

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 Hairdresser) and above. The flat \$40 increase applies to the Level 1 (Salon Assistant/Receptionist) classification.

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

Hairdressing 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*

Hairdressing Salons - Adults (18 years of age and over)

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

Classification	Description	Weekly wage	Base hourly rate	Saturday	Sunday	Public holiday	Overtime first 3 hours	Overtime thereafter
		\$	100% \$	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 3	Cert III Qualified Hairdresser	940.90	24.76	32.93	49.52	61.90	37.14	49.52
Level 5	Cert IV Qualified Hairdresser	987.00	25.97	34.54	51.94	64.93	38.96	51.94

Table 1b - Hairdressing 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 3	Cert III Qualified Hairdresser	30.95	35.41	52.00	61.90	43.33	55.71	37.14	37.14
Level 5	Cert IV Qualified Hairdresser	32.46	37.14	54.54	64.93	45.45	58.43	38.96	38.96
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 3	Cert III Qualified Hairdresser	30.95	36.64	53.23	61.90	43.33	55.71	37.14	37.14
Level 5	Cert IV Qualified Hairdresser	32.46	38.44	55.84	64.93	45.45	58.43	38.96	38.96
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 3	Cert III Qualified Hairdresser	30.95	37.88	54.47	61.90	43.33	55.71	37.14	37.14
Level 5	Cert IV Qualified Hairdresser	32.46	39.73	57.13	64.93	45.45	58.43	38.96	38.96

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*

Hairdressing Salons - Juniors (under 18 years of age)

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

Classification/Age	Description	Weekly Wage \$	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

Table 2b - Hairdressing salons - Casual

Classification/Age	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									
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
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
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

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*

Hairdressing Salons - Graduates and Trainees - Full time and part-time

Table 3a - Hairdressing salons - Graduates and Trainees - Full-time and part-time

Classification	Description	Weekly Wage \$	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% \$
Trainee	Less than 1000 hours of full time accredited training	517.50	13.62	18.11	27.24	34.05	20.43	27.24	27.24
Trainee	At least 1000 hours but less than 2000 hours of full-time accredited training	705.68	18.57	24.70	37.14	46.43	27.86	37.14	37.14
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

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

Operative Date: 1 July 2022*

Hairdressing Salons - Graduates and Trainees - Casual

Table 3b - Hairdressing salons - Graduates and Trainees - Casual

Classification/Age	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									
Trainee	Less than 1000 hours of full time accredited training	17.03	19.48	28.60	34.05	23.84	30.65	20.43	20.43
Trainee	At least 1000 hours but less than 2000 hours of full-time accredited training	23.21	26.56	39.00	46.43	32.50	41.78	27.86	27.86
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%
Trainee	Less than 1000 hours of full time accredited training	17.03	20.16	29.28	34.05	23.84	30.65	20.43	20.43
Trainee	At least 1000 hours but less than 2000 hours of full-time accredited training	23.21	27.48	39.93	46.43	32.50	41.78	27.86	27.86
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%
Trainee	Less than 1000 hours of full time accredited training	17.03	20.84	29.96	34.05	23.84	30.65	20.43	20.43
Trainee	At least 1000 hours but less than 2000 hours of full-time accredited training	23.21	28.41	40.85	46.43	32.50	41.78	27.86	27.86
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

Hairdressing 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*

Hairdressing Salons - Apprentices - No-pre-apprenticeship completed

Table 4 - Hairdressing 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 - first 3 months	50	470.45	12.38	16.47	24.76	30.95	18.57	24.76	24.76	
1st year - thereafter	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	77	724.49	19.07	25.36	38.14	47.68	28.61	38.14	38.14	
4th year (if applicable)	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 - first 3 months	55	517.50	13.62	18.11	27.24	34.05	20.43	27.24	27.24	
1st year - thereafter	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	77	724.49	19.07	25.36	38.14	47.68	28.61	38.14	38.14	
4th year (if applicable)	90	846.81	22.28	29.63	44.56	55.70	33.42	44.56	44.56	
Adult apprentices										
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 - first 3 months	80	752.72	19.81	26.35	39.62	49.53	29.72	39.62	39.62	
1st year - thereafter	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 (if applicable)	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*

Hairdressing Salons - Apprentices - Pre-apprenticeship completed

Table 5 - Hairdressing 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 apprentices										
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

Hairdressing Salons

Allowances

Effective first full pay period after 1 July 2022

**Hair and Beauty Industry Award 2010
Allowances**

Operative Date: 1 July 2022*

Hairdressing 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