

# Western Australia Wage Rates for Sole Traders, Unincorporated Partnerships and Unincorporated Trustees

5 July 2022

## Increased Wage Rates

The Western Australian Industrial Relations Commission has increased the state minimum wage and rates of pay in WA state awards.

The state minimum wage for adult employees (21 and over) will increase by \$40.90 per week to \$819.90 per week.

State award rates of pay have also increased, with award rates below \$887.40 increasing by \$40.90 per week and award rates of \$887.40 and above increasing by 4.65%.

Junior rates and rates for apprentices and trainees will also increase proportionately.

This advice provides the new wage rates for the following instruments:

- Hairdressers Award 1989 (WA)
- Minimum Conditions of Employment Act 1993 (WA)
- Cleaners and Caretakers Award 1969 (WA)

### 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 employees of employers in Western Australia that are NOT constitutional corporations, such as sole traders, unincorporated trustees and partnerships

### 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

**Western Australia - Wage Rates that Apply to Employers who are  
Sole Traders, Unincorporated Partnerships  
and Unincorporated Trustees**

Operative Date: 1 July 2022\*

**These rates only apply to employers in Western Australia who are NOT  
constitutional corporations**

**Beauty Salons**

**Table 1 - Wage Rates - Beauty Salons - Beauty Therapists and Salon Assistants<sup>1</sup>**

| Age                 | Weekly wage<br>(38 hours)<br>\$ | Hourly Rate<br>\$ | Casual rate<br>(20% loading)<br>\$ |
|---------------------|---------------------------------|-------------------|------------------------------------|
| Adult (21 and over) | 819.90                          | 21.58             | 25.89                              |
| 20 years            | 738.00                          | 19.42             | 23.31                              |
| 19 years            | 656.00                          | 17.26             | 20.72                              |
| 18 years            | 574.00                          | 15.11             | 18.13                              |
| 17 years            | 492.00                          | 12.95             | 15.54                              |
| 16 years            | 410.00                          | 10.79             | 12.95                              |
| Under 16 years      | 328.00                          | 8.63              | 10.36                              |

<sup>1</sup> These rates are from the Minimum Conditions of Employment Act 1993 (WA).

**Note:** Where salon assistants are substantially performing cleaning work or clerical duties other wage rates may apply under the applicable state award. Please call HABA for further advice on classifying such employees.

**Table 2 - Wage Rates - Beauty Salons - Beauty Apprentices<sup>1</sup>**

| Year of apprenticeship      | Weekly rate<br>\$ | Hourly Rate<br>\$ |
|-----------------------------|-------------------|-------------------|
| <b>Three year term</b>      |                   |                   |
| 1st year                    | 510.80            | 13.44             |
| 1st year adult <sup>2</sup> | 696.50            | 18.33             |
| 2nd year                    | 696.60            | 18.33             |
| 3rd year                    | 817.30            | 21.51             |

<sup>1</sup> These rates are from the Minimum Conditions of Employment Act 1993 (WA)

<sup>2</sup> 21 years of age and over

**Table 3 - Beauty Salons - Allowances for Salon Assistants Only<sup>1</sup>**

| Allowance                 | When   | Rate    | Frequency  |
|---------------------------|--|---------|--|
| Meal money                | If required to work overtime for more than two hours, without notification the previous day or earlier, must be supplied with a meal by the employer or be paid allowance. | \$9.05  | per occasion   |
|                           | If a second or subsequent meal is required the employee must be supplied with a second meal or paid this amount  | \$6.20  | per second or subsequent meal                            |
| Split shift allowance     | If an employee is required to carry out the ordinary hours of duty per day in more than one shift and if the break is not less than three hours.                           | \$3.15  | per day  |
| Toilet cleaning allowance | 5 toilets or greater but less than 10 toilets per day  | \$4.40  | per week   |
|                           | 10 toilets or greater but less than 30 toilets per day   | \$13.10 | per week   |
|                           | 30 toilets or greater but less than 50 toilets per day   | \$26.10 | per week   |
|                           | 50 toilets or greater per day  | \$32.70 | per week   |
| Location allowance        | If working in certain regional towns in Western Australia (paid on a proportionate basis to casual/part time employees and apprentices)                                    |         | See cl.21 of the Cleaners and Caretakers Award 1969 (WA) |

<sup>1</sup> These rates are from the Cleaners and Caretakers Award 1969 (WA)

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**Hairdressing Salons**

**Table 1 - Wage rates - Hairdressing Salons - Principals and Seniors<sup>1</sup>**

| Classification | Weekly wage<br>(38 hours)<br>\$ | Hourly Rate<br>\$ | Casual rate<br>(20% loading)<br>\$ |
|----------------|---------------------------------|-------------------|------------------------------------|
| Seniors        | 1021.50                         | 26.88             | 32.26                              |

<sup>1</sup> These rates are from the Hairdressers Award 1989 (WA)

**Table 2 - Allowances - Hairdressing Salons - Principals and Seniors<sup>1</sup>**

| Allowance           | When allowance is paid  | Rate        | Frequency    |
|---------------------|---|-------------|--------------|
| Tool allowance      | All full-time employees and part-time employees and apprentices   | \$8.30      | per week     |
| Meal money          | If an employee is required to:<br>- continue working after the usual finishing time for more than one hour, or<br>- start work before 12.30pm and work beyond 7:00pm on the night of late night trading | \$12.55     | per occasion |
| First aid allowance | Where an employee possesses a Senior First Aid Certificate and is appointed to perform first aid duties.  | \$10.00     | per week     |
| Location allowance  | If working in certain regional towns in Western Australia (paid on a proportionate basis to casual/part time employees and apprentices)   | See Table 5 |              |

<sup>1</sup> These rates are from the Hairdressers Award 1989 (WA)

**Table 3 - Hairdressing Salons - Salon Assistants<sup>1</sup>**

| Age                 | Weekly wage<br>(38 hours)<br>\$ | Hourly Rate<br>\$ | Casual rate<br>(20% loading)<br>\$ |
|---------------------|---------------------------------|-------------------|------------------------------------|
| Adult (21 and over) | 837.10                          | 22.03             | 26.43                              |
| 20 years            | 753.40                          | 19.83             | 23.79                              |
| 19 years            | 669.70                          | 17.62             | 21.15                              |
| 18 years            | 586.00                          | 15.42             | 18.51                              |
| 17 years            | 502.30                          | 13.22             | 15.86                              |
| 16 years            | 418.60                          | 11.02             | 13.22                              |
| Under 16 years      | 334.80                          | 8.81              | 10.57                              |

<sup>1</sup> These rates are from the Cleaners and Caretakers Award 1969 (WA). This award applies where the salon assistant is substantially performing cleaning duties. If this is not the case, other minimum rates may apply based on the applicable state award or the Minimum Conditions of Employment Act (WA). Please contact HABA for advice.

**Table 4 - Hairdressing Salons - Allowances for Salon Assistants Only<sup>1</sup>**

| Allowance                 | When   | Rate        | Frequency                     |
|---------------------------|--|-------------|-------------------------------|
| Meal money                | If required to work overtime for more than two hours, without notification the previous day or earlier, must be supplied with a meal by the employer or be paid allowance. | \$9.05      | per occasion                  |
|                           | If a second or subsequent meal is required the employee must be supplied with a second meal or paid this amount  | \$6.20      | per second or subsequent meal |
| Split shift allowance     | If an employee is required to carry out the ordinary hours of duty per day in more than one shift and if the break is not less than three                                  | \$3.15      | per day                       |
| Toilet cleaning allowance | 5 toilets or greater but less than 10 toilets per day  | \$4.40      | per week                      |
|                           | 10 toilets or greater but less than 30 toilets per day   | \$13.10     | per week                      |
|                           | 30 toilets or greater but less than 50 toilets per day   | \$26.10     | per week                      |
|                           | 50 toilets or greater per day  | \$32.70     | per week                      |
| Location allowance        | If working in certain regional towns in Western Australia (paid on a proportionate basis to casual/part time employees and apprentices)                                    | See Table 5 |                               |

<sup>1</sup> These rates are from the Cleaners and Caretakers Award 1969

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**Hairdressing Salons**

**Table 5 - Hairdressing Salons - Hairdressing Apprentices (3 year term)<sup>1</sup>**

| Year of apprenticeship      | Percentage of senior rate % | Weekly wage (38 hours) \$ | Hourly Rate \$ |
|-----------------------------|-----------------------------|---------------------------|----------------|
| 1st year                    | 50%                         | 510.80                    | 13.44          |
| 1st year adult <sup>2</sup> | Adult apprentice rate       | 696.50                    | 18.33          |
| 2nd year                    | 70%                         | 715.10                    | 18.82          |
| 3rd year                    | 85%                         | 868.30                    | 22.85          |

<sup>1</sup> These rates are from the Hairdressers Award 1989 (WA)

<sup>2</sup> 21 years of age and over

**Table 6 - Hairdressing Salons and Beauty Salons - Location allowances for Hairdressers and Salon Assistants**

| Town             | \$ per week | Town          | \$ per week | Town           | \$ per week |
|------------------|-------------|---------------|-------------|----------------|-------------|
| Agnew            | \$23.60     | Halls Creek   | \$55.70     | Norseman       | \$21.00     |
| Argyle           | \$63.50     | Kalbarri      | \$8.50      | Nullagine      | \$61.60     |
| Balladonia       | \$24.60     | Kalgoorlie    | \$10.10     | Onslow         | \$41.30     |
| Barrow Island    | \$41.30     | Kambalda      | \$10.10     | Pannawonica    | \$30.90     |
| Boulder          | \$10.10     | Karratha      | \$39.90     | Paraburdoo     | \$30.70     |
| Broome           | \$38.10     | Koolan Island | \$41.70     | Port Hedland   | \$33.00     |
| Bullfinch        | \$11.00     | Koolyanobbing | \$11.00     | Ravensthorpe   | \$12.40     |
| Carnarvon        | \$19.50     | Kununurra     | \$63.50     | Roebourne      | \$46.00     |
| Cockatoo Island  | \$41.70     | Laverton      | \$24.20     | Sandstone      | \$23.60     |
| Coolgardie       | \$10.10     | Learmonth     | \$34.90     | Shark Bay      | \$19.50     |
| Cue              | \$24.30     | Leinster      | \$23.60     | Southern Cross | \$11.00     |
| Dampier          | \$33.20     | Leonora       | \$24.20     | Telfer         | \$56.60     |
| Denham           | \$19.50     | Madura        | \$25.60     | Teutonic Bore  | \$23.60     |
| Derby            | \$39.50     | Marble Bar    | \$61.70     | Tom Price      | \$30.70     |
| Esperance        | \$6.80      | Meekatharra   | \$21.00     | Whim Creek     | \$39.50     |
| Eucla            | \$26.50     | Mount Magnet  | \$26.30     | Wickham        | \$38.10     |
| Exmouth          | \$34.90     | Mundrabilla   | \$26.10     | Wiluna         | \$23.80     |
| Fitzroy Crossing | \$48.10     | Newman        | \$22.70     | Wyndham        | \$59.40     |