

HAIRDRESSING & COSMETOLOGY BARGAINING COUNCIL (KWAZULU-NATAL)

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**TO ALL PARTIES IN THE HAIRDRESSING INDUSTRY -**

It would be foolhardy to NOT recognize that this has been a very tough year from an economical point of view and indications are that certainly the first few months of 2010 may also be difficult. We have to put our faith in the hope that the economy is on the up, and that the soccer world cup will be there to help! Good luck to our local players!

Meantime, we have to remind you all in the industry that whatever the circumstances, you have responsibilities in terms of conditions of employment. We recently had an experience in a salon where non-compliance for UIF etc, has attracted the wrath of the department of labour, resulting in the issue of subpoenas to produce documents / make payments in front of the courts.

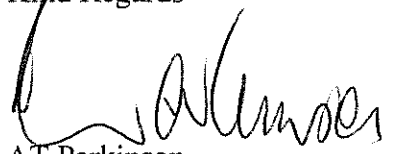
The employer has to know that contributions for UIF, pension and sick benefit, council and union simply have to be deducted and paid. Payment – and prompt payments - are also a legal requirement. Non- and late payments will prejudice workers and cause the employer to face possible prosecution.

Members have to be warned that any pension payment which is sixty days overdue may result in the suspension of the member, and the total rejection of ANY benefits. Similarly, any Sick Benefit contribution which is sixty days in arrears will also result in forfeiture of benefit. There is no respite from these regulations.

While payment is paramount, we appeal to salon owners - cash is not favoured. As you are aware, 'cash banking' these days is the expensive option and therefore cash payments must be accompanied by the appropriate bank charges! Parties are encouraged to make use of EFT / internet banking / direct deposit, etc. PDC's can no longer be accepted, and certainly anyone who presents a PDC that is not honoured will face fraud charges. With effect from January 2010, late payments will automatically and irrevocably attract interest penalties.

On that festive note, may we at the secretariat of the bargaining council wish everyone in the industry a safe and successful 'festive season'?!

Kind Regards



AT Parkinson  
SECRETARY to COUNCIL