

Fair Work Act 2009
FAIR WORK COMMISSION

s. 156 - 4 yearly review of modern awards

AM2017/40

**4 YEARLY REVIEW OF MODERN AWARDS – HAIR AND BEAUTY
INDUSTRY AWARD 2010 – PENALTY RATES**

WITNESS STATEMENT OF CARRIE GEDNEY

I, Carrie Gedney, of [REDACTED], hairdresser,
STATE as follows:

Qualifications

1. I completed a hairdressing apprenticeship in the 1980s. I think I started in around 1985 and finished in 1989 and have a Certificate 111 in hairdressing.
2. The apprenticeship involved four years working in a salon and two years of coursework at TAFE.

Employment

3. I've basically worked continuously as a hairdresser on either a full-time or part-time basis since around 1985.
4. I am currently employed at a Just Cuts franchise in Newcastle as a part-time employee. I work at three different Just Cuts salons in the Newcastle area.
5. My regular hours of work are from 17 to 25 per week and my regular days of work are Monday (9am to 5:30pm), Thursday night (5pm to 9pm) and Sunday (10am to 4pm).
6. I often work on public holidays because many occur on a Monday.
7. My normal rate of pay is around \$21 per hour and I earn on average around \$450 NET per week or around \$500 gross or thereabouts.

Penalty rates

8. ~~I am disgusted by the proposed reductions to penalty rates for hairdressers. I can't understand out of all the industries in Australia why we would be targeted given we already have such low wage rates. We already lost our Thursday night penalty rates back in 2010.~~
9. I have calculated that I will lose around \$80 per week if the Sunday penalty rate is reduced from double time to time and a half. I would also lose additional amounts for any public holiday I worked.
10. A loss of \$80 per week is massive for me and my family. I am a single mother with two children.
11. This reduction in my wages would mean cut-backs to family holidays and activities for my children. I would have to work more hours to offset the loss which would mean more childcare. I think we would be on the brink of the poverty line.
12. I give up valuable family time to work on Sundays and public holidays ~~and this sacrifice should continue being recognised by the current penalty rates.~~
13. I don't think I would agree to work Sundays if the rate was only time and a half. I would seek to change the days that I work because I'd be better off having Sundays with my family and working on other days of the week.

Conditions in the industry

14. ~~I think it is grossly unfair that hairdressers currently earn substantially less than other trades that are dominated by males. Plumbers and electricians earn far more than hairdressers, but we have the same level of trade qualification as hairdressers.~~
15. I have a friend who is a cleaner and she earns \$30 per hour. People working in the deli at Woolies get \$25 per hour. I earn less than these people despite having a trade qualification earned over four long years which they generally wouldn't have.
16. ~~Now despite the current situation being completely shitty, unfair and unjust, they want to reduce our rates even further. I can't believe people would think that is an appropriate outcome.~~