

Hair and Beauty Industry Award 2010

1 July 2022

In accordance with the Fair Work Commission's *Annual Wage Review 2021-22 Decision*, the wage rates and some allowances in the *Hair and Beauty Industry Award 2010* (Award) have been varied.

Award minimum wages have been increased by 4.6 per cent, subject to a minimum increase of \$40 per week. The effect of this is that award rates have been increased by between 4.6 per cent and 5.2 per cent.

Award wage rates above \$869.60 per week have received a 4.6 per cent adjustment and award wage rates below \$869.60 per week have been adjusted by \$40 per week.

The 4.6 per cent increase applies to employees who are Level 3 (Cert III Qualified Beauty Therapist) and above. The flat \$40 increase applies to Level 1 (Salon Assistant/Receptionist) and Level 2 (Unqualified or Cert II Beautician) classifications.

Wage related allowances and expense related allowances have also been increased in accordance with formulas included in the Award.

The new wage and allowance rates payable under the Award are set out in the following tables.

What is the operative date?

The increase is operative from the **first full pay period that starts on or after 1 July 2022**.

Can the increases be absorbed into over-award payments?

Yes. The increases are fully absorbable into over-award payments unless the employer agrees otherwise.

Does the wage increase apply to employees covered by an enterprise agreement?

For most employees, the answer to this question would be no. However, all employees covered by an enterprise agreement must be paid a base rate of pay no less than the base rate of pay under the relevant modern award, or the National Minimum Wage if they are an award-free employee.

Do you require further advice?

For information or assistance relating to the application of the Fair Work Commission's decision, please contact the **HABA Advice Line on (02) 9221 9911**.



Stephen Smith
Head of National Workplace Relations Policy

Hair and Beauty Industry Award 2010

1 July 2022

Beauty Salons

Adult and Junior Wage Rates
Including Graduates

Effective first full pay period after 1 July 2022

**Hair and Beauty Industry Award 2010
Wage Rates**

Operative Date: 1 July 2022*

Beauty Salons - Adults (18 years of age and over) - Full time and part-time

Table 1a - Beauty salons - Full-time and part-time

Classification	Description	Weekly wage	Base Hourly Rate	Saturday	Sunday	Public holiday	Overtime first 3 hours	Overtime thereafter
		\$	\$	133% \$	200% \$	250% \$	150% \$	200% \$
Level 1	Salon Assistant/Receptionist	888.50	23.38	31.10	46.76	58.45	35.07	46.76
Level 2	Unqualified or Cert II Beautician	908.80	23.92	31.81	47.84	59.80	35.88	47.84
Level 3	Cert III Qualified Beauty Therapist	940.90	24.76	32.93	49.52	61.90	37.14	49.52
Level 4	Cert IV Qualified Beauty Therapist	958.30	25.22	33.54	50.44	63.05	37.83	50.44
Level 6	Diploma Qualified Beauty Therapist	1022.20	26.90	35.78	53.80	67.25	40.35	53.80

**Hair and Beauty Industry Award 2010
Wage Rates**

Operative Date: 1 July 2022*

Beauty Salons - Adults (18 years of age and over) - Casual

Table 1b - Beauty salons - Casual

Classification	Description	Casual hourly rate	Saturday	Sunday	Public holiday	Overtime first 3 hours	Overtime thereafter	Work before/after 7am/9pm Mon-Fri	Work before/after 7am/6pm Sat
		125% \$	143% \$	210% \$	250% \$	175% \$	225% \$	150% \$	150% \$
Rates until 30 December 2022¹									
Level 1	Salon Assistant/Receptionist	29.23	33.43	49.10	58.45	40.92	52.61	35.07	35.07
Level 2	Unqualified or Cert II Beautician	29.90	34.21	50.23	59.80	41.86	53.82	35.88	35.88
Level 3	Cert III Qualified Beauty Therapist	30.95	35.41	52.00	61.90	43.33	55.71	37.14	37.14
Level 4	Cert IV Qualified Beauty Therapist	31.53	36.06	52.96	63.05	44.14	56.75	37.83	37.83
Level 6	Diploma Qualified Beauty Therapist	33.63	38.47	56.49	67.25	47.08	60.53	40.35	40.35
Rates from 31 December 2022 to 29 April 2023¹									
		125%	148%	215%	250%	175%	225%	150%	150%
Level 1	Salon Assistant/Receptionist	29.23	34.60	50.27	58.45	40.92	52.61	35.07	35.07
Level 2	Unqualified or Cert II Beautician	29.90	35.40	51.43	59.80	41.86	53.82	35.88	35.88
Level 3	Cert III Qualified Beauty Therapist	30.95	36.64	53.23	61.90	43.33	55.71	37.14	37.14
Level 4	Cert IV Qualified Beauty Therapist	31.53	37.33	54.22	63.05	44.14	56.75	37.83	37.83
Level 6	Diploma Qualified Beauty Therapist	33.63	39.81	57.84	67.25	47.08	60.53	40.35	40.35
Rates from 30 April 2023¹									
		125%	153%	220%	250%	175%	225%	150%	150%
Level 1	Salon Assistant/Receptionist	29.23	35.77	51.44	58.45	40.92	52.61	35.07	35.07
Level 2	Unqualified or Cert II Beautician	29.90	36.60	52.62	59.80	41.86	53.82	35.88	35.88
Level 3	Cert III Qualified Beauty Therapist	30.95	37.88	54.47	61.90	43.33	55.71	37.14	37.14
Level 4	Cert IV Qualified Beauty Therapist	31.53	38.59	55.48	63.05	44.14	56.75	37.83	37.83
Level 6	Diploma Qualified Beauty Therapist	33.63	41.16	59.18	67.25	47.08	60.53	40.35	40.35

¹Casual penalties for Saturdays and Sundays are being phased in over five stages.

**Hair and Beauty Industry Award 2010
Wage Rates**

Operative Date: 1 July 2022*

Beauty Salons - Juniors (under 18 years of age)

Table 2a - Beauty salons - Full-time and part-time

Classification/Age	Description	Weekly Wage (38 hours)	Base Hourly Rate 100%	Saturday 133%	Sunday 200%	Public holiday 250%	Overtime first 3 hours 150%	Overtime thereafter 200%	Work on RDO Min 4 hours 200%
		\$	\$	\$	\$	\$	\$	\$	\$
Level 1 (16 and under)	Salon Assistant/Receptionist	444.25	11.69	15.55	23.38	29.23	17.54	23.38	23.38
Level 1 (17 years)	Salon Assistant/Receptionist	666.38	17.54	23.33	35.08	43.85	26.31	35.08	35.08
Level 2 (16 and under)	Unqualified or Cert II Beautician	454.40	11.96	15.91	23.92	29.90	17.94	23.92	23.92
Level 2 (17 years)	Unqualified or Cert II Beautician	681.60	17.94	23.86	35.88	44.85	26.91	35.88	35.88

Table 2b - Beauty salons - Casual

Classification/Age	Description	Casual hourly rate	Saturday	Sunday	Public holiday	Overtime first 3 hours	Overtime thereafter	Work before/after 7am/9pm Mon-Fri 150%	Work before/after 7am/6pm Sat 150%
		125% \$	143% \$	210% \$	250% \$	175% \$	225% \$	150% \$	150% \$
Rates until 30 December 2022¹									
Level 1 (16 and under)	Salon Assistant/Receptionist	14.61	16.72	24.55	29.23	20.46	26.30	17.54	17.54
Level 1 (17 years)	Salon Assistant/Receptionist	21.93	25.08	36.83	43.85	30.70	39.47	26.31	26.31
Level 2 (16 and under)	Unqualified or Cert II Beautician	14.95	17.10	25.12	29.90	20.93	26.91	17.94	17.94
Level 2 (17 years)	Unqualified or Cert II Beautician	22.43	25.65	37.67	44.85	31.40	40.37	26.91	26.91
Rates from 31 December 2022 to 29 April 2023¹									
		125%	148%	215%	250%	175%	225%	150%	150%
Level 1 (16 and under)	Salon Assistant/Receptionist	14.61	17.30	25.13	29.23	20.46	26.30	17.54	17.54
Level 1 (17 years)	Salon Assistant/Receptionist	21.93	25.96	37.71	43.85	30.70	39.47	26.31	26.31
Level 2 (16 and under)	Unqualified or Cert II Beautician	14.95	17.70	25.71	29.90	20.93	26.91	17.94	17.94
Level 2 (17 years)	Unqualified or Cert II Beautician	22.43	26.55	38.57	44.85	31.40	40.37	26.91	26.91
Rates from 30 April 2023¹									
		125%	153%	220%	250%	175%	225%	150%	150%
Level 1 (16 and under)	Salon Assistant/Receptionist	14.61	17.89	25.72	29.23	20.46	26.30	17.54	17.54
Level 1 (17 years)	Salon Assistant/Receptionist	21.93	26.84	38.59	43.85	30.70	39.47	26.31	26.31
Level 2 (16 and under)	Unqualified or Cert II Beautician	14.95	18.30	26.31	29.90	20.93	26.91	17.94	17.94
Level 2 (17 years)	Unqualified or Cert II Beautician	22.43	27.45	39.47	44.85	31.40	40.37	26.91	26.91

¹Casual penalties for Saturdays and Sundays are being phased in over five stages.

**Hair and Beauty Industry Award 2010
Wage Rates**

Operative Date: 1 July 2022*

Beauty Salons - Graduates

Table 3a - Beauty salons - Graduates - Full-time and part-time

Classification	Description	Weekly wage \$	Base Hourly Rate \$	Saturday 133% \$	Sunday 200% \$	Public holiday 250% \$	Overtime first 3 hours 150% \$	Overtime thereafter 200% \$	Work on RDO min 4 hours 200% \$
Graduate (first 12 months)	Graduate in the first 12 months only	870.33	22.90	30.46	45.80	57.25	34.35	45.80	45.80

Table 3b - Beauty salons - Graduates - Casual

Classification	Description	Casual hourly rate 125% \$	Saturday 143% \$	Sunday 210% \$	Public holiday 250% \$	Overtime first 3 hours 175% \$	Overtime thereafter 225% \$	Work before/after 7am/9pm Mon-Fri 150% \$	Work before/after 7am/6pm Sat 150% \$
Rates until 30 December 2022¹									
Graduate (first 12 months)	Graduate in the first 12 months only	28.63	32.75	48.09	57.25	40.08	51.53	34.35	34.35
Rates from 31 December 2022 to 29 April 2023¹									
		125%	148%	215%	250%	175%	225%	150%	150%
Graduate (first 12 months)	Graduate in the first 12 months only	28.63	33.89	49.24	57.25	40.08	51.53	34.35	34.35
Rates from 30 April 2023¹									
		125%	153%	220%	250%	175%	225%	150%	150%
Graduate (first 12 months)	Graduate in the first 12 months only	28.63	35.04	50.38	57.25	40.08	51.53	34.35	34.35

¹Casual penalties for Saturdays and Sundays are being phased in over five stages.



Hair and Beauty Industry Award 2010

1 July 2022

Beauty Salons

Apprentice Wage Rates

Effective first full pay period after 1 July 2022

**Hair and Beauty Industry Award 2010
Wage Rates**

Operative Date: 1 July 2022*

Beauty Salons - Apprentices - No pre-apprenticeship completed

Table 4 - Beauty salons - Apprentices - Commenced apprenticeship on or after 1 January 2014

Have not completed year 12										
Year of Apprenticeship	Percentage of Level 3 Rate	Weekly Wage (38 hours)	Base Hourly Rate	Saturday	Sunday	Public holiday	Overtime first 3 hours	Overtime thereafter	Work on RDO min 4 hours	These apply to employees who did not complete a pre-apprenticeship prior to commencing apprenticeship
	%	\$	\$	133%	200%	250%	150%	200%	200%	
				\$	\$	\$	\$	\$	\$	
1st Year	50	470.45	12.38	16.47	24.76	30.95	18.57	24.76	24.76	
2nd Year	60	564.54	14.86	19.76	29.72	37.15	22.29	29.72	29.72	
3rd Year	80	752.72	19.81	26.35	39.62	49.53	29.72	39.62	39.62	
4th Year	90	846.81	22.28	29.63	44.56	55.70	33.42	44.56	44.56	
Have completed year 12										
Year of Apprenticeship	Percentage of Level 3 Rate	Weekly Wage (38 hours)	Base Hourly Rate	Saturday	Sunday	Public holiday	Overtime first 3 hours	Overtime thereafter	Work on RDO min 4 hours	These apply to employees who did not complete a pre-apprenticeship prior to commencing apprenticeship
	%	\$	\$	133%	200%	250%	150%	200%	200%	
				\$	\$	\$	\$	\$	\$	
1st Year	55	517.50	13.62	18.11	27.24	34.05	20.43	27.24	27.24	
2nd Year	65	611.59	16.09	21.40	32.18	40.23	24.14	32.18	32.18	
3rd Year	80	752.72	19.81	26.35	39.62	49.53	29.72	39.62	39.62	
4th Year	90	846.81	22.28	29.63	44.56	55.70	33.42	44.56	44.56	
Adult apprentice										
Year of Apprenticeship	Percentage of Level 3 Rate	Weekly Wage (38 hours)	Base Hourly Rate	Saturday	Sunday	Public holiday	Overtime first 3 hours	Overtime thereafter	Work on RDO min 4 hours	These apply to employees who did not complete a pre-apprenticeship prior to commencing apprenticeship
	%	\$	\$	133%	200%	250%	150%	200%	200%	
				\$	\$	\$	\$	\$	\$	
1st Year	80	752.72	19.81	26.35	39.62	49.53	29.72	39.62	39.62	
2nd Year	Level 1 rate	888.50	23.38	31.10	46.76	58.45	35.07	46.76	46.76	
3rd Year	Level 1 rate	888.50	23.38	31.10	46.76	58.45	35.07	46.76	46.76	
4th Year	Level 1 rate	888.50	23.38	31.10	46.76	58.45	35.07	46.76	46.76	

**Hair and Beauty Industry Award 2010
Wage Rates**

Operative Date: 1 July 2022*

Beauty Salons - Apprentices - Pre-apprenticeship completed

Table 5 - Beauty salons - Apprentices - Commenced apprenticeship on or after 1 January 2014

Have not completed year 12										
Year of Apprenticeship	Percentage of Level 3 Rate	Weekly Wage (38 hours)	Base Hourly Rate	Saturday	Sunday	Public holiday	Overtime first 3 hours	Overtime thereafter	Work on RDO min 4 hours	These apply to employees who completed a pre-apprenticeship (Cert III) prior to commencing apprenticeship
	%	\$	\$	133%	200%	250%	150%	200%	200%	
				\$	\$	\$	\$	\$	\$	
First 6 months	50	470.45	12.38	16.47	24.76	30.95	18.57	24.76	24.76	
6 to 12 months	55	517.50	13.62	18.11	27.24	34.05	20.43	27.24	27.24	
12 to 18 months	60	564.54	14.86	19.76	29.72	37.15	22.29	29.72	29.72	
18 to 30 months	77	724.49	19.07	25.36	38.14	47.68	28.61	38.14	38.14	
Have completed year 12										
Year of Apprenticeship	Percentage of Level 3 Rate	Weekly Wage (38 hours)	Base Hourly Rate	Saturday	Sunday	Public holiday	Overtime first 3 hours	Overtime thereafter	Work on RDO min 4 hours	These apply to employees who completed a pre-apprenticeship (Cert III) prior to commencing apprenticeship
	%	\$	\$	133%	200%	250%	150%	200%	200%	
				\$	\$	\$	\$	\$	\$	
First 6 months	55	517.50	13.62	18.11	27.24	34.05	20.43	27.24	27.24	
6 to 12 months	55	517.50	13.62	18.11	27.24	34.05	20.43	27.24	27.24	
12 to 18 months	65	611.59	16.09	21.40	32.18	40.23	24.14	32.18	32.18	
18 to 30 months	77	724.49	19.07	25.36	38.14	47.68	28.61	38.14	38.14	
Adult apprentice										
Year of Apprenticeship	Percentage of Level 3 Rate	Weekly Wage (38 hours)	Base Hourly Rate	Saturday	Sunday	Public holiday	Overtime first 3 hours	Overtime thereafter	Work on RDO min 4 hours	These apply to employees who completed a pre-apprenticeship (Cert III) prior to commencing apprenticeship
	%	\$	\$	133%	200%	250%	150%	200%	200%	
				\$	\$	\$	\$	\$	\$	
First 6 months	80	752.72	19.81	26.35	39.62	49.53	29.72	39.62	39.62	
6 to 12 months	80	752.72	19.81	26.35	39.62	49.53	29.72	39.62	39.62	
12 to 18 months	Level 1 rate	888.50	23.38	31.10	46.76	58.45	35.07	46.76	46.76	
18 to 30 months	Level 1 rate	888.50	23.38	31.10	46.76	58.45	35.07	46.76	46.76	



Hair and Beauty Industry Award 2010

1 July 2022

Beauty Salons

Allowances

Effective first full pay period after 1 July 2022

**Hair and Beauty Industry Award 2010
Allowances**

Operative Date: 1 July 2022*

Beauty Salons

Table 1 - Allowances

Clause No.	Description	Amount	Frequency
21.1	Manager's allowance	\$47.05	per week
21.2(a)	Meal allowance	\$20.14	per meal
21.7	Transport allowance	\$0.91	per km
21.9	First aid allowance	\$12.23	per week
21.10(b)	Tool allowance	\$9.85	per week