

TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984
s.23 application for award or variation of award

**Australian Liquor, Hospitality and
Miscellaneous Workers Union (Tasmanian Branch)**
(T5548 of 1995)

**Shop, Distributive and Allied Employees Association,
Tasmanian Branch**
(T5563 of 1995)

HAIRDRESSERS AWARD

COMMISSIONER P A IMLACH

12 September 1995

Award variation – second \$8 safety net adjustment – consent matter – award varied –
operative from ffpp 26 July 1995

ORDER BY CONSENT-

No. 1 of 1995

AMEND THE HAIRDRESSERS AWARD IN THE FOLLOWING MANNER:

THE ABOVE AWARD IS VARIED IN THE FOLLOWING MANNER:

DELETE CLAUSE 8 (WAGE RATES) AND INSERT IN LIEU THEREOF THE FOLLOWING:

"8. WAGE RATES

1. ADULTS

- (a) *Adult employees of a classification hereunder mentioned shall be paid the weekly wage rate assigned opposite that classification*

	<i>Base Rate</i>	<i>Supplementary</i>	<i>Weekly</i>
	<i>\$</i>	<i>Payment</i>	<i>Wage Rate</i>
		<i>\$</i>	<i>\$</i>
1 <i>The Holder of a Hairdressers Certificate (as defined)</i>	352.60	16.00	368.60
2 <i>The Holder of Principals Certificate (as defined)</i>	369.40	16.00	385.40
3 <i>The Holder of a Masters Certificate (as defined)</i>	387.90	16.00	403.90
4 <i>Beauty Therapist</i>	387.90	16.00	403.90
5 <i>Beautician</i>	350.10	16.00	366.10
6 <i>All Others</i>	339.10	16.00	355.10

2. APPRENTICES

The employment of apprentices shall be in accordance with the requirements of the Industrial and Commercial Training Act 1985, and regulations made thereto.

- (a) *The minimum ordinary weekly wage rates to be paid by employers to apprentices shall be the undermentioned percentages of the current minimum weekly wage rate for the holder of a Principal's Certificate.*

PROVIDED *that the rates of payment outlined herein, incorporate the Proficiency Allowance prescribed by the Training Authority of Tasmania.*

	<i>Percentage of weekly wage rate for Classification 2 of subclause 1 hereof (\$385.40) %</i>	<i>Weekly Wage Rate \$</i>
<i>1st year</i>		
<i>- first six months</i>	40	154.20
<i>- second six months</i>	42	161.90
<i>2nd year</i>	55	212.00
<i>3rd year</i>	75	289.10
<i>4th year</i>	90	346.90

The said minimum rates shall be calculated to the nearest 10 cents.

- (b) An employee who is under the age of 21 on the completion of his/her apprenticeship, or any junior, other than a probationer or an apprentice, who uses the tools in performing work usually carried out by a fully qualified hairdresser shall be paid not less than the appropriate weekly wage rate prescribed for a fully qualified hairdresser.*
- (c) Tool allowances in accordance with the scale prescribed in Clause 14 (Equipment Allowance) shall be paid to apprentices, in addition to the rates prescribed herein.*
- (d) The period of apprenticeship shall be 4 years.*
- (e) The proportionate number of apprentices that may be employed, the conditions of apprenticeship, shall be as prescribed by the Training Authority of Tasmania.*
- (f) Apprentices shall be indentured in accordance with the requirements of the Training Authority of Tasmania. Indentures may be obtained on application to the Training Authority of Tasmania.*

3. JUNIOR WORKERS

- (a) Junior Workers*

In a salon where there are not less than 4 employees engaged on hairdressing duties, one junior worker may be employed, but such junior employee shall be employed solely on the duties of tea and tidy work and messenger. The weekly wage rates for such junior worker shall be as follows:-

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	<i>Percentage of \$327.50 %</i>	<i>Weekly Wage Rate \$</i>
<i>16 years of age and under to</i>		
<i>17 years of age</i>	54	176.90
<i>17 to 18 years of age</i>	60	196.50
<i>18 to 19 years of age</i>	73	239.10
<i>19 to 20 years of age</i>	86	281.70
<i>20 to 21 years of age</i>	90	294.80

(b) *Junior workers employed under Classifications, 4, 5 and 6, sub-clause 1, hereof (Beauty Therapist, Beautician, All Others):-*

	<i>Percentage of weekly wage rate for Classification 6, Section 1, subclause (a) hereof (\$355.10) %</i>	<i>Weekly Wage Rate \$</i>
<i>17 years of age and under to</i>		
<i>18 years</i>	60	213.10
<i>18 to 19 years of age</i>	73	259.20
<i>19 to 20 years of age</i>	86	305.40
<i>20 to 21 years</i>	90	319.60"

OPERATIVE DATE

The foregoing variation shall come into effect from the first full pay period commencing on or after 26 July 1995.

P A Imlach
COMMISSIONER

12 September 1995