

This table reflects the outcomes of the Conference held on 11 September 2017.

Hair and Beauty Industry Award 2010

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
S3A.	HABA	Sub-13-Oct-16	12.8	Rosters Seeks to delete this clause.	Draft determination Para 1	
S4.	BSA	Sub-2Mar15	19.3	Minimum rates for pre-apprentices No definition of a ‘pre-apprentice’; but there are minimum rates for a pre-apprentice. Party consulting further with members, may pursue a proposal to vary.	Page 10	Suggest that this may be a technical and drafting issue Sub-29-Sep-16 , para 6
S6.	FWO	Sub-2Mar15	19.6, 19.7 & Schedule D	Apprentices and trainees No definitions for “trainee” and “graduate” – unclear how clause 19.6 interacts with the trainee provisions separately set out under Schedule D and how to identify which employees should be regarded as a “graduate” under clauses 19.6 and 19.7.	Point 22	
S9.	SDA	Sub-2Mar15	29	Notification of rosters Party seeks to amend this clause. Proposes wording in submission.	Point 13	
		Sub-3-Oct-16			Paras 11-13	

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S9A.	HABA	Sub-13-Oct-16	29	Notification of rosters Seeks to delete existing clause 29.2, renumber existing clause 29.3, insert new clauses 29.3 and 29.4, renumber existing clauses 29.4 and 29.5. Proposes wording.	Draft determination Paras 3-6	
S11.	SDA	Sub-2Mar15	30	Rostering principles Seeks to insert a provision for employees regularly working Sundays, to ensure that those employees are entitled to have three consecutive days off each four weeks which includes a Saturday or Sunday. Proposes wording of clause.	Point 15	
		Sub-3-Oct-16			Paras 14-18	
S13. S14.	HABA	Sub-13-Oct-16	30.3	Rostering principles - Consecutive days off Seeks to vary provision to allow employers and employees to mutually agree to a pattern of work in which the employee is not provided with the consecutive days off as otherwise provided for in the award.	Paras 2.4 & 2.6	Items S13 and S14 in the summary of proposed variations published 24 February 2016 have been combined into one item, as they relate to the same clause.
		Sub-13-Oct-16		Rostering principles Substitute existing clauses 30.3(b) and (c). Proposed wording in submission.	Draft determination Paras 8-9	
S15.	SDA	Sub-2Mar15	31	Overtime Seeks to also vary clause so double time is paid after 2 hours worked.	Point 16	

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		Sub-3-Oct-16			Paras 19-20	
S19.	SDA	Sub-2Mar15	35	Public holidays Seeks to vary clause so work on a public holiday is to be at the election of the employee and the insertion of a provision which would allow an employee who works on a public holiday to elect to be paid time and a half and receive equivalent day or time off in lieu.	Point 20	Parties to confirm whether appropriate to refer this issue to the public holidays Full Bench
S20.	SDA	Sub-2Mar15	Schedule B	Classifications Seeks to insert into the Classification structure for all employees (Retail Employee Level 1 – 8) wording to ensure that employees cannot be required to exhibit clothes or other fashion articles/accessories of a revealing or indecent manner, as this is not part of retail duties and functions.	Point 21	
		Sub-3-Oct-16			Paras 25-27	

List of abbreviations (in alphabetical order)

BSA	Business SA
FWO	Fair Work Ombudsman
HABA	Hair and Beauty Australia Industry Association
HBIA	Hair and Beauty Industry Association

NRA National Retail Association
SDA Shop, Distributive and Allied Employees Association