

HAIRDRESSING & COSMETOLOGY BARGAINING COUNCIL



19/01/2009

|   | DEDUCTIONS and MINIMUM BASIC SALARIES |                           |          |          |                                 |          |          |           |          |                   | "B" SCHEME RATES |                            |                                    |     |     |     |
|---|---------------------------------------|---------------------------|----------|----------|---------------------------------|----------|----------|-----------|----------|-------------------|------------------|----------------------------|------------------------------------|-----|-----|-----|
|   | Minimum Basic Salaries                | Daily rate for sick leave | PENSION  |          | UNION                           | COUNCIL  |          | SICK FUND |          | salary deductions |                  | amount appearing on return | SICK BENEFIT FUND "B" SCHEME RATES |     |     |     |
|   |                                       |                           | employer | employee | employee                        | employer | employee | employer  | employee | employer          | employee         |                            | M                                  | M+1 | M+2 | M+3 |
| BC/MC = beautician/manicurist                                     | 1892.00                               | 72.77                     | 114      | 114      | 57.00                           | 50.00    | 50.00    | 65.00     | 95.00    | 229               | 316              | 545                        | 170                                | 308 | 436 | 575 |
| COTT/ACTT = trade test  | 3345.00                               | 128.65                    | 201      | 201      | 57.00                           | 50.00    | 50.00    | 65.00     | 95.00    | 316               | 403              | 719                        | 170                                | 308 | 436 | 575 |
| JUNCOTT = junior trade test**                                     | 2338.00                               | 89.92                     | 140      | 140      | 57.00                           | 50.00    | 50.00    | 65.00     | 95.00    | 255               | 342              | 597                        | 170                                | 308 | 436 | 575 |
| QET/CE = no trade test  | 2326.00                               | 89.46                     | 140      | 140      | 57.00                           | 50.00    | 50.00    | 65.00     | 95.00    | 255               | 342              | 597                        | 170                                | 308 | 436 | 575 |
| AUQ = afro unqualified  | 1396.00                               | 53.69                     | 84       | 84       | 57.00                           | 50.00    | 50.00    | 65.00     | 95.00    | 199               | 286              | 485                        | 170                                | 308 | 436 | 575 |
| REC = receptionist  | 2714.00                               | 104.38                    | 163      | 163      | 57.00                           | 50.00    | 50.00    | 65.00     | 95.00    | 278               | 365              | 643                        | 170                                | 308 | 436 | 575 |
| SH/unqualified  | 1730.00                               | 66.54                     | 104      | 104      | 57.00                           | 50.00    | 50.00    | 60.00     | 86.00    | 214               | 297              | 511                        | 170                                | 308 | 436 | 575 |
| SH/qualified or mod 1   | 2044.00                               | 78.62                     | 123      | 123      | 57.00                           | 50.00    | 50.00    | 60.00     | 86.00    | 233               | 316              | 549                        | 170                                | 308 | 436 | 575 |
| GA = general assistant  | 2044.00                               | 78.62                     | 123      | 123      | 57.00                           | 40.00    | 40.00    | 60.00     | 86.00    | 223               | 306              | 529                        | 170                                | 308 | 436 | 575 |
| LEARNERS  |                                       |                           |          |          |                                 |          |          |           |          |                   |                  |                            |                                    |     |     |     |
| commencing  | 1480.00                               | 56.92                     | 89       | 89       | 57.00                           | 40.00    | 40.00    | 60.00     | 86.00    | 189               | 272              | 461                        | 170                                | 308 | 436 | 575 |
| Mod-1 - passed  | 1600.00                               | 61.54                     | 96       | 96       | 57.00                           | 50.00    | 50.00    | 65.00     | 95.00    | 211               | 298              | 509                        | 170                                | 308 | 436 | 575 |
| Mod-2 - passed  | 1663.00                               | 63.96                     | 100      | 100      | 57.00                           | 50.00    | 50.00    | 65.00     | 95.00    | 215               | 302              | 517                        | 170                                | 308 | 436 | 575 |
| Mod-3 - passed  | 1724.00                               | 66.31                     | 103      | 103      | 57.00                           | 50.00    | 50.00    | 65.00     | 95.00    | 218               | 305              | 523                        | 170                                | 308 | 436 | 575 |
| Mod-4 - passed  | 1852.00                               | 71.23                     | 111      | 111      | 57.00                           | 50.00    | 50.00    | 65.00     | 95.00    | 226               | 313              | 539                        | 170                                | 308 | 436 | 575 |
| Mod-5 - passed  | 1914.00                               | 73.62                     | 115      | 115      | 57.00                           | 50.00    | 50.00    | 65.00     | 95.00    | 230               | 317              | 547                        | 170                                | 308 | 436 | 575 |
| Mod-6 - passed  | 1981.00                               | 76.19                     | 119      | 119      | 57.00                           | 50.00    | 50.00    | 65.00     | 95.00    | 234               | 321              | 555                        | 170                                | 308 | 436 | 575 |
| UNIT STANDARD LEVELS  |                                       |                           |          |          |                                 |          |          |           |          |                   |                  |                            |                                    |     |     |     |
| Commencement  | 1542.00                               | 59.31                     | 93       | 93       | 57.00                           | 40.00    | 40.00    | 60.00     | 86.00    | 193               | 276              | 469                        | 170                                | 308 | 436 | 575 |
| Unit Stand. Levels 1 - 5  | 1636.00                               | 62.92                     | 98       | 98       | 57.00                           | 50.00    | 50.00    | 65.00     | 95.00    | 213               | 300              | 513                        | 170                                | 308 | 436 | 575 |
| Unit Stand. Levels 6 - 10   | 1797.00                               | 69.12                     | 108      | 108      | 57.00                           | 50.00    | 50.00    | 65.00     | 95.00    | 223               | 310              | 533                        | 170                                | 308 | 436 | 575 |
| Unit Stand. Levels 11 - 15  | 1990.00                               | 76.54                     | 119      | 119      | 57.00                           | 50.00    | 50.00    | 65.00     | 95.00    | 234               | 321              | 555                        | 170                                | 308 | 436 | 575 |
| EMPLOYER SELFEMPLOYED ETC   |                                       |                           |          |          | 65.00 - council fees wef 1/3/05 |          |          |           |          |                   |                  |                            |                                    |     |     |     |
| EMPLOYER RETIREMENT FUND  |                                       |                           |          |          | 293 wef 01/01/09                |          |          |           |          |                   |                  |                            |                                    |     |     |     |
| EMPLOYER REG WITH EOHCB   |                                       |                           |          |          | 170.00 -wef 01/07/08            |          |          |           |          |                   |                  |                            |                                    |     |     |     |
| ** Junior qualified trade tested - less than 18 months experience |                                       |                           |          |          |                                 |          |          |           |          |                   |                  |                            |                                    |     |     |     |

Increases:-

Council wef 01/01/08  
 Pension wef 01/01/08  
 Union wef 01/06/08  
 Sbf wef - 01/01/08  
 EOHCB wef 01/07/08  
 Pension wef 01/01/09