



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
website: www.hcbckzn.co.za

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CIRCULAR 1 / 09

TO ALL ESTABLISHMENTS IN THE INDUSTRY:-

WELCOME TO 2009, *THIS IS THE YEAR WHEN IT WILL ALL GET BETTER...*

A SALARY SCHEDULE WHICH SHOWS THE MINIMUM SALARY FOR 2009 HAS BEEN DISTRIBUTED TO EACH SALON.

THE BARGAINING COUNCIL AGENTS WILL BE VISITING ALL SALONS IN THE NEAR FUTURE, TO ASCERTAIN THAT AT LEAST THE MINIMUM SALARY IS BEING PAID TO WORKERS. EVERYONE IS REMINDED THAT PENSION FUND CONTRIBUTIONS AND UNEMPLOYMENT FUND CONTRIBUTIONS ARE CALCULATED AS A PERCENTAGE OF THE SALARY. OTHER CONTRIBUTIONS ARE BASED ON RAND VALUE.

SALONS ARE REMINDED THAT WHERE THE WORKER DOES NOT HAVE A PENSION FUND NUMBER, APPLICATION MUST BE MADE TO COUNCIL BY WAY OF COMPLETING THE "ADDITION OF MEMBER" FORM.

ALSO, ALL 'PARTIES' ARE REMINDED THAT A CONTRACT OF EMPLOYMENT – OR AT LEAST 'WRITTEN PARTICULARS OF EMPLOYMENT' - IS A LEGAL REQUIREMENT. FOR THE PURPOSES OF IDENTIFICATION IN RESPECT OF UIF CLAIMS, PENSION FUND CLAIMS, UNION FUNERAL BENEFIT CLAIMS, etc A PAYSLIP IS A PRE-REQUISITE. AGENTS WILL CONTINUE TO ASK FOR EVIDENCE OF THESE ITEMS.

APPRENTICES: OUR INDUSTRY HAS THE ENVIABLE REPUTATION THAT IT PROVIDES A BASIS FOR TRAINING FOR ONE OF THE MOST POPULAR 'TRADES'. SALONS ARE ENCOURAGED TO EMPLOY APPRENTICES, AND TO MAKE SURE THAT THEY ARE PROPERLY REGISTERED WITH THE SSETA. IT IS VERY DIFFICULT FOR 'RENT-A-CHAIR' TO BECOME QUALIFIED WITH TRADE TEST. IN DUE COURSE ALL APPRENTICES WILL BE ENTERED TO DO THE TRADE TEST. COUNCIL HAS ALL THE NECESSARY FORMS AND INFORMATION TO HELP IN THIS REGARD.

PLEASE FEEL FREE TO CONTACT COUNCIL WITH REGARD TO ALL LABOUR ISSUES.

**THANK YOU
HCBCKZN**