

HAIRDRESSING & COSMETOLOGY BARGAINING COUNCIL (KWAZULU-NATAL)

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MARCH 2010

CIRCULAR 03 - 2010

TO ALL EMPLOYEES : PROTECT YOUR CAREER

Calling all EMPLOYEES in the industry – including aspirant learners and apprentices and even those who think it might be easy going it alone as a self-employed or as a rent-a-chair – you MUST avail yourself of all information about the industry and about your benefits and your obligations.

BEFORE you actually start working at a new place, get yourself a ‘contract of employment’. Whether as a shampooist or as a qualified stylist - make sure the terms of your specific employment are clearly written down and understood by both of you – the employer and the worker. It is no good coming crying three years later and saying something like, ‘...but I didn’t want to work on Sundays’!

At the end of every month, the employee must get a pay slip. Why? – if you are fired and want UIF, you have to prove you were contributing to the UIF. If you have a baby, you have to have pay slips to claim from UIF, or the Union or the council SBF. You HAVE to HAVE a pay slip. Your surviving family can also identify themselves with your pay slips for any death claim to the union, UIF or the pension fund.

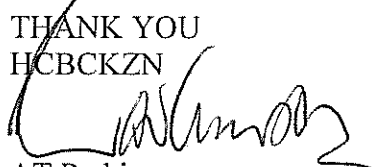
The industry offers you a pension scheme. You currently contribute 6% of your basic council salary, and your boss ADDS AN EXTRA 6% to it. You get it all back when you retire, and if you should become disabled or die, your family currently gets two times your basic annual salary.

The industry offers you a sick benefit fund – you can visit the SBF panel doctors, you can go to different specialists, you can get your teeth repaired, you can get new glasses, etc. The SBF also offers a small ‘baby benefit’, and a funeral benefit in respect of the member.

Those workers in the industry who don’t yet have a trade test, because things are changing rapidly, you are encouraged to make application as soon as possible to do your TT. It is in your interest and will help you to secure your future as a qualified hairstylist.

Finally – to the BOSS – get your employee to sign this to prove they have read (and understood) it.

THANK YOU
HCBCKZN



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SECRETARY to COUNCIL