



HAIRDRESSING & COSMETOLOGY BARGAINING COUNCIL (KWAZULU-NATAL)

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CIRCULAR NOTICE No. 2/ 2008

TO ALL ESTABLISHMENTS IN THE INDUSTRY:-

The NEW YEAR is well and truly under way.

All employers and employees are reminded of the new salary and deduction levels for 2008. It is particularly important that all parties are aware of them and actively embrace the improvements which have been negotiated 'for the industry - by the industry'.

Every person working in a salon MUST have some form of written contract of employment. It has become abundantly clear that persons who attempt to deviate from this basic legal requirement will eventually 'come short'! Employers are reminded that our friendly Receiver of Revenue is after competent and honest financial reports. Contracts of employment will be focussed upon during this year. Employees quite clearly are not aware of the personal security that comes from a contract of employment. Salons have also been reminded and reminded that there must be an attendance register in the salon. Apart from the obvious checking on attendance, the safety and security of every life in the salon is also becoming more and more of a responsibility, employers must be able to account for their staff who are supposed to be in the salon. Emanating from contracts and attendance, the employee must also receive a PAY SLIP at or near the end of each month.

Employees are reminded and reminded of the importance of payslip - you cannot claim UIF without proof of contributions. This comes by way of the pay slip. You cannot claim funeral benefits from the Union, nor can you claim maternity benefits from the Union without a few payslips. We are in the middle of a massive exercise on the pension fund. People are coming along and claiming they were contributing to the pension fund since the Rinderpest. But, do they have a payslip to prove it - NO!

Finally - we are begging and pleading with all salon owners to pay over the employee benefit contributions as quickly after the end of the month as possible, and to preferably to effect this by EFT. We are anxious to improve the security of all our money transactions. Thank you.

A.T. PARKINSON
SECRETARY TO COUNCIL