



HAIRDRESSING & COSMETOLOGY BARGAINING COUNCIL (KWAZULU-NATAL)

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TO ALL ESTABLISHMENTS IN THE INDUSTRY:-

PERSONNEL STRUCTURES IN SALON

One perceives that the average salon is probably structured along the lines of the following;

**SALON OWNER / BUSINESS PARTNERS
SALON MANAGER / ESS**

RECEPTIONIST

**STYLISTS
SHAMPOOISTS
GENERAL ASSISTANTS
APPRENTICES**

Now, in some instances we are facing the occurrence of the ubiquitous “Rent-a-Chair”. Yes, a fact of life, perhaps, but where does this creature fit in? We don’t believe that the ‘rent-a-chair’ really has a place in the industry. It appears that the rent-a-chair might be thinking that they can escape the constricting clutches of being an employee, or maybe of even avoiding some aspects of our legislative obligations.

Firstly, we are saying to the salon owner that YOU have an obligation to ensure that the ‘rent-a-chair’ is compliant with the requirements of the Bargaining Council. Notwithstanding that you the salon owner has to register - even as a non-employer - and pay a large registration fee and monthly levy, you will have the obligation to ensure compliance on the part of all ‘workers’ in your establishment.

The ‘rent-a-chair’ also has to register with the council. YOU will have to pay a monthly levy to council. As you will be categorised as self-employed as opposed to employed, you will have to comply with the council agreement in respect of Retirement Annuity and Sick Benefit Fund.

The Government has recently disseminated enough information about every stakeholder having to join both a retirement fund and a medical aid, failing which you will have to register in the national funds. We would like to convince you that it is in your best interests to ensure that you register and comply with the bargaining council - BEFORE the government gets its clutches into you for these two different funds.

The most concerning feature of the rent-a-chair is that in this capacity you are neither allowed to employ nor are you allowed to train. An industry such as Hairdressing survives on employment and apprentices. We urge all affected parties to review their situation in this regard and to liaise directly with the council for further information.

A.T. PARKINSON
SECRETARY TO COUNCIL