

Increase in the National Minimum Wage of South Africa - Effective: 1 March 2022

Minister of Employment and Labour, Thembelani Waltermade Nxesi on 7 February 2022 confirmed by means of a published gazette that the National Minimum Wage of South Africa as per the National Minimum Wage Act, No. 9 of 2018, will increase effectively on 1 March 2022. The increase affects both schedules 1 and 2 of the Act.

Schedule 1:

The national minimum wage is **R23,19** for each ordinary hour worked as of 1 March 2022. This is a 6.9% increase on the 2021 hourly rate.

Farm and domestic workers are also entitled to a minimum wage of R23,19 per hour. Workers employed on an expanded public works programme are entitled to a minimum wage of R12,75 per hour, and workers who have concluded learnership agreements contemplated in section 17 of the Skills Development Act, No.97 of 1998, are entitled to the weekly allowances contained in Schedule 2.

Schedule 2:

NQF LEVEL	CREDITS ALREADY EARNED BY LEARNER	MINIMUM ALLOWANCE PER WEEK
Level 1 to 2	0 – 120	R349,04
	121 - 240	R698,05
Level 3	0 – 120	R349,04
	121 – 240	R657,38
	241 - 360	R1076,19
Level 4	0 – 120	R349,04
	121 – 240	R698,11
	241 – 360	R1076,19
	361 - 480	R1570,63

Level 5 to 8	0 – 120	R349,04
	121 – 240	R756,20
	241 – 360	R1131,44
	361 – 480	R1593,94
	481 - 600	R2036,00

Based on the 2021 Remuneration/Basic Salary/Wage and Contribution Schedule of the **National Bargaining Council for Hairdressing, Cosmetology, Beauty and Skincare Industry**, the tables below will provide a guide as to how the increase in schedule 1 and 2 of 6.9%, will affect the existing 2021 Hairdressing, Cosmetology, Skincare, and Beauty Industry Remuneration/Basic Salary/Wage and Contribution Schedule effective 1 March 2022.

Schedule 1:

2021 MINIMUM SALARY (195 hours)	2021 HOURLY RATE	2022 MINIMUM SALARY (195 hours)	2022 HOURLY RATE
R4,229.52	R21.69	R4,522.05	R23.19

Schedule 2:

Description	2021 MINIMUM WEEKLY ALLOWANCE	2021 MINIMUM MONTHLY ALLOWANCE	2021 HOURLY RATE (195 hours)	2022 MINIMUM WEEKLY ALLOWANCE	2022 MINIMUM MONTHLY ALLOWANCE	2022 HOURLY RATE (195 hours)
LEARNER ENTRY LEVEL	R326.51	R1,414.87	R7.26	R349.04	R1,512.50	R7.76
LEARNER NQF LEVEL 2	R652.99	R2,829.60	R14.51	R698.05	R3,024.84	R15.51

LEARNER NQF LEVEL 3	R1,006.73	R4,362.46	R22.37	R1,076.19	R4,663.47	R23.91
LEARNER NQF LEVEL 4	R1,469.25	R6,366.70	R32.65	R1,570.63	R6,806.00	R34.90

The following Job Categories as prescribed in the Main Collective Agreement of the National Bargaining Council for Hairdressing, Cosmetology, Skincare, and Beauty will be affected by the increase as of 1 March 2022:

Division: 101 - BEING THE PROVINCE OF GAUTENG, EXCLUDING THE MAGISTERIAL DISTRICTS OF ALBERTON, PRETORIA, WONDERBOOM, BRONKHORSPRUIT (KUNGWINI) AND CULLINAN	
Work code:	Description:
2002	Barber - Trainee
2004	Barber - Junior
3036	Beauty Technologist - Unqualified
3022	Salon Assistant
4018	Drybar Worker
2010	General Assistant
2012	General Assistant after 5 years
2014	General Assistant after 10 years
2020	Hairdresser - 1st year after qualified
2022	Hairdresser - Qualified
2024	Hairdresser - Qualified - after 5 years
2026	Hairdresser - Qualified - after 10 years

2060	Manager - Hairdresser
2062	Manager - Hairdresser after 5 years
2064	Manager - Hairdresser after 10 years
3040	Nail technician - Unqualified
3084	Nail Technician - Certified
3038	Nail technician - Qualified
3088	Massage Therapist - entry level
2067	Operator - Trainee
1012	Specific Skilled Stylist
1014	Specific Skilled Stylist - after 5 years
1016	Specific Skilled Stylist - after 10 years
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 5 years
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 10 years
3020	Beauty and Skincare Therapist - Unqualified
Division: 102 - BEING EAST LONDON, PORT ALFRED, AND ALL OF THE MAGISTERIAL DISTRICTS OF THE EASTERN CAPE PROVINCE	
Work code:	Description:
2002	Barber - Trainee
2004	Barber - Junior
3036	Beauty Technologist - Unqualified
3020	Beauty and Skincare Therapist - Unqualified

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3014	Beauty and Skincare Therapist
3022	Salon Assistant
4018	Drybar Worker
2010	General Assistant
2012	General Assistant after 5 years
2014	General Assistant after 10 years
2020	Hairdresser - 1st year after qualified
2022	Hairdresser - Qualified
2024	Hairdresser - Qualified - after 5 years
2026	Hairdresser - Qualified - after 10 years
2060	Manager - Hairdresser
2062	Manager - Hairdresser after 5 years
2064	Manager - Hairdresser after 10 years
3040	Nail technician - Unqualified
3084	Nail Technician - Certified
3038	Nail technician - Qualified
3088	Massage Therapist - entry level
3087	Massage Therapist
2067	Operator - Trainee
2068	Operator
2070	Operator - after 5 years
2072	Operator - after 10 years
2074	Operator - Multi skilled

2076	Operator - Multi skilled - after 5 years
1012	Specific Skilled Stylist
1014	Specific Skilled Stylist - after 5 years
1016	Specific Skilled Stylist - after 10 years
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 5 years
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 10 years
2078	Operator - Multi skilled - after 10 years
3048	Somatologist 3 Years
2054	Manager - only (Hairdressing)
Division: 103 - BEING KIMBERLEY AND ALL OF THE OTHER MAGISTERIAL DISTRICTS OF THE NORTHERN CAPE	
Work code:	Description:
2002	Barber - Trainee
2004	Barber - Junior
3036	Beauty Technologist - Unqualified
3020	Beauty and Skincare Therapist - Unqualified
3014	Beauty and Skincare Therapist
3022	Salon Assistant
4018	Drybar Worker
2010	General Assistant

2012	General Assistant after 5 years
2014	General Assistant after 10 years
2020	Hairdresser - 1st year after qualified
2022	Hairdresser - Qualified
2024	Hairdresser - Qualified - after 5 years
2026	Hairdresser - Qualified - after 10 years
2060	Manager - Hairdresser
2062	Manager - Hairdresser after 5 years
2064	Manager - Hairdresser after 10 years
3040	Nail technician - Unqualified
3084	Nail Technician - Certified
3038	Nail technician - Qualified
3088	Massage Therapist - entry level
3087	Massage Therapist
2067	Operator - Trainee
2068	Operator
2070	Operator - after 5 years
2072	Operator - after 10 years
2074	Operator - Multi skilled
2076	Operator - Multi skilled - after 5 years
2078	Operator - Multi skilled - after 10 years
3042	Receptionist - Beauty Establishment
2082	Receptionist - Hairdressing salon

2084	Receptionist - Hairdressing salon - after 5 years
2086	Receptionist - Hairdressing salon - after 10 years
3048	Somatologist 3 Years
3052	Somatologist B Tech - 4 years
3054	Somatologist - B Tech Laser
1012	Specific Skilled Stylist
1014	Specific Skilled Stylist - after 5 years
1016	Specific Skilled Stylist - after 10 years
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 10 years
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 5 years
2089	Working Employer (in Salon with Staff)
2139	Legal Owner
3030	Manager - only (Beauty Establishment)
Division: 104 - BEING PORT ELIZABETH, UITENHAGE AND HUMANSDORP	
Work code:	Description:
2002	Barber - Trainee
2004	Barber - Junior
3036	Beauty Technologist - Unqualified
3020	Beauty and Skincare Therapist - Unqualified

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3022	Salon Assistant
4018	Drybar Worker
2010	General Assistant
2012	General Assistant after 5 years
2014	General Assistant after 10 years
2020	Hairdresser - 1st year after qualified
2022	Hairdresser - Qualified
2024	Hairdresser - Qualified - after 5 years
2026	Hairdresser - Qualified - after 10 years
2060	Manager - Hairdresser
2062	Manager - Hairdresser after 5 years
2064	Manager - Hairdresser after 10 years
3040	Nail technician - Unqualified
3084	Nail Technician - Certified
3038	Nail technician - Qualified
3088	Massage Therapist - entry level
3087	Massage Therapist
2067	Operator - Trainee
2068	Operator
2070	Operator - after 5 years
2072	Operator - after 10 years
2074	Operator - Multi skilled
1012	Specific Skilled Stylist

1014	Specific Skilled Stylist - after 5 years
1016	Specific Skilled Stylist - after 10 years
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 5 years
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 10 years
3014	Beauty and Skincare Therapist
2076	Operator - Multi skilled - after 5 years
2080	Receptionist - First year of experience
Division: 105 - BEING THE MAGISTERIAL DISTRICT OF ALBERTON	
Work code:	Description:
2002	Barber - Trainee
2004	Barber - Junior
3036	Beauty Technologist - Unqualified
3020	Beauty and Skincare Therapist - Unqualified
3022	Salon Assistant
4018	Drybar Worker
2010	General Assistant
2012	General Assistant after 5 years
2014	General Assistant after 10 years
2020	Hairdresser - 1st year after qualified

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2022	Hairdresser - Qualified
2024	Hairdresser - Qualified - after 5 years
2026	Hairdresser - Qualified - after 10 years
2060	Manager - Hairdresser
2062	Manager - Hairdresser after 5 years
2064	Manager - Hairdresser after 10 years
3040	Nail technician - Unqualified
3084	Nail Technician - Certified
3038	Nail technician - Qualified
3088	Massage Therapist - entry level
2067	Operator - Trainee
2068	Operator
2070	Operator - after 5 years
2072	Operator - after 10 years
2074	Operator - Multi skilled
2082	Receptionist - Hairdressing salon
2086	Receptionist - Hairdressing salon - after 10 years
2084	Receptionist - Hairdressing salon - after 5 years
1012	Specific Skilled Stylist
1014	Specific Skilled Stylist - after 5 years
1016	Specific Skilled Stylist - after 10 years
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting

1004	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 10 years
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 5 years
Division: 106 - BEING THE MAGISTERIAL DISTRICTS OF CAPE, WYNBERG, SIMONSTAD AND BELVILLE	
Work code:	Description:
2000	Barber - starting 1 month
2002	Barber - Trainee
2004	Barber - Junior
3036	Beauty Technologist - Unqualified
3022	Salon Assistant
4018	Drybar Worker
2010	General Assistant
2028	Hairdressing Assistant - Entrance (special needs)
2030	Hairdressing Assistant - Skilled (special needs)
3088	Massage Therapist - entry level
3040	Nail technician - Unqualified
3084	Nail Technician - Certified
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting
Division: 106 - BEING THE ENTIRE WESTERN CAPE (EXCLUDING THE MAGISTERIAL DISTRICTS OF CAPE, WYNBERG, SIMONSTAD AND BELVILLE)	
Work code:	Description:
2002	Barber - Trainee

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2004	Barber - Junior
3036	Beauty Technologist - Unqualified
3020	Beauty and Skincare Therapist - Unqualified
3014	Beauty and Skincare Therapist
3022	Salon Assistant
4018	Drybar Worker
2010	General Assistant
2012	General Assistant after 5 years
2014	General Assistant after 10 years
3040	Nail technician - Unqualified
3084	Nail Technician - Certified
3038	Nail technician - Qualified
3088	Massage Therapist - entry level
3087	Massage Therapist
2067	Operator - Trainee
2068	Operator
3048	Somatologist 3 Years
1012	Specific Skilled Stylist
1014	Specific Skilled Stylist - after 5 years
1016	Specific Skilled Stylist - after 10 years
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting

1002	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 5 years
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 10 years
3052	Somatologist B Tech - 4 years
2070	Operator - after 5 years
2082	Receptionist - Hairdressing salon
3042	Receptionist - Beauty Establishment
Division: 107 - BEING THE PROVINCE OF THE FREE STATE	
Work code:	Description:
2002	Barber - Trainee
2004	Barber - Junior
3036	Beauty Technologist - Unqualified
3020	Beauty and Skincare Therapist - Unqualified
3014	Beauty and Skincare Therapist
3022	Salon Assistant
4018	Drybar Worker
2010	General Assistant
2012	General Assistant after 5 years
2014	General Assistant after 10 years
2020	Hairdresser - 1st year after qualified
2022	Hairdresser - Qualified
2024	Hairdresser - Qualified - after 5 years

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2026	Hairdresser - Qualified - after 10 years
2060	Manager - Hairdresser
2062	Manager - Hairdresser after 5 years
2064	Manager - Hairdresser after 10 years
3030	Manager - only (Beauty Establishment)
3040	Nail technician - Unqualified
3084	Nail Technician - Certified
3038	Nail technician - Qualified
3088	Massage Therapist - entry level
3087	Massage Therapist
2067	Operator - Trainee
2068	Operator
2070	Operator - after 5 years
2072	Operator - after 10 years
2074	Operator - Multi skilled
2076	Operator - Multi skilled - after 5 years
2078	Operator - Multi skilled - after 10 years
3042	Receptionist - Beauty Establishment
2082	Receptionist - Hairdressing salon
2084	Receptionist - Hairdressing salon - after 5 years
2086	Receptionist - Hairdressing salon - after 10 years
3048	Somatologist 3 Years
3052	Somatologist B Tech - 4 years

3054	Somatologist - B Tech Laser
1012	Specific Skilled Stylist
1014	Specific Skilled Stylist - after 5 years
1016	Specific Skilled Stylist - after 10 years
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 5 years
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 10 years
2089	Working Employer (in Salon with Staff)
2139	Legal Owner
Division: 108 - BEING THE NORTH-WEST PROVINCE (EXCLUDING RUSTENBURG, BRITS AND MANKWE)	
Work code:	Description:
2002	Barber - Trainee
2004	Barber - Junior
3036	Beauty Technologist - Unqualified
3020	Beauty and Skincare Therapist - Unqualified
3014	Beauty and Skincare Therapist
3022	Salon Assistant
4018	Drybar Worker
2010	General Assistant
2012	General Assistant after 5 years

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2014	General Assistant after 10 years
2020	Hairdresser - 1st year after qualified
2022	Hairdresser - Qualified
2024	Hairdresser - Qualified - after 5 years
2026	Hairdresser - Qualified - after 10 years
2060	Manager - Hairdresser
2062	Manager - Hairdresser after 5 years
2064	Manager - Hairdresser after 10 years
3040	Nail technician - Unqualified
3084	Nail Technician - Certified
3038	Nail technician - Qualified
3088	Massage Therapist - entry level
3087	Massage Therapist
2067	Operator - Trainee
2068	Operator
3048	Somatologist 3 Years
1012	Specific Skilled Stylist
1014	Specific Skilled Stylist - after 5 years
1016	Specific Skilled Stylist - after 10 years
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Platting, Cutting after 5 years

1004	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 10 years
3052	Somatologist B Tech - 4 years
2070	Operator - after 5 years
2082	Receptionist - Hairdressing salon
3042	Receptionist - Beauty Establishment
Division: 109 - BEING THE ENTIRE KWA-ZULU NATAL PROVINCE	
Work code:	Description:
2002	Barber - Trainee
3036	Beauty Technologist - Unqualified
3020	Beauty and Skincare Therapist - Unqualified
3022	Salon Assistant
4018	Drybar Worker
2010	General Assistant
2022	Hairdresser - no trade test
2060	Manager - Hairdresser
3028	Make-up Artist Trainee
3040	Nail technician - Unqualified
3084	Nail Technician - Certified
3088	Massage Therapist - entry level
3087	Massage Therapist
2067	Operator - Trainee
2068	Operator

2074	Operator - Multi skilled
1012	Specific Skilled Stylist
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting
2020	Hairdresser - 1st year after qualified
Division: 112 - BEING THE MAGISTERIAL DISTRICTS OF PRETORIA, WONDERBOOM - WORKING 40 HOURS HAIRDRESSING, 45 HOURS BEAUTY AND 25 HOURS PART TIME	
Work code:	Description:
2066	Operator - Trainee - Part Time
2067	Operator - Trainee
2000	Barber - starting 1 month
2002	Barber - Trainee
3036	Beauty Technologist - Unqualified
3022	Salon Assistant
4018	Drybar Worker
2010	General Assistant
3028	Make-up Artist Trainee
3040	Nail technician - Unqualified
3084	Nail Technician - Certified
3088	Massage Therapist - entry level
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting
1001	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting - Part Time

3020	Beauty and Skincare Therapist - Unqualified
Division: 113 - BEING THE MAGISTERIAL DISTRICTS OF PRETORIA, WONDERBOOM - WORKING 45 HOURS AND PART TIME 25 HOURS - ALL CATEGORIES	
Work code:	Description:
2000	Barber - starting 1 month
2002	Barber - Trainee
3036	Beauty Technologist - Unqualified
3022	Salon Assistant
4018	Drybar Worker
2010	General Assistant
3040	Nail technician - Unqualified
3084	Nail Technician - Certified
3088	Massage Therapist - entry level
2066	Operator - Trainee - Part Time
2067	Operator - Trainee
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting
1001	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting - Part Time
3087	Massage Therapist
Division: 114 - BEING THE MAGISTERIAL DISTRICT OF BRONKHORSTSPRUIT AND CULLINAN	
Work code:	Description:
2000	Barber - starting 1 month
2002	Barber - Trainee
2004	Barber - Junior

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3036	Beauty Technologist - Unqualified
3020	Beauty and Skincare Therapist - Unqualified
3014	Beauty and Skincare Therapist
3022	Salon Assistant
4018	Drybar Worker
2011	General Assistant - Part Time
2010	General Assistant
2021	Hairdresser - 1st year after qualified - Part Time
2020	Hairdresser - 1st year after qualified
3028	Make-up Artist Trainee
3026	Make-up Artist
3040	Nail technician - Unqualified
3084	Nail Technician - Certified
3038	Nail technician - Qualified
3088	Massage Therapist - entry level
3087	Massage Therapist
2066	Operator - Trainee - Part Time
2067	Operator - Trainee
2068	Operator
3042	Receptionist - Beauty Establishment
2082	Receptionist - Hairdressing salon
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting

1001	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting - Part Time
2069	Operator - Part Time
Division: 115 - BEING RUSTENBURG, BRITS, MANKWE (HARTBEESPOORT)- WORKING 45 HOURS	
Work code:	Description:
2002	Barber - Trainee
2004	Barber - Junior
3036	Beauty Technologist - Unqualified
3020	Beauty and Skincare Therapist - Unqualified
3014	Beauty and Skincare Therapist
3022	Salon Assistant
4018	Drybar Worker
2010	General Assistant
2012	General Assistant after 5 years
2014	General Assistant after 10 years
3040	Nail technician - Unqualified
3084	Nail Technician - Certified
3038	Nail technician - Qualified
3088	Massage Therapist - entry level
3087	Massage Therapist
2067	Operator - Trainee
2068	Operator
3048	Somatologist 3 Years

1012	Specific Skilled Stylist
1014	Specific Skilled Stylist - after 5 years
1016	Specific Skilled Stylist - after 10 years
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 5 years
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 10 years
3052	Somatologist B Tech - 4 years
2070	Operator - after 5 years
2082	Receptionist - Hairdressing salon
3042	Receptionist - Beauty Establishment
Division: 116 - BEING THE ENTIRE LIMPOPO PROVINCE - WORKING 45 HOURS	
Work code:	Description:
2002	Barber - Trainee
2004	Barber - Junior
3036	Beauty Technologist - Unqualified
3020	Beauty and Skincare Therapist - Unqualified
3014	Beauty and Skincare Therapist
3022	Salon Assistant
4018	Drybar Worker
2010	General Assistant

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2012	General Assistant after 5 years
2014	General Assistant after 10 years
3040	Nail technician - Unqualified
3084	Nail Technician - Certified
3038	Nail technician - Qualified
3088	Massage Therapist - entry level
3087	Massage Therapist
2067	Operator - Trainee
2068	Operator
2070	Operator - after 5 years
3042	Receptionist - Beauty Establishment
2082	Receptionist - Hairdressing salon
3048	Somatologist 3 Years
3052	Somatologist B Tech - 4 years
1012	Specific Skilled Stylist
1014	Specific Skilled Stylist - after 5 years
1016	Specific Skilled Stylist - after 10 years
1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 5 years
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 10 years

Division: 117 - BEING MPUMALANGA PROVINCE - WORKING 45 HOURS

Work code:	Description:
2002	Barber - Trainee
2004	Barber - Junior
3036	Beauty Technologist - Unqualified
3020	Beauty and Skincare Therapist - Unqualified
3014	Beauty and Skincare Therapist
3022	Salon Assistant
4018	Drybar Worker
2010	General Assistant
2012	General Assistant after 5 years
2014	General Assistant after 10 years
3040	Nail technician - Unqualified
3084	Nail Technician - Certified
3038	Nail technician - Qualified
3088	Massage Therapist - entry level
3087	Massage Therapist
2067	Operator - Trainee
2068	Operator
3048	Somatologist 3 Years
1012	Specific Skilled Stylist
1014	Specific Skilled Stylist - after 5 years
1016	Specific Skilled Stylist - after 10 years

1000	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting
1002	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 5 years
1004	Specific Skilled Stylist - doing only one of the following: Braiding, Plating, Cutting after 10 years
3052	Somatologist B Tech - 4 years
2070	Operator - after 5 years
2082	Receptionist - Hairdressing salon
3042	Receptionist - Beauty Establishment

Employers who cannot afford the 6.9% increase may apply directly with the Department of Employment and Labour to be exempted from the increase, but qualifying employers will only be entitled to a 10% decrease maximum. Section 15 of the NMWA provides for the exemption process. The exemption process is specifically created for employers who can show that they cannot afford to pay the national minimum wage to workers. An exemption will only be granted if the following criteria are satisfied by the applicant employer:

- the employer cannot afford to pay the national minimum wage; and
- representative trade union(s) of the workers have been meaningfully consulted or, if there are no trade union(s), the affected workers have been meaningfully consulted.

To assess affordability, elements of profitability, liquidity and solvency are taken into account. The decision-making process is rigorous and employers will need to ensure that they submit comprehensive financial and organisational information when applying for exemptions.

If successful, an employer will be provided with an exemption notice which will contain the following information:

- the period of exemption;
- the wage(s) that the employer is required to pay workers; and
- any other relevant condition(s).

If unsuccessful, the employer will also be provided with an exemption notice which will contain reason(s) for the refusal. The exemption process is managed by the Department of Labour through an online system called the National Minimum Wage Exemption System.

The exemption process:

An application must be lodged through the National Minimum Wage system online by following procedures as prompted by the system by providing the following information as required by the system:

- Businesses:
 - Statement of financial performance (Income Statement - 3 years - current year predictions and 2 previous years)
 - Statement of financial position (Balance Sheet)
- Private Households:
 - Statement of financial performance (Income Statement – 1 year)
- Employees working hours and wage information
- Proof of consultation with every representative trade union or, if no such union, the affected workers concerned
- Download application and provide the Bargaining Council, union, affected workers with a copy of the application
- If granted, display a copy of the exemption certificate at the workplace and provide a copy to the Bargaining Council, representative union and any workers who request a copy.

Online exemption application: <https://nmw.labour.gov.za/>

Should members have any queries regarding the above, please contact your EOHCB representative for assistance.