



HAIRDRESSING & COSMETOLOGY BARGAINING COUNCIL (KWAZULU-NATAL)

8 Chelmsford Road PO. Box 2182
Berea Durban
Durban 4000
4001

Tel: 031 - 201 1193 /5
Fax: 031 - 201 1231
e-mail : info@hcbckzn.co.za

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TO ALL ESTABLISHMENTS IN THE INDUSTRY:-

LEARNERS / APPRENTICES

APPRENTICES are unquestionably the backbone of our industry. It is in the interests of salon owners and qualified hairstylists in the industry to protect and to support (and improve) the system.

Notwithstanding - there is a reciprocal duty and responsibility on the part of Appy's to also secure their own futures!

Again, while we have addressed the subject in previous circulars, there are different ways for an Appy to get into the system. Firstly, a school leaver can go to work directly in a salon and at the same time be a part-time student at a college. We appreciate that part-time courses are not quite so easy to come by, but the industry is looking at it. In addition, it is essential that everyone understands that there is a heap of forms and contracts to be completed between the Appy, the parent, the employer and the college. While these forms are not the responsibility of the Bargaining Council, we urge employers to contact us for guidance since whether a learner, apprentice or an employee in the industry, the Bargaining Council requires a record of all workers in the industry.

Alternatively, a school-leaver can go directly to (an Accredited) college for a one-year fulltime course. At this stage, s/he is not part of the industry, per se, but, after completing the unit standards NQF levels at college, the graduate can then join the industry. There is no more BOARD EXAM at this stage. The 'graduate' enters into a one year learnership (*APPRENTICESHIP*) contract with the salon with all the same bundle of papers as an Apprentice attending part-time courses.

Please bear with us - specialists and experienced personages are assisting, but at present there are a number of *routes* for our Appy's to get qualifications. The Modular System is being phased out, but we still have UNIT STANDARDS and NQF levels. These both end up with a Final Examination.

When the Appy is in the salon, s/he must have a log book. Again, the Bargaining Council can assist. One way to think of it is that the log book is link between the Appy and the system, and it is their proof of having practised the skills of a hairstylist before attending the Final Examinations.

Please keep in touch and feel free to contact the Bargaining Council on such matters.

A.T. PARKINSON
SECRETARY TO COUNCIL