



Changes to the Hairdressers Award

Provisions of the new Hair and Beauty Industry (WA) Award

Introduction

Major changes to the WA Hairdressers Award commence on 1 January 2025, as the award has been updated by the Western Australian Industrial Relations Commission. The changes apply to employers and employees in the [state industrial relations system](#).

Importantly, the coverage of the Hairdressers Award will be extended to the beauty industry as well as hairdressing. To reflect the expansion of coverage, the award will be renamed the *Hair and Beauty Industry (WA) Award*.

Updated provisions will better reflect contemporary arrangements and many outdated and obsolete provisions have been removed to make it easier for employers and employees to understand and comply with the award.

This document provides an overview of the changes to the WA award commencing on 1 January 2025. This is a summary only and does not contain information on all the changes.

Overview of key changes

Clause 1 – Title

Clause 1 is the title. The title of the award will change from the *Hairdressers Award* to the *Hair and Beauty Industry (WA) Award*, and the year of the award has been removed.

Clause 2 – Arrangement

Clause 2 is the arrangement clause. As is common practice in updated awards, like clauses have been grouped together under functional headings in a standard 'arrangements' clause.

Clause 3 – Area and Scope

Clause 3 of the award deals with the scope of coverage of the Hair and Beauty Industry (WA) Award and the areas of WA in which the award applies. This clause has been updated to now cover employees:

- employed in the hair and beauty industry; and
- working for labour hire organisations.

Clause 4 – Definitions

Clause 4 deals with definitions, and replaces Clause 5 of the existing award.

The hair and beauty employee definitions replace the existing hairdressing definitions, and include a number of new definitions related to the beauty industry.

Definitions that have been added include:

- Activities carried out by the hair and beauty industry as follows:
 - hair cutting, hair dressing, hair trimming, hair curling, hair waving, shampooing, hair working, hair colouring or dyeing, chemical reformation and hair extensions
 - shaving, beard trimming
 - any other process or treatment of the hair, head or face carried out or performed in a hairdressing salon, including the sharpening or setting of razors
 - wig-making
 - facial or body waxing
 - face or head massaging
 - eyebrow waxing, eyebrow tinting, eyebrow arching, eyelash tinting, eyelash extending
 - body hair removal including waxing chemical methods, electrolysis and laser hair removal
 - manicures, pedicures, nail enhancement and nail artistry techniques
 - make-up application, skin analysis, development of treatment plans, facial treatments including massage and other specialised treatments such as lymphatic drainage
 - high frequency body treatments including full body massage and other specialised treatments using machinery and other cosmetic applications and techniques
 - aromatherapy and the application of aromatic plant oils for beauty treatments
 - using various types of electrical equipment for both body and facial treatments
- A definition of the Modern Award.
- A definition of the Union.

Some definitions have been deleted, as they are either obsolete or are not used in the updated award. Definitions that have been deleted include:

- “Registered” – referring to any employee registered by the Hairdressers Registration Board of Western Australia, which no longer exists.
- “Principal” – referring to a Principal Hairdresser registered by the Hairdressers Registration Board of Western Australia, which no longer exists.
- “Under Rate Employee” – a term that is no longer used in the award.

Clause 5 – Engagement

Clause 5 replaces the contract of employment provisions in clause 12 of the existing award.

The main changes include removing the restriction to the days of the week (i.e. Monday to Saturday) that an employee can be engaged to work.

Clause 6 – Termination

Clause 6 replaces the termination provisions in clause 12 of the existing award.

The main changes to this clause concern the termination of employment provisions, which have been updated to ensure consistency with the relevant parts of the *Fair Work Act 2009* that are applicable to all employers and employees throughout Australia (including state system employers and employees).

Clause 7 – Hours

Clause 7 deals with ordinary hours of work and rostering and replaces Clause 6 of the existing award. The main changes that have been made to this clause are as follows:

- Ordinary hours can be worked:
 - Monday to Friday between 8am and 9pm
 - Saturday between 8am and 8pm
 - Sunday between 9am and 5pm
- An employee may be rostered to work a maximum of 11.5 ordinary hours on one day per week (previously the award referred to “the day of late night trading”).

Clause 8 – Display of rosters

Clause 8 deals with display of rosters and replaces Clause 7 of the existing award. There is minimal change between the old and new versions of the clause, except to remove references to the working week being Monday to Saturday. Rosters may also be distributed by electronic means in the updated clause.

Clause 9 – Overtime

Clause 9 deals with overtime and replaces Clause 8 in the existing award. The key provisions of this clause are largely unchanged, although some of the wording has been updated for clarity. The main change is the clause now clarifies that overtime is payable for all time worked by an employee in excess of or outside of the ordinary hours of work prescribed by the award, or outside of the employee’s ordinary rostered hours.

Clause 10 – Meal times and break periods

Clause 10 deals with meal times and break periods and replaces Clause 15 in the existing award.

The core principals of the existing clause have been retained, however for ease of reference, a table has been included that lists the ordinary hours in the shift and the corresponding meal break and rest break entitlements.

Clause 11 – Public holidays

Clause 11 deals with public holidays and replaces Clause 9 of the existing award. The main changes of note are:

- Easter Sunday has been included as a public holiday in the award, reflecting the provisions of s 3(2) and 3(3) of the *Public and Bank Holidays Act 1972*. To achieve consistency with that Act, it is necessary to stipulate Easter Sunday is not substituted to another day because it falls on a weekend.
- The provision regarding special public holidays has been amended, so that all special public holidays are recognised under the award (regardless of whether they apply throughout the State or to a particular district or locality). This ensures the award is compliant with the General Order concerning special public holidays (CICS 3 / 2023).
- Other key provisions of this clause are largely unchanged, although some of the wording has been updated for clarity.

Clause 12 – Annual leave

Clause 12 deals with annual leave and replaces Clause 10 of the existing award. There are no substantive changes to this clause, although some provisions that were inconsistent with the *Minimum Conditions of Employment Act 1993* (MCE Act) have been removed from the award.

Clause 13 – Personal leave

Clause 13 deals with personal leave and replaces Clause 14 of the existing award. References to “sick leave” have been replaced with “personal leave”, reflecting the provisions of the MCE Act.

The key amendments made to the existing clause are:

- Carer’s leave entitlements have been included in the award (including unpaid leave for casual employees), reflecting the MCE Act.
- Medical Certificate requirements have been updated to remove the requirement for a ‘certificate from a medical practitioner’ to ‘evidence that would satisfy a reasonable person’.

Clause 14 – Long service leave

Clause 14 deals with long service leave and replaces Clause 21 of the existing award. There is essentially no change to this clause, except the reference to “the long service provisions” has been updated to the “*Long Service Leave Act 1958*”, reflecting the repeal of the long service leave provisions in 2006. *Note: there is no change to the actual entitlement as a reference to the long service leave provisions is now taken to be a reference to the LSL Act.*

Clause 15 – Parental leave

Clause 15 deals with parental leave and refers to parental leave being provided in accordance with the *Fair Work Act 2009* and the MCE Act, on the basis that state system employers and employees are covered by the parental leave provisions in the *Fair Work Act*, as well as any more favourable provisions currently contained in the MCE Act.

Clause 16 – Bereavement leave

Clause 16 deals with bereavement leave and replaces Clause 28 of the existing award. The clause has been updated to refer to the provisions in the MCE Act.

Clause 17 – Family and domestic violence leave

Clause 17 deals with family and domestic violence leave and refers to the provisions in the MCE Act.

Clause 18 – Wages

Clause 18 deals with award wage rates and replaces Clause 11 of the existing award.

The main change to this clause is the introduction of a classification schedule, levels 1 to 6, covering employees in the hair and beauty industry with base rates of pay expressed in weekly and hourly terms.

Addition of penalty rates for working on weekends, Easter Saturday, rostered days off and public holidays.

Removal of the “Four year term” from Apprentices rates of pay.

Clause 19 – Traineeships

Clause 19 deals with traineeships refers to the provisions in the national training wage system, the new clause directly incorporates the minimum pay and conditions applying to trainees in the national industrial relations system. This will ensure that trainees working under the award are paid the appropriate national wage rate for the skill level that corresponds to the relevant traineeship.

Clause 20 – Support wage system for employees with disabilities

Clause 20 deals with supported wages employees and replaces Clause 25 of the existing award.

While there are no substantive changes, a minor amendment has been made to the formatting of the clause to make it consistent with the template provisions applying in the national industrial relations system.

The Supported Wage System is intended to operate in a uniform manner throughout Australia with regard to employees with a disability, and the updates to this clause will ensure it remains contemporary and reflects the current provisions applying in other jurisdictions.

Clause 21 – Superannuation

Clause 21 deals with superannuation and replaces Clause 29 of the existing award. There are no changes to this clause.

Clause 22 – Payment of wages

Clause 22 deals with the payment of wages and replaces Clause 30 of the existing award. The provisions of this clause are largely unchanged, however, the reference to disputes being referred to a board of reference for determination has been replaced with a reference to the dispute procedure clause.

Clause 23 – Time and wages record

Clause 23 deals with time and wages record and replaces Clause 17 of the existing award. There are no changes to this clause.

Clause 24 – Meal allowance

Clause 24 deals with meal allowances and replaces Clause 16 of the existing award.

The award now directly incorporates the standard meal allowances that are currently payable under the Hair and Beauty Industry Award 2020 (a national modern award). These amounts are regularly adjusted by the Fair Work Commission, and referring to them directly will ensure the meal allowances in the Hair and Beauty Industry (WA) Award are self-updating.

An option has also been included for the employer to supply the employee with a meal, in lieu of paying a meal allowance. The reference to late night trading meal allowances has been updated to an evening meal allowance.

Clause 25 – Location allowance

Clause 25 deals with location allowance and replaces Clause 31 of the existing award. There are no changes to this clause.

Clause 26 – First aid allowance

Clause 26 deals with first aid allowance and replaces Clause 32 of the existing award.

The award now directly incorporates the standard first aid allowance that is currently payable under the Hair and Beauty Industry Award 2020 (a national modern award). These amounts are regularly adjusted by the Fair Work Commission, and referring to them directly will ensure the first aid allowance in the Hair and Beauty Industry (WA) Award is self-updating.

Clause 27 – Breakdowns

Clause 27 deals with breakdowns and replaces Clause 18 of the existing award. There are no changes to this clause.

Clause 28 – Posting of award

Clause 28 deals with posting of this award and replaces Clause 19 of the existing award. There are no changes to this clause.

Clause 29 – Tools of trade

Clause 29 deals with tools of trade and replaces Clause 22 of the existing award.

The award now directly incorporates the tool allowance that is currently payable under the Hair and Beauty Industry Award 2020 (a national modern award). These amounts are regularly adjusted by the Fair Work Commission, and referring to them directly will ensure the tool allowance in the Hair and Beauty Industry (WA) Award is self-updating.

An option has been included for the employer to supply the employee with all tools of trade needed, in lieu of paying a tool allowance.

Clause 30 – Proportion

Clause 30 deals with the proportion of apprentices to be employed and replaces Clause 24 of the existing award. There are no changes to this clause.

Clause 31 – Uniforms

Clause 31 deals with employee uniforms and replaces Clause 27 of the existing award. There are no changes to this clause.

Clause 32 – Introduction of change

Clause 32 deals with the introduction of change and replaces Clause 35 in the existing award. There are no changes to this clause.

Clause 33 – Disputes procedure

Clause 33 deals with the disputes procedure and replaces Clause 36 in the existing award. There are no changes to this clause.

Schedule A – Respondents

Schedule A deals with respondents and there are no changes to the respondents to the award.

Schedule B – Named union party

Schedule B deals with the named union party and there are no changes to the named union party to the award.

Schedule C – Classifications

Schedule C deals with the classifications and includes new hair and beauty employee classifications.

Hairdressing Classifications

Hair and Beauty employee Level 1 means a salon assistant.

Hair and Beauty employee Level 2 means an unqualified hairdresser or barber with less than 3 years of full time experience in the hairdressing industry.

Hair and Beauty employee Level 3 means:

- (a) a hairdresser who holds a Certificate III in Hairdressing or Barbering (or equivalent); or
- (b) an employee with at least 3 years of full time experience in the hairdressing industry.

Hair and Beauty employee Level 5 means:

- (a) a hairdresser who holds a Certificate IV (or equivalent) relevant to the hairdressing industry; or
- (b) a trichologist who is a hairdresser and holds a Certificate IV in Trichology (or equivalent).

Hair and Beauty employee Level 6 means an employee who is required to be present and in control of one or more hairdressing activities or all hairdressing activities conducted on a particular premises (also known as a “Principal Hairdresser”).

Beauty Therapy Classifications

Hair and Beauty employee Level 1 means a salon assistant.

Hair and Beauty employee Level 2 means:

- (a) a make-up artist who holds a Certificate II in make-up services (or equivalent);
- (b) a nail technician who holds a Certificate II in Nail Technology (or equivalent); or
- (c) an unqualified beautician or cosmetologist.

Hair and Beauty employee Level 3 means a beautician who holds a Certificate III (or equivalent) relevant to the beauty industry, including but not limited to Beauty Services, Make-up or Nail Technology.

Hair and Beauty employee Level 4 means a beauty therapist who holds a Certificate IV (or equivalent) relevant to the beauty industry.

Hair and Beauty employee Level 6 means a beauty therapist who holds a Diploma (or equivalent) relevant to the beauty industry, including but not limited to Beauty Therapy, Salon Management or Cosmetic Tattooing.

Clauses and schedules deleted

A variety of clauses and appendixes in the existing award will be deleted, as they are either obsolete or their provisions are dealt with elsewhere in the updated award. Clauses to be deleted are:

- Clause 4 – Term
- Clause 13 – Registration
- Clause 20 – Staff room
- Clause 23 – Premiums
- Clause 26 – Board of reference
- Clause 33 – Enterprise bargaining
- Clause 34 – Consultative procedures
- Appendix – S.49B – Inspection of records requirements