

8 July 2022

Hair and Beauty Industry Award 2010

Trainee Wage Rates

The Fair Work Commission (FWC) has handed down its Annual Wage Review 2021-2022 Decision.

The new trainee wage rates payable under the *Hair and Beauty Industry Award 2010* are set out in the attached table(s). Please see the relevant Award Advice for other wage rates and allowances.

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 is no, however, this will depend upon the terms of the enterprise agreement.

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 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

Hair and Beauty Industry Award 2010 Trainee Rates

Operative Date: 1 July 2022*

Table 1 - Wage Rates - Full-time Traineeship

Wage Level A			
Experience level of trainee	Highest year of schooling completed		
	Year 10 (per week) \$	Year 11 (per week) \$	Year 12 (per week) \$
School leaver	363.40	400.10	475.90
1 year out of school	400.10	475.90	553.90
2 years out of school	475.90	553.90	644.50
3 years out of school	553.90	644.50	738.00
4 years out of school	644.50	738.00	-
5 or more years out of school	738.00	-	-
Wage Level B			
Experience level of trainee	Highest year of schooling completed		
	Year 10 (per week) \$	Year 11 (per week) \$	Year 12 (per week) \$
School leaver	363.40	400.10	463.80
1 year out of school	400.10	463.80	533.50
2 years out of school	463.80	533.50	625.80
3 years out of school	533.50	625.80	713.70
4 years out of school	625.80	713.70	-
5 or more years out of school	713.70	-	-
Wage Level C			
Experience level of trainee	Highest year of schooling completed		
	Year 10 (per week) \$	Year 11 (per week) \$	Year 12 (per week) \$
School leaver	363.40	400.10	463.80
1 year out of school	400.10	463.80	524.50
2 years out of school	463.80	524.50	586.00
3 years out of school	524.50	586.00	652.70
4 years out of school	586.00	652.70	-
5 or more years out of school	652.70	-	-
AQF Certificate IV Traineeship			
The minimum wages for a trainee undertaking a full-time AQF Certificate Level IV traineeship are the minimum wages for the relevant full-time AQF Certificate Level III traineeship increased by 3.8%. This is subject to clause E.4.3 of Schedule E of the Miscellaneous Award 2020.			
AQF Certificate IV Traineeship - Adult Trainee ¹			
Wage level	First year of traineeship (per week) \$	Second & subsequent years of traineeship (per week) \$	
A	766.00	795.10	
B	740.80	769.00	
C	677.50	703.20	
¹ An adult trainee is a trainee who would qualify for the highest minimum wage in Wage Level A, B or C if covered by that wage level.			

Hair and Beauty Industry Award 2010 Trainee Rates

Operative Date: 1 July 2022*

Table 2 - Wage Rates - Part-time Traineeship

Wage Level A			
Experience level of trainee	Highest year of schooling completed		
	Year 10 (per hour) \$	Year 11 (per hour) \$	Year 12 (per hour) \$
School leaver	11.95	13.16	15.65
1 year out of school	13.16	15.65	18.22
2 years out of school	15.65	18.22	21.20
3 years out of school	18.22	21.20	24.28
4 years out of school	21.20	24.28	-
5 or more years out of school	24.28	-	-
Wage Level B			
Experience level of trainee	Highest year of schooling completed		
	Year 10 (per hour) \$	Year 11 (per hour) \$	Year 12 (per hour) \$
School leaver	11.95	13.16	15.26
1 year out of school	13.16	15.26	17.55
2 years out of school	15.26	17.55	20.59
3 years out of school	17.55	20.59	23.48
4 years out of school	20.59	23.48	-
5 or more years out of school	23.48	-	-
Wage Level C			
Experience level of trainee	Highest year of schooling completed		
	Year 10 (per hour) \$	Year 11 (per hour) \$	Year 12 (per hour) \$
School leaver	11.95	13.16	15.26
1 year out of school	13.16	15.26	17.25
2 years out of school	15.26	17.25	19.28
3 years out of school	17.25	19.28	21.47
4 years out of school	19.28	21.47	-
5 or more years out of school	21.47	-	-
School-based Traineeship			
Year 11 or lower (per hour) \$		Year 12 (per hour) \$	
11.95		13.16	
AQF Certificate IV Traineeship			
The minimum hourly rate for a trainee undertaking a part-time AQF Certificate Level IV traineeship is the minimum hourly rate for the relevant part-time AQF Certificate Level III traineeship with the addition of 3.8%. This is subject to clause E.4.3 of Schedule E of the Miscellaneous Award 2020.			
AQF Certificate IV Traineeship - Adult trainee ¹			
Wage level	First year of traineeship (per week) \$		Second & subsequent years of traineeship (per week) \$
A	25.20		26.15
B	24.37		25.30
C	22.29		23.13
¹ An adult trainee is a trainee who would qualify for the highest minimum wage in Wage Level A, B or C if covered by that wage level.			

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Operative Date: 1 July 2022*

Table 3 - Wage Rates - School-based Traineeship	
Year 11 or lower (per hour) \$	Year 12 (per hour) \$
Part-time trainees whose training is undertaken wholly off-the-job by a registered training organisation, for example at school or at TAFE.	
11.95	13.16
Part-time trainees whose training is undertaken solely on-the-job, or partly on-the-job and partly off-the-job	
9.56	10.53