

**FAIR WORK COMMISSION**

**MATTER NO. AM2017/40**

**Four Yearly Review of Modern Awards: Hair and Beauty Industry Award 2010**

**Statement of Kate Brandreth**

I, Kate Brandreth, Union Official of Level 1, 16 Good St, Granville in New South Wales say:

**My role with the AWU**

1. Since July 2015 I have been employed by the Australian Workers' Union (**AWU**) as the National Campaigns and Growth Director at the National Office.

**The Hairdresser campaign**

2. As part of my responsibilities as the National Campaign Director I was tasked with starting a campaign so our union could better represent the interests of hairdressers.
3. The campaign which is called "Hair Stylists Australia" was launched online in March 2016 (**the campaign**). One of my responsibilities is overseeing and coordinating the campaign.

**My knowledge of conditions in the hair and beauty industry**

4. To enable me to oversee and coordinate the campaign I conducted research into the hair and beauty industry.
5. Through my research I am aware that the Australian Government (Department of Jobs and Small Business) has assessed that there is a skills shortage in relation to hairdresser. In September 2017 the department issued a report (ANZSCO 3911-11) that gave the occupation of hairdresser a labour market rating of "shortage.. Attached to this statement and marked "**KB-1**" is a copy of the report.

6. Since commencing the campaign I have come into contact with hundreds of hairdressers from all over Australia ~~who have experienced poor treatment by their employers who don't comply with the Hair and Beauty Award.~~
7. Hairdressers require a Certificate 3 to practice as a qualified hairdresser.
8. ~~Hairdressing is one of the lowest paid trades in Australia. Hairdressing is a predominantly female trade (approximately 90% female) and they are paid far below all the other male dominated trades.~~

### **Penalty Rates**

9. ~~Any cut to hairdressers pay will have devastating impacts on this workforce, who are already struggling to get by.~~
10. ~~Thousands of hairdressers who work on Sunday's rely on those penalty rates to help supplement their income, particularly as the base rate of pay for qualified hairdressers is so low.~~

### **Petition opposed to penalty rate cuts to the Hair & Beauty Award 2010**

11. On the 23 February 2017 The Fair Work Commission flagged a review of Sunday and Public Holiday rates in the Hair and Beauty Award.
12. In response to this announcement, the AWU launched an online petition in March 2017 on a website called Megaphone, which is run by the Victorian Trades Hall Council.
13. Since March 2017 we have promoted the petition and asked hairdressers to visit the Megaphone website and add their name to the petition. We have promoted the petition by sending emails to our supporter base and have promoted the petition on a Facebook page that we have set up for Hair Stylists Australia.
14. Attached to this statement and marked "**KB-2**" is a copy of the web page which contains the text of the petition.
15. To date 6,649 people have added their names to the petition.

16. When someone is filling out the petition they are asked to identify whether they are employed in hair or beauty industry by ticking a box and also fill in their occupation. Out of those 6,649 people, 4,317 have identified themselves as being employed in the hair and beauty industry. Attached to this statement and marked "**KB-3**" is a document which, in relation to each person that has completed the survey, sets out the name, postcode, occupation and whether the person is in hair or beauty

17. Furthermore, when individuals were filling out the petition they were provided with an opportunity to leave comments or a statement. Attached to this statement and marked "**KB-4**", is a document which sets out each of the comments or statements which were made by people who completed the petition, and who identified themselves as hairdressers.

Date: