

MA000005 PRXXXXXX

FAIR WORK COMMISSION

AMENDED DRAFT DETERMINATION

Fair Work Act 2009

S156 – 4 Yearly Review of Modern Awards

4 yearly review of modern awards – Hair and Beauty Industry Award 2010
(AM2017/40)

HAIR AND BEAUTY INDUSTRY AWARD 2010
MA000005

Hair and Beauty Industry

Presiding Member

LOCATION, DD MM 2021

Review of modern awards to be conducted

A. Further to the Decision and Reasons for Decision <<DecisionRef>> in <<FileNo>>, it is determined pursuant to section 156(2)(b)(i) of the Fair Work Act 2009, that the Hair and Beauty Industry Award 2010 be varied as follows.

1. By deleting Clause 31.2(c) and replacing it with:

(c) Saturday Work

- (i) a loading of 33% will apply for ordinary hours of work for full-time and part-time employees within the span of hours on a Saturday.
- (ii) subject to clause 31.2(e)(i), a loading of 58% (including casual loading) will apply for ordinary hours of work for casual employees within the span of hours on a Saturday.

2. By deleting Clause 31.2(d) and replacing it with:

(d) Sunday Work

- (i) a loading of 100% will apply for all hours of work for full-time and part-time employees on a Sunday.

(ii) subject to clause 31.2(e)(ii), a 125% (including casual loading) will apply for all hours of work for casual employees on a Sunday.

3. By renumbering current clause 31.2(e) as clause 31.2(f) and inserting new clause 31.2(e) as follows:

(e) Phased-in implementation of weekend loadings for casual employees

(i) the weekend loading for casual employees referred to in clause 31.2(c)(ii) shall be subject to a phased implementation timetable as follows:

<u>Date</u>	<u>Loading</u>
<u>DD MM 2021 to 30 January 2022</u>	<u>33%</u>
<u>31 January 2022 to 29 April 2022</u>	<u>38%</u>
<u>30 April 2022 to 30 December 2022</u>	<u>43%</u>
<u>31 December 2022 to 29 April 2023</u>	<u>48%</u>
<u>30 April 2023 to 30 December 2023</u>	<u>53%</u>
<u>From 31 December 2023</u>	<u>58%</u>

(ii) the weekend loading for casual employees referred to in clause 31.2(d)(ii) shall be subject to a phased implementation timetable as follows:

<u>Date</u>	<u>Loading</u>
<u>DD MM 2021 to 30 January 2022</u>	<u>100%</u>
<u>31 January 2022 to 29 April 2022</u>	<u>105%</u>
<u>30 April 2022 to 30 December 2022</u>	<u>110%</u>
<u>31 December 2022 to 29 April 2023</u>	<u>115%</u>
<u>30 April 2023 to 30 December 2023</u>	<u>120%</u>
<u>From 31 December 2023</u>	<u>125%</u>

B. This determination comes into force on and from DD MM 2021

PRESIDING MEMBER