



DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

HAIR AND BEAUTY INDUSTRY AWARD 2020
[MA000005]

Hair and beauty

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT CATANZARITI
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT HAMPTON
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, 20 JUNE 2023

Annual Wage Review 2022–23.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[\[2023\] FWCFB 3500](#)], the above award is varied as follows:

1. By deleting the table appearing in clause 17.1 and inserting the following:

Classification	Minimum weekly rate (full-time employees)	Minimum hourly rate
	\$	\$
Hair and beauty employee level 1	939.60	24.73
Hair and beauty employee level 2	961.10	25.29
Hair and beauty employee level 3	995.00	26.18
Hair and beauty employee level 4	1013.40	26.67
Hair and beauty employee level 5	1043.80	27.47
Hair and beauty employee level 6	1081.00	28.45

2. By deleting the year “2022” in clause 17.4(b) and inserting “2023”.

3. By deleting the table appearing in clause 18.1(a) and inserting the following:

Has not completed Year 12 Year of apprenticeship	% of the standard rate	Minimum weekly rate	Minimum hourly rate
	%	\$	\$
1st year	50	497.50	13.09
2nd year	60	597.00	15.71
3rd year	77	766.15	20.16
4th year (if applicable)	90	895.50	23.57

4. By deleting the table appearing in clause 18.1(b) and inserting the following:

Has completed Year 12 Year of apprenticeship	% of the standard rate	Minimum weekly rate	Minimum hourly rate
	%	\$	\$
1st year	55	547.25	14.40
2nd year	65	646.75	17.02
3rd year	77	766.15	20.16
4th year (if applicable)	90	895.50	23.57

5. By deleting the table appearing in clause 18.2(a) and inserting the following:

Has not completed Year 12 Year of apprenticeship	% of the standard rate	Minimum weekly rate	Minimum hourly rate
	%	\$	\$
1st year	50	497.50	13.09
2nd year	60	597.00	15.71
3rd year	80	796.00	20.95
4th year (if applicable)	90	895.50	23.57

6. By deleting the table appearing in clause 18.2(b) and inserting the following:

Has completed Year 12 Year of apprenticeship	% of the standard rate	Minimum weekly rate	Minimum hourly rate
	%	\$	\$
1st year	55	547.25	14.40

Has completed Year 12 Year of apprenticeship	% of the standard rate	Minimum weekly rate	Minimum hourly rate
	%	\$	\$
2nd year	65	646.75	17.02
3rd year	80	796.00	20.95
4th year (if applicable)	90	895.50	23.57

7. By deleting the table appearing in clause 18.3(a) and inserting the following:

Has not completed Year 12 Year of apprenticeship	% of the standard rate	Minimum weekly rate	Minimum hourly rate
	%	\$	\$
1st 6 months	50	497.50	13.09
Next 6 months	55	547.25	14.40
Next 6 months	60	597.00	15.71
Next 12 months	77	766.15	20.16

8. By deleting the table appearing in clause 18.3(b) and inserting the following:

Has completed Year 12 Year of apprenticeship	% of the standard rate	Minimum weekly rate	Minimum hourly rate
	%	\$	\$
1st 6 months	55	547.25	14.40
Next 6 months	55	547.25	14.40
Next 6 months	65	646.75	17.02
Next 12 months	77	766.15	20.16

9. By deleting the table appearing in clause 18.6 and inserting the following:

Year of study	% of the standard rate	Minimum weekly rate	Minimum hourly rate
	%	\$	\$
Hairdressing			
Full-time trainee—less than 1000 hours of full-time accredited training	55	547.25	14.40

Year of study	% of the standard rate	Minimum weekly rate	Minimum hourly rate
	%	\$	\$
Full-time trainee—at least 1000 hours but less than 2000 hours of full-time accredited training	75	746.25	19.64
Full-time graduate—first 12 months	92.5	920.38	24.22
Beauty therapy			
Full-time graduate—first 12 months	92.5	920.38	24.22

10. By deleting the amount “\$47.05” appearing in clause 20.2 and inserting “\$49.75”.
11. By deleting the amount “\$12.23” appearing in clause 20.3 and inserting “\$12.94”.
12. By deleting the amount “\$40.27” appearing in clause 20.4 and inserting “\$42.59”.
13. By deleting the table appearing in clause B.1.1 and inserting the following:

	Monday to Friday between 7.00 am and 9.00 pm	Saturday – between 7.00 am and 6.00 pm	Sunday – between 10.00 am and 5.00 pm	Public holiday – any time of day	RDO – any time of day
	% of minimum hourly rate				
	100%	133%	200%	250%	200%
	\$	\$	\$	\$	\$
Level 1	24.73	32.89	49.46	61.83	49.46
Level 2	25.29	33.64	50.58	63.23	50.58
Level 3	26.18	34.82	52.36	65.45	52.36
Level 4	26.67	35.47	53.34	66.68	53.34
Level 5	27.47	36.54	54.94	68.68	54.94
Level 6	28.45	37.84	56.90	71.13	56.90

14. By deleting the table appearing in clause B.1.2 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all hours	Public holiday – all hours	RDO – all hours
	% of minimum hourly rate				
	150%	200%	200%	250%	200%
	\$	\$	\$	\$	\$
Level 1	37.10	49.46	49.46	61.83	49.46
Level 2	37.94	50.58	50.58	63.23	50.58
Level 3	39.27	52.36	52.36	65.45	52.36
Level 4	40.01	53.34	53.34	66.68	53.34
Level 5	41.21	54.94	54.94	68.68	54.94
Level 6	42.68	56.90	56.90	71.13	56.90

15. By deleting the table appearing in clause B.2.1 and inserting the following:

	Monday to Friday – between 7.00 am and 9.00 pm	Monday to Friday – before 7.00 am and after 9.00 pm	Saturday – before 7.00 am and after 6.00 pm	Saturday – between 7.00 am and 6.00 pm	Sunday – any time of day	Public holiday – any time of day
	% of minimum hourly rate					
	125%	150%	150%	153%	220%	250%
	\$	\$	\$	\$	\$	\$
Level 1	30.91	37.10	37.10	37.84	54.41	61.83
Level 2	31.61	37.94	37.94	38.69	55.64	63.23
Level 3	32.73	39.27	39.27	40.06	57.60	65.45
Level 4	33.34	40.01	40.01	40.81	58.67	66.68
Level 5	34.34	41.21	41.21	42.03	60.43	68.68
Level 6	35.56	42.68	42.68	43.53	62.59	71.13

16. By deleting the table appearing in clause B.2.2 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all hours	Public holiday – all hours
	% of minimum hourly rate			
	175%	225%	220%	250%
	\$	\$	\$	\$
Level 1	43.28	55.64	54.41	61.83
Level 2	44.26	56.90	55.64	63.23
Level 3	45.82	58.91	57.60	65.45
Level 4	46.67	60.01	58.67	66.68
Level 5	48.07	61.81	60.43	68.68
Level 6	49.79	64.01	62.59	71.13

17. By deleting the table appearing in clause B.3.2 and inserting the following:

	Junior hourly rate – Monday to Friday between 7.00 am and 9.00 pm	Saturday – between 7.00 am and 6.00 pm	Sunday – between 10.00 am and 5.00 pm	Public holiday – any time of day	RDO – any time of day
	% of junior hourly rate				
	100%	133%	200%	250%	200%
	\$	\$	\$	\$	\$
Level 1					
16 years or under	12.37	16.45	24.74	30.93	24.74
17 years	18.55	24.67	37.10	46.38	37.10
Level 2					
16 years or under	12.65	16.82	25.30	31.63	25.30
17 years	18.97	25.23	37.94	47.43	37.94
Level 3					
16 years or under	13.09	17.41	26.18	32.73	26.18
17 years	19.64	26.12	39.28	49.10	39.28

	Junior hourly rate – Monday to Friday between 7.00 am and 9.00 pm	Saturday – between 7.00 am and 6.00 pm	Sunday – between 10.00 am and 5.00 pm	Public holiday – any time of day	RDO – any time of day
	% of junior hourly rate				
	100%	133%	200%	250%	200%
	\$	\$	\$	\$	\$
Level 4					
16 years or under	13.34	17.74	26.68	33.35	26.68
17 years	20.00	26.60	40.00	50.00	40.00
Level 5					
16 years or under	13.74	18.27	27.48	34.35	27.48
17 years	20.60	27.40	41.20	51.50	41.20
Level 6					
16 years or under	14.23	18.93	28.46	35.58	28.46
17 years	21.34	28.38	42.68	53.35	42.68

18. By deleting the table appearing in clause B.3.3 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all hours	Public holiday – all hours	RDO – all hours
	% of junior hourly rate				
	150%	200%	200%	250%	200%
	\$	\$	\$	\$	\$
Level 1					
16 years or under	18.56	24.74	24.74	30.93	24.74
17 years	27.83	37.10	37.10	46.38	37.10
Level 2					
16 years or under	18.98	25.30	25.30	31.63	25.30
17 years	28.46	37.94	37.94	47.43	37.94

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all hours	Public holiday – all hours	RDO – all hours
	% of junior hourly rate				
	150%	200%	200%	250%	200%
	\$	\$	\$	\$	\$
Level 3					
16 years or under	19.64	26.18	26.18	32.73	26.18
17 years	29.46	39.28	39.28	49.10	39.28
Level 4					
16 years or under	20.01	26.68	26.68	33.35	26.68
17 years	30.00	40.00	40.00	50.00	40.00
Level 5					
16 years or under	20.61	27.48	27.48	34.35	27.48
17 years	30.90	41.20	41.20	51.50	41.20
Level 6					
16 years or under	21.35	28.46	28.46	35.58	28.46
17 years	32.01	42.68	42.68	53.35	42.68

19. By deleting the table appearing in clause B.4.1 and inserting the following:

	Junior hourly rate – Monday to Friday – between 7.00 am and 9.00 pm	Monday to Friday – before 7.00 am and after 9.00 pm	Saturday – before 7.00 am and after 6.00 pm	Saturday – between 7.00 am and 6.00 pm	Sunday – any time of day	Public holiday – any time of day
	% of junior hourly rate					
	125%	150%	150%	153%	220%	250%
	\$	\$	\$	\$	\$	\$
Level 1						
16 years or under	15.46	18.56	18.56	18.93	27.21	30.93
17 years	23.19	27.83	27.83	28.38	40.81	46.38
Level 2						
16 years or under	15.81	18.98	18.98	19.35	27.83	31.63
17 years	23.71	28.46	28.46	29.02	41.73	47.43
Level 3						
16 years or under	16.36	19.64	19.64	20.03	28.80	32.73
17 years	24.55	29.46	29.46	30.05	43.21	49.10
Level 4						
16 years or under	16.68	20.01	20.01	20.41	29.35	33.35
17 years	25.00	30.00	30.00	30.60	44.00	50.00
Level 5						
16 years or under	17.18	20.61	20.61	21.02	30.23	34.35
17 years	25.75	30.90	30.90	31.52	45.32	51.50
Level 6						
16 years or under	17.79	21.35	21.35	21.77	31.31	35.58
17 years	26.68	32.01	32.01	32.65	46.95	53.35

20. By deleting the table appearing in clause B.4.2 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all hours	Public holiday – all hours
	% of junior hourly rate			
	175%	225%	220%	250%
	\$	\$	\$	\$
Level 1				
16 years or under	21.65	27.83	27.21	30.93
17 years	32.46	41.74	40.81	46.38
Level 2				
16 years or under	22.14	28.46	27.83	31.63
17 years	33.20	42.68	41.73	47.43
Level 3				
16 years or under	22.91	29.45	28.80	32.73
17 years	34.37	44.19	43.21	49.10
Level 4				
16 years or under	23.35	30.02	29.35	33.35
17 years	35.00	45.00	44.00	50.00
Level 5				
16 years or under	24.05	30.92	30.23	34.35
17 years	36.05	46.35	45.32	51.50
Level 6				
16 years or under	24.90	32.02	31.31	35.58
17 years	37.35	48.02	46.95	53.35

21. By deleting the table appearing in clause B.5.3 and inserting the following:

	Apprentice hourly rate – Monday to Friday between 7.00 am and 9.00 pm	Saturday – between 7.00 am and 6.00 pm	Sunday – between 10.00 am and 5.00 pm	Public holiday – any time of day	RDO – any time of day
	% of apprentice hourly rate				
	100%	133%	200%	250%	200%
	\$	\$	\$	\$	\$
Have not completed year 12					
1st year	13.09	17.41	26.18	32.73	26.18
2nd year	15.71	20.89	31.42	39.28	31.42
3rd year	20.16	26.81	40.32	50.40	40.32
4th year (if applicable)	23.57	31.35	47.14	58.93	47.14
Have completed year 12					
1st year	14.40	19.15	28.80	36.00	28.80
2nd year	17.02	22.64	34.04	42.55	34.04
3rd year	20.16	26.81	40.32	50.40	40.32
4th year (if applicable)	23.57	31.35	47.14	58.93	47.14

22. By deleting the table appearing in clause B.5.4 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all hours	Public holiday – all hours	RDO – all hours
	% of apprentice hourly rate				
	150%	200%	200%	250%	200%
	\$	\$	\$	\$	\$
Have not completed year 12					
1st year	19.64	26.18	26.18	32.73	26.18
2nd year	23.57	31.42	31.42	39.28	31.42
3rd year	30.24	40.32	40.32	50.40	40.32
4th year (if applicable)	35.36	47.14	47.14	58.93	47.14
Have completed year 12					
1st year	21.60	28.80	28.80	36.00	28.80
2nd year	25.53	34.04	34.04	42.55	34.04
3rd year	30.24	40.32	40.32	50.40	40.32
4th year (if applicable)	35.36	47.14	47.14	58.93	47.14

23. By deleting the table appearing in clause B.5.5 and inserting the following:

	Apprentice hourly rate – Monday to Friday between 7.00 am and 9.00 pm	Saturday – between 7.00 am and 6.00 pm	Sunday – between 10.00 am and 5.00 pm	Public holiday – any time of day	RDO – any time of day
	% of apprentice hourly rate				
	100%	133%	200%	250%	200%
	\$	\$	\$	\$	\$
Have not completed year 12					
1st year	13.09	17.41	26.18	32.73	26.18
2nd year	15.71	20.89	31.42	39.28	31.42
3rd year	20.95	27.86	41.90	52.38	41.90
4th year (if applicable)	23.57	31.35	47.14	58.93	47.14
Have completed year 12					
1st year	14.40	19.15	28.80	36.00	28.80
2nd year	17.02	22.64	34.04	42.55	34.04
3rd year	20.95	27.86	41.90	52.38	41.90
4th year (if applicable)	23.57	31.35	47.14	58.93	47.14

24. By deleting the table appearing in clause B.5.6 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all hours	Public holiday – all hours	RDO – all hours
	% of apprentice hourly rate				
	150%	200%	200%	250%	200%
	\$	\$	\$	\$	\$
Have not completed year 12					
1st year	19.64	26.18	26.18	32.73	26.18
2nd year	23.57	31.42	31.42	39.28	31.42
3rd year	31.43	41.90	41.90	52.38	41.90
4th year (if applicable)	35.36	47.14	47.14	58.93	47.14
Have completed year 12					
1st year	21.60	28.80	28.80	36.00	28.80
2nd year	25.53	34.04	34.04	42.55	34.04
3rd year	31.43	41.90	41.90	52.38	41.90
4th year (if applicable)	35.36	47.14	47.14	58.93	47.14

25. By deleting the table appearing in clause B.5.7 and inserting the following:

	Apprentice hourly rate – Monday to Friday between 7.00 am and 9.00 pm	Saturday – between 7.00 am and 6.00 pm	Sunday – between 10.00 am and 5.00 pm	Public holiday – any time of day	RDO – any time of day
	% of apprentice hourly rate				
	100%	133%	200%	250%	200%
	\$	\$	\$	\$	\$
Have not completed year 12					
1st 6 months	13.09	17.41	26.18	32.73	26.18
Next 6 months	14.40	19.15	28.80	36.00	28.80
Next 6 months	15.71	20.89	31.42	39.28	31.42
Next 12 months	20.16	26.81	40.32	50.40	40.32
Have completed year 12					
1st 6 months	14.40	19.15	28.80	36.00	28.80
Next 6 months	14.40	19.15	28.80	36.00	28.80
Next 6 months	17.02	22.64	34.04	42.55	34.04
Next 12 months	20.16	26.81	40.32	50.40	40.32

26. By deleting the table appearing in clause B.5.8 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all hours	Public holiday – all hours	RDO – all hours
	% of apprentice hourly rate				
	150%	200%	200%	250%	200%
	\$	\$	\$	\$	\$
Have not completed year 12					
1st 6 months	19.64	26.18	26.18	32.73	26.18
Next 6 months	21.60	28.80	28.80	36.00	28.80
Next 6 months	23.57	31.42	31.42	39.28	31.42
Next 12 months	30.24	40.32	40.32	50.40	40.32
Have completed year 12					
1st 6 months	21.60	28.80	28.80	36.00	28.80
Next 6 months	21.60	28.80	28.80	36.00	28.80
Next 6 months	25.53	34.04	34.04	42.55	34.04
Next 12 months	30.24	40.32	40.32	50.40	40.32

27. By deleting the table appearing in clause B.5.9 and inserting the following:

	Apprentice hourly rate – Monday to Friday between 7.00 am and 9.00 pm	Saturday – between 7.00 am and 6.00 pm	Sunday – between 10.00 am and 5.00 pm	Public holiday – any time of day	RDO – any time of day
	% of apprentice hourly rate				
	100%	133%	200%	250%	200%
	\$	\$	\$	\$	\$
Hairdressing					
Less than 1000 hours of full-time accredited training	14.40	19.15	28.80	36.00	28.80

	Apprentice hourly rate – Monday to Friday between 7.00 am and 9.00 pm	Saturday – between 7.00 am and 6.00 pm	Sunday – between 10.00 am and 5.00 pm	Public holiday – any time of day	RDO – any time of day
	% of apprentice hourly rate				
	100%	133%	200%	250%	200%
	\$	\$	\$	\$	\$
At least 1000 hours but less than 2000 hours of full-time accredited training	19.64	26.12	39.28	49.10	39.28
Hairdressing Graduate (first 12 months)	24.22	32.21	48.44	60.55	48.44
Beauty therapy					
Beauty Therapy Graduate (first 12 months)	24.22	32.21	48.44	60.55	48.44

28. By deleting the table appearing in clause B.5.10. and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all hours	Public holiday – all hours	RDO – all hours
	% of apprentice hourly rate				
	150%	200%	200%	250%	200%
	\$	\$	\$	\$	\$
Hairdressing					
Less than 1000 hours of full-time accredited training	21.60	28.80	28.80	36.00	28.80
At least 1000 hours but less than 2000 hours of full-time accredited training	29.46	39.28	39.28	49.10	39.28

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all hours	Public holiday – all hours	RDO – all hours
	% of apprentice hourly rate				
	150%	200%	200%	250%	200%
	\$	\$	\$	\$	\$
Hairdressing Graduate (first 12 months)	36.33	48.44	48.44	60.55	48.44
Beauty therapy					
Beauty Therapy Graduate (first 12 months)	36.33	48.44	48.44	60.55	48.44

- 29. By deleting the amount “\$940.90” appearing in clause C.1.1 and inserting “\$995.00”.
- 30. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard weekly rate	\$	Payable
Manager’s allowance	20.2	5.0	49.75	per week
First aid allowance	20.3	1.3	12.94	per week
Broken Hill allowance	20.4	4.28	42.59	per week

B. This determination comes into operation on 1 July 2023. In accordance with s 286(5) of the *Fair Work Act 2009* this determination does not take effect in relation to a particular employee until the start of the employee’s first full pay period that starts on or after 1 July 2023.



PRESIDENT

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