthetho Wezobudlelwano Kwezabasebenzi, ka 1995, ngikhipha isaziso sokumema izikhalo zomphakathi mayelana nesicelo se **Bargaining Council for the Fast Food, Restaurant, Catering and Allied Trades** sokwelulwa Kwesivumelwano Sabaqashi Nabasebenzi Esiyingqikithi selulelwa kulabo abangeyona ingxenye yaso ngokwesigaba 32(2) sifundwa kanye nesigaba 32(5) esalethwa eMnyangweni Wezemisebenzi kanye Nezabasebenzi mhlaka **16 kuNhlolanja 2026.**

2 Izikhalo kumele zifike eMnyangweni Wezemisebenzi kanye Nezabasebenzi zingakapheli izinsuku ezingu 21 kusukela osukwini lokushicilelwa kwalesiSaziso.

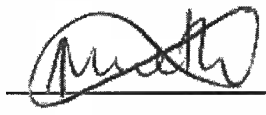
3 Ikhophi yalesisicelo ingahlolwa noma itholakale ku c/o Department of Employment and Labour, Laboria House, 215 Francis Baard Street, **PRETORIA.**

4 Izikhalo kanye/noma imibuzo mayelana namakhopi alesisicelo kumele zilethwe kulelikheli elilandelayo:

Ngeposi noma ngefeksi:
Umnyango Wezemisebenzi kanye Nezabasebenzi
Umqondisi: Wezokuxoxisana kwabaqashi nabasebenzi
Iqondiswe ku: Ms J Mphanjukelwa
Postal address: Private Bag X 117
PRETORIA, 0001

Jane.Mphanjukelwa@labour.gov.za
Kopano.Kgathlanye@labour.gov.za

Okulethwa ngezandla:
Laboria House 215
Ihhovisi 191/117
215 Francis Baard Street
PRETORIA



NKOSAZANA N METH, MP
UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI
USUKU: 27 March 2026

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 7322 **30 March 2026**

LABOUR RELATIONS ACT, 1995

NATIONAL BARGAINING COUNCIL FOR THE ELECTRICAL INDUSTRY OF SOUTH AFRICA: EXTENSION OF MAIN COLLECTIVE AMENDING AGREEMENT TO NON-PARTIES

I, **NOMAKHOSAZANA METH**, Minister of Employment and 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 **National Bargaining Council for the Electrical Industry** and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry, with effect from the second Monday after the date of publication of this notice and for the period ending **28 February 2027**.

MS N METH, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 27 March 2026

UMNYANGO WEZEMISEBENZI NEZABASEBENZI

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA – 1995

UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI EMBONINI KAGESI ENINGIZIMU AFRIKA: UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI ESIYINGQIKITHI NESICHIBIYELAYO SELULELWA KULABO ABANGEYONA INGXENYE YESIVUMELWANO

Mina, **NOMAKHOSAZANA METH**, uNgqongqoshe Wezemisebenzi NezabaSebenzi, ngokwesigaba-32(2) sifundwa kanye nesigaba 32(8) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa **uMkhandlu Kazwelonke Wokuxoxisana phakathi Kwabaqashi Nabasebenzi Embonini kaGesi, eNingizimu Afrika** futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela ngoMsombuluko wesibili emva kokushicilelwa kwalesiSaziso futhi kuze kube isikhathi esiphela mhlaka **28 kuNhlolanja 2027.**

NKOSAZANA N METH, MP
UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI
USUKU: 27 March 2026

SCHEDULE

NATIONAL BARGAINING COUNCIL FOR THE ELECTRICAL INDUSTRY OF SOUTH AFRICA

MAIN COLLECTIVE AMENDING AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1995
made and entered into by and between the

Electrical Contractors' Association (South Africa)

(hereinafter referred to as the "employers" or the "employers' organisation"),
of the one part, and the

South African Equity Workers' Association,

(hereinafter referred to as the "employees" or the "trade union"), of the other part,
being the parties to the National Bargaining Council for the Electrical Industry of South Africa
to amend the agreement published under Government Notice No: 48627 of 19 May 2023.

PART 1

1. SCOPE OF APPLICATION

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

(a) by all employers and employees in the Electrical Industry who are members of the employers' organisation and trade union, respectively, who are engaged or employed in the Industry.

(b) throughout the whole of the Republic of South Africa, excluding the Magisterial District of Kimberley, within a radius of 20 kilometers from the General Post Office, Kimberley.

(2) Notwithstanding the provisions of subclause 1(1), the terms of this Agreement shall apply to apprentices and learners only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981 or the Skills Development Act, 1998, or any conditions prescribed or any notices served in terms thereof.

(3) For the purposes of this Agreement, the "rate of remuneration" of learners prescribed under the Skills Development Act, 1998, shall be taken to be the weekly wage of such employees, and the "hourly rate" shall be the weekly wage calculated as above, divided by the number of ordinary hours worked in the establishment concerned.

(4) The following categories are also excluded:

(i) Working employers

(ii) Administrative staff – Non-Electrical Workers

(iii) Managerial Employees

2. PERIOD OF OPERATION.

This Agreement shall come into operation on the date of publication, in terms of section 32 of the Labour Relations Act as amended, 1995, and shall remain in force up to and including **28 February 2027**.

3. CLAUSE 5 OF PART II - GUARANTEED MINIMUM INCREASES AND OFF-SET

Every employee covered by this Agreement will be entitled to the following minimum and actual wage increases for the duration of the Agreement as set out below:

(1) Substitute the following for subclause (1):

"All employees earning the **prescribed minimum wages** shall receive a minimum increase of **5%**."

(2) Substitute the following for subclause (2):

"All employees earning actual wages **(in excess of the prescribed minimum wages)** shall receive a minimum increase of **4%.**"

(3) Substitute the following for subclause (4):

"The Parties to the Council have agreed that from the date of publication of the agreement, the employers shall be required to grant an additional increment of one twelfth (1/12th) of the applicable wage increase for each month that the publication is delayed, up to a maximum of four months."

(4) Remove subclause (4)(i)

(5) Substitute the following for subclause (5):

"Any increase granted on or after 1 January 2026 may be off set when calculating the wage increases."

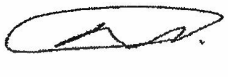
SIGNED AT **KENSINGTON** AS AUTHORISED FOR AND ON BEHALF OF THE PARTIES TO THE COUNCIL, THIS **11TH** DAY **OF FEBRUARY 2026.**



R. MC ALPINE: GENERAL SECRETARY - SAEWA



R VILJOEN: VICE - CHAIRMAN NBCEISA





D VAN DEVENTER AND M MFIKOE - NATIONAL GENERAL SECRETARIES

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 7323 **30 March 2026**

LABOUR RELATIONS ACT, 1995

NATIONAL BARGAINING COUNCIL FOR THE HAIRDRESSING, COSMETOLOGY, BEAUTY AND SKINCARE INDUSTRY: EXTENSION TO NON-PARTIES OF THE AMENDING AGENCY SHOP COLLECTIVE AGREEMENT

I, **NOMAKHOSAZANA METH**, Minister of Employment and 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 **National Bargaining Council for the Hairdressing, Cosmetology, Beauty and Skincare Industry,** and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the agreement, shall be binding on the other employers and employees in that Industry, with effect from the second Monday after the date of publication of this Notice and for the period ending 28 February 2029.

MS N METH, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 27 March 2026

UMNYANGO WEZEMISEBENZI NEZABASEBENZI

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995

UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI EMBONINI YOKULUNGISWA KWEZINWELE, UBUHLE KANYE NOKUNAKEKELWA KWESIKHUMBA: UKWELULWA KWESIVUMELWANO ESICHIBIYELAYO SENTELA PHAKATHI KWABAQASHI NABASEBENZI SELULELWA KULABO ABANGEYONA INGXENYE YASO

Mina, **NOMAKHOSAZANA METH**, uNgqongqoshe Wezemisebenzi Nezabasebenzi, lapha ngokwesigaba 32(2) soMthetho Wobudlelwano kwezabaSebenzi ka 1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa **uMkhandlu Kazwelonke Wokuxoxisana Kwabaqashi Nabasebenzi Embonini Yokulungiswa Kwezinwele, Ubuhle kanye Nokunakekelwa Kwesikhumba**, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995, esibopha labo abasenzayo, sizobopha abanye abaqashi nabasebenzi kuleyomboni kusukela ngoMsombuluko wesibili emva kosuku lokushicilelwa kwalesiSaziso kuze kube isikhathi esiphela mhlaka 28 kuNhlolanja 2029.

NKOSAZANA N METH, MP
UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI
USUKU: 27 March 2026

SCHEDULE

NATIONAL BARGAINING COUNCIL FOR THE HAIRDRESSING, COSMETOLOGY, BEAUTY AND SKINCARE INDUSTRY

AMENDMENT TO AGENCY SHOP COLLECTIVE AGREEMENT

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

Employers' Organisation for Hairdressing, Cosmetology and Beauty

(hereinafter referred to as the "*Employers' Organisation*" on the one part)

and

UASA – The Union

(hereinafter referred to as the "*Trade Union*" on the other part)

being the Parties to the National Bargaining Council for the Hairdressing, Cosmetology, Beauty and Skincare Industry.

1 SCOPE OF APPLICATION

1.1 The terms of this Agreement shall be observed in the Hairdressing, Cosmetology, Beauty and Skincare Industry ("*the Industry*"), in the Republic of South Africa.

For the purpose hereof:

"**Hairdressing, Cosmetology, Beauty and Skincare Industry**" means the trade in which employers and their employees are associated for the

purpose of rendering hairdressing and cosmetology services in any establishment;

"Barber or Barbering Services" means an employee that renders one or more or all of the following services in an establishment being: Clipper cuts, dry and wet razor shaving, treatment of facial and neck hair including beards and moustaches, hot towel treatments, facial massages, wet and dry cutting of hair, singeing and dry or wet blow drying of hair but specifically excludes any chemical services. The barbering services shall:

(i) be performed predominantly on male clients;

(ii) constitute at least 95% of all services rendered by an employee to clients;

(iii) can only be rendered when the salon provides barbering services to its clients.

"Beauty and Skincare Industry" means the industry in which employers and employees render "cosmetology services: which include but are not limited to cosmetic camouflage, spa treatments, tattooing and/or painting of the face or any part of the body features; whether by permanent, semi-permanent or temporary means in any establishments where such services are rendered to members of the public;

"Cosmetology services" means any one or more or a combination of the operations generally and usually performed by nail technicians or beauty culturists or cosmetologists or skincare therapists or somatologists or aesthetician or hairdresser.

"Establishment" means any place or premises from which hairdressing, cosmetology, beauty and/or skincare services are rendered but excluding canvas or sail gazebos or if such services are rendered in open

space, unless chemicals are used in the execution of the hairdressing, cosmetology, beauty and/or skincare services rendered, in which event all such places or premises shall be considered to be an establishment.

"Hairdressing" means any one or more of the following services usually performed by a person in an establishment, and includes, but is not limited to-

(a) any service to the scalp or the hair of the head or face, including the following:

(i) shampooing, cleansing, conditioning and treating;

(ii) chemical reformation of the hair including permanent waving, relaxing and straightening of the hair;

(iii) hair colouring, including tinting, dyeing and colouring by means of permanent, semi-permanent or temporary processes, including the use of colour rinses, shampoos, gels or mousses; and lightening by means of tints, bleaches, highlights or high lifting tints or toners;

(iv) hair cutting and shaping;

(v) hair styling, designing, shaping, curling, waving, including blow drying, styling, tonging, crimping, straightening and silking;

Whether or not any apparatus, appliance, heat, preparation or substance is used in any of these operations;

(a) massage or stimulative treatment of the face, scalp or neck;

(b) adding hair, either natural or artificial, including hair extensions, board work, pastiche, wig making, or performing any of the above operations on any wig or hairpiece to be worn by any person; and

(c) trichology and trichological treatment, including the treatment of abnormalities and disorders of the hair and scalp.

1.2 Notwithstanding the provisions of clause 1.1, the terms of this Agreement shall:-

1.2.1 apply only to Employees for whom a Basic Salary or Wage or Commission are specified in the Main Collective Agreement and to the Employers of such Employees;

1.2.2 apply to Learners/Students only in so far as they are not inconsistent with the provisions of the Skills Development Act, 1998 or any contract entered into or any condition fixed there under.

2. PERIOD OF OPERATION

2.1 The parties agree to extend the period of operation of the Agreement as follows:

2.1.1 the Agreement will be binding on the parties as at the date of signature by both parties; and

2.1.2 the Agreement shall be binding on non-parties on such date as may be determined by the Minister of Employment and Labour in terms of Section 32 of the Labour Relations Act, 1995 (as amended) and shall remain in force until the 28th of February 2029.

3. REMAINING TERMS OF AGREEMENT

3.1 All of the remaining terms and conditions of the Agency Shop Agreement, to which this Schedule is attached, shall continue in full force and effect

SIGNED AT Krugersdorp **ON THIS THE 23rd DAY OF SEPTEMBER 2025**

CMaartens

AS WITNESSES:

Who warrants that he/she

is duly authorised to

1. _____

represent the **EOHCB**

2. _____

SIGNED AT Constantia **ON THIS THE 23rd DAY OF SEPTEMBER 2025**

Ryan Dolton

17/10/2025

AS WITNESSES:

Who warrants that he/she

is duly authorised to

1. _____

represent **UASA The Union**

2. _____

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