



## **Hair and Beauty Industry wins it own federal Award**

On 19 December 2008, the Australian Industrial Relations Commission (AIRC) handed down its first decision in relation to the award modernisation process as instigated by the Rudd Government. From 1 January 2010, a new *Hair and Beauty Industry Award* will come into effect for all businesses covered under the federal industrial relations system.

Early discussions in 2008 suggested that hair and beauty salons were to be covered under a general *Retail Industry Award*. Hair and Beauty Australia strenuously objected to this, as the employment of apprentices, and the presence of unique safety issues, make our industry very different to the retail industry. Furthermore, the draft Retail Award failed to contain pay rates for students and graduates of 'fast track' courses, and the minimum pay rates for 'salon managers' were far in excess of what the industry usually pays.

Hair and Beauty Australia made two written submissions on behalf of the industry to the AIRC, proposing that a separate federal award cover the hair and beauty industry in Australia, and that the minimum pay rates be generally consistent with the qualifications that employees hold. The AIRC not only granted the industry its own federal award, but it also adopted most of Hair and Beauty Australia's suggestions in the new federal award. The new federal award will replace all NAPSAs that companies (proprietary limited corporations) are covered by, from 1 January 2010. This means that for the first time in history, all salons that operate as a company will be covered by the same award, regardless of which state or territory they are based in.

The introduction of Australia's first ever federal hair and beauty industry award is a major victory for Hair and Beauty Australia, and reinforces its position as the peak industry body for the hair and beauty industry in Australia.

Hair and Beauty Australia will work hard over the next 12 months to advise and assist its members who are currently covered under the federal IR system on how best to transfer over to the new federal award.

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**HAIR AND BEAUTY AUSTRALIA**

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