



HAIRDRESSING & COSMETOLOGY BARGAINING COUNCIL (KWAZULU-NATAL)

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CIRCULAR NOTICE No. 6 / 2008

TO ALL ESTABLISHMENTS IN THE INDUSTRY:-

COMPLIANCE WITH THE COLLECTIVE AGREEMENT

ALL SALON OWNERS AND EMPLOYERS ARE REMINDED THAT IN TERMS OF THE 'REGULATIONS', YOU ARE REQUIRED TO MAKE CERTAIN DEDUCTIONS FROM THE SALARY OF YOUR EMPLOYEE AND TO PAY THESE OVER TO THE RELEVANT AUTHORITY WITHIN A VERY SPECIFIC PERIOD OF TIME.

We will just make mention of PAYE / SITE, UIF and SDL – employers know their responsibilities in this regard.

For the purposes of the Bargaining Council, we refer to Council Levy; Sick Benefit Fund; Pension Fund and Union subscriptions.

The Main Collective Agreement prescribes that these deductions are to be paid over to the council by the seventh day of the month following when the deductions were made. Some employers try to tell me that they pay everything on behalf of the employee – this still does not exonerate the employer from making that payment to council by the seventh, as above.

Should you, the employer, fail to make good this payment by the seventh of the month as described or prescribed, a legal process will be started against you. **NOTE BENE:** that once the legal notice has been SERVED, then you will also and IMMEDIATELY become liable for the legal costs incurred by the council in undertaking this process. The legal costs may include fines, penalties, arbitration costs and also eventually the costs incurred by the SHERIFF when he comes to pick up your assets! You are warned.

A.T. PARKINSON
SECRETARY TO COUNCIL

Committee Members: M. Goldman (Chair) T. Scott (Vice-chair) T. Corder, J. Falconer
R. Bhugwanth, S. Nicholson, P. Khuzwayo, T. Sherwin