



Employment Services & Solutions Australia
Unit 1, 6 Dellamarta Road
Wangara WA 6065

Phone: 08 9240 4230
Facsimile: 08 9240 4393
Email: admin@essa.net.au
Web: www.essa.net.au

AWARD SUMMARY SHEET

HAIR AND BEAUTY INDUSTRY AWARD 2010

The information provided in this Information Sheet is provided on the basis that it is general information for clients and correspondents to inform them of matters relating to current workplace relations issues. It is not provided, nor should it be relied upon as a substitute for professional advice. Employment Services & Solutions Australia Pty Ltd is not responsible for any outcomes to clients based upon the information provided in this Information Sheet and disclaims all liability, including and without limitation in negligence, for all losses, expenses, damages and costs that may be incurred by a client or correspondent as a result of the information provided in this Information Sheet being inaccurate or incomplete in any way.

This is a summary of the award only. A copy of the full award is available at www.fwc.gov.au

A full copy of the National Employment Standards is available at www.fairwork.gov.au

These wage rates are payable from the **first full pay period commencing on or after 1 July 2019**. If you have any queries, please contact Employment Services & Solutions Australia on 08 9240 4230.

Coverage

This award covers employers throughout Australia in the hair and beauty industry and their employees in the classifications listed Schedule B of the Award. The award does not cover employees who perform hair and beauty work in the general retailing, theatrical, amusement and entertainment industries.

For the purpose of this award, **hair and beauty industry** means:

- i. performing and/or carrying out of shaving, haircutting, hairdressing, hair trimming, facial waxing, hair curling or waving, beard trimming, face or head massaging, shampooing, wig-making, hair working, hair dyeing, manicuring, eye-brow waxing or lash tinting, or any process or treatment of the hair, head or face carried on, using or engaged in a hairdressing salon, and includes the sharpening or setting of razors in a hairdressing salon; and/or
- ii. performing and/or carrying out manicures, pedicures, nail enhancement and nail artistry techniques, waxing, eyebrow arching, lash brow tinting, make-up, analysis of skin, development of treatment plans, facial treatments including massage and other specialised treatments such as lymphatic drainage, high frequency body treatments, including full body massage and other specialised treatments using machinery and other cosmetic applications and techniques, body hair removal, including (but not limited to) waxing chemical methods, electrolysis and laser hair removal, aromatherapy and the application of aromatic plant oils for beauty treatments, using various types of electrical equipment for both body and facial treatments.

Where an employer is covered by more than one award, an employee of that employer is covered by the award classification which is most appropriate to the work performed by the employee and to the environment in which the employee normally performs the work.

Wage Rates

18 years of age (Adult)

Permanent Employees- Full Time and Part Time					
Classification	Minimum Weekly Wage	Mon-Fri 7am-9pm	Sat 7am-6pm	Sun 10am-5pm	Public Holiday
Level 1	\$813.60	\$21.41	\$28.48	\$42.82	\$53.53
Level 2	\$833.00	\$21.92	\$29.15	\$43.84	\$54.80
Level 3	\$862.50	\$22.70	\$30.19	\$45.40	\$56.75
Level 4	\$878.50	\$23.12	\$30.75	\$46.24	\$57.80
Level 5	\$904.80	\$23.81	\$31.67	\$47.62	\$59.53
Level 6	\$937.00	\$24.66	\$32.80	\$49.32	\$61.65

Casual Employees						
Classification	Mon-Fri 7am-9pm	Mon-Fri 9pm-7am	Sat 7am-6pm	Sat before 7am or after 6pm	Sun 10am-5pm	Public Holiday
Level 1	\$26.76	\$32.12	\$28.48	\$32.12	\$42.82	\$53.53
Level 2	\$27.40	\$32.88	\$29.15	\$32.88	\$43.84	\$54.80
Level 3	\$28.38	\$34.05	\$30.19	\$34.05	\$45.40	\$56.75
Level 4	\$28.90	\$34.68	\$30.75	\$34.68	\$46.24	\$57.80
Level 5	\$29.76	\$35.72	\$31.67	\$35.72	\$47.62	\$59.53
Level 6	\$30.83	\$36.99	\$32.80	\$36.99	\$49.32	\$61.65

17 years of age

Permanent Employees- Full Time and Part Time					
Classification	Minimum Weekly Wage	Mon-Fri 7am-9pm	Sat 7am-6pm	Sun 10am-5pm	Public Holiday
Level 1	\$610.20	\$16.06	\$21.36	\$32.12	\$40.15
Level 2	\$624.75	\$16.44	\$21.87	\$32.88	\$41.10

Casual Employees						
Classification	Mon-Fri 7am-9pm	Mon-Fri 9pm-7am	Sat 7am-6pm	Sat before 7am or after 6pm	Sun 10am-5pm	Public Holiday
Level 1	\$20.08	\$24.09	\$21.36	\$24.09	\$32.12	\$40.15
Level 2	\$20.55	\$24.66	\$21.87	\$24.66	\$32.88	\$41.10

16 years of age and under

Permanent Employees- Full Time and Part Time					
Classification	Minimum Weekly Wage	Mon-Fri 7am-9pm	Sat 7am-6pm	Sun 10am-5pm	Public Holiday
Level 1	\$406.80	\$10.71	\$14.24	\$21.42	\$26.78
Level 2	\$416.50	\$10.96	\$14.58	\$21.92	\$27.40

Casual Employees						
Classification	Mon-Fri 7am-9pm	Mon-Fri 9pm-7am	Sat 7am-6pm	Sat before 7am or after 6pm	Sun 10am-5pm	Public Holiday
Level 1	\$13.39	\$16.07	\$14.24	\$16.07	\$21.42	\$26.78
Level 2	\$13.70	\$16.44	\$14.58	\$16.44	\$21.92	\$27.40

Classification

Hair and Beauty Employee Level 1	Means a receptionist or salon assistant.
Hair and Beauty Employee Level 2	Means: <ul style="list-style-type: none"> i. a make-up artist who holds a Certificate II in make-up services (or equivalent); ii. a nail technician who holds a Certificate II in Nail Technology (or equivalent); or iii. an unqualified beautician or cosmetologist.
Hair and Beauty Employee Level 3	Means: <ul style="list-style-type: none"> i. a beautician who holds a Certificate III in Beauty Services (or equivalent); or ii. a hairdresser who holds a Certificate III in Hairdressing (or equivalent).
Hair and Beauty Employee Level 4	Means a Beauty Therapist who holds a Certificate IV in Beauty Therapy (or equivalent).
Hair and Beauty Employee Level 5	Means: <ul style="list-style-type: none"> i. a hairdresser who holds a Certificate IV (or equivalent); or ii. a trichologist who is a hairdresser and holds a Certificate IV in Trichology (or equivalent).
Hair and Beauty Employee Level 6	Means a beauty therapist who holds a Diploma in Beauty Therapy (or equivalent).