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**DEPARTMENT OF EMPLOYMENT AND LABOUR**

**NOTICE 3906 OF 2026**

**LABOUR RELATIONS ACT, 1995**

# NATIONAL BARGAINING COUNCIL FOR THE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE INDUSTRY: EXTENSION TO NON-PARTIES OF THE MAIN AMENDING 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 date of publication of this notice and for the period ending 28 February 2027.

**MS N METH, MP**
**MINISTER OF EMPLOYMENT AND LABOUR**
**DATE:** 09 April 2026

## SCHEDULE

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

## AMENDMENT TO MAIN 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.

to amend the Consolidated Main Collective Agreement, extended to non-parties, published under Government Notice R4108, Government Gazette No. 49759, dated 24 November 2023 and Notice 2856 of 2024, Government Gazette 51657 dated 29 November 2024, and extended in terms of Section 32(6)(a)(i) of the Labour Relations Act 1995, under Government Notice R6885, Government Gazette 53730 dated 28 November 2025.



## 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 Agreement shall come into operation:

2.1.1 in respect of parties, as from the 1st of March 2026, for a period of 1 year, until the 28th of February 2027; and

2.1.2 in respect of non-parties, on such date as determined by the Minister of Employment and Labour in terms of Section 32 of the Labour Relations Act, 1995, and shall remain in force until the 28th of February 2027.

2.2 Insofar as any provision contained in this Main Collective Agreement is in conflict with the provisions of the National Minimum Wage Act, Act 9 of 2018 (*NMWA*), the provisions of the NMWA will prevail.

**3. CLAUSE 19.1: ANNEXURE "H"**

3.1 By replacing the existing annexure "H" with annexure "H" hereto.

**4. REMAINING TERMS OF MAIN COLLECTIVE AGREEMENT**

4.1 All the remaining terms and conditions of the Main Collective Agreement, to which the schedule is attached, shall continue in full force and effect.

**SIGNED AT** Roodepoort **ON THIS THE** 15th **DAY OF DECEMBER 2025**

Who warrants that he/she is duly authorised to represent the **EOHCB**

**AS WITNESSES:**

1. L. Bothwell

2. _____

**SIGNED AT** B.C Onderkloof **ON THIS THE** 15th **DAY OF DECEMBER 2025**

Who warrants that he/she is duly authorised to represent **UASA The Union**

**AS WITNESSES:**

1. _____

2. _____

NATIONAL BARGAINING COUNCIL
for the Hairdressing - Cosmetology - Beauty & Skincare Industry

**ANNEXURE "H1"**

## REMUNERATION / BASIC SALARY / WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 101 - BEING THE PROVINCE OF GAUTENG, EXCLUDING THE MAGISTERIAL DISTRICTS OF ALBERTON, PRETORIA, WONDERBOOM, BRONKHORSPRUIT (KUNGWINI) AND CULLINAN

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |
| Basic establishment charge * | R - |
| Total minimum charge * | R - |

| Work Code | Work Code Description | 01 MAR 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 MAR 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 3089 | Aesthetic Therapist | R 9 316,40 | R 9 316,40 | R 2 149,95 | R 47,78 | R 176,00 | R 121,11 | R 121,11 | R 558,98 | R 558,98 | R 46,58 | R 46,58 |
| 2002 | Barber - Trainee | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2004 | Barber - Junior | R 4 262,19 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 55,41 | R 55,41 | R 255,73 | R 255,73 | R 29,52 | R 29,52 |
| 2006 | Barber - Senior | R 6 842,99 | R 6 842,99 | R 1 579,16 | R 35,09 | R 176,00 | R 88,96 | R 88,96 | R 410,58 | R 410,58 | R 34,21 | R 34,21 |
| 3036 | Beauty Technologist - Unqualified | R 5 595,36 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,74 | R 72,74 | R 335,72 | R 335,72 | R 29,52 | R 29,52 |
| 3034 | Beauty Technologist - Qualified | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 3020 | Beauty and Skincare Therapist - Unqualified | R 5 890,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,57 | R 76,57 | R 353,41 | R 353,41 | R 29,52 | R 29,52 |
| 3014 | Beauty and Skincare Therapist | R 6 518,17 | R 6 518,17 | R 1 504,21 | R 33,43 | R 176,00 | R 84,74 | R 84,74 | R 391,09 | R 391,09 | R 32,59 | R 32,59 |
| 3022 | Salon Assistant | R 4 539,07 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 59,01 | R 59,01 | R 272,34 | R 272,34 | R 29,52 | R 29,52 |
| 4018 | Drybar Worker | R 5 159,39 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 67,07 | R 67,07 | R 309,56 | R 309,56 | R 29,52 | R 29,52 |
| 2010 | General Assistant | R 4 766,03 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 61,96 | R 61,96 | R 285,96 | R 285,96 | R 29,52 | R 29,52 |
| 2012 | General Assistant after 5 years | R 5 003,90 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 65,05 | R 65,05 | R 300,23 | R 300,23 | R 29,52 | R 29,52 |
| 2014 | General Assistant after 10 years | R 5 241,80 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 68,14 | R 68,14 | R 314,51 | R 314,51 | R 29,52 | R 29,52 |
| 2020 | Hairdresser - 1st year after qualified | R 6 396,85 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 83,16 | R 83,16 | R 383,81 | R 383,81 | R 29,52 | R 29,52 |
| 2022 | Hairdresser - Qualified | R 9 128,52 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 118,67 | R 118,67 | R 547,71 | R 547,71 | R 29,52 | R 29,52 |
| 2024 | Hairdresser - Qualified - after 5 years | R 9 585,10 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 124,61 | R 124,61 | R 575,11 | R 575,11 | R 29,52 | R 29,52 |
| 2026 | Hairdresser - Qualified - after 10 years | R 10 041,67 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 130,54 | R 130,54 | R 602,50 | R 602,50 | R 29,52 | R 29,52 |
| 2046 | LEARNER – Entry Level | R - | R 1 971,65 | R 455,00 | R 10,11 | R 176,00 | R - | R - | R - | R - | R 9,86 | R 9,86 |
| 2048 | LEARNER – Level 2 | R - | R 3 943,04 | R 909,94 | R 20,22 | R 176,00 | R - | R - | R - | R - | R 19,72 | R 19,72 |
| 2050 | LEARNER – Level 3 | R - | R 6 079,06 | R 1 402,87 | R 31,17 | R 176,00 | R - | R - | R - | R - | R 30,40 | R 30,40 |
| 2052 | LEARNER – Level 4 | R 5 323,23 | R 8 552,65 | R 1 973,70 | R 43,86 | R 176,00 | R 69,20 | R 69,20 | R 319,39 | R 319,39 | R 42,76 | R 42,76 |
| 3032 | Manager - Beauty | R 11 018,53 | R 11 018,53 | R 2 542,76 | R 56,51 | R 176,00 | R 143,24 | R 143,24 | R 661,11 | R 661,11 | R 55,09 | R 55,09 |
| 2060 | Manager - Hairdresser | R 9 084,72 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 118,10 | R 118,10 | R 545,08 | R 545,08 | R 29,52 | R 29,52 |
| 2062 | Manager - Hairdresser after 5 years | R 9 538,18 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 124,00 | R 124,00 | R 572,29 | R 572,29 | R 29,52 | R 29,52 |
| 2064 | Manager - Hairdresser after 10 years | R 9 994,75 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 129,93 | R 129,93 | R 599,69 | R 599,69 | R 29,52 | R 29,52 |
| 3030 | Manager - only (Beauty Establishment) | R 8 321,08 | R 8 321,08 | R 1 920,26 | R 42,67 | R 176,00 | R 108,17 | R 108,17 | R 499,26 | R 499,26 | R 41,61 | R 41,61 |
| 2054 | Manager - only (Hairdressing) | R 8 737,89 | R 8 737,89 | R 2 016,45 | R 44,81 | R 176,00 | R 113,59 | R 113,59 | R 524,27 | R 524,27 | R 43,69 | R 43,69 |
| 2056 | Manager - only (Hairdressing) after 5 years | R 9 174,28 | R 9 174,28 | R 2 117,16 | R 47,05 | R 176,00 | R 119,27 | R 119,27 | R 550,46 | R 550,46 | R 45,87 | R 45,87 |
| 2058 | Manager - only (Hairdressing) after 10 years | R 9 612,68 | R 9 612,68 | R 2 218,33 | R 49,30 | R 176,00 | R 124,96 | R 124,96 | R 576,76 | R 576,76 | R 48,06 | R 48,06 |
| 3040 | Nail technician - Unqualified | R 3 865,46 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 50,25 | R 50,25 | R 231,93 | R 231,93 | R 29,52 | R 29,52 |
| 3084 | Nail Technician - Certified | R 3 978,04 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 51,71 | R 51,71 | R 238,68 | R 238,68 | R 29,52 | R 29,52 |
| 3038 | Nail technician - Qualified | R 4 641,05 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 60,33 | R 60,33 | R 278,46 | R 278,46 | R 29,52 | R 29,52 |

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NATIONAL BARGAINING COUNCIL
for the Hairdressing - Cosmetology - Beauty & Skincare Industry

**ANNEXURE "H1"**

## REMUNERATION / BASIC SALARY / WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 101 - BEING THE PROVINCE OF GAUTENG, EXCLUDING THE MAGISTERIAL DISTRICTS OF ALBERTON, PRETORIA, WONDERBOOM, BRONKHORSPRUIT (KUNGWINI) AND CULLINAN

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| EOHCB Subscriptions | See Annexure C |
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| Basic establishment charge * | R - |
| Total minimum charge * | R - |

| Work Code | Work Code Description | 01 MAR 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 MAR 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 3088 | Massage Therapist - entry level | R 4 382,90 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 56,98 | R 56,98 | R 262,97 | R 262,97 | R 29,52 | R 29,52 |
| 3087 | Massage Therapist | R 6 334,36 | R 6 334,36 | R 1 461,79 | R 32,48 | R 176,00 | R 82,35 | R 82,35 | R 380,06 | R 380,06 | R 31,67 | R 31,67 |
| 2067 | Operator - Trainee | R 5 068,05 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 65,88 | R 65,88 | R 304,08 | R 304,08 | R 29,52 | R 29,52 |
| 2068 | Operator | R 7 408,78 | R 7 408,78 | R 1 709,73 | R 37,99 | R 176,00 | R 96,31 | R 96,31 | R 444,53 | R 444,53 | R 37,04 | R 37,04 |
| 2070 | Operator - after 5 years | R 7 779,42 | R 7 779,42 | R 1 795,27 | R 39,89 | R 176,00 | R 101,13 | R 101,13 | R 466,77 | R 466,77 | R 38,90 | R 38,90 |
| 2072 | Operator - after 10 years | R 8 150,07 | R 8 150,07 | R 1 880,80 | R 41,80 | R 176,00 | R 105,95 | R 105,95 | R 489,00 | R 489,00 | R 40,75 | R 40,75 |
| 2074 | Operator - Multi skilled | R 8 197,88 | R 8 197,88 | R 1 891,83 | R 42,04 | R 176,00 | R 106,57 | R 106,57 | R 491,87 | R 491,87 | R 40,99 | R 40,99 |
| 2076 | Operator - Multi skilled - after 5 years | R 8 608,38 | R 8 608,38 | R 1 986,56 | R 44,15 | R 176,00 | R 111,91 | R 111,91 | R 516,50 | R 516,50 | R 43,04 | R 43,04 |
| 2078 | Operator - Multi skilled - after 10 years | R 9 016,88 | R 9 016,88 | R 2 080,83 | R 46,24 | R 176,00 | R 117,22 | R 117,22 | R 541,01 | R 541,01 | R 45,08 | R 45,08 |
| 3042 | Receptionist - Beauty Establishment | R 7 510,93 | R 7 510,93 | R 1 733,31 | R 38,52 | R 176,00 | R 97,64 | R 97,64 | R 450,66 | R 450,66 | R 37,55 | R 37,55 |
| 2082 | Receptionist - Hairdressing salon | R 8 116,17 | R 8 116,17 | R 1 872,98 | R 41,62 | R 176,00 | R 105,51 | R 105,51 | R 486,97 | R 486,97 | R 40,58 | R 40,58 |
| 2084 | Receptionist - Hairdressing salon - after 5 years | R 8 522,67 | R 8 522,67 | R 1 966,79 | R 43,71 | R 176,00 | R 110,79 | R 110,79 | R 511,36 | R 511,36 | R 42,61 | R 42,61 |
| 2086 | Receptionist - Hairdressing salon - after 10 years | R 8 927,20 | R 8 927,20 | R 2 060,14 | R 45,78 | R 176,00 | R 116,05 | R 116,05 | R 535,63 | R 535,63 | R 44,64 | R 44,64 |
| 3048 | Somatologist - 3 Years | R 6 842,99 | R 6 842,99 | R 1 579,16 | R 35,09 | R 176,00 | R 88,96 | R 88,96 | R 410,58 | R 410,58 | R 34,21 | R 34,21 |
| 3052 | Somatologist - B Tech - 4 years | R 7 481,67 | R 7 481,67 | R 1 726,55 | R 38,37 | R 176,00 | R 97,26 | R 97,26 | R 448,90 | R 448,90 | R 37,41 | R 37,41 |
| 3054 | Somatologist - B Tech Laser | R 8 029,11 | R 8 029,11 | R 1 852,88 | R 41,18 | R 176,00 | R 104,38 | R 104,38 | R 481,75 | R 481,75 | R 40,15 | R 40,15 |
| 1012 | Specific Skilled Stylist | R 4 790,83 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 62,28 | R 62,28 | R 287,45 | R 287,45 | R 29,52 | R 29,52 |
| 1014 | Specific Skilled Stylist - after 5 years | R 5 030,77 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 65,40 | R 65,40 | R 301,85 | R 301,85 | R 29,52 | R 29,52 |
| 1016 | Specific Skilled Stylist - after 10 years | R 5 270,76 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 68,52 | R 68,52 | R 316,25 | R 316,25 | R 29,52 | R 29,52 |
| 1000 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 1002 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 5 years | R 3 692,41 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 48,00 | R 48,00 | R 221,54 | R 221,54 | R 29,52 | R 29,52 |
| 1004 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 10 years | R 3 868,24 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 50,29 | R 50,29 | R 232,09 | R 232,09 | R 29,52 | R 29,52 |
| 2089 | Working Employer (in Salon with Staff) | R 11 633,27 | R 11 633,27 | R 2 684,62 | R 59,66 | R - | R - | R - | R - | R - | R 174,50 | R - |

NATIONAL BARGAINING COUNCIL
for the Hairdressing - Cosmetology - Beauty & Skincare Industry

**ANNEXURE "H1"**

## REMUNERATION / BASIC SALARY / WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 101 - BEING THE PROVINCE OF GAUTENG, EXCLUDING THE MAGISTERIAL DISTRICTS OF ALBERTON, PRETORIA, WONDERBOOM, BRONKHORSPRUIT (KUNGWINI) AND CULLINAN

| | |
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| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |
| Basic establishment charge * | R - |
| Total minimum charge * | R - |

| Work Code | Work Code Description | 01 MAR 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 MAR 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|

### NOTES

| | |
|---|---|
| CASUAL EMPLOYEE | An employee who substitutes for any permanent employee who is sick or on leave<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment |
| PART TIME EMPLOYEE | An employee who works 1 or 2 or 3 or 4 days per week<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment<br>Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.<br>If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked. |
| WORKING EMPLOYERS | Contributions for a Working Employer (Work Code 2089), is voluntary for SPF from 1 January 2017 |
| PENSION FUND | Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee. |
| DAILY RATE CALCULATION | Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day |
| COMMISSION EARNERS | All Stylist will be paid 40% commission<br>**NO STOCK DEDUCTIONS ARE ALLOWED. VAT AND LOYALTY CARD FEES SHALL BE DEDUCTABLE** |
| ABBREVIATION DESCRIPTIONS | BC = Bargaining Council<br>EE = Employee<br>ER = Employer<br>SBF = Sick Benefit Fund<br>SPF = Sick Pay Fund |
| LEARNERS | Learners to also include any apprentices |
| UNION FEE / AGENCY FEE | Union Members: Union Fee equates to **R 176.00** per month per member. For members who join UASA after the age of 60, the Union Fee equates to **R 143.00** per month per member (Excluding the funeral benefit)<br><br>Non- Union Members: Non-Union members pays an Agency Fee equal to the Union membership fees currently **R 176.00** per person per month but with no UASA benefits. |
| 2026 Hourly Rate - Minimum Wage 45h/Per week | The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMW) Commission are calculated taking into account the Employer's Pension Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMW as the Pension Fund contribution of the Employer is factored into the calculation.<br>The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NMW Commission. |

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NATIONAL BARGAINING COUNCIL
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**ANNEXURE "H2"**

**REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 102 BEING EAST LONDON, PORT ALFRED, AND ALL OF THE MAGISTERIAL DISTRICTS OF THE EASTERN CAPE PROVINCE (EXCLUDING PORT ELIZABETH, UITENHAGE AND HUMANSDORP).**

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |
| Basic establishment charge * | |
| Total minimum charge * | |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 3089 | Aesthetic Therapist | R 9 316,40 | R 9 316,40 | R 2 149,95 | R 47,78 | R 176,00 | R 121,11 | R 121,11 | R 558,98 | R 558,98 | R 46,58 | R 46,58 |
| 2002 | Barber - Trainee | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2004 | Barber - Junior | R 4 222,36 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 54,89 | R 54,89 | R 253,34 | R 253,34 | R 29,52 | R 29,52 |
| 2006 | Barber - Senior | R 6 779,03 | R 6 779,03 | R 1 564,40 | R 34,76 | R 176,00 | R 88,13 | R 88,13 | R 406,74 | R 406,74 | R 33,90 | R 33,90 |
| 3036 | Beauty Technologist - Unqualified | R 3 553,85 | R 5 923,08 | R 1 366,87 | R 30,37 | R 176,00 | R 46,20 | R 46,20 | R 213,23 | R 213,23 | R 29,62 | R 29,62 |
| 3034 | Beauty Technologist - Qualified | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 3020 | Beauty and Skincare Therapist - Unqualified | R 4 954,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 64,40 | R 64,40 | R 297,25 | R 297,25 | R 29,52 | R 29,52 |
| 3014 | Beauty and Skincare Therapist | R 5 530,15 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 71,89 | R 71,89 | R 331,81 | R 331,81 | R 29,52 | R 29,52 |
| 3022 | Salon Assistant | R 3 709,73 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 48,23 | R 48,23 | R 222,58 | R 222,58 | R 29,52 | R 29,52 |
| 4018 | Drybar Worker | R 5 595,36 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,74 | R 72,74 | R 335,72 | R 335,72 | R 29,52 | R 29,52 |
| 2010 | General Assistant | R 3 823,90 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 49,71 | R 49,71 | R 229,43 | R 229,43 | R 29,52 | R 29,52 |
| 2012 | General Assistant after 5 years | R 4 014,47 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 52,19 | R 52,19 | R 240,87 | R 240,87 | R 29,52 | R 29,52 |
| 2014 | General Assistant after 10 years | R 4 207,11 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 54,69 | R 54,69 | R 252,43 | R 252,43 | R 29,52 | R 29,52 |
| 2020 | Hairdresser - 1st year after qualified | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2022 | Hairdresser - Qualified | R 6 538,42 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 85,00 | R 85,00 | R 392,31 | R 392,31 | R 29,52 | R 29,52 |
| 2024 | Hairdresser - Qualified - after 5 years | R 6 865,26 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 89,25 | R 89,25 | R 411,92 | R 411,92 | R 29,52 | R 29,52 |
| 2026 | Hairdresser - Qualified - after 10 years | R 7 192,12 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 93,50 | R 93,50 | R 431,53 | R 431,53 | R 29,52 | R 29,52 |
| 2046 | LEARNER – Entry Level | R - | R 1 971,65 | R 455,00 | R 10,11 | R 176,00 | R - | R - | R - | R - | R 9,86 | R 9,86 |
| 2048 | LEARNER – Level 2 | R - | R 3 943,04 | R 909,94 | R 20,22 | R 176,00 | R - | R - | R - | R - | R 19,72 | R 19,72 |
| 2050 | LEARNER – Level 3 | R - | R 6 079,06 | R 1 402,87 | R 31,17 | R 176,00 | R - | R - | R - | R - | R 30,40 | R 30,40 |
| 2052 | LEARNER – Level 4 | R 5 323,23 | R 8 552,65 | R 1 973,70 | R 43,86 | R 176,00 | R 69,20 | R 69,20 | R 319,39 | R 319,39 | R 42,76 | R 42,76 |
| 3032 | Manager - Beauty | R 9 010,96 | R 9 010,96 | R 2 079,47 | R 46,21 | R 176,00 | R 117,14 | R 117,14 | R 540,66 | R 540,66 | R 45,05 | R 45,05 |
| 2060 | Manager - Hairdresser | R 6 637,56 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 86,29 | R 86,29 | R 398,25 | R 398,25 | R 29,52 | R 29,52 |
| 2062 | Manager - Hairdresser after 5 years | R 6 969,05 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 90,60 | R 90,60 | R 418,14 | R 418,14 | R 29,52 | R 29,52 |
| 2064 | Manager - Hairdresser after 10 years | R 7 300,55 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 94,91 | R 94,91 | R 438,03 | R 438,03 | R 29,52 | R 29,52 |
| 3030 | Manager - only (Beauty Establishment) | R 6 800,72 | R 6 800,72 | R 1 569,41 | R 34,88 | R 176,00 | R 88,41 | R 88,41 | R 408,04 | R 408,04 | R 34,00 | R 34,00 |
| 2054 | Manager - only (Hairdressing) | R 5 891,59 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,59 | R 76,59 | R 353,50 | R 353,50 | R 29,52 | R 29,52 |
| 2056 | Manager - only (Hairdressing) after 5 years | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2058 | Manager - only (Hairdressing) after 10 years | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 3040 | Nail technician - Unqualified | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3084 | Nail Technician - Certified | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3038 | Nail technician - Qualified | R 3 793,09 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 49,31 | R 49,31 | R 227,59 | R 227,59 | R 29,52 | R 29,52 |
| 3088 | Massage Therapist - entry level | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3087 | Massage Therapist | R 5 595,36 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,74 | R 72,74 | R 335,72 | R 335,72 | R 29,52 | R 29,52 |

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**ANNEXURE "H2"**

**REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 102 BEING EAST LONDON, PORT ALFRED, AND ALL OF THE MAGISTERIAL DISTRICTS OF THE EASTERN CAPE PROVINCE (EXCLUDING PORT ELIZABETH, UITENHAGE AND HUMANSDORP).**

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |
| Basic establishment charge * | |
| Total minimum charge * | |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 2067 | Operator - Trainee | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2068 | Operator | R 4 270,64 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 55,52 | R 55,52 | R 256,24 | R 256,24 | R 29,52 | R 29,52 |
| 2070 | Operator - after 5 years | R 4 483,75 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 58,29 | R 58,29 | R 269,03 | R 269,03 | R 29,52 | R 29,52 |
| 2072 | Operator - after 10 years | R 4 698,94 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 61,09 | R 61,09 | R 281,94 | R 281,94 | R 29,52 | R 29,52 |
| 2074 | Operator - Multi skilled | R 5 219,43 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 67,85 | R 67,85 | R 313,17 | R 313,17 | R 29,52 | R 29,52 |
| 2076 | Operator - Multi skilled - after 5 years | R 5 479,69 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 71,24 | R 71,24 | R 328,78 | R 328,78 | R 29,52 | R 29,52 |
| 2078 | Operator - Multi skilled - after 10 years | R 5 741,99 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 74,65 | R 74,65 | R 344,52 | R 344,52 | R 29,52 | R 29,52 |
| 3042 | Receptionist - Beauty Establishment | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2080 | Receptionist- First year of experience | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2082 | Receptionist - Hairdressing salon | R 7 479,70 | R 7 479,70 | R 1 726,10 | R 38,36 | R 176,00 | R 97,24 | R 97,24 | R 448,78 | R 448,78 | R 37,40 | R 37,40 |
| 2084 | Receptionist - Hairdressing salon - after 5 years | R 7 852,80 | R 7 852,80 | R 1 812,20 | R 40,27 | R 176,00 | R 102,09 | R 102,09 | R 471,17 | R 471,17 | R 39,26 | R 39,26 |
| 2086 | Receptionist - Hairdressing salon - after 10 years | R 8 229,83 | R 8 229,83 | R 1 899,21 | R 42,20 | R 176,00 | R 106,99 | R 106,99 | R 493,79 | R 493,79 | R 41,15 | R 41,15 |
| 3048 | Somatologist 3 Years | R 5 805,74 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 75,47 | R 75,47 | R 348,34 | R 348,34 | R 29,52 | R 29,52 |
| 3052 | Somatologist B Tech - 4 years | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 3054 | Somatologist - B Tech Laser | R 6 562,11 | R 6 562,11 | R 1 514,34 | R 33,65 | R 176,00 | R 85,31 | R 85,31 | R 393,73 | R 393,73 | R 32,81 | R 32,81 |
| 1012 | Specific Skilled Stylist | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 1014 | Specific Skilled Stylist - after 5 years | R 3 555,46 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,22 | R 46,22 | R 213,33 | R 213,33 | R 29,52 | R 29,52 |
| 1016 | Specific Skilled Stylist - after 10 years | R 3 723,48 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 48,41 | R 48,41 | R 223,41 | R 223,41 | R 29,52 | R 29,52 |
| 1000 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting | R 3 547,69 | R 5 912,82 | R 1 364,51 | R 30,32 | R 176,00 | R 46,12 | R 46,12 | R 212,86 | R 212,86 | R 29,56 | R 29,56 |
| 1002 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 5 years | R 3 543,78 | R 5 906,30 | R 1 363,00 | R 30,29 | R 176,00 | R 46,07 | R 46,07 | R 212,63 | R 212,63 | R 29,53 | R 29,53 |
| 1004 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 10 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2089 | Working Employer (in Salon with Staff) | R 8 332,48 | R 8 332,48 | R 1 922,89 | R 42,73 | R - | R - | R - | R - | R - | R 124,99 | R - |

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NATIONAL BARGAINING COUNCIL
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**ANNEXURE "H2"**

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 102 BEING EAST LONDON, PORT ALFRED, AND ALL OF THE MAGISTERIAL DISTRICTS OF THE EASTERN CAPE PROVINCE (EXCLUDING PORT ELIZABETH, UITENHAGE AND HUMANSDORP).

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |
| Basic establishment charge * | |
| Total minimum charge * | |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|

### NOTES

| | |
|---|---|
| **CASUAL EMPLOYEE** | An employee who substitutes for any permanent employee who is sick or on leave<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment |
| **PART TIME EMPLOYEE** | An employee who works 1 or 2 or 3 or 4 days per week<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed **HOURLY** rate for that category of employment<br>Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.<br>If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked. |
| **WORKING EMPLOYERS** | Contributions for a Working Employer (Work Code 2089), is voluntary for SPF from 1 January 2017 |
| **PENSION FUND** | Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee. |
| **DAILY RATE CALCULATION** | Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day |
| **COMMISSION EARNERS** | All Stylist will be paid 30% commission<br>**NO STOCK DEDUCTIONS ARE ALLOWED. VAT AND LOYALTY CARD FEES SHALL BE DEDUCTABLE** |
| **ABBREVIATION DESCRIPTIONS** | BC = Bargaining Council<br>EE = Employee<br>ER = Employer<br>SBF = Sick Benefit Fund<br>SPF = Sick Pay Fund |
| **LEARNERS** | Learners to also include any apprentices |
| **UNION FEE / AGENCY FEE** | Union Members: Union Fee equates to **R 176.00** per month per member. For members who join UASA after the age of 60, the Union Fee equates to **R 143.00** per month per member (Excluding the funeral benefit)<br><br>Non- Union Members: Non-Union members pays an Agency Fee equal to the Union membership fees currently **R 176.00** per person per month but with no UASA benefits. |
| **2026 Hourly Rate - Minimum Wage 45h/Per week** | The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMW) Commission are calculated taking into account the Employer's Pension Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMW as the Pension Fund contribution of the Employer is factored into the calculation.<br>The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NMW Commission. |

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**ANNEXURE "H3"**

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 103 BEING KIMBERLEY AND ALL OF THE OTHER MAGISTERIAL DISTRICTS OF THE NORTHERN CAPE.

| | | |
|---|---|---|
| | EOHCB Subscriptions | See Annexure C |
| | Bargaining Levy | See Annexure C |
| | Basic establishment charge * | R - |
| | Total minimum charge * | R - |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 3089 | Aesthetic Therapist | R 9 316,40 | R 9 316,40 | R 2 149,95 | R 47,78 | R 176,00 | R 121,11 | R 121,11 | R 558,98 | R 558,98 | R 46,58 | R 46,58 |
| 2002 | Barber - Trainee | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2004 | Barber - Junior | R 4 222,36 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 54,89 | R 54,89 | R 253,34 | R 253,34 | R 29,52 | R 29,52 |
| 2006 | Barber - Senior | R 6 779,03 | R 6 779,03 | R 1 564,40 | R 34,76 | R 176,00 | R 88,13 | R 88,13 | R 406,74 | R 406,74 | R 33,90 | R 33,90 |
| 3034 | Beauty Technologist - Qualified | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 3036 | Beauty Technologist - Unqualified | R 3 567,34 | R 5 945,57 | R 1 372,06 | R 30,49 | R 176,00 | R 46,38 | R 46,38 | R 214,04 | R 214,04 | R 29,73 | R 29,73 |
| 3020 | Beauty and Skincare Therapist - Unqualified | R 4 023,44 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 52,30 | R 52,30 | R 241,41 | R 241,41 | R 29,52 | R 29,52 |
| 3014 | Beauty and Skincare Therapist | R 4 491,15 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 58,38 | R 58,38 | R 269,47 | R 269,47 | R 29,52 | R 29,52 |
| 3022 | Salon Assistant | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 4018 | Drybar Worker | R 5 595,36 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,74 | R 72,74 | R 335,72 | R 335,72 | R 29,52 | R 29,52 |
| 2010 | General Assistant | R 3 553,18 | R 5 921,97 | R 1 366,62 | R 30,37 | R 176,00 | R 46,19 | R 46,19 | R 213,19 | R 213,19 | R 29,61 | R 29,61 |
| 2012 | General Assistant after 5 years | R 3 549,69 | R 5 916,14 | R 1 365,27 | R 30,34 | R 176,00 | R 46,15 | R 46,15 | R 212,98 | R 212,98 | R 29,58 | R 29,58 |
| 2014 | General Assistant after 10 years | R 3 547,47 | R 5 912,45 | R 1 364,42 | R 30,32 | R 176,00 | R 46,12 | R 46,12 | R 212,85 | R 212,85 | R 29,56 | R 29,56 |
| 2020 | Hairdresser - 1st year after qualified | R 4 147,68 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 53,92 | R 53,92 | R 248,86 | R 248,86 | R 29,52 | R 29,52 |
| 2022 | Hairdresser - Qualified | R 4 901,80 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 63,72 | R 63,72 | R 294,11 | R 294,11 | R 29,52 | R 29,52 |
| 2024 | Hairdresser - Qualified - after 5 years | R 5 147,71 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 66,92 | R 66,92 | R 308,86 | R 308,86 | R 29,52 | R 29,52 |
| 2026 | Hairdresser - Qualified - after 10 years | R 5 393,63 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 70,12 | R 70,12 | R 323,62 | R 323,62 | R 29,52 | R 29,52 |
| 2046 | LEARNER – Entry Level | R - | R 1 971,65 | R 455,00 | R 10,11 | R 176,00 | R - | R - | R - | R - | R 9,86 | R 9,86 |
| 2048 | LEARNER – Level 2 | R - | R 3 943,04 | R 909,94 | R 20,22 | R 176,00 | R - | R - | R - | R - | R 19,72 | R 19,72 |
| 2050 | LEARNER – Level 3 | R - | R 6 079,06 | R 1 402,87 | R 31,17 | R 176,00 | R - | R - | R - | R - | R 30,40 | R 30,40 |
| 2052 | LEARNER – Level 4 | R 5 323,23 | R 8 552,65 | R 1 973,70 | R 43,86 | R 176,00 | R 69,20 | R 69,20 | R 319,39 | R 319,39 | R 42,76 | R 42,76 |
| 3032 | Manager - Beauty | R 7 317,99 | R 7 317,99 | R 1 688,78 | R 37,53 | R 176,00 | R 95,13 | R 95,13 | R 439,08 | R 439,08 | R 36,59 | R 36,59 |
| 2060 | Manager - Hairdresser | R 5 909,53 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,82 | R 76,82 | R 354,57 | R 354,57 | R 29,52 | R 29,52 |
| 2062 | Manager - Hairdresser after 5 years | R 6 203,84 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 80,65 | R 80,65 | R 372,23 | R 372,23 | R 29,52 | R 29,52 |
| 2064 | Manager - Hairdresser after 10 years | R 6 501,25 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 84,52 | R 84,52 | R 390,08 | R 390,08 | R 29,52 | R 29,52 |
| 3030 | Manager - only (Beauty Establishment) | R 5 733,39 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 74,53 | R 74,53 | R 344,00 | R 344,00 | R 29,52 | R 29,52 |
| 2054 | Manager - only (Hairdressing) | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2056 | Manager - only (Hairdressing) after 5 years | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2058 | Manager - only (Hairdressing) after 10 years | R 6 411,74 | R 6 411,74 | R 1 479,64 | R 32,88 | R 176,00 | R 83,35 | R 83,35 | R 384,70 | R 384,70 | R 32,06 | R 32,06 |
| 3040 | Nail technician - Unqualified | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3084 | Nail Technician - Certified | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3038 | Nail technician - Qualified | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3088 | Massage Therapist - entry level | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3087 | Massage Therapist | R 5 595,36 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,74 | R 72,74 | R 335,72 | R 335,72 | R 29,52 | R 29,52 |

NATIONAL BARGAINING COUNCIL
for the Hairdressing • Cosmetology • Beauty & Skincare Industry

**ANNEXURE "H3"**

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 103 BEING KIMBERLEY AND ALL OF THE OTHER MAGISTERIAL DISTRICTS OF THE NORTHERN CAPE.

| | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | EOHCB Subscriptions | See Annexure C | | | | | | | | | | | |
| | Bargaining Levy | See Annexure C | | | | | | | | | | | |
| | Basic establishment charge * | R - | | | | | | | | | | | |
| | Total minimum charge * | R - | | | | | | | | | | | |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 2067 | Operator - Trainee | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2068 | Operator | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2070 | Operator - after 5 years | R 3 651,76 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 47,47 | R 47,47 | R 219,11 | R 219,11 | R 29,52 | R 29,52 |
| 2072 | Operator - after 10 years | R 3 825,04 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 49,73 | R 49,73 | R 229,50 | R 229,50 | R 29,52 | R 29,52 |
| 2074 | Operator - Multi skilled | R 4 303,20 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 55,94 | R 55,94 | R 258,19 | R 258,19 | R 29,52 | R 29,52 |
| 2076 | Operator - Multi skilled - after 5 years | R 4 516,16 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 58,71 | R 58,71 | R 270,97 | R 270,97 | R 29,52 | R 29,52 |
| 2078 | Operator - Multi skilled - after 10 years | R 4 731,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 61,51 | R 61,51 | R 283,87 | R 283,87 | R 29,52 | R 29,52 |
| 3042 | Receptionist - Beauty Establishment | R 5 175,19 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 67,28 | R 67,28 | R 310,51 | R 310,51 | R 29,52 | R 29,52 |
| 2082 | Receptionist - Hairdressing salon | R 4 340,32 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 56,42 | R 56,42 | R 260,42 | R 260,42 | R 29,52 | R 29,52 |
| 2084 | Receptionist - Hairdressing salon - after 5 years | R 4 557,54 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 59,25 | R 59,25 | R 273,45 | R 273,45 | R 29,52 | R 29,52 |
| 2086 | Receptionist - Hairdressing salon - after 10 years | R 4 774,75 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 62,07 | R 62,07 | R 286,48 | R 286,48 | R 29,52 | R 29,52 |
| 3048 | Somatologist 3 Years | R 4 714,97 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 61,29 | R 61,29 | R 282,90 | R 282,90 | R 29,52 | R 29,52 |
| 3052 | Somatologist B Tech - 4 years | R 5 155,03 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 67,02 | R 67,02 | R 309,30 | R 309,30 | R 29,52 | R 29,52 |
| 3054 | Somatologist - B Tech Laser | R 5 532,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 71,92 | R 71,92 | R 331,93 | R 331,93 | R 29,52 | R 29,52 |
| 1012 | Specific Skilled Stylist | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 1014 | Specific Skilled Stylist - after 5 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 1016 | Specific Skilled Stylist - after 10 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 1000 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting | R 3 563,47 | R 5 939,12 | R 1 370,58 | R 30,46 | R 176,00 | R 46,33 | R 46,33 | R 213,81 | R 213,81 | R 29,70 | R 29,70 |
| 1004 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 10 years | R 3 557,32 | R 5 928,87 | R 1 368,21 | R 30,40 | R 176,00 | R 46,25 | R 46,25 | R 213,44 | R 213,44 | R 29,64 | R 29,64 |
| 1002 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 5 years | R 3 560,36 | R 5 933,94 | R 1 369,38 | R 30,43 | R 176,00 | R 46,28 | R 46,28 | R 213,62 | R 213,62 | R 29,67 | R 29,67 |
| 2089 | Working Employer (in Salon with Staff) | R 4 901,80 | R 6 042,79 | R 1 394,50 | R 30,99 | R - | | | R - | R - | R 90,64 | R - |

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NATIONAL BARGAINING COUNCIL
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**ANNEXURE "H3"**

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 103 BEING KIMBERLEY AND ALL OF THE OTHER MAGISTERIAL DISTRICTS OF THE NORTHERN CAPE.

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | EOHCB Subscriptions | See Annexure C | | | | | | | | | | |
| | Bargaining Levy | See Annexure C | | | | | | | | | | |
| | Basic establishment charge * | R - | | | | | | | | | | |
| | Total minimum charge * | R - | | | | | | | | | | |
| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |

### NOTES

| | |
|---|---|
| **CASUAL EMPLOYEE** | An employee who substitutes for any permanent employee who is sick or on leave<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment |
| **PART TIME EMPLOYEE** | An employee who works 1 or 2 or 3 or 4 days per week<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed **DAILY** rate for that category of employment<br>Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.<br>If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked. |
| **WORKING EMPLOYERS** | Contributions for a Working Employer (Work Code 2089), is voluntary for SPF from 1 January 2017 |
| **PENSION FUND** | Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee. |
| **DAILY RATE CALCULATION** | Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day |
| **COMMISSION EARNERS** | Qualified Hairdressers / Stylists, which are employees and employed on or after 2010, whom will receive a minimum of 30% commission.<br>Qualified Hairdressers / Stylists, which are employees and employed prior to 2010, whom will receive a minimum 30% Commission<br>**NO STOCK DEDUCTIONS ARE ALLOWED. VAT AND LOYALTY CARD FEES SHALL BE DEDUCTABLE** |
| **ABBREVIATION DESCRIPTIONS** | BC = Bargaining Council<br>EE = Employee<br>ER = Employer<br>SBF = Sick Benefit Fund<br>SPF = Sick Pay Fund |
| **LEARNERS** | Learners to also include any apprentices |
| **UNION FEE / AGENCY FEE** | Union Members: Union Fee equates to **R 176.00** per month per member. For members who join UASA after the age of 60, the Union Fee equates to **R 143.00** per month per member (Excluding the funeral benefit)<br><br>Non- Union Members: Non-Union members pays an Agency Fee equal to the Union membership fees currently **R 176.00** per person per month but with no UASA benefits. |
| **2026 Hourly Rate - Minimum Wage 45h/Per week** | The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMW) Commission are calculated taking into account the Employer's Pension Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMW as the Pension Fund contribution of the Employer is factored into the calculation.<br>The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NMW Commission. |

NATIONAL BARGAINING COUNCIL
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**ANNEXURE "H4"**

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 104 BEING PORT ELIZABETH, UITENHAGE AND HUMANSDORP.

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |
| Basic establishment charge * | |
| Total minimum charge * | |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 3089 | Aesthetic Therapist | R 9 316,40 | R 9 316,40 | R 2 149,95 | R 47,78 | R 176,00 | R 121,11 | R 121,11 | R 558,98 | R 558,98 | R 46,58 | R 46,58 |
| 2002 | Barber - Trainee | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2004 | Barber - Junior | R 4 222,36 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 54,89 | R 54,89 | R 253,34 | R 253,34 | R 29,52 | R 29,52 |
| 2006 | Barber - Senior | R 6 779,03 | R 6 779,03 | R 1 564,40 | R 34,76 | R 176,00 | R 88,13 | R 88,13 | R 406,74 | R 406,74 | R 33,90 | R 33,90 |
| 3036 | Beauty Technologist - Unqualified | R 3 551,58 | R 5 919,31 | R 1 366,00 | R 30,36 | R 176,00 | R 46,17 | R 46,17 | R 213,10 | R 213,10 | R 29,60 | R 29,60 |
| 3034 | Beauty Technologist - Qualified | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 3020 | Beauty and Skincare Therapist - Unqualified | R 4 526,14 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 58,84 | R 58,84 | R 271,57 | R 271,57 | R 29,52 | R 29,52 |
| 3014 | Beauty and Skincare Therapist | R 5 704,45 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 74,16 | R 74,16 | R 342,27 | R 342,27 | R 29,52 | R 29,52 |
| 3022 | Salon Assistant | R 3 826,64 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 49,75 | R 49,75 | R 229,60 | R 229,60 | R 29,52 | R 29,52 |
| 4018 | Drybar Worker | R 5 595,36 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,74 | R 72,74 | R 335,72 | R 335,72 | R 29,52 | R 29,52 |
| 2010 | General Assistant | R 4 063,67 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 52,83 | R 52,83 | R 243,82 | R 243,82 | R 29,52 | R 29,52 |
| 2012 | General Assistant after 5 years | R 4 266,53 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 55,46 | R 55,46 | R 255,99 | R 255,99 | R 29,52 | R 29,52 |
| 2014 | General Assistant after 10 years | R 4 471,45 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 58,13 | R 58,13 | R 268,29 | R 268,29 | R 29,52 | R 29,52 |
| 2020 | Hairdresser - 1st year after qualified | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2022 | Hairdresser - Qualified | R 5 999,37 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 77,99 | R 77,99 | R 359,96 | R 359,96 | R 29,52 | R 29,52 |
| 2024 | Hairdresser - Qualified - after 5 years | R 6 299,87 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 81,90 | R 81,90 | R 377,99 | R 377,99 | R 29,52 | R 29,52 |
| 2026 | Hairdresser - Qualified - after 10 years | R 6 599,80 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 85,80 | R 85,80 | R 395,99 | R 395,99 | R 29,52 | R 29,52 |
| 2046 | LEARNER – Entry Level | R - | R 1 971,65 | R 455,00 | R 10,11 | R 176,00 | R - | R - | R - | R - | R 9,86 | R 9,86 |
| 2048 | LEARNER – Level 2 | R - | R 3 943,04 | R 909,94 | R 20,22 | R 176,00 | R - | R - | R - | R - | R 19,72 | R 19,72 |
| 2050 | LEARNER – Level 3 | R - | R 6 079,06 | R 1 402,87 | R 31,17 | R 176,00 | R - | R - | R - | R - | R 30,40 | R 30,40 |
| 2052 | LEARNER – Level 4 | R 5 323,23 | R 8 552,65 | R 1 973,70 | R 43,86 | R 176,00 | R 69,20 | R 69,20 | R 319,39 | R 319,39 | R 42,76 | R 42,76 |
| 3032 | Manager - Beauty | R 9 294,93 | R 9 294,93 | R 2 145,00 | R 47,67 | R 176,00 | R 120,83 | R 120,83 | R 557,70 | R 557,70 | R 46,47 | R 46,47 |
| 2060 | Manager - Hairdresser | R 6 803,30 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 88,44 | R 88,44 | R 408,20 | R 408,20 | R 29,52 | R 29,52 |
| 2062 | Manager - Hairdresser after 5 years | R 7 144,09 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 92,87 | R 92,87 | R 428,65 | R 428,65 | R 29,52 | R 29,52 |
| 2064 | Manager - Hairdresser after 10 years | R 7 483,33 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 97,28 | R 97,28 | R 449,00 | R 449,00 | R 29,52 | R 29,52 |
| 3030 | Manager - only (Beauty Establishment) | R 7 015,04 | R 7 015,04 | R 1 618,87 | R 35,97 | R 176,00 | R 91,20 | R 91,20 | R 420,90 | R 420,90 | R 35,08 | R 35,08 |
| 2054 | Manager - only (Hairdressing) | R 7 142,13 | R 7 142,13 | R 1 648,20 | R 36,63 | R 176,00 | R 92,85 | R 92,85 | R 428,53 | R 428,53 | R 35,71 | R 35,71 |
| 2056 | Manager - only (Hairdressing) after 5 years | R 7 499,44 | R 7 499,44 | R 1 730,65 | R 38,46 | R 176,00 | R 97,49 | R 97,49 | R 449,97 | R 449,97 | R 37,50 | R 37,50 |
| 2058 | Manager - only (Hairdressing) after 10 years | R 7 856,75 | R 7 856,75 | R 1 813,11 | R 40,29 | R 176,00 | R 102,14 | R 102,14 | R 471,40 | R 471,40 | R 39,28 | R 39,28 |
| 3040 | Nail technician - Unqualified | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3084 | Nail Technician - Certified | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3038 | Nail technician - Qualified | R 3 912,61 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 50,86 | R 50,86 | R 234,76 | R 234,76 | R 29,52 | R 29,52 |

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NATIONAL BARGAINING COUNCIL
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**ANNEXURE "H4"**

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 104 BEING PORT ELIZABETH, UITENHAGE AND HUMANSDORP.

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |
| Basic establishment charge * | |
| Total minimum charge * | |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 3088 | Massage Therapist - entry level | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3087 | Massage Therapist | R 5 595,36 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,74 | R 72,74 | R 335,72 | R 335,72 | R 29,52 | R 29,52 |
| 2067 | Operator - Trainee | R 3 729,64 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 48,49 | R 48,49 | R 223,78 | R 223,78 | R 29,52 | R 29,52 |
| 2068 | Operator | R 4 741,96 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 61,65 | R 61,65 | R 284,52 | R 284,52 | R 29,52 | R 29,52 |
| 2070 | Operator - after 5 years | R 4 979,69 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 64,74 | R 64,74 | R 298,78 | R 298,78 | R 29,52 | R 29,52 |
| 2072 | Operator - after 10 years | R 5 215,34 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 67,80 | R 67,80 | R 312,92 | R 312,92 | R 29,52 | R 29,52 |
| 2074 | Operator - Multi skilled | R 5 479,69 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 71,24 | R 71,24 | R 328,78 | R 328,78 | R 29,52 | R 29,52 |
| 2076 | Operator - Multi skilled - after 5 years | R 5 754,30 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 74,81 | R 74,81 | R 345,26 | R 345,26 | R 29,52 | R 29,52 |
| 2078 | Operator - Multi skilled - after 10 years | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 3042 | Receptionist - Beauty Establishment | R 6 332,07 | R 6 332,07 | R 1 461,26 | R 32,47 | R 176,00 | R 82,32 | R 82,32 | R 379,92 | R 379,92 | R 31,66 | R 31,66 |
| 2080 | Receptionist - First year of experience | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2082 | Receptionist - Hairdressing salon | R 6 919,07 | R 6 919,07 | R 1 596,72 | R 35,48 | R 176,00 | R 89,95 | R 89,95 | R 415,14 | R 415,14 | R 34,60 | R 34,60 |
| 2084 | Receptionist - Hairdressing salon - after 5 years | R 7 264,52 | R 7 264,52 | R 1 676,44 | R 37,25 | R 176,00 | R 94,44 | R 94,44 | R 435,87 | R 435,87 | R 36,32 | R 36,32 |
| 2086 | Receptionist - Hairdressing salon - after 10 years | R 7 611,95 | R 7 611,95 | R 1 756,62 | R 39,04 | R 176,00 | R 98,96 | R 98,96 | R 456,72 | R 456,72 | R 38,06 | R 38,06 |
| 3048 | Somatologist 3 Years | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 3052 | Somatologist B Tech - 4 years | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 3054 | Somatologist - B Tech Laser | R 6 768,90 | R 6 768,90 | R 1 562,07 | R 34,71 | R 176,00 | R 88,00 | R 88,00 | R 406,13 | R 406,13 | R 33,84 | R 33,84 |
| 1012 | Specific Skilled Stylist | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 1014 | Specific Skilled Stylist - after 5 years | R 3 625,14 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 47,13 | R 47,13 | R 217,51 | R 217,51 | R 29,52 | R 29,52 |
| 1016 | Specific Skilled Stylist - after 10 years | R 3 799,30 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 49,39 | R 49,39 | R 227,96 | R 227,96 | R 29,52 | R 29,52 |
| 1000 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting | R 3 546,17 | R 5 910,28 | R 1 363,92 | R 30,31 | R 176,00 | R 46,10 | R 46,10 | R 212,77 | R 212,77 | R 29,55 | R 29,55 |
| 1002 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 5 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 1004 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 10 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2089 | Working Employer (in Salon with Staff) | R 7 645,52 | R 7 645,52 | R 1 764,36 | R 39,21 | | | | R - | R - | R 114,68 | R - |

NATIONAL BARGAINING COUNCIL
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**ANNEXURE "H4"**

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 104 BEING PORT ELIZABETH, UITENHAGE AND HUMANSDORP.

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |
| Basic establishment charge * | |
| Total minimum charge * | |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|

### NOTES

| | |
|---|---|
| **CASUAL EMPLOYEE** | An employee who substitutes for any permanent employee who is sick or on leave<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment |
| **PART TIME EMPLOYEE** | An employee who works 1 or 2 or 3 or 4 days per week<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed **HOURLY** rate for that category of employment<br>Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.<br>If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked. |
| **WORKING EMPLOYERS** | Contributions for a Working Employer (Work Code 2089), is voluntary for SPF from 1 January 2017 |
| **PENSION FUND** | Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee. |
| **DAILY RATE CALCULATION** | Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day |
| **COMMISSION EARNERS** | All Stylist will be paid 30% commission<br>**NO STOCK DEDUCTIONS ARE ALLOWED. VAT AND LOYALTY CARD FEES SHALL BE DEDUCTABLE** |
| **ABBREVIATION DESCRIPTIONS** | BC = Bargaining Council<br>EE = Employee<br>ER = Employer<br>SBF = Sick Benefit Fund<br>SPF = Sick Pay Fund |
| **LEARNERS** | Learners to also include any apprentices |
| **UNION FEE / AGENCY FEE** | Union Members: Union Fee equates to **R 176.00** per month per member. For members who join UASA after the age of 60, the Union Fee equates to **R 143.00** per month per member (Excluding the funeral benefit)<br>Non- Union Members: Non-Union members pays an Agency Fee equal to the Union membership fees currently **R 176.00** per person per month but with no UASA benefits. |
| **2026 Hourly Rate - Minimum Wage 45h/Per week** | The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMW) Commission are calculated taking into account the Employer's Pension Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMW as the Pension Fund contribution of the Employer is factored into the calculation.<br>The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NMW Commission. |

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NATIONAL BARGAINING COUNCIL
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**ANNEXURE "H5"**

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 105 BEING THE MAGISTERIAL DISTRICT OF ALBERTON

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |
| Basic establishment charge * | R - |
| Total minimum charge * | R - |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 3089 | Aesthetic Therapist | R 9 316,40 | R 9 316,40 | R 2 149,95 | R 47,78 | R 176,00 | R 121,11 | R 121,11 | R 558,98 | R 558,98 | R 46,58 | R 46,58 |
| 2002 | Barber - Trainee | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2004 | Barber - Junior | R 4 262,19 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 55,41 | R 55,41 | R 255,73 | R 255,73 | R 29,52 | R 29,52 |
| 2006 | Barber - Senior | R 6 842,99 | R 6 842,99 | R 1 579,16 | R 35,09 | R 176,00 | R 88,96 | R 88,96 | R 410,58 | R 410,58 | R 34,21 | R 34,21 |
| 3036 | Beauty Technologist - Unqualified | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3034 | Beauty Technologist - Qualified | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 3020 | Beauty and Skincare Therapist - Unqualified | R 5 890,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,57 | R 76,57 | R 353,41 | R 353,41 | R 29,52 | R 29,52 |
| 3014 | Beauty and Skincare Therapist | R 6 518,17 | R 6 518,17 | R 1 504,21 | R 33,43 | R 176,00 | R 84,74 | R 84,74 | R 391,09 | R 391,09 | R 32,59 | R 32,59 |
| 3022 | Salon Assistant | R 4 539,07 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 59,01 | R 59,01 | R 272,34 | R 272,34 | R 29,52 | R 29,52 |
| 4018 | Drybar Worker | R 5 595,36 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,74 | R 72,74 | R 335,72 | R 335,72 | R 29,52 | R 29,52 |
| 2010 | General Assistant | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2012 | General Assistant after 5 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2014 | General Assistant after 10 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2020 | Hairdresser - 1st year after qualified | R 5 613,81 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,98 | R 72,98 | R 336,83 | R 336,83 | R 29,52 | R 29,52 |
| 2022 | Hairdresser - Qualified | R 5 662,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 73,62 | R 73,62 | R 339,76 | R 339,76 | R 29,52 | R 29,52 |
| 2024 | Hairdresser - Qualified - after 5 years | R 5 945,28 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 77,29 | R 77,29 | R 356,72 | R 356,72 | R 29,52 | R 29,52 |
| 2026 | Hairdresser - Qualified - after 10 years | R 6 227,85 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 80,96 | R 80,96 | R 373,67 | R 373,67 | R 29,52 | R 29,52 |
| 2046 | LEARNER – Entry Level | R - | R 1 971,65 | R 455,00 | R 10,11 | R 176,00 | R - | R - | R - | R - | R 9,86 | R 9,86 |
| 2048 | LEARNER – Level 2 | R - | R 3 943,04 | R 909,94 | R 20,22 | R 176,00 | R - | R - | R - | R - | R 19,72 | R 19,72 |
| 2050 | LEARNER – Level 3 | R - | R 6 079,06 | R 1 402,87 | R 31,17 | R 176,00 | R - | R - | R - | R - | R 30,40 | R 30,40 |
| 2052 | LEARNER – Level 4 | R 5 323,23 | R 8 552,65 | R 1 973,70 | R 43,86 | R 176,00 | R 69,20 | R 69,20 | R 319,39 | R 319,39 | R 42,76 | R 42,76 |
| 3032 | Manager - Beauty | R 11 025,42 | R 11 025,42 | R 2 544,35 | R 56,54 | R 176,00 | R 143,33 | R 143,33 | R 661,53 | R 661,53 | R 55,13 | R 55,13 |
| 2060 | Manager - Hairdresser | R 7 366,10 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 95,76 | R 95,76 | R 441,97 | R 441,97 | R 29,52 | R 29,52 |
| 2062 | Manager - Hairdresser after 5 years | R 7 733,91 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 100,54 | R 100,54 | R 464,03 | R 464,03 | R 29,52 | R 29,52 |
| 2064 | Manager - Hairdresser after 10 years | R 8 101,74 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 105,32 | R 105,32 | R 486,10 | R 486,10 | R 29,52 | R 29,52 |
| 3030 | Manager - only (Beauty Establishment) | R 8 321,08 | R 8 321,08 | R 1 920,26 | R 42,67 | R 176,00 | R 108,17 | R 108,17 | R 499,26 | R 499,26 | R 41,61 | R 41,61 |
| 2054 | Manager - only (Hairdressing) | R 7 598,71 | R 7 598,71 | R 1 753,56 | R 38,97 | R 176,00 | R 98,78 | R 98,78 | R 455,92 | R 455,92 | R 37,99 | R 37,99 |
| 2056 | Manager - only (Hairdressing) after 5 years | R 7 900,97 | R 7 900,97 | R 1 823,31 | R 40,52 | R 176,00 | R 102,71 | R 102,71 | R 474,06 | R 474,06 | R 39,50 | R 39,50 |
| 2058 | Manager - only (Hairdressing) after 10 years | R 8 277,59 | R 8 277,59 | R 1 910,23 | R 42,45 | R 176,00 | R 107,61 | R 107,61 | R 496,66 | R 496,66 | R 41,39 | R 41,39 |
| 3040 | Nail technician - Unqualified | R 3 865,46 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 50,25 | R 50,25 | R 231,93 | R 231,93 | R 29,52 | R 29,52 |
| 3084 | Nail Technician - Certified | R 3 978,04 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 51,71 | R 51,71 | R 238,68 | R 238,68 | R 29,52 | R 29,52 |
| 3038 | Nail technician - Qualified | R 4 641,05 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 60,33 | R 60,33 | R 278,46 | R 278,46 | R 29,52 | R 29,52 |

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**ANNEXURE "H5"**

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 105 BEING THE MAGISTERIAL DISTRICT OF ALBERTON

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |
| Basic establishment charge * | R - |
| Total minimum charge * | R - |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 3088 | Massage Therapist - entry level | R 4 382,90 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 56,98 | R 56,98 | R 262,97 | R 262,97 | R 29,52 | R 29,52 |
| 3087 | Massage Therapist | R 5 919,96 | R 5 919,96 | R 1 366,15 | R 30,36 | R 176,00 | R 76,96 | R 76,96 | R 355,20 | R 355,20 | R 29,60 | R 29,60 |
| 2067 | Operator - Trainee | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2068 | Operator | R 5 225,38 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 67,93 | R 67,93 | R 313,52 | R 313,52 | R 29,52 | R 29,52 |
| 2070 | Operator - after 5 years | R 5 486,42 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 71,32 | R 71,32 | R 329,19 | R 329,19 | R 29,52 | R 29,52 |
| 2072 | Operator - after 10 years | R 5 747,47 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 74,72 | R 74,72 | R 344,85 | R 344,85 | R 29,52 | R 29,52 |
| 2074 | Operator - Multi skilled | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2076 | Operator - Multi skilled - after 5 years | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2078 | Operator - Multi skilled - after 10 years | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 3042 | Receptionist - Beauty Establishment | R 7 427,29 | R 7 427,29 | R 1 714,00 | R 38,09 | R 176,00 | R 96,55 | R 96,55 | R 445,64 | R 445,64 | R 37,14 | R 37,14 |
| 2082 | Receptionist - Hairdressing salon | R 5 359,04 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 69,67 | R 69,67 | R 321,54 | R 321,54 | R 29,52 | R 29,52 |
| 2086 | Receptionist - Hairdressing salon - after 10 years | R 5 895,77 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,64 | R 76,64 | R 353,75 | R 353,75 | R 29,52 | R 29,52 |
| 2084 | Receptionist - Hairdressing salon - after 5 years | R 5 626,36 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 73,14 | R 73,14 | R 337,58 | R 337,58 | R 29,52 | R 29,52 |
| 3048 | Somatologist 3 Years | R 6 842,99 | R 6 842,99 | R 1 579,16 | R 35,09 | R 176,00 | R 88,96 | R 88,96 | R 410,58 | R 410,58 | R 34,21 | R 34,21 |
| 3052 | Somatologist B Tech - 4 years | R 7 481,67 | R 7 481,67 | R 1 726,55 | R 38,37 | R 176,00 | R 97,26 | R 97,26 | R 448,90 | R 448,90 | R 37,41 | R 37,41 |
| 3054 | Somatologist - B Tech Laser | R 8 029,11 | R 8 029,11 | R 1 852,88 | R 41,18 | R 176,00 | R 104,38 | R 104,38 | R 481,75 | R 481,75 | R 40,15 | R 40,15 |
| 1012 | Specific Skilled Stylist | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 1014 | Specific Skilled Stylist - after 5 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 1016 | Specific Skilled Stylist - after 10 years | R 3 694,50 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 48,03 | R 48,03 | R 221,67 | R 221,67 | R 29,52 | R 29,52 |
| 1000 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting | R 3 548,71 | R 5 914,51 | R 1 364,90 | R 30,33 | R 176,00 | R 46,13 | R 46,13 | R 212,92 | R 212,92 | R 29,57 | R 29,57 |
| 1004 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 10 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 1002 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 5 years | R 3 544,87 | R 5 908,12 | R 1 363,42 | R 30,30 | R 176,00 | R 46,08 | R 46,08 | R 212,69 | R 212,69 | R 29,54 | R 29,54 |
| 2089 | Working Employer (in Salon with Staff) | R 7 216,47 | R 7 216,47 | R 1 665,35 | R 37,01 | | | | | | R 108,25 | |

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**ANNEXURE "H5"**

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 105 BEING THE MAGISTERIAL DISTRICT OF ALBERTON

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |
| Basic establishment charge * | R - |
| Total minimum charge * | R - |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|

### NOTES

| | |
|---|---|
| **CASUAL EMPLOYEE** | An employee who substitutes for any permanent employee who is sick or on leave<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment |
| **PART TIME EMPLOYEE** | An employee who works 1 or 2 or 3 or 4 days per week<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed **HOURLY** rate for that category of employment<br>Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.<br>If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked. |
| **WORKING EMPLOYERS** | Contributions for a Working Employer (Work Code 2089), is voluntary for SPF from 1 January 2017 |
| **PENSION FUND** | Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee. |
| **DAILY RATE CALCULATION** | Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day |
| **COMMISSION EARNERS** | All Stylist will be paid 40% commission<br>**NO STOCK DEDUCTIONS ARE ALLOWED. VAT AND LOYALTY CARD FEES SHALL BE DEDUCTABLE** |
| **ABBREVIATION DESCRIPTIONS** | BC = Bargaining Council<br>EE = Employee<br>ER = Employer<br>SBF = Sick Benefit Fund<br>SPF = Sick Pay Fund |
| **LEARNERS** | Learners to also include any apprentices |
| **UNION FEE / AGENCY FEE** | Union Members: Union Fee equates to **R 176.00** per month per member. For members who join UASA after the age of 60, the Union Fee equates to **R 143.00** per month per member (Excluding the funeral benefit)<br>Non- Union Members: Non-Union members pays an Agency Fee equal to the Union membership fees currently **R 176.00** per person per month but with no UASA benefits. |
| **2026 Hourly Rate - Minimum Wage 45h/Per week** | The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMW) Commission are calculated taking into account the Employer's Pension Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMW as the Pension Fund contribution of the Employer is factored into the calculation.<br>The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NMW Commission. |

NATIONAL BARGAINING COUNCIL
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**ANNEXURE "H6"**

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE FOR DIVISION 106 BEING THE MAGISTERIAL DISTRICTS OF CAPE TOWN, WYNBERG, SIMONSTAD AND BELVILLE

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage | SBF Employer - No New Members from 01/01/2021 | SBF Employee - No New Members from 01/01/2021 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 3089 | Aesthetic Therapist | R 9 316,40 | R 9 316,40 | R 2 149,95 | R 47,78 | R 176,00 | R 121,11 | R 121,11 | R 558,98 | R 558,98 | R 46,58 | R 46,58 | R 150,00 | R 150,00 |
| 2000 | Barber - starting 1 month | R 3 978,04 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 51,71 | R 51,71 | R 238,68 | R 238,68 | R 29,52 | R 29,52 | R 150,00 | R 150,00 |
| 2002 | Barber - Trainee | R 4 356,91 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 56,64 | R 56,64 | R 261,41 | R 261,41 | R 29,52 | R 29,52 | R 190,00 | R 190,00 |
| 2004 | Barber - Junior | R 5 114,63 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 66,49 | R 66,49 | R 306,88 | R 306,88 | R 29,52 | R 29,52 | R 190,00 | R 190,00 |
| 2006 | Barber - Senior | R 6 751,75 | R 6 751,75 | R 1 558,11 | R 34,62 | R 176,00 | R 87,77 | R 87,77 | R 405,10 | R 405,10 | R 33,76 | R 33,76 | R 252,00 | R 252,00 |
| 3036 | Beauty Technologist - Unqualified | R 3 579,98 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,54 | R 46,54 | R 214,80 | R 214,80 | R 29,52 | R 29,52 | | |
| 3034 | Beauty Technologist - Qualified | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 | | |
| 3020 | Beauty and Skincare Therapist - Unqualified | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 | | |
| 3014 | Beauty and Skincare Therapist | R 8 673,60 | R 8 673,60 | R 2 001,61 | R 44,48 | R 176,00 | R 112,76 | R 112,76 | R 520,42 | R 520,42 | R 43,37 | R 43,37 | | |
| 3022 | Salon Assistant | R 4 761,71 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 61,90 | R 61,90 | R 285,70 | R 285,70 | R 29,52 | R 29,52 | | |
| 4018 | Drybar Worker | R 5 595,36 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,74 | R 72,74 | R 335,72 | R 335,72 | R 29,52 | R 29,52 | | |
| 2010 | General Assistant | R 4 874,05 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 63,36 | R 63,36 | R 292,44 | R 292,44 | R 29,52 | R 29,52 | R 150,00 | R 150,00 |
| 2018 | Hairdresser - No trade test | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 | R 190,00 | R 190,00 |
| 2020 | Hairdresser - 1st year after qualified | R 6 722,55 | R 6 722,55 | R 1 551,37 | R 34,47 | R 176,00 | R 87,39 | R 87,39 | R 403,35 | R 403,35 | R 33,61 | R 33,61 | R 252,00 | R 252,00 |
| 2022 | Hairdresser - Qualified | R 9 556,45 | R 9 556,45 | R 2 205,35 | R 49,01 | R 176,00 | R 124,23 | R 124,23 | R 573,39 | R 573,39 | R 47,78 | R 47,78 | R 252,00 | R 252,00 |
| 2028 | Hairdressing Assistant - Entrance (special needs) | R 3 996,99 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 51,96 | R 51,96 | R 239,82 | R 239,82 | R 29,52 | R 29,52 | R 190,00 | R 190,00 |
| 2030 | Hairdressing Assistant - Skilled (special needs) | R 4 510,34 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 58,63 | R 58,63 | R 270,62 | R 270,62 | R 29,52 | R 29,52 | R 190,00 | R 190,00 |
| 2046 | LEARNER – Entry Level | R - | R 1 971,65 | R 455,00 | R 10,11 | R 176,00 | R - | R - | R - | R - | R 9,86 | R 9,86 | R 150,00 | R 150,00 |
| 2048 | LEARNER – Level 2 | R - | R 3 943,04 | R 909,94 | R 20,22 | R 176,00 | R - | R - | R - | R - | R 19,72 | R 19,72 | R 150,00 | R 150,00 |
| 2050 | LEARNER – Level 3 | R - | R 6 079,06 | R 1 402,87 | R 31,17 | R 176,00 | R - | R - | R - | R - | R 30,40 | R 30,40 | R 150,00 | R 150,00 |
| 2052 | LEARNER – Level 4 | R 5 323,23 | R 8 552,65 | R 1 973,70 | R 43,86 | R 176,00 | R 69,20 | R 69,20 | R 319,39 | R 319,39 | R 42,76 | R 42,76 | R 150,00 | R 150,00 |
| 3028 | Make-up Artist Trainee | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 | | |
| 3026 | Make-up Artist | R 8 450,46 | R 8 450,46 | R 1 950,12 | R 43,34 | R 176,00 | R 109,86 | R 109,86 | R 507,03 | R 507,03 | R 42,25 | R 42,25 | | |
| 3032 | Manager - Beauty | R 13 473,90 | R 13 473,90 | R 3 109,39 | R 69,10 | R 176,00 | R 175,16 | R 175,16 | R 808,43 | R 808,43 | R 67,37 | R 67,37 | R 150,00 | R 150,00 |
| 2060 | Manager - Hairdresser | R 11 381,25 | R 11 381,25 | R 2 626,46 | R 58,37 | R 176,00 | R 147,96 | R 147,96 | R 682,88 | R 682,88 | R 56,91 | R 56,91 | R 252,00 | R 252,00 |
| 2054 | Manager - only (Hairdressing) | R 9 625,80 | R 9 625,80 | R 2 221,36 | R 49,36 | R 176,00 | R 125,14 | R 125,14 | R 577,55 | R 577,55 | R 48,13 | R 48,13 | R 252,00 | R 252,00 |
| 3088 | Massage Therapist - entry level | R 4 382,90 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 56,98 | R 56,98 | R 262,97 | R 262,97 | R 29,52 | R 29,52 | | |
| 3087 | Massage Therapist | R 5 919,96 | R 5 919,96 | R 1 366,15 | R 30,36 | R 176,00 | R 76,96 | R 76,96 | R 355,20 | R 355,20 | R 29,60 | R 29,60 | | |
| 3040 | Nail technician - Unqualified | R 5 391,38 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 70,09 | R 70,09 | R 323,48 | R 323,48 | R 29,52 | R 29,52 | | |
| 3084 | Nail Technician - Certified | R 5 553,14 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,19 | R 72,19 | R 333,19 | R 333,19 | R 29,52 | R 29,52 | | |
| 3038 | Nail technician - Qualified | R 8 450,46 | R 8 450,46 | R 1 950,12 | R 43,34 | R 176,00 | R 109,86 | R 109,86 | R 507,03 | R 507,03 | R 42,25 | R 42,25 | | |
| 2068 | Operator | R 6 514,52 | R 6 514,52 | R 1 503,36 | R 33,41 | R 176,00 | R 84,69 | R 84,69 | R 390,87 | R 390,87 | R 32,57 | R 32,57 | R 190,00 | R 190,00 |
| 3042 | Receptionist - Beauty Establishment | R 8 371,77 | R 8 371,77 | R 1 931,96 | R 42,93 | R 176,00 | R 108,83 | R 108,83 | R 502,31 | R 502,31 | R 41,86 | R 41,86 | | |
| 2080 | Receptionist - (Hairdressing) First year of experience | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 | R 150,00 | R 150,00 |
| 2082 | Receptionist - Hairdressing salon | R 7 587,51 | R 7 587,51 | R 1 750,98 | R 38,91 | R 176,00 | R 98,64 | R 98,64 | R 455,25 | R 455,25 | R 37,94 | R 37,94 | R 190,00 | R 190,00 |
| 3048 | Somatologist 3 Years | R 10 022,41 | R 10 022,41 | R 2 312,88 | R 51,40 | R 176,00 | R 130,29 | R 130,29 | R 601,34 | R 601,34 | R 50,11 | R 50,11 | | |
| 3052 | Somatologist B Tech - 4 years | R 11 023,52 | R 11 023,52 | R 2 543,91 | R 56,53 | R 176,00 | R 143,31 | R 143,31 | R 661,41 | R 661,41 | R 55,12 | R 55,12 | | |
| 1000 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting | R 3 556,75 | R 5 927,91 | R 1 367,99 | R 30,40 | R 176,00 | R 46,24 | R 46,24 | R 213,40 | R 213,40 | R 29,64 | R 29,64 | | |
| 2089 | Working Employer (in Salon with Staff) | R 9 556,45 | R 9 556,45 | R 2 205,35 | R 49,01 | | | | | | R 143,35 | | R 252,00 | R 252,00 |

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NATIONAL BARGAINING COUNCIL
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**ANNEXURE "H6"**

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE FOR DIVISION 106 BEING THE MAGISTERIAL DISTRICTS OF CAPE TOWN, WYNBERG, SIMONSTAD AND BELVILLE

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage | SBF Employer - No New Members from 01/01/2021 | SBF Employee - No New Members from 01/01/2021 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|

### NOTES

| | |
|---|---|
| CASUAL EMPLOYEE | An employee who substitutes for any permanent employee who is sick or on leave<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment |
| PART TIME EMPLOYEE | An employee who works 1 or 2 or 3 or 4 days per week<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed **HOURLY** rate for that category of employment<br>Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.<br>If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked. |
| WORKING EMPLOYERS | Contributions for a Working Employer (Work Code 2089), is voluntary for SPF from 1 January 2017 |
| PENSION FUND | Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee. |
| DAILY RATE CALCULATION | Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day |

| SICK BENEFIT FUND CONTRIBUTIONS | |
|---|---|
| EMPLOYEE CATEGORY | SCHEME "C" |
| ADULT DEPENDANT (each) | R 190,00 |
| CHILD DEPENDANT (each) | R 90,00 |

| | |
|---|---|
| ABBREVIATION DESCRIPTIONS | BC = Bargaining Council<br>EE = Employee<br>ER = Employer<br>SBF = Sick Benefit Fund<br>SPF = Sick Pay Fund |
| LEARNERS | Learners to also include any apprentices |
| UNION FEE / AGENCY FEE | Union Members: Union Fee equates to **R 176.00** per month per member. For members who join UASA after the age of 60, the Union Fee equates to **R143.00** per month per member (Excluding the funeral benefit)<br>Non- Union Members: Non-Union members pays an Agency Fee equal to the Union membership fees currently **R 176.00** per person per month but with no UASA benefits. |
| 2026 Hourly Rate - Minimum Wage 45h/Per week | The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMW) Commission are calculated taking into account the Employer's Pension Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMW as the Pension Fund contribution of the Employer is factored into the calculation.<br>The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NMW Commission. |

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NATIONAL BARGAINING COUNCIL
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**ANNEXURE "H7"**

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 107 BEING THE PROVINCE OF THE FREE STATE.

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |
| Basic establishment charge * | R - |
| Total minimum charge * | R - |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 3089 | Aesthetic Therapist | R 9 316,40 | R 9 316,40 | R 2 149,95 | R 47,78 | R 176,00 | R 121,11 | R 121,11 | R 558,98 | R 558,98 | R 46,58 | R 46,58 |
| 2002 | Barber - Trainee | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2004 | Barber - Junior | R 4 222,36 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 54,89 | R 54,89 | R 253,34 | R 253,34 | R 29,52 | R 29,52 |
| 2006 | Barber - Senior | R 6 779,03 | R 6 779,03 | R 1 564,40 | R 34,76 | R 176,00 | R 88,13 | R 88,13 | R 406,74 | R 406,74 | R 33,90 | R 33,90 |
| 3036 | Beauty Technologist - Unqualified | R 3 569,08 | R 5 948,47 | R 1 372,73 | R 30,51 | R 176,00 | R 46,40 | R 46,40 | R 214,14 | R 214,14 | R 29,74 | R 29,74 |
| 3034 | Beauty Technologist - Qualified | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 3020 | Beauty and Skincare Therapist - Unqualified | R 3 903,34 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 50,74 | R 50,74 | R 234,20 | R 234,20 | R 29,52 | R 29,52 |
| 3014 | Beauty and Skincare Therapist | R 4 357,11 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 56,64 | R 56,64 | R 261,43 | R 261,43 | R 29,52 | R 29,52 |
| 3022 | Salon Assistant | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 4018 | Drybar Worker | R 5 595,36 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,74 | R 72,74 | R 335,72 | R 335,72 | R 29,52 | R 29,52 |
| 2010 | General Assistant | R 3 551,09 | R 5 918,48 | R 1 365,81 | R 30,35 | R 176,00 | R 46,16 | R 46,16 | R 213,07 | R 213,07 | R 29,59 | R 29,59 |
| 2012 | General Assistant after 5 years | R 3 547,33 | R 5 912,21 | R 1 364,37 | R 30,32 | R 176,00 | R 46,12 | R 46,12 | R 212,84 | R 212,84 | R 29,56 | R 29,56 |
| 2014 | General Assistant after 10 years | R 3 545,16 | R 5 908,59 | R 1 363,53 | R 30,30 | R 176,00 | R 46,09 | R 46,09 | R 212,71 | R 212,71 | R 29,54 | R 29,54 |
| 2020 | Hairdresser - 1st year after qualified | R 4 147,68 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 53,92 | R 53,92 | R 248,86 | R 248,86 | R 29,52 | R 29,52 |
| 2022 | Hairdresser - Qualified | R 4 901,80 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 63,72 | R 63,72 | R 294,11 | R 294,11 | R 29,52 | R 29,52 |
| 2024 | Hairdresser - Qualified - after 5 years | R 5 147,71 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 66,92 | R 66,92 | R 308,86 | R 308,86 | R 29,52 | R 29,52 |
| 2026 | Hairdresser - Qualified - after 10 years | R 5 393,63 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 70,12 | R 70,12 | R 323,62 | R 323,62 | R 29,52 | R 29,52 |
| 2046 | LEARNER – Entry Level | R - | R 1 971,65 | R 455,00 | R 10,11 | R 176,00 | R - | R - | R - | R - | R 9,86 | R 9,86 |
| 2048 | LEARNER – Level 2 | R - | R 3 943,04 | R 909,94 | R 20,22 | R 176,00 | R - | R - | R - | R - | R 19,72 | R 19,72 |
| 2050 | LEARNER – Level 3 | R - | R 6 079,06 | R 1 402,87 | R 31,17 | R 176,00 | R - | R - | R - | R - | R 30,40 | R 30,40 |
| 2052 | LEARNER – Level 4 | R 5 323,23 | R 8 552,65 | R 1 973,70 | R 43,86 | R 176,00 | R 69,20 | R 69,20 | R 319,39 | R 319,39 | R 42,76 | R 42,76 |
| 3032 | Manager - Beauty | R 7 099,56 | R 7 099,56 | R 1 638,37 | R 36,41 | R 176,00 | R 92,29 | R 92,29 | R 425,97 | R 425,97 | R 35,50 | R 35,50 |
| 2060 | Manager - Hairdresser | R 5 909,53 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,82 | R 76,82 | R 354,57 | R 354,57 | R 29,52 | R 29,52 |
| 2062 | Manager - Hairdresser after 5 years | R 6 203,84 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 80,65 | R 80,65 | R 372,23 | R 372,23 | R 29,52 | R 29,52 |
| 2064 | Manager - Hairdresser after 10 years | R 6 501,25 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 84,52 | R 84,52 | R 390,08 | R 390,08 | R 29,52 | R 29,52 |
| 3030 | Manager - only (Beauty Establishment) | R 5 562,25 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,31 | R 72,31 | R 333,73 | R 333,73 | R 29,52 | R 29,52 |
| 2054 | Manager - only (Hairdressing) | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2056 | Manager - only (Hairdressing) after 5 years | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2058 | Manager - only (Hairdressing) after 10 years | R 6 411,74 | R 6 411,74 | R 1 479,64 | R 32,88 | R 176,00 | R 83,35 | R 83,35 | R 384,70 | R 384,70 | R 32,06 | R 32,06 |

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**ANNEXURE "H7"**

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 107 BEING THE PROVINCE OF THE FREE STATE.

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |
| Basic establishment charge * | R - |
| Total minimum charge * | R - |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 3040 | Nail technician - Unqualified | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3084 | Nail Technician - Certified | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3038 | Nail technician - Qualified | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3088 | Massage Therapist - entry level | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3087 | Massage Therapist | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2067 | Operator - Trainee | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2068 | Operator | R 3 564,05 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,33 | R 46,33 | R 213,84 | R 213,84 | R 29,52 | R 29,52 |
| 2070 | Operator - after 5 years | R 3 741,54 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 48,64 | R 48,64 | R 224,49 | R 224,49 | R 29,52 | R 29,52 |
| 2072 | Operator - after 10 years | R 3 919,01 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 50,95 | R 50,95 | R 235,14 | R 235,14 | R 29,52 | R 29,52 |
| 2074 | Operator - Multi skilled | R 4 405,50 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 57,27 | R 57,27 | R 264,33 | R 264,33 | R 29,52 | R 29,52 |
| 2076 | Operator - Multi skilled - after 5 years | R 4 626,81 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 60,15 | R 60,15 | R 277,61 | R 277,61 | R 29,52 | R 29,52 |
| 2078 | Operator - Multi skilled - after 10 years | R 4 846,05 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 63,00 | R 63,00 | R 290,76 | R 290,76 | R 29,52 | R 29,52 |
| 3042 | Receptionist - Beauty Establishment | R 5 020,71 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 65,27 | R 65,27 | R 301,24 | R 301,24 | R 29,52 | R 29,52 |
| 2082 | Receptionist - Hairdressing salon | R 4 340,32 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 56,42 | R 56,42 | R 260,42 | R 260,42 | R 29,52 | R 29,52 |
| 2084 | Receptionist - Hairdressing salon - after 5 years | R 4 557,54 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 59,25 | R 59,25 | R 273,45 | R 273,45 | R 29,52 | R 29,52 |
| 2086 | Receptionist - Hairdressing salon - after 10 years | R 4 774,75 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 62,07 | R 62,07 | R 286,48 | R 286,48 | R 29,52 | R 29,52 |
| 3048 | Somatologist 3 Years | R 4 574,23 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 59,46 | R 59,46 | R 274,45 | R 274,45 | R 29,52 | R 29,52 |
| 3052 | Somatologist B Tech - 4 years | R 5 001,14 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 65,01 | R 65,01 | R 300,07 | R 300,07 | R 29,52 | R 29,52 |
| 3054 | Somatologist - B Tech Laser | R 5 367,09 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 69,77 | R 69,77 | R 322,03 | R 322,03 | R 29,52 | R 29,52 |
| 1012 | Specific Skilled Stylist | R 3 542,71 | R 5 904,51 | R 1 362,59 | R 30,28 | R 176,00 | R 46,06 | R 46,06 | R 212,56 | R 212,56 | R 29,52 | R 29,52 |
| 1014 | Specific Skilled Stylist - after 5 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 1016 | Specific Skilled Stylist - after 10 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 1000 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting | R 3 563,47 | R 5 939,12 | R 1 370,58 | R 30,46 | R 176,00 | R 46,33 | R 46,33 | R 213,81 | R 213,81 | R 29,70 | R 29,70 |
| 1002 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 5 years | R 3 560,36 | R 5 933,94 | R 1 369,38 | R 30,43 | R 176,00 | R 46,28 | R 46,28 | R 213,62 | R 213,62 | R 29,67 | R 29,67 |
| 1004 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 10 years | R 3 557,32 | R 5 928,87 | R 1 368,21 | R 30,40 | R 176,00 | R 46,25 | R 46,25 | R 213,44 | R 213,44 | R 29,64 | R 29,64 |
| 2089 | Working Employer (in Salon with Staff) | R 4 901,80 | R 6 042,79 | R 1 394,50 | R 30,99 | | | | | | R 90,64 | |

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NATIONAL BARGAINING COUNCIL
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**ANNEXURE "H7"**

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 107 BEING THE PROVINCE OF THE FREE STATE.

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |
| Basic establishment charge * | R - |
| Total minimum charge * | R - |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|

### NOTES

| | |
|---|---|
| CASUAL EMPLOYEE | An employee who substitutes for any permanent employee who is sick or on leave<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment |
| PART TIME EMPLOYEE | An employee who works 1 or 2 or 3 or 4 days per week<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed **HOURLY** rate for that category of employment<br>Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.<br>If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked. |
| WORKING EMPLOYERS | Contributions for a Working Employer (Work Code 2089), is voluntary for SPF from 1 January 2017 |
| PENSION FUND | Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee. |
| DAILY RATE CALCULATION | Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day |
| COMMISSION EARNERS | Qualified Hairdressers / Stylists, which are employees and employed on or after 2010, whom will receive a minimum of 30% commission.<br>Qualified Hairdressers / Stylists, which are employees and employed prior to 2010, whom will receive a minimum 30% Commission<br>**NO STOCK DEDUCTIONS ARE ALLOWED. VAT AND LOYALTY CARD FEES SHALL BE DEDUCTABLE** |
| ABBREVIATION DESCRIPTIONS | BC = Bargaining Council<br>EE = Employee<br>ER = Employer<br>SBF = Sick Benefit Fund<br>SPF = Sick Pay Fund |
| LEARNERS | Learners to also include any apprentices |
| UNION FEE / AGENCY FEE | Union Members: Union Fee equates to **R 176.00** per month per member. For members who join UASA after the age of 60, the Union Fee equates to **R 143.00** per month per member (Excluding the funeral benefit)<br>Non- Union Members: Non-Union members pays an Agency Fee equal to the Union membership fees currently **R 176.00** per person per month but with no UASA benefits. |
| 2026 Hourly Rate - Minimum Wage 45h/Per week | The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMW) Commission are calculated taking into account the Employer's Pension Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMW as the Pension Fund contribution of the Employer is factored into the calculation.<br>The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NMW Commission. |

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NATIONAL BARGAINING COUNCIL
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**ANNEXURE "H8"**

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 108 BEING THE NORTH-WEST PROVINCE ( EXCLUDING RUSTENBURG, BRITS AND MANKWE)

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |
| Basic establishment charge * | R - |
| Total minimum charge * | R - |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 3089 | Aesthetic Therapist | R 9 316,40 | R 9 316,40 | R 2 149,95 | R 47,78 | R 176,00 | R 121,11 | R 121,11 | R 558,98 | R 558,98 | R 46,58 | R 46,58 |
| 2002 | Barber - Trainee | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2004 | Barber - Junior | R 4 202,44 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 54,63 | R 54,63 | R 252,15 | R 252,15 | R 29,52 | R 29,52 |
| 2006 | Barber - Senior | R 6 747,06 | R 6 747,06 | R 1 557,03 | R 34,60 | R 176,00 | R 87,71 | R 87,71 | R 404,82 | R 404,82 | R 33,74 | R 33,74 |
| 3036 | Beauty Technologist - Unqualified | R 3 559,82 | R 5 933,03 | R 1 369,17 | R 30,43 | R 176,00 | R 46,28 | R 46,28 | R 213,59 | R 213,59 | R 29,67 | R 29,67 |
| 3034 | Beauty Technologist - Qualified | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 3020 | Beauty and Skincare Therapist - Unqualified | R 4 542,38 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 59,05 | R 59,05 | R 272,54 | R 272,54 | R 29,52 | R 29,52 |
| 3014 | Beauty and Skincare Therapist | R 5 070,42 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 65,92 | R 65,92 | R 304,23 | R 304,23 | R 29,52 | R 29,52 |
| 3022 | Salon Assistant | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 4018 | Drybar Worker | R 5 595,36 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,74 | R 72,74 | R 335,72 | R 335,72 | R 29,52 | R 29,52 |
| 2010 | General Assistant | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2012 | General Assistant after 5 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2014 | General Assistant after 10 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2020 | Hairdresser - 1st year after qualified | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2022 | Hairdresser - Qualified | R 6 226,48 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 80,94 | R 80,94 | R 373,59 | R 373,59 | R 29,52 | R 29,52 |
| 2024 | Hairdresser - Qualified - after 5 years | R 6 536,44 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 84,97 | R 84,97 | R 392,19 | R 392,19 | R 29,52 | R 29,52 |
| 2026 | Hairdresser - Qualified - after 10 years | R 6 849,45 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 89,04 | R 89,04 | R 410,97 | R 410,97 | R 29,52 | R 29,52 |
| 2046 | LEARNER – Entry Level | R - | R 1 971,65 | R 455,00 | R 10,11 | R 176,00 | R - | R - | R - | R - | R 9,86 | R 9,86 |
| 2048 | LEARNER – Level 2 | R - | R 3 943,04 | R 909,94 | R 20,22 | R 176,00 | R - | R - | R - | R - | R 19,72 | R 19,72 |
| 2050 | LEARNER – Level 3 | R - | R 6 079,06 | R 1 402,87 | R 31,17 | R 176,00 | R - | R - | R - | R - | R 30,40 | R 30,40 |
| 2052 | LEARNER – Level 4 | R 5 323,23 | R 8 552,65 | R 1 973,70 | R 43,86 | R 176,00 | R 69,20 | R 69,20 | R 319,39 | R 319,39 | R 42,76 | R 42,76 |
| 3032 | Manager - Beauty | R 8 261,87 | R 8 261,87 | R 1 906,60 | R 42,37 | R 176,00 | R 107,40 | R 107,40 | R 495,71 | R 495,71 | R 41,31 | R 41,31 |
| 2060 | Manager - Hairdresser | R 6 562,51 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 85,31 | R 85,31 | R 393,75 | R 393,75 | R 29,52 | R 29,52 |
| 2062 | Manager - Hairdresser after 5 years | R 6 890,92 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 89,58 | R 89,58 | R 413,46 | R 413,46 | R 29,52 | R 29,52 |
| 2064 | Manager - Hairdresser after 10 years | R 7 219,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 93,85 | R 93,85 | R 433,15 | R 433,15 | R 29,52 | R 29,52 |
| 3030 | Manager - only (Beauty Establishment) | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2054 | Manager - only (Hairdressing) | R 6 943,58 | R 6 943,58 | R 1 602,38 | R 35,61 | R 176,00 | R 90,27 | R 90,27 | R 416,62 | R 416,62 | R 34,72 | R 34,72 |
| 2056 | Manager - only (Hairdressing) after 5 years | R 7 291,64 | R 7 291,64 | R 1 682,70 | R 37,39 | R 176,00 | R 94,79 | R 94,79 | R 437,50 | R 437,50 | R 36,46 | R 36,46 |
| 2058 | Manager - only (Hairdressing) after 10 years | R 7 637,73 | R 7 637,73 | R 1 762,57 | R 39,17 | R 176,00 | R 99,29 | R 99,29 | R 458,26 | R 458,26 | R 38,19 | R 38,19 |
| 3040 | Nail technician - Unqualified | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3084 | Nail Technician - Certified | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3038 | Nail technician - Qualified | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3088 | Massage Therapist - entry level | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3087 | Massage Therapist | R 5 595,36 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,74 | R 72,74 | R 335,72 | R 335,72 | R 29,52 | R 29,52 |

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**ANNEXURE "H8"**

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 108 BEING THE NORTH-WEST PROVINCE ( EXCLUDING RUSTENBURG, BRITS AND MANKWE)

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |
| Basic establishment charge * | R - |
| Total minimum charge * | R - |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 2067 | Operator - Trainee | R 3 978,56 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 51,72 | R 51,72 | R 238,71 | R 238,71 | R 29,52 | R 29,52 |
| 2068 | Operator | R 5 513,14 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 71,67 | R 71,67 | R 330,79 | R 330,79 | R 29,52 | R 29,52 |
| 2072 | Operator - after 10 years | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2070 | Operator - after 5 years | R 5 789,18 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 75,26 | R 75,26 | R 347,35 | R 347,35 | R 29,52 | R 29,52 |
| 2074 | Operator - Multi skilled | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2076 | Operator - Multi skilled - after 5 years | R 6 601,39 | R 6 601,39 | R 1 523,41 | R 33,85 | R 176,00 | R 85,82 | R 85,82 | R 396,08 | R 396,08 | R 33,01 | R 33,01 |
| 2078 | Operator - Multi skilled - after 10 years | R 6 914,25 | R 6 914,25 | R 1 595,61 | R 35,46 | R 176,00 | R 89,89 | R 89,89 | R 414,85 | R 414,85 | R 34,57 | R 34,57 |
| 3042 | Receptionist - Beauty Establishment | R 5 842,67 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 75,95 | R 75,95 | R 350,56 | R 350,56 | R 29,52 | R 29,52 |
| 2082 | Receptionist - Hairdressing salon | R 5 831,82 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 75,81 | R 75,81 | R 349,91 | R 349,91 | R 29,52 | R 29,52 |
| 2084 | Receptionist - Hairdressing salon - after 5 years | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2086 | Receptionist - Hairdressing salon - after 10 years | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 3048 | Somatologist 3 Years | R 5 323,09 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 69,20 | R 69,20 | R 319,39 | R 319,39 | R 29,52 | R 29,52 |
| 3052 | Somatologist B Tech - 4 years | R 5 643,71 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 73,37 | R 73,37 | R 338,62 | R 338,62 | R 29,52 | R 29,52 |
| 3054 | Somatologist - B Tech Laser | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 1012 | Specific Skilled Stylist | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 1014 | Specific Skilled Stylist - after 5 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 1016 | Specific Skilled Stylist - after 10 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 1000 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting | R 3 556,75 | R 5 927,91 | R 1 367,99 | R 30,40 | R 176,00 | R 46,24 | R 46,24 | R 213,40 | R 213,40 | R 29,64 | R 29,64 |
| 1002 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 5 years | R 3 553,30 | R 5 922,17 | R 1 366,67 | R 30,37 | R 176,00 | R 46,19 | R 46,19 | R 213,20 | R 213,20 | R 29,61 | R 29,61 |
| 1004 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 10 years | R 3 549,79 | R 5 916,32 | R 1 365,31 | R 30,34 | R 176,00 | R 46,15 | R 46,15 | R 212,99 | R 212,99 | R 29,58 | R 29,58 |
| 2089 | Working Employer (in Salon with Staff) | R 7 934,95 | R 7 934,95 | R 1 831,16 | R 40,69 | | | | | | R 119,02 | |

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**ANNEXURE "H8"**

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE IN DIVISION 108 BEING THE NORTH-WEST PROVINCE ( EXCLUDING RUSTENBURG, BRITS AND MANKWE)

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |
| Basic establishment charge * | R - |
| Total minimum charge * | R - |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|

### NOTES

| | |
|---|---|
| **CASUAL EMPLOYEE** | An employee who substitutes for any permanent employee who is sick or on leave<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment |
| **PART TIME EMPLOYEE** | An employee who works 1 or 2 or 3 or 4 days per week<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed **HOURLY** rate for that category of employment<br>Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.<br>If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked. |
| **WORKING EMPLOYERS** | Contributions for a Working Employer (Work Code 2089), is voluntary for SPF from 1 January 2017 |
| **PENSION FUND** | Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee. |
| **DAILY RATE CALCULATION** | Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day |
| **COMMISSION EARNERS** | Qualified Hairdressers / Stylists, which are employees and employed on or after 2010, whom will receive a minimum of 30% commission.<br>Qualified Hairdressers / Stylists, which are employees and employed prior to 2010, whom will receive a minimum 30% Commission<br>**NO STOCK DEDUCTIONS ARE ALLOWED. VAT AND LOYALTY CARD FEES SHALL BE DEDUCTABLE** |
| **ABBREVIATION DESCRIPTIONS** | BC = Bargaining Council<br>EE = Employee<br>ER = Employer<br>SBF = Sick Benefit Fund<br>SPF = Sick Pay Fund |
| **LEARNERS** | Learners to also include any apprentices |
| **UNION FEE / AGENCY FEE** | Union Members: Union Fee equates to **R 176.00** per month per member. For members who join UASA after the age of 60, the Union Fee equates to **R 143.00** per month per member (Excluding the funeral benefit)<br>Non- Union Members: Non-Union members pays an Agency Fee equal to the Union membership fees currently **R 176.00** per person per month but with no UASA benefits. |
| **2026 Hourly Rate - Minimum Wage 45h/Per week** | The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMW) Commission are calculated taking into account the Employer's Pension Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMW as the Pension Fund contribution of the Employer is factored into the calculation.<br>The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NMW Commission. |

NATIONAL BARGAINING COUNCIL
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**ANNEXURE "H9"**

**REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING FOR DIVISION 109 BEING THE ENTIRE KWA-ZULU NATAL PROVINCE**

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |

| | | | | | | | | | | | | | Scheme "A" | | Scheme "B" Member | | Scheme "B" Member +1 | | Scheme "B" Member +2 | | Scheme "B" Member +3 | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | | | | | NO NEW SBF MEMBERS FROM 01/01/2019 | | | | | | | | | |
| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage | SBF 'A' Employer | SBF 'A' Employee | SBF 'B' Employer | SBF 'B' Employee | SBF 'B1' Employer | SBF 'B1' Employee | SBF 'B2' Employer | SBF 'B2' Employee | SBF 'B3' Employer | SBF 'B3' Employee |
| 3089 | Aesthetic Therapist | R 9 316,40 | R 9 316,40 | R 2 149,95 | R 47,78 | R 176,00 | R 121,11 | R 121,11 | R 605,57 | R 605,57 | R 46,58 | R 46,58 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 2002 | Barber - Trainee | R 4 356,91 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 56,64 | R 56,64 | R 283,20 | R 283,20 | R 29,52 | R 29,52 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 2004 | Barber - Junior | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 383,74 | R 383,74 | R 29,52 | R 29,52 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 2006 | Barber - Senior | R 8 759,02 | R 8 759,02 | R 2 021,33 | R 44,92 | R 176,00 | R 113,87 | R 113,87 | R 569,34 | R 569,34 | R 43,80 | R 43,80 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 3036 | Beauty Technologist - Unqualified | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 230,24 | R 230,24 | R 29,52 | R 29,52 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 3034 | Beauty Technologist - Qualified | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 383,74 | R 383,74 | R 29,52 | R 29,52 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 3020 | Beauty and Skincare Therapist - Unqualified | R 4 735,77 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 61,56 | R 61,56 | R 307,82 | R 307,82 | R 29,52 | R 29,52 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 3014 | Beauty and Skincare Therapist | R 6 386,79 | R 6 386,79 | R 1 473,89 | R 32,75 | R 176,00 | R 83,03 | R 83,03 | R 415,14 | R 415,14 | R 31,93 | R 31,93 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 3022 | Salon Assistant | R 4 910,04 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 63,83 | R 63,83 | R 319,15 | R 319,15 | R 29,52 | R 29,52 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 4018 | Drybar Worker | R 5 595,36 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,74 | R 72,74 | R 363,70 | R 363,70 | R 29,52 | R 29,52 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 2010 | General Assistant | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 230,24 | R 230,24 | R 29,52 | R 29,52 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 2022 | Hairdresser - no trade test | R 5 588,20 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,65 | R 72,65 | R 363,23 | R 363,23 | R 29,52 | R 29,52 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 2020 | Hairdresser - 1st year after qualified | R 5 618,52 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 73,04 | R 73,04 | R 365,20 | R 365,20 | R 29,52 | R 29,52 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 2016 | Hairdresser - Qualified | R 7 742,60 | R 7 742,60 | R 1 786,77 | R 39,71 | R 176,00 | R 100,65 | R 100,65 | R 503,27 | R 503,27 | R 38,71 | R 38,71 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 2046 | LEARNER – Entry Level | R - | R 1 971,65 | R 455,00 | R 10,11 | R 176,00 | R - | R - | R - | R - | R 9,86 | R 9,86 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 2048 | LEARNER – Level 2 | R - | R 3 943,04 | R 909,94 | R 20,22 | R 176,00 | R - | R - | R - | R - | R 19,72 | R 19,72 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 2050 | LEARNER – Level 3 | R - | R 6 079,06 | R 1 402,87 | R 31,17 | R 176,00 | R - | R - | R - | R - | R 30,40 | R 30,40 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 2052 | LEARNER – Level 4 | R 5 323,23 | R 8 552,65 | R 1 973,70 | R 43,86 | R 176,00 | R 69,20 | R 69,20 | R 346,01 | R 346,01 | R 42,76 | R 42,76 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 3032 | Manager - Beauty | R 8 261,87 | R 8 261,87 | R 1 906,60 | R 42,37 | R 176,00 | R 107,40 | R 107,40 | R 537,02 | R 537,02 | R 41,31 | R 41,31 | | | | | | | | | | |
| 2060 | Manager - Hairdresser | R 6 562,51 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 85,31 | R 85,31 | R 426,56 | R 426,56 | R 29,52 | R 29,52 | | | | | | | | | | |
| 3030 | Manager - only (Beauty Establishment) | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 383,74 | R 383,74 | R 29,52 | R 29,52 | | | | | | | | | | |
| 2054 | Manager - only (Hairdressing) | R 6 943,58 | R 6 943,58 | R 1 602,38 | R 35,61 | R 176,00 | R 90,27 | R 90,27 | R 451,33 | R 451,33 | R 34,72 | R 34,72 | | | | | | | | | | |
| 3028 | Make-up Artist Trainee | R 4 735,77 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 61,56 | R 61,56 | R 307,82 | R 307,82 | R 29,52 | R 29,52 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 3026 | Make-up Artist | R 6 386,79 | R 6 386,79 | R 1 473,89 | R 32,75 | R 176,00 | R 83,03 | R 83,03 | R 415,14 | R 415,14 | R 31,93 | R 31,93 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 3040 | Nail technician - Unqualified | R 4 785,80 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 62,22 | R 62,22 | R 311,08 | R 311,08 | R 29,52 | R 29,52 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 3084 | Nail Technician - Certified | R 4 925,19 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 64,03 | R 64,03 | R 320,14 | R 320,14 | R 29,52 | R 29,52 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 3038 | Nail technician - Qualified | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 383,74 | R 383,74 | R 29,52 | R 29,52 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 3088 | Massage Therapist - entry level | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 230,24 | R 230,24 | R 29,52 | R 29,52 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 3087 | Massage Therapist | R 5 595,36 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,74 | R 72,74 | R 363,70 | R 363,70 | R 29,52 | R 29,52 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 2067 | Operator - Trainee | R 4 156,11 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 54,03 | R 54,03 | R 270,15 | R 270,15 | R 29,52 | R 29,52 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 2068 | Operator | R 4 910,04 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 63,83 | R 63,83 | R 319,15 | R 319,15 | R 29,52 | R 29,52 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 2074 | Operator - Multi skilled | R 5 093,37 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 66,21 | R 66,21 | R 331,07 | R 331,07 | R 29,52 | R 29,52 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 3042 | Receptionist - Beauty Establishment | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 383,74 | R 383,74 | R 29,52 | R 29,52 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 2082 | Receptionist - Hairdressing salon | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 383,74 | R 383,74 | R 29,52 | R 29,52 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 3048 | Somatologist 3 Years | R 7 846,63 | R 7 846,63 | R 1 810,77 | R 40,24 | R 176,00 | R 102,01 | R 102,01 | R 510,03 | R 510,03 | R 39,23 | R 39,23 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 3052 | Somatologist B Tech - 4 years | R 8 850,26 | R 8 850,26 | R 2 042,38 | R 45,39 | R 176,00 | R 115,05 | R 115,05 | R 575,27 | R 575,27 | R 44,25 | R 44,25 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 1012 | Specific Skilled Stylist | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 230,24 | R 230,24 | R 29,52 | R 29,52 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 1000 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 230,24 | R 230,24 | R 29,52 | R 29,52 | R 70,00 | R 100,00 | R 70,00 | R 175,00 | R 70,00 | R 313,00 | R 70,00 | R 441,00 | R 70,00 | R 580,00 |
| 2089 | Working Employer (in Salon with Staff) | R 7 742,60 | R 7 742,60 | R 1 786,77 | R 39,71 | | | | | | R 116,14 | | R 170,00 | | R 245,00 | | R 383,00 | | R 511,00 | | R 650,00 | |

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NATIONAL BARGAINING COUNCIL
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**ANNEXURE "H9"**

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING FOR DIVISION 109 BEING THE ENTIRE KWA-ZULU NATAL PROVINCE

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |

| | | | | | | | | | | | | | Scheme "A" | | Scheme "B" Member | | Scheme "B" Member +1 | | Scheme "B" Member +2 | | Scheme "B" Member +3 | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | | | | | NO NEW SBF MEMBERS FROM 01/01/2019 | | | | | | | | | |
| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage | SBF 'A' Employer | SBF 'A' Employee | SBF 'B' Employer | SBF 'B' Employee | SBF 'B1' Employer | SBF 'B1' Employee | SBF 'B2' Employer | SBF 'B2' Employee | SBF 'B3' Employer | SBF 'B3' Employee |

**NOTES**

| | |
|---|---|
| **CASUAL EMPLOYEE** | An employee who substitutes for any permanent employee who is sick or on leave<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment |
| **PART TIME EMPLOYEE** | An employee who works 1 or 2 or 3 or 4 days per week<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed **HOURLY** rate for that category of employment<br>Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Cat<br>If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of da |
| **WORKING EMPLOYERS** | Contributions for a Working Employer (Work Code 2089), is voluntary for SPF from 1 January 2017 |
| **PENSION FUND** | Pension Fund Contributions to be paid by all Employees will be 6.5% of the CONTRIBUTIONS Salary of the Employee. Contributions payable by all Employers will be 6.5% of the Basic Salary of the Employee. |
| **DAILY RATE CALCULATION** | Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day |
| **SICK BENEFIT FUND CONTRIBUTIONS - NO NEW MEMBERS TO JOIN FROM 2019** | |

| **CATEGORY** | **SCHEME "B1" Member +1** | **SCHEME "B2" Member +2** | **SCHEME "B3" Member +3** |
|---|---|---|---|
| EMPLOYER CONTRIBUTION | R 70,00 | R 70,00 | R 70,00 |
| EMPLOYEE CONTRIBUTION | R 313,00 | R 441,00 | R 580,00 |

| | |
|---|---|
| **ABBREVIATION DESCRIPTIONS** | BC = Bargaining Council<br>EE = Employee<br>ER = Employer<br>SBF = Sick Benefit Fund<br>SPF = Sick Pay Fund |
| **LEARNERS** | Learners to also include any apprentices |
| **UNION FEE / AGENCY FEE** | Union Members: Union Fee equates to **R 176.00** per month per member. For members who join UASA after the age of 60, the Union Fee equates to **R 143.00** per month per member (Excluding the funeral benefit)<br>Non- Union Members: Non-Union members pays an Agency Fee equal to the Union membership fees currently **R 176.00** per person per month but with no UASA benefits |
| **2026 Hourly Rate - Minimum Wage 45h/Per week** | The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMW) Commission are calculated taking into account the Employer's Pension Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an |

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NATIONAL BARGAINING COUNCIL
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**ANNEXURE "H10"**

**REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 112 BEING THE MAGISTERIAL DISTRICTS OF PRETORIA, WONDERBOOM - WORKING 40 HOURS HAIRDRESSING, 45 HOURS BEAUTY AND 25 HOURS PART TIME**

| | |
|---|---|
| EOHCB Subscriptions /Bargaining Levy | See Annexure C |
| Bargaining Levy | See Annexure C |
| Salon Charge * | R - |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 40h/Per week, Beauty 45h/Per week, Part time 25h/Per | 2026 Union Fee | * BC Fee ER - Salon Reg pre Nov17 - 1.3% @ 100% on Contributing Wage | * BC Fee EE - Salon Reg pre Nov17 - 1.3% on Contributing Wage | * BC Fee ER - Salon Reg after Nov17 - 1.3% of Contributing Wage | * BC Fee EE - Salon Reg after Nov17 - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 3089 | Aesthetic Therapist | R 9 316,40 | R 9 316,40 | R 2 149,95 | R 47,78 | R 176,00 | R 121,11 | R 121,11 | R 121,11 | R 121,11 | R 558,98 | R 558,98 | R 46,58 | R 46,58 |
| 2000 | Barber - starting 1 month | R 4 167,47 | R 5 247,73 | R 1 211,03 | R 30,28 | R 176,00 | R 54,18 | R 54,18 | R 54,18 | R 54,18 | R 250,05 | R 250,05 | R 26,24 | R 26,24 |
| 2002 | Barber - Trainee | R 4 735,77 | R 5 247,73 | R 1 211,03 | R 30,28 | R 176,00 | R 61,56 | R 61,56 | R 61,56 | R 61,56 | R 284,15 | R 284,15 | R 26,24 | R 26,24 |
| 2004 | Barber - Junior | R 5 247,73 | R 5 247,73 | R 1 211,03 | R 30,28 | R 176,00 | R 68,22 | R 68,22 | R 68,22 | R 68,22 | R 314,86 | R 314,86 | R 26,24 | R 26,24 |
| 2006 | Barber - Senior | R 9 123,98 | R 9 123,98 | R 2 105,55 | R 52,64 | R 176,00 | R 118,61 | R 118,61 | R 118,61 | R 118,61 | R 547,44 | R 547,44 | R 45,62 | R 45,62 |
| 3036 | Beauty Technologist - Unqualified | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3034 | Beauty Technologist - Qualified | R 5 817,77 | R 5 817,77 | R 1 342,57 | R 29,83 | R 176,00 | R 75,63 | R 75,63 | R 75,63 | R 75,63 | R 349,07 | R 349,07 | R 29,09 | R 29,09 |
| 3020 | Beauty and Skincare Therapist - Unqualified | R 5 687,15 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 73,93 | R 73,93 | R 73,93 | R 73,93 | R 341,23 | R 341,23 | R 29,52 | R 29,52 |
| 3014 | Beauty and Skincare Therapist | R 7 566,05 | R 7 566,05 | R 1 746,03 | R 38,80 | R 176,00 | R 98,36 | R 98,36 | R 98,36 | R 98,36 | R 453,96 | R 453,96 | R 37,83 | R 37,83 |
| 3022 | Salon Assistant | R 4 154,71 | R 5 247,73 | R 1 211,03 | R 30,28 | R 176,00 | R 54,01 | R 54,01 | R 54,01 | R 54,01 | R 249,28 | R 249,28 | R 26,24 | R 26,24 |
| 4018 | Drybar Worker | R 4 973,65 | R 5 247,73 | R 1 211,03 | R 30,28 | R 176,00 | R 64,66 | R 64,66 | R 64,66 | R 64,66 | R 298,42 | R 298,42 | R 26,24 | R 26,24 |
| 2011 | General Assistant - Part Time | R 3 231,23 | R 3 279,83 | R 756,89 | R 30,28 | R 176,00 | R 42,01 | R 42,01 | R 42,01 | R 42,01 | R 193,87 | R 193,87 | R 16,40 | R 16,40 |
| 2010 | General Assistant | R 4 192,76 | R 5 247,73 | R 1 211,03 | R 30,28 | R 176,00 | R 54,51 | R 54,51 | R 54,51 | R 54,51 | R 251,57 | R 251,57 | R 26,24 | R 26,24 |
| 2021 | Hairdresser - 1st year after qualified - Part Time | R 4 289,77 | R 4 289,77 | R 989,95 | R 39,60 | R 176,00 | R 55,77 | R 55,77 | R 55,77 | R 55,77 | R 257,39 | R 257,39 | R 21,45 | R 21,45 |
| 2020 | Hairdresser - 1st year after qualified | R 6 429,84 | R 6 429,84 | R 1 483,82 | R 37,10 | R 176,00 | R 83,59 | R 83,59 | R 83,59 | R 83,59 | R 385,79 | R 385,79 | R 32,15 | R 32,15 |
| 2023 | Hairdresser - Qualified - Part Time | R 6 072,84 | R 6 072,84 | R 1 401,44 | R 56,06 | R 176,00 | R 78,95 | R 78,95 | R 78,95 | R 78,95 | R 364,37 | R 364,37 | R 30,36 | R 30,36 |
| 2022 | Hairdresser - Qualified | R 9 137,24 | R 9 137,24 | R 2 108,61 | R 52,72 | R 176,00 | R 118,78 | R 118,78 | R 118,78 | R 118,78 | R 548,23 | R 548,23 | R 45,69 | R 45,69 |
| 2046 | LEARNER – Entry Level | R - | R 1 971,65 | R 455,00 | R 11,38 | R 176,00 | R - | R - | R - | R - | R - | R - | R 9,86 | R 9,86 |
| 2048 | LEARNER – Level 2 | R - | R 3 943,04 | R 909,94 | R 22,75 | R 176,00 | R - | R - | R - | R - | R - | R - | R 19,72 | R 19,72 |
| 2050 | LEARNER – Level 3 | R - | R 6 079,06 | R 1 402,87 | R 35,07 | R 176,00 | R - | R - | R - | R - | R - | R - | R 30,40 | R 30,40 |
| 2052 | LEARNER – Level 4 | R 5 323,23 | R 8 552,65 | R 1 973,70 | R 49,34 | R 176,00 | R 69,20 | R 69,20 | R 69,20 | R 69,20 | R 319,39 | R 319,39 | R 42,76 | R 42,76 |
| 3028 | Make-up Artist Trainee | R 5 384,68 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 70,00 | R 70,00 | R 70,00 | R 70,00 | R 323,08 | R 323,08 | R 29,52 | R 29,52 |
| 3026 | Make-up Artist | R 7 373,47 | R 7 373,47 | R 1 701,58 | R 37,81 | R 176,00 | R 95,86 | R 95,86 | R 95,86 | R 95,86 | R 442,41 | R 442,41 | R 36,87 | R 36,87 |
| 3032 | Manager - Beauty | R 11 757,81 | R 11 757,81 | R 2 713,36 | R 60,30 | R 176,00 | R 152,85 | R 152,85 | R 152,85 | R 152,85 | R 705,47 | R 705,47 | R 58,79 | R 58,79 |
| 2060 | Manager - Hairdresser | R 12 161,11 | R 12 161,11 | R 2 806,43 | R 70,16 | R 176,00 | R 158,09 | R 158,09 | R 158,09 | R 158,09 | R 729,67 | R 729,67 | R 60,81 | R 60,81 |
| 2054 | Manager - only (Hairdressing) | R 11 871,64 | R 11 871,64 | R 2 739,63 | R 68,49 | R 176,00 | R 154,33 | R 154,33 | R 154,33 | R 154,33 | R 712,30 | R 712,30 | R 59,36 | R 59,36 |
| 3040 | Nail technician - Unqualified | R 4 792,35 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 62,30 | R 62,30 | R 62,30 | R 62,30 | R 287,54 | R 287,54 | R 29,52 | R 29,52 |
| 3084 | Nail Technician - Certified | R 4 936,12 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 64,17 | R 64,17 | R 64,17 | R 64,17 | R 296,17 | R 296,17 | R 29,52 | R 29,52 |
| 3038 | Nail technician - Qualified | R 7 373,47 | R 7 373,47 | R 1 701,58 | R 37,81 | R 176,00 | R 95,86 | R 95,86 | R 95,86 | R 95,86 | R 442,41 | R 442,41 | R 36,87 | R 36,87 |
| 3088 | Massage Therapist - entry level | R 4 382,90 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 56,98 | R 56,98 | R 56,98 | R 56,98 | R 262,97 | R 262,97 | R 29,52 | R 29,52 |
| 3087 | Massage Therapist | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2066 | Operator - Trainee - Part Time | R 2 936,75 | R 3 279,83 | R 756,89 | R 30,28 | R 176,00 | R 38,18 | R 38,18 | R 38,18 | R 38,18 | R 176,20 | R 176,20 | R 16,40 | R 16,40 |
| 2067 | Operator - Trainee | R 4 407,11 | R 5 247,73 | R 1 211,03 | R 30,28 | R 176,00 | R 57,29 | R 57,29 | R 57,29 | R 57,29 | R 264,43 | R 264,43 | R 26,24 | R 26,24 |
| 2069 | Operator - Part Time | R 4 278,20 | R 4 278,20 | R 987,29 | R 39,49 | R 176,00 | R 55,62 | R 55,62 | R 55,62 | R 55,62 | R 256,69 | R 256,69 | R 21,39 | R 21,39 |
| 2068 | Operator | R 6 420,18 | R 6 420,18 | R 1 481,59 | R 37,04 | R 176,00 | R 83,46 | R 83,46 | R 83,46 | R 83,46 | R 385,21 | R 385,21 | R 32,10 | R 32,10 |
| 3042 | Receptionist - Beauty Establishment | R 7 301,67 | R 7 301,67 | R 1 685,01 | R 37,44 | R 176,00 | R 94,92 | R 94,92 | R 94,92 | R 94,92 | R 438,10 | R 438,10 | R 36,51 | R 36,51 |
| 2083 | Receptionist - Hairdressing salon - Part Time | R 5 007,62 | R 5 007,62 | R 1 155,61 | R 46,22 | R 176,00 | R 65,10 | R 65,10 | R 65,10 | R 65,10 | R 300,46 | R 300,46 | R 25,04 | R 25,04 |
| 2082 | Receptionist - Hairdressing salon | R 7 516,28 | R 7 516,28 | R 1 734,54 | R 43,36 | R 176,00 | R 97,71 | R 97,71 | R 97,71 | R 97,71 | R 450,98 | R 450,98 | R 37,58 | R 37,58 |
| 3048 | Somatologist 3 Years | R 8 745,50 | R 8 745,50 | R 2 018,21 | R 44,85 | R 176,00 | R 113,69 | R 113,69 | R 113,69 | R 113,69 | R 524,73 | R 524,73 | R 43,73 | R 43,73 |
| 3052 | Somatologist B Tech - 4 years | R 9 617,44 | R 9 617,44 | R 2 219,43 | R 49,32 | R 176,00 | R 125,03 | R 125,03 | R 125,03 | R 125,03 | R 577,05 | R 577,05 | R 48,09 | R 48,09 |

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NATIONAL BARGAINING COUNCIL
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**ANNEXURE "H10"**

**REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 112 BEING THE MAGISTERIAL DISTRICTS OF PRETORIA, WONDERBOOM - WORKING 40 HOURS HAIRDRESSING, 45 HOURS BEAUTY AND 25 HOURS PART TIME**

| | |
|---|---|
| EOHCB Subscriptions /Bargaining Levy | See Annexure C |
| Bargaining Levy | See Annexure C |
| Salon Charge * | R - |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 40h/Per week, Beauty 45h/Per week, Part time 25h/Per | 2026 Union Fee | * BC Fee ER - Salon Reg pre Nov17 - 1.3% @ 100% on Contributing Wage | * BC Fee EE - Salon Reg pre Nov17 - 1.3% on Contributing Wage | * BC Fee ER - Salon Reg after Nov17 - 1.3% of Contributing Wage | * BC Fee EE - Salon Reg after Nov17 - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1000 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting | R 4 144,70 | R 5 247,73 | R 1 211,03 | R 30,28 | R 176,00 | R 53,88 | R 53,88 | R 53,88 | R 53,88 | R 248,68 | R 248,68 | R 26,24 | R 26,24 |
| 1001 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting - Part Time | R 2 764,45 | R 3 279,83 | R 756,89 | R 30,28 | R 176,00 | R 35,94 | R 35,94 | R 35,94 | R 35,94 | R 165,87 | R 165,87 | R 16,40 | R 16,40 |
| 2089 | Working Employer (in Salon with Staff) | R 9 137,24 | R 9 137,24 | R 2 108,61 | R 52,72 | | | | | | | | R 137,06 | |

**NOTES**

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|---|---|
| **CASUAL EMPLOYEE** | An employee who substitutes for any permanent employee who is sick or on leave<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment |
| **PART TIME EMPLOYEE** | An employee who works 1 or 2 or 3 or 4 days per week<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed **HOURLY** rate for that category of employment. 3 Days per week is calculated at two thirds of the basic wage.<br>Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.<br>If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked. |
| **WORKING EMPLOYERS** | Contributions for a Working Employer (Work Code 2089), is voluntary for SPF from 1 January 2017 |
| **PENSION FUND** | Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee. |
| **DAILY RATE CALCULATION** | Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day |
| **COMMISSION ONLY LEARNERS** | Qualified Hairdressers / Stylists, which are employees will receive a minimum of 30% commission - THIS IS APPLICABLE ONLY TO AFRO SALONS<br>**NO STOCK DEDUCTIONS ARE ALLOWED IN AFRO SALONS ONLY. VAT AND LOYALTY CARD FEES SHALL BE DEDUCTABLE**<br>Should the stylist earn basic + commission, stock is deductible |
| **ABBREVIATION DESCRIPTIONS** | BC = Bargaining Council<br>EE = Employee<br>ER = Employer<br>SBF = Sick Benefit Fund<br>SPF = Sick Pay Fund |
| **PART TIME EMPLOYEE** | (An employee who works 1 or 2 or 3 days per week)<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed **DAILY** rate for that category of employment<br>Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.<br>If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked |
| **LEARNERS** | Learners to also include any apprentices |
| **UNION FEE / AGENCY FEE** | Union Members: Union Fee equates to **R 176.00** per month per member. For members who join UASA after the age of 60, the Union Fee equates to **R 143.00** per month per member (Excluding the funeral benefit)<br>Non- Union Members: Non-Union members pays an Agency Fee equal to the Union membership fees currently **R 176.00** per person per month but with no UASA benefits. |
| **2026 Hourly Rate - Minimum Wage 40h/Per week, Beauty 45h/Per week, Part time 25h/Per week** | The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMW) Commission are calculated taking into account the Employer's Pension Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMW as the Pension Fund contribution of the Employer is factored into the calculation.<br>The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NMW Commission. |

NATIONAL BARGAINING COUNCIL
for the Hairdressing • Cosmetology • Beauty & Skincare Industry

**ANNEXURE "H11"**

**REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 113 BEING THE MAGISTERIAL DISTRICTS OF PRETORIA, WONDERBOOM - WORKING 45 HOURS AND PART TIME 25 HOURS - ALL CATEGORIES**

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |
| Salon Charge * | R - |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 3089 | Aesthetic Therapist | R 9 316,40 | R 9 316,40 | R 2 149,95 | R 47,78 | R 176,00 | R 121,11 | R 121,11 | R 558,98 | R 558,98 | R 46,58 | R 46,58 |
| 2000 | Barber - starting 1 month | R 4 246,11 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 55,20 | R 55,20 | R 254,77 | R 254,77 | R 29,52 | R 29,52 |
| 2002 | Barber - Trainee | R 4 825,12 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 62,73 | R 62,73 | R 289,51 | R 289,51 | R 29,52 | R 29,52 |
| 2004 | Barber - Junior | R 6 321,37 | R 6 321,37 | R 1 458,79 | R 32,42 | R 176,00 | R 82,18 | R 82,18 | R 379,28 | R 379,28 | R 31,61 | R 31,61 |
| 2006 | Barber - Senior | R 9 296,13 | R 9 296,13 | R 2 145,28 | R 47,67 | R 176,00 | R 120,85 | R 120,85 | R 557,77 | R 557,77 | R 46,48 | R 46,48 |
| 3036 | Beauty Technologist - Unqualified | R 3 579,98 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,54 | R 46,54 | R 214,80 | R 214,80 | R 29,52 | R 29,52 |
| 3034 | Beauty Technologist - Qualified | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 3020 | Beauty and Skincare Therapist - Unqualified | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 3014 | Beauty and Skincare Therapist | R 8 673,60 | R 8 673,60 | R 2 001,62 | R 44,48 | R 176,00 | R 112,76 | R 112,76 | R 520,42 | R 520,42 | R 43,37 | R 43,37 |
| 3022 | Salon Assistant | R 4 761,71 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 61,90 | R 61,90 | R 285,70 | R 285,70 | R 29,52 | R 29,52 |
| 4018 | Drybar Worker | R 5 595,36 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,74 | R 72,74 | R 335,72 | R 335,72 | R 29,52 | R 29,52 |
| 2011 | General Assistant - Part Time | R 3 279,83 | R 3 279,83 | R 756,89 | R 30,28 | R 176,00 | R 42,64 | R 42,64 | R 196,79 | R 196,79 | R 16,40 | R 16,40 |
| 2010 | General Assistant | R 4 271,88 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 55,53 | R 55,53 | R 256,31 | R 256,31 | R 29,52 | R 29,52 |
| 2021 | Hairdresser - 1st year after qualified - Part Time | R 4 370,71 | R 4 370,71 | R 1 008,63 | R 40,35 | R 176,00 | R 56,82 | R 56,82 | R 262,24 | R 262,24 | R 21,85 | R 21,85 |
| 2020 | Hairdresser - 1st year after qualified | R 6 551,16 | R 6 551,16 | R 1 511,82 | R 33,60 | R 176,00 | R 85,17 | R 85,17 | R 393,07 | R 393,07 | R 32,76 | R 32,76 |
| 2023 | Hairdresser - Qualified - Part Time | R 6 187,42 | R 6 187,42 | R 1 427,88 | R 57,12 | R 176,00 | R 80,44 | R 80,44 | R 371,25 | R 371,25 | R 30,94 | R 30,94 |
| 2022 | Hairdresser - Qualified | R 9 309,63 | R 9 309,63 | R 2 148,39 | R 47,74 | R 176,00 | R 121,03 | R 121,03 | R 558,58 | R 558,58 | R 46,55 | R 46,55 |
| 2046 | LEARNER – Entry Level | R - | R 1 971,65 | R 455,00 | R 10,11 | R 176,00 | R - | R - | R - | R - | R 9,86 | R 9,86 |
| 2048 | LEARNER – Level 2 | R - | R 3 943,04 | R 909,94 | R 20,22 | R 176,00 | R - | R - | R - | R - | R 19,72 | R 19,72 |
| 2050 | LEARNER – Level 3 | R - | R 6 079,06 | R 1 402,87 | R 31,17 | R 176,00 | R - | R - | R - | R - | R 30,40 | R 30,40 |
| 2052 | LEARNER – Level 4 | R 5 423,00 | R 8 546,66 | R 1 972,32 | R 43,83 | R 176,00 | R 70,50 | R 70,50 | R 325,38 | R 325,38 | R 42,73 | R 42,73 |
| 3028 | Make-up Artist Trainee | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 3026 | Make-up Artist | R 8 450,45 | R 8 450,45 | R 1 950,12 | R 43,34 | R 176,00 | R 109,86 | R 109,86 | R 507,03 | R 507,03 | R 42,25 | R 42,25 |
| 3032 | Manager - Beauty | R 13 473,90 | R 13 473,90 | R 3 109,39 | R 69,10 | R 176,00 | R 175,16 | R 175,16 | R 808,43 | R 808,43 | R 67,37 | R 67,37 |
| 2060 | Manager - Hairdresser | R 12 391,24 | R 12 391,24 | R 2 859,54 | R 63,55 | R 176,00 | R 161,09 | R 161,09 | R 743,47 | R 743,47 | R 61,96 | R 61,96 |
| 2054 | Manager - only (Hairdressing) | R 12 095,64 | R 12 095,64 | R 2 791,32 | R 62,03 | R 176,00 | R 157,24 | R 157,24 | R 725,74 | R 725,74 | R 60,48 | R 60,48 |
| 3040 | Nail technician - Unqualified | R 5 391,39 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 70,09 | R 70,09 | R 323,48 | R 323,48 | R 29,52 | R 29,52 |
| 3084 | Nail Technician - Certified | R 5 553,14 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,19 | R 72,19 | R 333,19 | R 333,19 | R 29,52 | R 29,52 |
| 3038 | Nail technician - Qualified | R 8 450,45 | R 8 450,45 | R 1 950,12 | R 43,34 | R 176,00 | R 109,86 | R 109,86 | R 507,03 | R 507,03 | R 42,25 | R 42,25 |

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**ANNEXURE "H11"**

**REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 113 BEING THE MAGISTERIAL DISTRICTS OF PRETORIA, WONDERBOOM - WORKING 45 HOURS AND PART TIME 25 HOURS - ALL CATEGORIES**

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |
| Salon Charge * | R - |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 3088 | Massage Therapist - entry level | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3087 | Massage Therapist | R 5 900,74 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,71 | R 76,71 | R 354,04 | R 354,04 | R 29,52 | R 29,52 |
| 2066 | Operator - Trainee - Part Time | R 2 992,15 | R 3 279,83 | R 756,89 | R 30,28 | R 176,00 | R 38,90 | R 38,90 | R 179,53 | R 179,53 | R 16,40 | R 16,40 |
| 2067 | Operator - Trainee | R 4 490,26 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 58,37 | R 58,37 | R 269,42 | R 269,42 | R 29,52 | R 29,52 |
| 2069 | Operator - Part Time | R 4 358,92 | R 4 358,92 | R 1 005,91 | R 40,24 | R 176,00 | R 56,67 | R 56,67 | R 261,54 | R 261,54 | R 21,79 | R 21,79 |
| 2068 | Operator | R 6 541,32 | R 6 541,32 | R 1 509,55 | R 33,55 | R 176,00 | R 85,04 | R 85,04 | R 392,48 | R 392,48 | R 32,71 | R 32,71 |
| 3042 | Receptionist - Beauty Establishment | R 8 371,77 | R 8 371,77 | R 1 931,96 | R 42,93 | R 176,00 | R 108,83 | R 108,83 | R 502,31 | R 502,31 | R 41,86 | R 41,86 |
| 2083 | Receptionist - Hairdressing salon - Part Time | R 5 102,12 | R 5 102,12 | R 1 177,42 | R 47,10 | R 176,00 | R 66,33 | R 66,33 | R 306,13 | R 306,13 | R 25,51 | R 25,51 |
| 2082 | Receptionist - Hairdressing salon | R 7 658,09 | R 7 658,09 | R 1 767,26 | R 39,27 | R 176,00 | R 99,56 | R 99,56 | R 459,49 | R 459,49 | R 38,29 | R 38,29 |
| 3048 | Somatologist 3 Years | R 10 022,41 | R 10 022,41 | R 2 312,88 | R 51,40 | R 176,00 | R 130,29 | R 130,29 | R 601,34 | R 601,34 | R 50,11 | R 50,11 |
| 3052 | Somatologist B Tech - 4 years | R 11 023,52 | R 11 023,52 | R 2 543,91 | R 56,53 | R 176,00 | R 143,31 | R 143,31 | R 661,41 | R 661,41 | R 55,12 | R 55,12 |
| 1000 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting | R 4 144,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 53,88 | R 53,88 | R 248,68 | R 248,68 | R 29,52 | R 29,52 |
| 1001 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting - Part Time | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2089 | Working Employer (in Salon with Staff) | R 9 309,63 | R 9 309,63 | R 2 148,39 | R 47,74 | | | | | | R 139,64 | |

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**ANNEXURE "H11"**

**REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 113 BEING THE MAGISTERIAL DISTRICTS OF PRETORIA, WONDERBOOM - WORKING 45 HOURS AND PART TIME 25 HOURS - ALL CATEGORIES**

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |
| Salon Charge * | R - |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|

**NOTES**

| | |
|---|---|
| **CASUAL EMPLOYEE** | An employee who substitutes for any permanent employee who is sick or on leave<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment |
| **PART TIME EMPLOYEE** | An employee who works 1 or 2 or 3 or 4 days per week<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed **HOURLY** rate for that category of employment. 3 Days per week is calculated at two thirds of the basic wage.<br>Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.<br>If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked. |
| **WORKING EMPLOYERS** | Contributions for a Working Employer (Work Code 2089), is voluntary for SPF from 1 January 2017 |
| **PENSION FUND** | Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee. |
| **DAILY RATE CALCULATION** | Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day |
| **COMMISSION ONLY LEARNERS** | Qualified Hairdressers / Stylists, which are employees will receive a minimum of 30% commission - THIS IS APPLICABLE ONLY TO AFRO SALONS<br>NO STOCK DEDUCTIONS ARE ALLOWED IN AFRO SALONS ONLY. VAT AND LOYALTY CARD FEES SHALL BE DEDUCTABLE<br>Should the stylist earn basic + commission, stock is deductible |
| **ABBREVIATION DESCRIPTIONS** | BC = Bargaining Council<br>EE = Employee<br>ER = Employer<br>SBF = Sick Benefit Fund<br>SPF = Sick Pay Fund |
| **LEARNERS** | Learners to also include any apprentices |
| **UNION FEE / AGENCY FEE** | Union Members: Union Fee equates to **R 176.00** per month per member. For members who join UASA after the age of 60, the Union Fee equates to **R 143.00** per month per member (Excluding the funeral benefit)<br>Non- Union Members: Non-Union members pays an Agency Fee equal to the Union membership fees currently **R 176.00** per person per month but with no UASA benefits. |
| **2026 Hourly Rate - Minimum Wage 45h/Per week** | The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMW) Commission are calculated taking into account the Employer's Pension Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMW as the Pension Fund contribution of the Employer is factored into the calculation.<br>The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NMW Commission. |

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**ANNEXURE "H12"**

**REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 114 BEING THE MAGISTERIAL DISTRICT OF BRONKHORSTSPRUIT AND CULLINAN**

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |
| Salon Charge * | R - |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 3089 | Aesthetic Therapist | R 9 316,40 | R 9 316,40 | R 2 149,95 | R 47,78 | R 176,00 | R 121,11 | R 121,11 | R 558,98 | R 558,98 | R 46,58 | R 46,58 |
| 2000 | Barber - starting 1 month | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2002 | Barber - Trainee | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2004 | Barber - Junior | R 4 429,47 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 57,58 | R 57,58 | R 265,77 | R 265,77 | R 29,52 | R 29,52 |
| 2006 | Barber - Senior | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 3036 | Beauty Technologist - Unqualified | R 3 547,64 | R 5 912,74 | R 1 364,49 | R 30,32 | R 176,00 | R 46,12 | R 46,12 | R 212,86 | R 212,86 | R 29,56 | R 29,56 |
| 3034 | Beauty Technologist - Qualified | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 3020 | Beauty and Skincare Therapist - Unqualified | R 4 022,86 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 52,30 | R 52,30 | R 241,37 | R 241,37 | R 29,52 | R 29,52 |
| 3014 | Beauty and Skincare Therapist | R 5 555,11 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,22 | R 72,22 | R 333,31 | R 333,31 | R 29,52 | R 29,52 |
| 3022 | Salon Assistant | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 4018 | Drybar Worker | R 5 595,36 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,74 | R 72,74 | R 335,72 | R 335,72 | R 29,52 | R 29,52 |
| 2011 | General Assistant - Part Time | R 2 283,91 | R 3 279,83 | R 756,89 | R 30,28 | R 176,00 | R 29,69 | R 29,69 | R 137,03 | R 137,03 | R 16,40 | R 16,40 |
| 2010 | General Assistant | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2021 | Hairdresser - 1st year after qualified - Part Time | R 3 149,31 | R 3 279,83 | R 756,89 | R 30,28 | R 176,00 | R 40,94 | R 40,94 | R 188,96 | R 188,96 | R 16,40 | R 16,40 |
| 2020 | Hairdresser - 1st year after qualified | R 4 720,90 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 61,37 | R 61,37 | R 283,25 | R 283,25 | R 29,52 | R 29,52 |
| 2023 | Hairdresser - Qualified - Part Time | R 4 296,00 | R 4 296,00 | R 991,39 | R 39,66 | R 176,00 | R 55,85 | R 55,85 | R 257,76 | R 257,76 | R 21,48 | R 21,48 |
| 2022 | Hairdresser - Qualified | R 6 462,66 | R 6 462,66 | R 1 491,40 | R 33,14 | R 176,00 | R 84,01 | R 84,01 | R 387,76 | R 387,76 | R 32,31 | R 32,31 |
| 2046 | LEARNER – Entry Level | R - | R 1 971,65 | R 455,00 | R 10,11 | R 176,00 | R - | R - | R - | R - | R 9,86 | R 9,86 |
| 2048 | LEARNER – Level 2 | R - | R 3 943,04 | R 909,94 | R 20,22 | R 176,00 | R - | R - | R - | R - | R 19,72 | R 19,72 |
| 2050 | LEARNER – Level 3 | R - | R 6 079,06 | R 1 402,87 | R 31,17 | R 176,00 | R - | R - | R - | R - | R 30,40 | R 30,40 |
| 2052 | LEARNER – Level 4 | R 5 323,23 | R 8 552,65 | R 1 973,70 | R 43,86 | R 176,00 | R 69,20 | R 69,20 | R 319,39 | R 319,39 | R 42,76 | R 42,76 |
| 3028 | Make-up Artist Trainee | R 3 810,60 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 49,54 | R 49,54 | R 228,64 | R 228,64 | R 29,52 | R 29,52 |
| 3026 | Make-up Artist | R 5 412,80 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 70,37 | R 70,37 | R 324,77 | R 324,77 | R 29,52 | R 29,52 |
| 3032 | Manager - Beauty | R 8 314,78 | R 8 314,78 | R 1 918,81 | R 42,64 | R 176,00 | R 108,09 | R 108,09 | R 498,89 | R 498,89 | R 41,57 | R 41,57 |
| 2060 | Manager - Hairdresser | R 8 601,81 | R 8 601,81 | R 1 985,05 | R 44,11 | R 176,00 | R 111,82 | R 111,82 | R 516,11 | R 516,11 | R 43,01 | R 43,01 |
| 2054 | Manager - only (Hairdressing) | R 8 474,05 | R 8 474,05 | R 1 955,56 | R 43,46 | R 176,00 | R 110,16 | R 110,16 | R 508,44 | R 508,44 | R 42,37 | R 42,37 |
| 3040 | Nail technician - Unqualified | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3084 | Nail Technician - Certified | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3038 | Nail technician - Qualified | R 5 412,80 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 70,37 | R 70,37 | R 324,77 | R 324,77 | R 29,52 | R 29,52 |
| 3088 | Massage Therapist - entry level | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3087 | Massage Therapist | R 5 595,36 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,74 | R 72,74 | R 335,72 | R 335,72 | R 29,52 | R 29,52 |

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NATIONAL BARGAINING COUNCIL
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**ANNEXURE "H12"**

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 114 BEING THE MAGISTERIAL DISTRICT OF BRONKHORSTSPRUIT AND CULLINAN

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |
| Salon Charge * | R - |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 2066 | Operator - Trainee - Part Time | R 3 108,53 | R 3 279,83 | R 756,89 | R 30,28 | R 176,00 | R 40,41 | R 40,41 | R 186,51 | R 186,51 | R 16,40 | R 16,40 |
| 2067 | Operator - Trainee | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2069 | Operator - Part Time | R 3 141,13 | R 3 279,83 | R 756,89 | R 30,28 | R 176,00 | R 40,83 | R 40,83 | R 188,47 | R 188,47 | R 16,40 | R 16,40 |
| 2068 | Operator | R 4 712,74 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 61,27 | R 61,27 | R 282,76 | R 282,76 | R 29,52 | R 29,52 |
| 3042 | Receptionist - Beauty Establishment | R 5 362,75 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 69,72 | R 69,72 | R 321,76 | R 321,76 | R 29,52 | R 29,52 |
| 2083 | Receptionist - Hairdressing salon - Part Time | R 3 574,43 | R 3 574,43 | R 824,88 | R 33,00 | R 176,00 | R 46,47 | R 46,47 | R 214,47 | R 214,47 | R 17,87 | R 17,87 |
| 2082 | Receptionist - Hairdressing salon | R 5 569,96 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,41 | R 72,41 | R 334,20 | R 334,20 | R 29,52 | R 29,52 |
| 3048 | Somatologist 3 Years | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 3052 | Somatologist B Tech - 4 years | R 6 803,25 | R 6 803,25 | R 1 569,99 | R 34,89 | R 176,00 | R 88,44 | R 88,44 | R 408,19 | R 408,19 | R 34,02 | R 34,02 |
| 1000 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting | R 4 257,30 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 55,34 | R 55,34 | R 255,44 | R 255,44 | R 29,52 | R 29,52 |
| 1001 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting - Part Time | R 2 816,63 | R 3 279,83 | R 756,89 | R 30,28 | R 176,00 | R 36,62 | R 36,62 | R 169,00 | R 169,00 | R 16,40 | R 16,40 |
| 2089 | Working Employer (in Salon with Staff) | R 6 462,66 | R 6 462,66 | R 1 491,40 | R 33,14 | | | | | | R 96,94 | |

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**ANNEXURE "H12"**

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 114 BEING THE MAGISTERIAL DISTRICT OF BRONKHORSTSPRUIT AND CULLINAN

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |
| Salon Charge * | R - |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|

### NOTES

| | |
|---|---|
| **CASUAL EMPLOYEE** | An employee who substitutes for any permanent employee who is sick or on leave<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment |
| **PART TIME EMPLOYEE** | An employee who works 1 or 2 or 3 or 4 days per week<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed **HOURLY** rate for that category of employment. 3 Days per week is calculated at two thirds of the basic wage.<br>Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.<br>If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked. |
| **WORKING EMPLOYERS** | Contributions for a Working Employer (Work Code 2089), is voluntary for SPF from 1 January 2017 |
| **PENSION FUND** | Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee. |
| **DAILY RATE CALCULATION** | Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day |
| **COMMISSION ONLY EARNERS** | Qualified Hairdressers / Stylists, which are employees will receive a minimum of 30% commission - THIS IS APPLICABLE ONLY TO AFRO SALONS<br>NO STOCK DEDUCTIONS ARE ALLOWED IN AFRO SALONS ONLY. VAT AND LOYALTY CARD FEES SHALL BE DEDUCTABLE<br>Should the stylist earn basic + commission, stock is deductible |
| **ABBREVIATION DESCRIPTIONS** | BC = Bargaining Council<br>EE = Employee<br>ER = Employer<br>SBF = Sick Benefit Fund<br>SPF = Sick Pay Fund |
| **LEARNERS** | Learners to also include any apprentices |
| **UNION FEE / AGENCY FEE** | Union Members: Union Fee equates to **R 176.00** per month per member. For members who join UASA after the age of 60, the Union Fee equates to **R 143.00** per month per member (Excluding the funeral benefit)<br><br>Non- Union Members: Non-Union members pays an Agency Fee equal to the Union membership fees currently **R 176.00** per person per month but with no UASA benefits. |
| **2026 Hourly Rate - Minimm Wage 45h/Per week** | The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMW) Commission are calculated taking into account the Employer's Pension Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMW as the Pension Fund contribution of the Employer is factored into the calculation.<br>The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NMW Commission. |

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**ANNEXURE "H13"**

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 115 BEING RUSTENBURG, BRITS, MANKWE (HARTBEESPOORT)- WORKING 45 HOURS

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 3089 | Aesthetic Therapist | R 9 316,40 | R 9 316,40 | R 2 149,95 | R 47,78 | R 176,00 | R 121,11 | R 121,11 | R 558,98 | R 558,98 | R 46,58 | R 46,58 |
| 2002 | Barber - Trainee | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2004 | Barber - Junior | R 4 202,44 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 54,63 | R 54,63 | R 252,15 | R 252,15 | R 29,52 | R 29,52 |
| 2006 | Barber - Senior | R 6 747,06 | R 6 747,06 | R 1 557,03 | R 34,60 | R 176,00 | R 87,71 | R 87,71 | R 404,82 | R 404,82 | R 33,74 | R 33,74 |
| 3036 | Beauty Technologist - Unqualified | R 3 559,82 | R 5 933,03 | R 1 369,17 | R 30,43 | R 176,00 | R 46,28 | R 46,28 | R 213,59 | R 213,59 | R 29,67 | R 29,67 |
| 3034 | Beauty Technologist - Qualified | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 3020 | Beauty and Skincare Therapist - Unqualified | R 4 542,38 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 59,05 | R 59,05 | R 272,54 | R 272,54 | R 29,52 | R 29,52 |
| 3014 | Beauty and Skincare Therapist | R 5 070,42 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 65,92 | R 65,92 | R 304,23 | R 304,23 | R 29,52 | R 29,52 |
| 3022 | Salon Assistant | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 4018 | Drybar Worker | R 5 595,36 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,74 | R 72,74 | R 335,72 | R 335,72 | R 29,52 | R 29,52 |
| 2010 | General Assistant | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2012 | General Assistant after 5 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2014 | General Assistant after 10 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2020 | Hairdresser - 1st year after qualified | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2022 | Hairdresser - Qualified | R 7 934,95 | R 7 934,95 | R 1 831,16 | R 40,69 | R 176,00 | R 103,15 | R 103,15 | R 476,10 | R 476,10 | R 39,67 | R 39,67 |
| 2024 | Hairdresser - Qualified - after 5 years | R 8 329,95 | R 8 329,95 | R 1 922,31 | R 42,72 | R 176,00 | R 108,29 | R 108,29 | R 499,80 | R 499,80 | R 41,65 | R 41,65 |
| 2026 | Hairdresser - Qualified - after 10 years | R 8 728,85 | R 8 728,85 | R 2 014,37 | R 44,76 | R 176,00 | R 113,48 | R 113,48 | R 523,73 | R 523,73 | R 43,64 | R 43,64 |
| 2046 | LEARNER – Entry Level | R - | R 1 971,65 | R 455,00 | R 10,11 | R 176,00 | R - | R - | R - | R - | R 9,86 | R 9,86 |
| 2048 | LEARNER – Level 2 | R - | R 3 943,04 | R 909,94 | R 20,22 | R 176,00 | R - | R - | R - | R - | R 19,72 | R 19,72 |
| 2050 | LEARNER – Level 3 | R - | R 6 079,06 | R 1 402,87 | R 31,17 | R 176,00 | R - | R - | R - | R - | R 30,40 | R 30,40 |
| 2052 | LEARNER – Level 4 | R 5 323,23 | R 8 552,65 | R 1 973,70 | R 43,86 | R 176,00 | R 69,20 | R 69,20 | R 319,39 | R 319,39 | R 42,76 | R 42,76 |
| 3032 | Manager - Beauty | R 8 261,87 | R 8 261,87 | R 1 906,60 | R 42,37 | R 176,00 | R 107,40 | R 107,40 | R 495,71 | R 495,71 | R 41,31 | R 41,31 |
| 2060 | Manager - Hairdresser | R 8 363,18 | R 8 363,18 | R 1 929,98 | R 42,89 | R 176,00 | R 108,72 | R 108,72 | R 501,79 | R 501,79 | R 41,82 | R 41,82 |
| 2062 | Manager - Hairdresser after 5 years | R 8 781,70 | R 8 781,70 | R 2 026,56 | R 45,03 | R 176,00 | R 114,16 | R 114,16 | R 526,90 | R 526,90 | R 43,91 | R 43,91 |
| 2064 | Manager - Hairdresser after 10 years | R 9 200,08 | R 9 200,08 | R 2 123,11 | R 47,18 | R 176,00 | R 119,60 | R 119,60 | R 552,00 | R 552,00 | R 46,00 | R 46,00 |
| 3030 | Manager - only (Beauty Establishment) | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2054 | Manager - only (Hairdressing) | R 6 943,58 | R 6 943,58 | R 1 602,38 | R 35,61 | R 176,00 | R 90,27 | R 90,27 | R 416,62 | R 416,62 | R 34,72 | R 34,72 |
| 2056 | Manager - only (Hairdressing) after 5 years | R 7 291,64 | R 7 291,64 | R 1 682,70 | R 37,39 | R 176,00 | R 94,79 | R 94,79 | R 437,50 | R 437,50 | R 36,46 | R 36,46 |
| 2058 | Manager - only (Hairdressing) after 10 years | R 7 637,73 | R 7 637,73 | R 1 762,57 | R 39,17 | R 176,00 | R 99,29 | R 99,29 | R 458,26 | R 458,26 | R 38,19 | R 38,19 |
| 3040 | Nail technician - Unqualified | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3084 | Nail Technician - Certified | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3038 | Nail technician - Qualified | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3088 | Massage Therapist - entry level | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3087 | Massage Therapist | R 5 595,36 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,74 | R 72,74 | R 335,72 | R 335,72 | R 29,52 | R 29,52 |

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**ANNEXURE "H13"**

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 115 BEING RUSTENBURG, BRITS, MANKWE (HARTBEESPOORT)- WORKING 45 HOURS

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 2067 | Operator - Trainee | R 3 978,56 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 51,72 | R 51,72 | R 238,71 | R 238,71 | R 29,52 | R 29,52 |
| 2068 | Operator | R 5 513,14 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 71,67 | R 71,67 | R 330,79 | R 330,79 | R 29,52 | R 29,52 |
| 2072 | Operator - after 10 years | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2070 | Operator - after 5 years | R 5 789,18 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 75,26 | R 75,26 | R 347,35 | R 347,35 | R 29,52 | R 29,52 |
| 2074 | Operator - Multi skilled | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2076 | Operator - Multi skilled - after 5 years | R 6 601,39 | R 6 601,39 | R 1 523,41 | R 33,85 | R 176,00 | R 85,82 | R 85,82 | R 396,08 | R 396,08 | R 33,01 | R 33,01 |
| 2078 | Operator - Multi skilled - after 10 years | R 6 914,25 | R 6 914,25 | R 1 595,61 | R 35,46 | R 176,00 | R 89,89 | R 89,89 | R 414,85 | R 414,85 | R 34,57 | R 34,57 |
| 3042 | Receptionist - Beauty Establishment | R 5 842,67 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 75,95 | R 75,95 | R 350,56 | R 350,56 | R 29,52 | R 29,52 |
| 2082 | Receptionist - Hairdressing salon | R 5 831,82 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 75,81 | R 75,81 | R 349,91 | R 349,91 | R 29,52 | R 29,52 |
| 2084 | Receptionist - Hairdressing salon - after 5 years | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2086 | Receptionist - Hairdressing salon - after 10 years | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 3048 | Somatologist 3 Years | R 5 323,09 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 69,20 | R 69,20 | R 319,39 | R 319,39 | R 29,52 | R 29,52 |
| 3052 | Somatologist B Tech - 4 years | R 5 643,71 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 73,37 | R 73,37 | R 338,62 | R 338,62 | R 29,52 | R 29,52 |
| 3054 | Somatologist - B Tech Laser | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 1012 | Specific Skilled Stylist | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 1014 | Specific Skilled Stylist - after 5 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 1016 | Specific Skilled Stylist - after 10 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 1000 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting | R 3 556,75 | R 5 927,91 | R 1 367,99 | R 30,40 | R 176,00 | R 46,24 | R 46,24 | R 213,40 | R 213,40 | R 29,64 | R 29,64 |
| 1002 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 5 years | R 3 553,30 | R 5 922,17 | R 1 366,67 | R 30,37 | R 176,00 | R 46,19 | R 46,19 | R 213,20 | R 213,20 | R 29,61 | R 29,61 |
| 1004 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 10 years | R 3 549,79 | R 5 916,32 | R 1 365,31 | R 30,34 | R 176,00 | R 46,15 | R 46,15 | R 212,99 | R 212,99 | R 29,58 | R 29,58 |
| 2089 | Working Employer (in Salon with Staff) | R 7 934,95 | R 7 934,95 | R 1 831,16 | R 40,69 | | | | | | R 119,02 | |

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NATIONAL BARGAINING COUNCIL
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**ANNEXURE "H13"**

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 115 BEING RUSTENBURG, BRITS, MANKWE (HARTBEESPOORT)- WORKING 45 HOURS

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|

### NOTES

| | |
|---|---|
| CASUAL EMPLOYEE | An employee who substitutes for any permanent employee who is sick or on leave<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment |
| PART TIME EMPLOYEE | An employee who works 1 or 2 or 3 or 4 days per week<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed **HOURLY** rate for that category of employment<br>Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.<br>If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked. |
| WORKING EMPLOYERS | Contributions for a Working Employer (Work Code 2089), is voluntary for SPF from 1 January 2017 |
| PENSION FUND | Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee. |
| DAILY RATE CALCULATION | Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day |
| ABBREVIATION DESCRIPTIONS | BC = Bargaining Council<br>EE = Employee<br>ER = Employer<br>SBF = Sick Benefit Fund<br>SPF = Sick Pay Fund |
| LEARNERS | Learners to also include any apprentices |
| UNION FEE / AGENCY FEE | Union Members: Union Fee equates to **R 176.00** per month per member. For members who join UASA after the age of 60, the Union Fee equates to **R 143.00** per month per member (Excluding the funeral benefit)<br><br>Non- Union Members: Non-Union members pays an Agency Fee equal to the Union membership fees currently **R 176.00** per person per month but with no UASA benefits. |
| 2026 Hourly Rate - Minimum Wage 45h/Per week | The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMW) Commission are calculated taking into account the Employer's Pension Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMW as the Pension Fund contribution of the Employer is factored into the calculation.<br>The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NMW Commission. |

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NATIONAL BARGAINING COUNCIL
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**ANNEXURE "H14"**

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 116 BEING THE ENTIRE LIMPOPO PROVINCE - WORKING 45 HOURS

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |

| Work Code | Work Code Description | 01 Mar2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 3089 | Aesthetic Therapist | R 9 316,40 | R 9 316,40 | R 2 149,95 | R 47,78 | R 176,00 | R 121,11 | R 121,11 | R 558,98 | R 558,98 | R 46,58 | R 46,58 |
| 2002 | Barber - Trainee | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2004 | Barber - Junior | R 4 202,44 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 54,63 | R 54,63 | R 252,15 | R 252,15 | R 29,52 | R 29,52 |
| 2006 | Barber - Senior | R 6 747,06 | R 6 747,06 | R 1 557,03 | R 34,60 | R 176,00 | R 87,71 | R 87,71 | R 404,82 | R 404,82 | R 33,74 | R 33,74 |
| 3036 | Beauty Technologist - Unqualified | R 3 559,82 | R 5 933,03 | R 1 369,17 | R 30,43 | R 176,00 | R 46,28 | R 46,28 | R 213,59 | R 213,59 | R 29,67 | R 29,67 |
| 3034 | Beauty Technologist - Qualified | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 3020 | Beauty and Skincare Therapist - Unqualified | R 4 542,38 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 59,05 | R 59,05 | R 272,54 | R 272,54 | R 29,52 | R 29,52 |
| 3014 | Beauty and Skincare Therapist | R 5 070,42 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 65,92 | R 65,92 | R 304,23 | R 304,23 | R 29,52 | R 29,52 |
| 3022 | Salon Assistant | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 4018 | Drybar Worker | R 5 595,36 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,74 | R 72,74 | R 335,72 | R 335,72 | R 29,52 | R 29,52 |
| 2010 | General Assistant | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2012 | General Assistant after 5 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2014 | General Assistant after 10 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2020 | Hairdresser - 1st year after qualified | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2022 | Hairdresser - Qualified | R 7 934,95 | R 7 934,95 | R 1 831,16 | R 40,69 | R 176,00 | R 103,15 | R 103,15 | R 476,10 | R 476,10 | R 39,67 | R 39,67 |
| 2024 | Hairdresser - Qualified - after 5 years | R 8 329,95 | R 8 329,95 | R 1 922,31 | R 42,72 | R 176,00 | R 108,29 | R 108,29 | R 499,80 | R 499,80 | R 41,65 | R 41,65 |
| 2026 | Hairdresser - Qualified - after 10 years | R 8 728,85 | R 8 728,85 | R 2 014,37 | R 44,76 | R 176,00 | R 113,48 | R 113,48 | R 523,73 | R 523,73 | R 43,64 | R 43,64 |
| 2046 | LEARNER – Entry Level | R - | R 1 971,65 | R 455,00 | R 10,11 | R 176,00 | R - | R - | R - | R - | R 9,86 | R 9,86 |
| 2048 | LEARNER – Level 2 | R - | R 3 943,04 | R 909,94 | R 20,22 | R 176,00 | R - | R - | R - | R - | R 19,72 | R 19,72 |
| 2050 | LEARNER – Level 3 | R - | R 6 079,06 | R 1 402,87 | R 31,17 | R 176,00 | R - | R - | R - | R - | R 30,40 | R 30,40 |
| 2052 | LEARNER – Level 4 | R 5 323,23 | R 8 552,65 | R 1 973,70 | R 43,86 | R 176,00 | R 69,20 | R 69,20 | R 319,39 | R 319,39 | R 42,76 | R 42,76 |
| 3032 | Manager - Beauty | R 8 261,87 | R 8 261,87 | R 1 906,60 | R 42,37 | R 176,00 | R 107,40 | R 107,40 | R 495,71 | R 495,71 | R 41,31 | R 41,31 |
| 2060 | Manager - Hairdresser | R 8 363,18 | R 8 363,18 | R 1 929,98 | R 42,89 | R 176,00 | R 108,72 | R 108,72 | R 501,79 | R 501,79 | R 41,82 | R 41,82 |
| 2062 | Manager - Hairdresser after 5 years | R 8 781,70 | R 8 781,70 | R 2 026,56 | R 45,03 | R 176,00 | R 114,16 | R 114,16 | R 526,90 | R 526,90 | R 43,91 | R 43,91 |
| 2064 | Manager - Hairdresser after 10 years | R 9 200,08 | R 9 200,08 | R 2 123,11 | R 47,18 | R 176,00 | R 119,60 | R 119,60 | R 552,00 | R 552,00 | R 46,00 | R 46,00 |
| 3030 | Manager - only (Beauty Establishment) | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2054 | Manager - only (Hairdressing) | R 6 943,58 | R 6 943,58 | R 1 602,38 | R 35,61 | R 176,00 | R 90,27 | R 90,27 | R 416,62 | R 416,62 | R 34,72 | R 34,72 |
| 2056 | Manager - only (Hairdressing) after 5 years | R 7 291,64 | R 7 291,64 | R 1 682,70 | R 37,39 | R 176,00 | R 94,79 | R 94,79 | R 437,50 | R 437,50 | R 36,46 | R 36,46 |
| 2058 | Manager - only (Hairdressing) after 10 years | R 7 637,73 | R 7 637,73 | R 1 762,57 | R 39,17 | R 176,00 | R 99,29 | R 99,29 | R 458,26 | R 458,26 | R 38,19 | R 38,19 |
| 3040 | Nail technician - Unqualified | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3084 | Nail Technician - Certified | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3038 | Nail technician - Qualified | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |

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NATIONAL BARGAINING COUNCIL
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**ANNEXURE "H14"**

**REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 116 BEING THE ENTIRE LIMPOPO PROVINCE - WORKING 45 HOURS**

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |

| Work Code | Work Code Description | 01 Mar2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 3088 | Massage Therapist - entry level | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3087 | Massage Therapist | R 5 595,36 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,74 | R 72,74 | R 335,72 | R 335,72 | R 29,52 | R 29,52 |
| 2067 | Operator - Trainee | R 3 978,56 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 51,72 | R 51,72 | R 238,71 | R 238,71 | R 29,52 | R 29,52 |
| 2068 | Operator | R 5 513,14 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 71,67 | R 71,67 | R 330,79 | R 330,79 | R 29,52 | R 29,52 |
| 2072 | Operator - after 10 years | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2070 | Operator - after 5 years | R 5 789,18 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 75,26 | R 75,26 | R 347,35 | R 347,35 | R 29,52 | R 29,52 |
| 2074 | Operator - Multi skilled | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2076 | Operator - Multi skilled - after 5 years | R 6 601,39 | R 6 601,39 | R 1 523,41 | R 33,85 | R 176,00 | R 85,82 | R 85,82 | R 396,08 | R 396,08 | R 33,01 | R 33,01 |
| 2078 | Operator - Multi skilled - after 10 years | R 6 914,25 | R 6 914,25 | R 1 595,61 | R 35,46 | R 176,00 | R 89,89 | R 89,89 | R 414,85 | R 414,85 | R 34,57 | R 34,57 |
| 3042 | Receptionist - Beauty Establishment | R 5 842,67 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 75,95 | R 75,95 | R 350,56 | R 350,56 | R 29,52 | R 29,52 |
| 2082 | Receptionist - Hairdressing salon | R 5 831,82 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 75,81 | R 75,81 | R 349,91 | R 349,91 | R 29,52 | R 29,52 |
| 2084 | Receptionist - Hairdressing salon - after 5 years | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2086 | Receptionist - Hairdressing salon - after 10 years | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 3048 | Somatologist 3 Years | R 5 323,09 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 69,20 | R 69,20 | R 319,39 | R 319,39 | R 29,52 | R 29,52 |
| 3052 | Somatologist B Tech - 4 years | R 5 643,71 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 73,37 | R 73,37 | R 338,62 | R 338,62 | R 29,52 | R 29,52 |
| 3054 | Somatologist - B Tech Laser | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 1012 | Specific Skilled Stylist | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 1014 | Specific Skilled Stylist - after 5 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 1016 | Specific Skilled Stylist - after 10 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 1000 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting | R 3 556,75 | R 5 927,91 | R 1 367,99 | R 30,40 | R 176,00 | R 46,24 | R 46,24 | R 213,40 | R 213,40 | R 29,64 | R 29,64 |
| 1002 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 5 years | R 3 553,30 | R 5 922,17 | R 1 366,67 | R 30,37 | R 176,00 | R 46,19 | R 46,19 | R 213,20 | R 213,20 | R 29,61 | R 29,61 |
| 1004 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 10 years | R 3 549,79 | R 5 916,32 | R 1 365,31 | R 30,34 | R 176,00 | R 46,15 | R 46,15 | R 212,99 | R 212,99 | R 29,58 | R 29,58 |
| 2089 | Working Employer (in Salon with Staff) | R 7 934,95 | R 7 934,95 | R 1 831,16 | R 40,69 | | | | | | R 119,02 | |

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NATIONAL BARGAINING COUNCIL
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**ANNEXURE "H14"**

**REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 116 BEING THE ENTIRE LIMPOPO PROVINCE - WORKING 45 HOURS**

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |

| Work Code | Work Code Description | 01 Mar2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|

**NOTES**

| | |
|---|---|
| **CASUAL EMPLOYEE** | An employee who substitutes for any permanent employee who is sick or on leave<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment |
| **PART TIME EMPLOYEE** | An employee who works 1 or 2 or 3 or 4 days per week<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed **HOURLY** rate for that category of employment<br>Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.<br>If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked. |
| **WORKING EMPLOYERS** | Contributions for a Working Employer (Work Code 2089), is voluntary for SPF from 1 January 2017 |
| **PENSION FUND** | Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee. |
| **DAILY RATE CALCULATION** | Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day |
| **ABBREVIATION DESCRIPTIONS** | BC = Bargaining Council<br>EE = Employee<br>ER = Employer<br>SBF = Sick Benefit Fund<br>SPF = Sick Pay Fund |
| **LEARNERS** | Learners to also include any apprentices |
| **UNION FEE / AGENCY FEE** | Union Members: Union Fee equates to **R 176.00** per month per member. For members who join UASA after the age of 60, the Union Fee equates to **R 143.00** per month per member (Excluding the funeral benefit)<br><br>Non- Union Members: Non-Union members pays an Agency Fee equal to the Union membership fees currently **R 176.00** per person per month but with no UASA benefits. |
| **2026 Hourly Rate - Minimum Wage 45h/Per week** | The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMW) Commission are calculated taking into account the Employer's Pension Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMW as the Pension Fund contribution of the Employer is factored into the calculation.<br>The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NMW Commission. |

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**ANNEXURE "H15"**

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE DIVISION 117 BEING MPUMALANGA PROVINCE - WORKING 45 HOURS

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 3089 | Aesthetic Therapist | R 9 316,40 | R 9 316,40 | R 2 149,95 | R 47,78 | R 176,00 | R 121,11 | R 121,11 | R 558,98 | R 558,98 | R 46,58 | R 46,58 |
| 2002 | Barber - Trainee | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2004 | Barber - Junior | R 4 202,44 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 54,63 | R 54,63 | R 252,15 | R 252,15 | R 29,52 | R 29,52 |
| 2006 | Barber - Senior | R 6 747,06 | R 6 747,06 | R 1 557,03 | R 34,60 | R 176,00 | R 87,71 | R 87,71 | R 404,82 | R 404,82 | R 33,74 | R 33,74 |
| 3036 | Beauty Technologist - Unqualified | R 3 559,82 | R 5 933,03 | R 1 369,17 | R 30,43 | R 176,00 | R 46,28 | R 46,28 | R 213,59 | R 213,59 | R 29,67 | R 29,67 |
| 3034 | Beauty Technologist - Qualified | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 3020 | Beauty and Skincare Therapist - Unqualified | R 4 542,38 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 59,05 | R 59,05 | R 272,54 | R 272,54 | R 29,52 | R 29,52 |
| 3014 | Beauty and Skincare Therapist | R 5 070,42 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 65,92 | R 65,92 | R 304,23 | R 304,23 | R 29,52 | R 29,52 |
| 3022 | Salon Assistant | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 4018 | Drybar Worker | R 5 595,36 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,74 | R 72,74 | R 335,72 | R 335,72 | R 29,52 | R 29,52 |
| 2010 | General Assistant | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2012 | General Assistant after 5 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2014 | General Assistant after 10 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2020 | Hairdresser - 1st year after qualified | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2022 | Hairdresser - Qualified | R 7 934,95 | R 7 934,95 | R 1 831,16 | R 40,69 | R 176,00 | R 103,15 | R 103,15 | R 476,10 | R 476,10 | R 39,67 | R 39,67 |
| 2024 | Hairdresser - Qualified - after 5 years | R 8 329,95 | R 8 329,95 | R 1 922,31 | R 42,72 | R 176,00 | R 108,29 | R 108,29 | R 499,80 | R 499,80 | R 41,65 | R 41,65 |
| 2026 | Hairdresser - Qualified - after 10 years | R 8 728,85 | R 8 728,85 | R 2 014,37 | R 44,76 | R 176,00 | R 113,48 | R 113,48 | R 523,73 | R 523,73 | R 43,64 | R 43,64 |
| 2046 | LEARNER – Entry Level | R - | R 1 971,65 | R 455,00 | R 10,11 | R 176,00 | R - | R - | R - | R - | R 9,86 | R 9,86 |
| 2048 | LEARNER – Level 2 | R - | R 3 943,04 | R 909,94 | R 20,22 | R 176,00 | R - | R - | R - | R - | R 19,72 | R 19,72 |
| 2050 | LEARNER – Level 3 | R - | R 6 079,06 | R 1 402,87 | R 31,17 | R 176,00 | R - | R - | R - | R - | R 30,40 | R 30,40 |
| 2052 | LEARNER – Level 4 | R 5 323,23 | R 8 552,65 | R 1 973,70 | R 43,86 | R 176,00 | R 69,20 | R 69,20 | R 319,39 | R 319,39 | R 42,76 | R 42,76 |
| 3032 | Manager - Beauty | R 8 261,87 | R 8 261,87 | R 1 906,60 | R 42,37 | R 176,00 | R 107,40 | R 107,40 | R 495,71 | R 495,71 | R 41,31 | R 41,31 |
| 2060 | Manager - Hairdresser | R 8 363,18 | R 8 363,18 | R 1 929,98 | R 42,89 | R 176,00 | R 108,72 | R 108,72 | R 501,79 | R 501,79 | R 41,82 | R 41,82 |
| 2062 | Manager - Hairdresser after 5 years | R 8 781,70 | R 8 781,70 | R 2 026,56 | R 45,03 | R 176,00 | R 114,16 | R 114,16 | R 526,90 | R 526,90 | R 43,91 | R 43,91 |
| 2064 | Manager - Hairdresser after 10 years | R 9 200,08 | R 9 200,08 | R 2 123,11 | R 47,18 | R 176,00 | R 119,60 | R 119,60 | R 552,00 | R 552,00 | R 46,00 | R 46,00 |
| 3030 | Manager - only (Beauty Establishment) | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2054 | Manager - only (Hairdressing) | R 6 943,58 | R 6 943,58 | R 1 602,38 | R 35,61 | R 176,00 | R 90,27 | R 90,27 | R 416,62 | R 416,62 | R 34,72 | R 34,72 |
| 2056 | Manager - only (Hairdressing) after 5 years | R 7 291,64 | R 7 291,64 | R 1 682,70 | R 37,39 | R 176,00 | R 94,79 | R 94,79 | R 437,50 | R 437,50 | R 36,46 | R 36,46 |
| 2058 | Manager - only (Hairdressing) after 10 years | R 7 637,73 | R 7 637,73 | R 1 762,57 | R 39,17 | R 176,00 | R 99,29 | R 99,29 | R 458,26 | R 458,26 | R 38,19 | R 38,19 |
| 3040 | Nail technician - Unqualified | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3084 | Nail Technician - Certified | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3038 | Nail technician - Qualified | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3088 | Massage Therapist - entry level | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3087 | Massage Therapist | R 5 595,36 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,74 | R 72,74 | R 335,72 | R 335,72 | R 29,52 | R 29,52 |

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NATIONAL BARGAINING COUNCIL
for the Hairdressing - Cosmetology - Beauty & Skincare Industry

**ANNEXURE "H15"**

**REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE DIVISION 117 BEING MPUMALANGA PROVINCE - WORKING 45 HOURS**

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 2067 | Operator - Trainee | R 3 978,56 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 51,72 | R 51,72 | R 238,71 | R 238,71 | R 29,52 | R 29,52 |
| 2068 | Operator | R 5 513,14 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 71,67 | R 71,67 | R 330,79 | R 330,79 | R 29,52 | R 29,52 |
| 2072 | Operator - after 10 years | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2070 | Operator - after 5 years | R 5 789,18 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 75,26 | R 75,26 | R 347,35 | R 347,35 | R 29,52 | R 29,52 |
| 2074 | Operator - Multi skilled | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2076 | Operator - Multi skilled - after 5 years | R 6 601,39 | R 6 601,39 | R 1 523,41 | R 33,85 | R 176,00 | R 85,82 | R 85,82 | R 396,08 | R 396,08 | R 33,01 | R 33,01 |
| 2078 | Operator - Multi skilled - after 10 years | R 6 914,25 | R 6 914,25 | R 1 595,61 | R 35,46 | R 176,00 | R 89,89 | R 89,89 | R 414,85 | R 414,85 | R 34,57 | R 34,57 |
| 3042 | Receptionist - Beauty Establishment | R 5 842,67 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 75,95 | R 75,95 | R 350,56 | R 350,56 | R 29,52 | R 29,52 |
| 2082 | Receptionist - Hairdressing salon | R 5 831,82 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 75,81 | R 75,81 | R 349,91 | R 349,91 | R 29,52 | R 29,52 |
| 2084 | Receptionist - Hairdressing salon - after 5 years | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2086 | Receptionist - Hairdressing salon - after 10 years | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 3048 | Somatologist 3 Years | R 5 323,09 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 69,20 | R 69,20 | R 319,39 | R 319,39 | R 29,52 | R 29,52 |
| 3052 | Somatologist B Tech - 4 years | R 5 643,71 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 73,37 | R 73,37 | R 338,62 | R 338,62 | R 29,52 | R 29,52 |
| 3054 | Somatologist - B Tech Laser | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 1012 | Specific Skilled Stylist | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 1014 | Specific Skilled Stylist - after 5 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 1016 | Specific Skilled Stylist - after 10 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 1000 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting | R 3 556,75 | R 5 927,91 | R 1 367,99 | R 30,40 | R 176,00 | R 46,24 | R 46,24 | R 213,40 | R 213,40 | R 29,64 | R 29,64 |
| 1002 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 5 years | R 3 553,30 | R 5 922,17 | R 1 366,67 | R 30,37 | R 176,00 | R 46,19 | R 46,19 | R 213,20 | R 213,20 | R 29,61 | R 29,61 |
| 1004 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 10 years | R 3 549,79 | R 5 916,32 | R 1 365,31 | R 30,34 | R 176,00 | R 46,15 | R 46,15 | R 212,99 | R 212,99 | R 29,58 | R 29,58 |
| 2089 | Working Employer (in Salon with Staff) | R 7 934,95 | R 7 934,95 | R 1 831,16 | R 40,69 | | | | | | R 119,02 | |

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NATIONAL BARGAINING COUNCIL
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**ANNEXURE "H15"**

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE DIVISION 117 BEING MPUMALANGA PROVINCE - WORKING 45 HOURS

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|

### NOTES

| | |
|---|---|
| CASUAL EMPLOYEE | An employee who substitutes for any permanent employee who is sick or on leave<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment |
| PART TIME EMPLOYEE | An employee who works 1 or 2 or 3 or 4 days per week<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed **HOURLY** rate for that category of employment<br>Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.<br>If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked. |
| WORKING EMPLOYERS | Contributions for a Working Employer (Work Code 2089), is voluntary for SPF from 1 January 2017 |
| PENSION FUND | Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee. |
| DAILY RATE CALCULATION | Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day |
| ABBREVIATION DESCRIPTIONS | BC = Bargaining Council<br>EE = Employee<br>ER = Employer<br>SBF = Sick Benefit Fund<br>SPF = Sick Pay Fund |
| LEARNERS | Learners to also include any apprentices |
| UNION FEE / AGENCY FEE | Union Members: Union Fee equates to **R 176.00** per month per member. For members who join UASA after the age of 60, the Union Fee equates to **R 143.00** per month per member (Excluding the funeral benefit)<br>Non- Union Members: Non-Union members pays an Agency Fee equal to the Union membership fees currently **R 176.00** per person per month but with no UASA benefits. |
| 2026 Hourly Rate - Minimum Wage 45h/Per week | The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMW) Commission are calculated taking into account the Employer's Pension Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMW as the Pension Fund contribution of the Employer is factored into the calculation.<br>The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NMW Commission. |

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**ANNEXURE "H16"**

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 106 BEING THE ENTIRE WESTERN CAPE (EXCLUDING THE MAGISTERIAL DISTRICTS OF CAPE TOWN, WYNBERG, SIMONSTAD AND BELVILLE)

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 2002 | Barber - Trainee | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3036 | Beauty Technologist - Unqualified | R 3 559,82 | R 5 933,03 | R 1 369,17 | R 30,43 | R 176,00 | R 46,28 | R 46,28 | R 213,59 | R 213,59 | R 29,67 | R 29,67 |
| 3022 | Salon Assistant | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2010 | General Assistant | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2012 | General Assistant after 5 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2014 | General Assistant after 10 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 2046 | LEARNER – Entry Level | R - | R 1 971,65 | R 455,00 | R 10,11 | R 176,00 | R - | R - | R - | R - | R 9,86 | R 9,86 |
| 2048 | LEARNER – Level 2 | R - | R 3 943,04 | R 909,94 | R 20,22 | R 176,00 | R - | R - | R - | R - | R 19,72 | R 19,72 |
| 2050 | LEARNER – Level 3 | R - | R 6 079,06 | R 1 402,87 | R 31,17 | R 176,00 | R - | R - | R - | R - | R 30,40 | R 30,40 |
| 2052 | LEARNER – Level 4 | R 5 323,23 | R 8 552,65 | R 1 973,70 | R 43,86 | R 176,00 | R 69,20 | R 69,20 | R 319,39 | R 319,39 | R 42,76 | R 42,76 |
| 3040 | Nail technician - Unqualified | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3084 | Nail Technician - Certified | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3038 | Nail technician - Qualified | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 3088 | Massage Therapist - entry level | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 1012 | Specific Skilled Stylist | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 1014 | Specific Skilled Stylist - after 5 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 1016 | Specific Skilled Stylist - after 10 years | R 3 542,22 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 46,05 | R 46,05 | R 212,53 | R 212,53 | R 29,52 | R 29,52 |
| 1000 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting | R 3 556,75 | R 5 927,91 | R 1 367,99 | R 30,40 | R 176,00 | R 46,24 | R 46,24 | R 213,40 | R 213,40 | R 29,64 | R 29,64 |
| 1002 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 5 years | R 3 553,30 | R 5 922,17 | R 1 366,67 | R 30,37 | R 176,00 | R 46,19 | R 46,19 | R 213,20 | R 213,20 | R 29,61 | R 29,61 |
| 1004 | Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 10 years | R 3 549,79 | R 5 916,32 | R 1 365,31 | R 30,34 | R 176,00 | R 46,15 | R 46,15 | R 212,99 | R 212,99 | R 29,58 | R 29,58 |
| 3089 | Aesthetic Therapist | R 9 316,40 | R 9 316,40 | R 2 149,95 | R 47,78 | R 176,00 | R 121,11 | R 121,11 | R 558,98 | R 558,98 | R 46,58 | R 46,58 |
| 2004 | Barber - Junior | R 4 202,44 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 54,63 | R 54,63 | R 252,15 | R 252,15 | R 29,52 | R 29,52 |
| 2006 | Barber - Senior | R 6 747,06 | R 6 747,06 | R 1 557,03 | R 34,60 | R 176,00 | R 87,71 | R 87,71 | R 404,82 | R 404,82 | R 33,74 | R 33,74 |
| 3034 | Beauty Technologist - Qualified | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 3020 | Beauty and Skincare Therapist - Unqualified | R 4 542,38 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 59,05 | R 59,05 | R 272,54 | R 272,54 | R 29,52 | R 29,52 |
| 3014 | Beauty and Skincare Therapist | R 5 070,42 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 65,92 | R 65,92 | R 304,23 | R 304,23 | R 29,52 | R 29,52 |
| 4018 | Drybar Worker | R 5 595,36 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,74 | R 72,74 | R 335,72 | R 335,72 | R 29,52 | R 29,52 |
| 2020 | Hairdresser - 1st year after qualified | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2022 | Hairdresser - Qualified | R 7 934,95 | R 7 934,95 | R 1 831,16 | R 40,69 | R 176,00 | R 103,15 | R 103,15 | R 476,10 | R 476,10 | R 39,67 | R 39,67 |
| 2024 | Hairdresser - Qualified - after 5 years | R 8 329,95 | R 8 329,95 | R 1 922,31 | R 42,72 | R 176,00 | R 108,29 | R 108,29 | R 499,80 | R 499,80 | R 41,65 | R 41,65 |
| 2026 | Hairdresser - Qualified - after 10 years | R 8 728,85 | R 8 728,85 | R 2 014,37 | R 44,76 | R 176,00 | R 113,48 | R 113,48 | R 523,73 | R 523,73 | R 43,64 | R 43,64 |
| 3032 | Manager - Beauty | R 8 261,87 | R 8 261,87 | R 1 906,60 | R 42,37 | R 176,00 | R 107,40 | R 107,40 | R 495,71 | R 495,71 | R 41,31 | R 41,31 |
| 2060 | Manager - Hairdresser | R 8 363,18 | R 8 363,18 | R 1 929,98 | R 42,89 | R 176,00 | R 108,72 | R 108,72 | R 501,79 | R 501,79 | R 41,82 | R 41,82 |
| 2062 | Manager - Hairdresser after 5 years | R 8 781,70 | R 8 781,70 | R 2 026,56 | R 45,03 | R 176,00 | R 114,16 | R 114,16 | R 526,90 | R 526,90 | R 43,91 | R 43,91 |
| 2064 | Manager - Hairdresser after 10 years | R 9 200,08 | R 9 200,08 | R 2 123,11 | R 47,18 | R 176,00 | R 119,60 | R 119,60 | R 552,00 | R 552,00 | R 46,00 | R 46,00 |
| 3030 | Manager - only (Beauty Establishment) | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2054 | Manager - only (Hairdressing) | R 6 943,58 | R 6 943,58 | R 1 602,38 | R 35,61 | R 176,00 | R 90,27 | R 90,27 | R 416,62 | R 416,62 | R 34,72 | R 34,72 |
| 2056 | Manager - only (Hairdressing) after 5 years | R 7 291,64 | R 7 291,64 | R 1 682,70 | R 37,39 | R 176,00 | R 94,79 | R 94,79 | R 437,50 | R 437,50 | R 36,46 | R 36,46 |

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NATIONAL BARGAINING COUNCIL
for the Hairdressing • Cosmetology • Beauty & Skincare Industry

**ANNEXURE "H16"**

## REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 106 BEING THE ENTIRE WESTERN CAPE (EXCLUDING THE MAGISTERIAL DISTRICTS OF CAPE TOWN, WYNBERG, SIMONSTAD AND BELVILLE)

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 2058 | Manager - only (Hairdressing) after 10 years | R 7 637,73 | R 7 637,73 | R 1 762,57 | R 39,17 | R 176,00 | R 99,29 | R 99,29 | R 458,26 | R 458,26 | R 38,19 | R 38,19 |
| 3087 | Massage Therapist | R 5 595,36 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 72,74 | R 72,74 | R 335,72 | R 335,72 | R 29,52 | R 29,52 |
| 2067 | Operator - Trainee | R 3 978,56 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 51,72 | R 51,72 | R 238,71 | R 238,71 | R 29,52 | R 29,52 |
| 2068 | Operator | R 5 513,14 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 71,67 | R 71,67 | R 330,79 | R 330,79 | R 29,52 | R 29,52 |
| 2072 | Operator - after 10 years | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2070 | Operator - after 5 years | R 5 789,18 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 75,26 | R 75,26 | R 347,35 | R 347,35 | R 29,52 | R 29,52 |
| 2074 | Operator - Multi skilled | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2076 | Operator - Multi skilled - after 5 years | R 6 601,39 | R 6 601,39 | R 1 523,41 | R 33,85 | R 176,00 | R 85,82 | R 85,82 | R 396,08 | R 396,08 | R 33,01 | R 33,01 |
| 2078 | Operator - Multi skilled - after 10 years | R 6 914,25 | R 6 914,25 | R 1 595,61 | R 35,46 | R 176,00 | R 89,89 | R 89,89 | R 414,85 | R 414,85 | R 34,57 | R 34,57 |
| 3042 | Receptionist - Beauty Establishment | R 5 842,67 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 75,95 | R 75,95 | R 350,56 | R 350,56 | R 29,52 | R 29,52 |
| 2082 | Receptionist - Hairdressing salon | R 5 831,82 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 75,81 | R 75,81 | R 349,91 | R 349,91 | R 29,52 | R 29,52 |
| 2084 | Receptionist - Hairdressing salon - after 5 years | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2086 | Receptionist - Hairdressing salon - after 10 years | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 3048 | Somatologist 3 Years | R 5 323,09 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 69,20 | R 69,20 | R 319,39 | R 319,39 | R 29,52 | R 29,52 |
| 3052 | Somatologist B Tech - 4 years | R 5 643,71 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 73,37 | R 73,37 | R 338,62 | R 338,62 | R 29,52 | R 29,52 |
| 3054 | Somatologist - B Tech Laser | R 5 903,70 | R 5 903,70 | R 1 362,40 | R 30,28 | R 176,00 | R 76,75 | R 76,75 | R 354,22 | R 354,22 | R 29,52 | R 29,52 |
| 2089 | Working Employer (in Salon with Staff) | R 7 934,95 | R 7 934,95 | R 1 831,16 | R 40,69 | | | | | | R 119,02 | |

### NOTES

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| CASUAL EMPLOYEE | An employee who substitutes for any permanent employee who is sick or on leave<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed HOURLY rate for that category of employment |
| PART TIME EMPLOYEE | An employee who works 1 or 2 or 3 or 4 days per week<br>Remuneration / Basic Salary / Wages shall be calculated at the prescribed **HOURLY** rate for that category of employment<br>Should the Council not receive the lower calculated salary from the Employer (Salon owner), then the salary of the Full Time position for that Job Category will apply.<br>If received, then the deductions will be changed accordingly to the lower amount for the actual amount of days worked and not the full amount of days worked. |
| WORKING EMPLOYERS | Contributions for a Working Employer (Work Code 2089), is voluntary for SPF from 1 January 2017 |
| PENSION FUND | Pension Fund Contributions to be paid by all Employees will be 6% of the Basic Salary of the Employee. Contributions payable by all Employers will be 6% of the Basic Salary of the Employee. |
| DAILY RATE CALCULATION | Basic Salary / Wage divided by 4.3333 divided by 45 = HOURLY Rate multiply by hours worked on the day |
| ABBREVIATION DESCRIPTIONS | BC = Bargaining Council<br>EE = Employee<br>ER = Employer<br>SBF = Sick Benefit Fund<br>SPF = Sick Pay Fund |
| LEARNERS | Learners to also include any apprentices |
| UNION FEE / AGENCY FEE | Union Members: Union Fee equates to **R 176.00** per month per member. For members who join UASA after the age of 60, the Union Fee equates to **R 143.00** per month per member (Excluding the funeral benefit)<br>Non- Union Members: Non-Union members pays an Agency Fee equal to the Union membership fees currently **R 176.00** per person per month but with no UASA benefits. |

NATIONAL BARGAINING COUNCIL for the Hairdressing • Cosmetology • Beauty & Skincare Industry

**ANNEXURE "H16"**

**REMUNERATION/BASIC SALARY/WAGE AND CONTRIBUTION SCHEDULE HAIRDRESSING COSMETOLOGY BEAUTY AND SKINCARE FOR DIVISION 106 BEING THE ENTIRE WESTERN CAPE (EXCLUDING THE MAGISTERIAL DISTRICTS OF CAPE TOWN, WYNBERG, SIMONSTAD AND BELVILLE)**

| | |
|---|---|
| EOHCB Subscriptions | See Annexure C |
| Bargaining Levy | See Annexure C |

| Work Code | Work Code Description | 01 Mar 2026 Salary - Contribution Wage - Pension Fund and Council Fees | 01 Mar 2026 Prescribed Wage - for SPF Calc only | 2026 Weekly Rate | 2026 Hourly Rate - 45h/Per week | 2026 Union Fee | BC Fee ER - 1.3% of Contributing Wage | BC Fee EE - 1.3% of Contributing Wage | 2026 National Pension Fund (ER) - Contributing Wage | 2026 National Pension Fund (EE) - Contributing Wage | 2026 National SPF Employer based on Minimum Wage | 2026 National SPF Employee based on Minimum Wage |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 2026 Hourly Rate - Minimum Wage 45h/Per week | The minimum wage and learnership allowances prescribed by the National Minimum Wage (NMW) Commission are calculated taking into account the Employer's Pension Fund contributions. Salary scales and learnership allowances that are based on the prescribed minima may include an hourly rate or weekly rate that is less than the amount of the NMW as the Pension Fund contribution of the Employer is factored into the calculation.<br>The hourly rate or weekly allowance plus the employer portion of the Pension Fund contribution together, may not be less than the minima prescribed by the NMW Commission. | | | | | | | | | | |

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