

Wage Rates

Queensland Hairdressing Apprentices of Sole Traders, Unincorporated Trustees and Unincorporated Partnerships

5 July 2022

Increased Wage Rates

In accordance with the Fair Work Commission's *Annual Wage Review 2021-22 Decision* the wage rates derived from the *Hairdressers' Industry Award - State 2003* (Qld) have been varied. The new wage rates and the allowances payable under the above award are set out in the following tables.

The wage rates derived from the *Hairdressers' Industry Award - State 2003* (Qld) continue to have relevance to sole traders, unincorporated partnerships and unincorporated trustees because the terms of this award became a "Division 2B State Award" under the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* and associated Regulations.

What is the operative date?

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

Who do these rates apply to?

These rates only apply to a small number of apprentices in Queensland. For these rates to apply the employer must meet the following criteria:

1. The employer must not be a constitutional corporation (e.g. not a Pty Ltd company). They would need to be a sole trader, unincorporated partnership or unincorporated trustee; and

2. Immediately prior to 1 January 2010 the employer must have employed an employee under a Queensland state award; and
3. Immediately prior to 1 January 2011, the employer must have employed an apprentice or trainee with competency-based wage progression under a state award.

Can the increases be absorbed into over-award payments?

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

Do you require further advice?

For information or assistance please contact the Hair and Beauty Australia Workplace Advice Line on (02) 9221 9911, which is open from 8.30am to 5.30pm AEST.



Stephen Smith
Head of National Workplace Relations Policy

**Queensland Sole Traders, Unincorporated Partnerships and Unincorporated Trustees
Wage Rates - Hairdressing Apprentices and Trainees**

Operative Date: 1 July 2022*

These rates only apply to employers who are not constitutional corporations and who immediately before 1 January 2011 employed an apprentice under the state award, or a trainee.¹

For beauty trainee and apprentice rates, see the *Hair and Beauty Industry Award 2010*.

Table 1 - Wage Rates - Hair apprentices and trainees (including adult apprentices and trainees) - Hairdressers' Industry Award State 2003

Apprenticeship Level	Classification	Base rate (hourly) \$	Saturday 125% \$	Sunday 200% \$	Public holiday 250% \$	Overtime			
						Note: overtime on a Sunday or public holiday must be paid at Sunday or public holiday rates			
						Working on rostered day off (minimum 4 hours)			
						First 3 hours 150% \$	Thereafter 200% \$	First 3 hours 150% \$	Thereafter 200% \$
Trainee	On entry into the traineeship	9.90	12.38	19.80	24.75	14.85	19.80	14.85	19.80
Trainee ²	School-based trainee	11.88	14.85	23.76	29.70	17.82	23.76	17.82	23.76
Level 1	On entry into the apprenticeship	9.90	12.38	19.80	24.75	14.85	19.80	14.85	19.80
Level 1 ²	School-based apprentice	11.88	14.85	23.76	29.70	17.82	23.76	17.82	23.76
Level 2	25% of competencies or 1/4 nominal term	13.62	17.03	27.24	34.05	20.43	27.24	20.43	27.24
Level 2 ²	School-based apprentice	16.34	20.43	32.68	40.85	24.51	32.68	24.51	32.68
Level 3	50% of competencies or 1/2 nominal term	18.57	23.21	37.14	46.43	27.86	37.14	27.86	37.14
Level 4	75% of competencies or 3/4 nominal term	22.28	27.85	44.56	55.70	33.42	44.56	33.42	44.56

¹ This means a trainee on any traineeship with competency based wage progression under the state award

² This rate includes a loading of 20% of the ordinary time rate. This loading is paid to school-based apprentices and trainees in consideration of non-payment for time spent at school and/or institution or undertaking off-the-job training, annual leave, sick leave and public holidays, where the school-based apprentice or trainee is not required to work on such days.

**Queensland Sole Traders, Unincorporated Partnerships and Unincorporated Trustees
Shift work and Allowances - Hairdressing Apprentices and Trainees**

Operative Date: 1 July 2022*

These rates only apply to employers who are not constitutional corporations and who immediately before 1 January 2011 employed an apprentice under the state award, or a trainee.¹

Table 1 - Shift Work - Hairdressers' Industry Award - State 2003

Type of shift	Shift loading
Afternoon shift: An afternoon shift means a shift finishing after 6.00 pm and at or before 12.00 pm (midnight).	12.5% per hour (or \$9.70 per shift whichever is the greater)
Night shift: A night shift means a shift finishing after 12.00 pm (midnight) and at or before 8.00 am.	15% per hour (or \$9.70 per shift whichever is the greater)

Table 2 - Allowances - Hairdressers' Industry Award - State 2003

Clause number	Description	Amount \$	Frequency
6.3.3 & 6.3.4	Meal allowance	9.60	per meal
5.1.3	District allowances: Employees employed outside the Eastern District of the Southern Division shall be paid the following amounts		
	Northern Division, Eastern District	0.0275	per hour
		1.05	per week
	Northern Division, Western District	0.0855	per hour
		3.25	per week
	Mackay Division	0.0235	per hour
		0.90	per week
	Southern Division, Western District	0.0275	per hour
		1.05	per week