

Fair Work Act 2009
FAIR WORK COMMISSION

s. 156 - 4 yearly review of modern awards

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

WITNESS STATEMENT OF CHANTAL GERITZ

I, Chantal Geritz, of [REDACTED], hairdresser,
STATE as follows:

Qualifications

1. I completed a hairdressing apprenticeship in 2005 and have a Certificate 111 in hairdressing. This was a four-year course, but I was fast tracked and finished in a bit over three years.
2. I started the apprenticeship with Jodi's Salon in Emerald but then moved to the Gold Coast. I attended the Gold Coast School of Hairdressing for one day per week for coursework throughout the apprenticeship. I worked at one salon on the Gold Coast for the whole duration of my apprenticeship, the salon changed owners in the last 6 months of my apprenticeship.
3. My years as an apprentice were difficult and stressful. In addition to undertaking the practical training and coursework for the apprenticeship, I was working at an Italian Restaurant and working on Sundays in a different salon to supplement my earnings as an apprentice. I had no car and was catching an array of public transport and walking from the far end of Labrador to Southport when I had no money left from my pay. I was working at the same salon for \$50 cash for 6 hours work on a Sunday.

Employment

4. I have worked as a casual employee for Jodi's Salon in Emerald on and off since 2006. I started my latest stint of casual employment in around 2014.

5. I am well looked after in my employment. I work Monday to Thursday during school hours and don't work on weekends or public holidays.

Penalty rates

6. ~~While I will not be personally affected by any reduction to penalty rates on Sundays or public holidays, I am very strongly opposed to any reduction to current award conditions for hairdressers.~~
7. ~~Many of the hairdressers I work with are struggling to meet their cost of living expenses on their current wages. Any reduction to the current conditions would be disastrous for them and particularly those with families to support.~~
8. If the current penalty rates are reduced I think more young hair stylists will leave the industry and look for better paying jobs. This is already happening because the current rates are so low. Earlier this week an employee resigned from Jodi's Salon to pursue better paid work as a coal tester.
9. ~~I think many hair stylists will refuse to work on Sundays if the penalty rate is reduced from 200% to 150%. People would rather be spending time with their families on a Sunday, but they will agree to work if the financial compensation makes it worthwhile. I think people who think it is worthwhile to work on Sunday for double time will reconsider if the penalty rate is only time and a half.~~
10. ~~Also, if penalty rates are dropped it will cause a wave of stylists to work from home off the books. I've seen it happen more and more over the years. A stylist currently gets around \$45 an hour on a Sunday, they work 4 hours on a Sunday and get \$180. If you cut that you will see stylists take their trade home. They can do one client at home on a Sunday (foils, cut and blow dry) and charge that person \$250 and only do a couple of hours work. I can't stress enough that I KNOW this will happen, it already does.~~
11. My own daughter has recently expressed an interest in hairdressing, but I have encouraged her to look at other options. I can't honestly recommend hairdressing at the moment because the pay is so low – especially during the apprenticeship period, and the working conditions are tough.
12. As a mother I feel obliged to encourage my daughter to pursue other work which will pay better and result in a less stressful working environment. Dealing with the customers is physically and mentally draining as a hairdresser. Everyone wants to talk about their problems and it is hard not to get affected by so much negativity.

13. I am passionate about trying to improve the current conditions for hairdressers. I want to be able to encourage people like my daughter to join the industry. Obviously, the last thing I want to see is any reduction to the current conditions.
14. For some reason, there seems to be a common view that hairdressers are the same as retail and hospitality workers and should receive comparable conditions. I don't understand this given we are trade qualified and ~~the responsibility and expectation on hairdressers is much higher than it is for retail and hospitality workers.~~