

AM2014/305—Hair and Beauty Industry Award 2010

Joint application to vary the *Hair and Beauty Industry Award 2010* [MA000005] by Australian Business Industrial (ABI), the New South Wales Business Chamber Limited (NSWBC) and Hair & Beauty Australia Industry Association (HABA) in [submission and draft determination](#) of 13 February 2015

The employer parties seek the following changes to the *Hair and Beauty Industry Award 2010*

Proposed changes shown in RED are being dealt with as part of [AM2014/305](#)—Penalty rates

ABI, NSWBC & HABA proposed amendment to clause 13—Casual employment:

- 13.3 For all work performed outside the hours in clause 28.2, ~~except Sundays~~, a casual employee will be paid the ~~hourly ordinary~~ rate for a full-time employee in this award plus 50%. ~~For Sundays, the additional loading will be 100%.~~

ABI NSWBC & HABA proposed amendment to clause 31—Overtime and penalties:

31.2 Overtime and penalty rates

(c) Sunday work

A ~~100%~~ 50% loading will apply for all hours of work for full-time, ~~and~~ part-time and casual employees on a Sunday.

ABI NSWBC & HABA proposed amendment to clause 35—Public holidays:

~~35.2—An employer and a majority of employees may agree to substitute another day for a public holiday. Where an agreement to substitute a day is made the following applies:~~

- ~~• If both days worked—employee paid public holiday on day elected by employee;~~
- ~~• If only actual public holiday worked—public holiday penalty applies; or~~
- ~~• If only a substituted day worked—public holiday penalty applies.~~

~~35.3—Work on a public holiday must be compensated by payment at the rate of double time and a half for full-time, part-time and casual employees.~~

~~35.2 Work on a public holiday for full-time and part-time employees must be compensated by:~~

- ~~(a) payment at the rate of double time; or~~
- ~~(b) the employee being paid at their ordinary rate for working on the public holiday and in addition receiving a paid day off to be taken at a mutually agreed time and paid at the employee's ordinary rate.~~

~~35.3 Work on a public holiday for casual employees must be compensated by payment at the casual employee's ordinary rate.~~