



***Hair and Beauty Industry Award 2010***  
**2020 Wage Rates & Allowances Guide**

**Effective from first full pay period commencing on or after  
1 February 2021**

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**USING THIS GUIDE TO DETERMINE AN EMPLOYEE’S AWARD RATE**

**STEP 1:** Use the classification definitions contained in Part 3 to determine the level and grade of classification that applies.

**STEP 2:** Refer to the appropriate classification in the rates tables in Part 1.

**IMPORTANT INFORMATION ABOUT THIS GUIDE**

- *These are the minimum wage rates and allowances applicable to employees employed under the Hair and Beauty Industry Award 2010 (‘HBIA’)*
- *That is, employers in the hair and beauty industry and their employees employed in the classifications defined in Schedule B of the HBIA, to the exclusion of any other modern Award.*
- *For the details of all terms and conditions beyond those contained in this Guide, refer to a copy of the full HBIA.*
- *Whilst due care has been taken in preparing this information, no responsibility is accepted by the Queensland Hotels Association (“QHA”) for the accuracy of the information. The QHA does not accept legal liability and is expressly disclaimed for any damage that may arise from any person acting on the information contained therein arising from or connected to the accuracy, reliability or completeness of the information.*

## **PART 1: WAGE RATES**

### **ADULT**

#### **FULL AND PART-TIME**

**NOTE:** Not all of the provisions of the HBIA are listed in this Guide. For information on definitions, allowance, hours of work and overtime, apprentice payments and other employment conditions, please refer to the HBIA.

	<b>MONDAY - FRIDAY</b>		<b>WEEKENDS &amp; PUBLIC HOLIDAYS</b>			<b>OVERTIME</b>	
	<b>WEEKLY</b>	<b>7AM - 9PM</b>	<b>SATURDAY 7AM - 6PM</b>	<b>SUNDAY 10AM – 5PM</b>	<b>PUBLIC HOLIDAY</b>	<b>1ST 3 HOURS MON-SUN</b>	<b>AFTER 3 HOURS MON - SUN OR ANYTIME ON RDO</b>
	<b>100%</b>	<b>100%</b>	<b>133%</b>	<b>200%</b>	<b>250%</b>	<b>150%</b>	<b>200%</b>
Level 1	\$827.80	\$21.78	\$28.97	\$43.56	\$54.45	\$32.67	\$43.56
Level 2	\$847.60	\$22.31	\$29.67	\$46.18	\$55.78	\$33.47	\$44.62
Level 3	\$877.60	\$23.09	\$30.71	\$46.18	\$57.73	\$34.64	\$46.18
Level 4	\$893.90	\$23.52	\$31.28	\$47.04	\$58.80	\$35.28	\$47.04
Level 5	\$920.60	\$24.23	\$32.23	\$48.46	\$60.58	\$36.35	\$48.46
Level 6	\$953.40	\$25.09	\$33.37	\$50.18	\$62.73	\$37.64	\$50.18

### **ADULT**

#### **CASUAL**

	<b>MONDAY - FRIDAY</b>		<b>WEEKENDS &amp; PUBLIC HOLIDAYS</b>			<b>OVERTIME</b>	
	<b>7AM - 9PM</b>	<b>SATURDAY 7AM - 6PM</b>	<b>SUNDAY 10AM – 5PM</b>	<b>PUBLIC HOLIDAY</b>	<b>1ST 3 HOURS MON-SUN</b>	<b>AFTER 3 HOURS MON - SUN</b>	
	<b>125%</b>	<b>133%</b>	<b>200%</b>	<b>250%</b>	<b>175%</b>	<b>225%</b>	
Level 1	\$27.23	\$28.97	\$43.56	\$54.45	\$38.12	\$49.01	
Level 2	\$27.89	\$29.67	\$44.62	\$55.78	\$39.04	\$50.20	
Level 3	\$28.86	\$30.71	\$46.18	\$57.73	\$40.41	\$51.95	
Level 4	\$29.40	\$31.28	\$47.04	\$58.80	\$41.16	\$52.92	
Level 5	\$30.29	\$32.23	\$48.46	\$60.58	\$42.40	\$54.52	
Level 6	\$31.36	\$33.37	\$50.18	\$62.73	\$43.91	\$56.45	

**PART 2: SUMMARY OF ALLOWANCES****EXPENSE-RELATED ALLOWANCES**

Expense-related allowances are adjusted by reference to the Consumer Price Index (CPI).

**NOTE:** *Not all allowances are listed in this section. For more detail on definitions, allowances, hours of work and overtime and other employment conditions, please refer to the HBIA..*

<b>ALLOWANCE</b>	<b>AWARD CLAUSE</b>	<b>CONDITIONS</b>	<b>\$</b>	<b>PAYABLE</b>
<b>MEAL</b>	21.2	<i>Employee required to work more than one hour of overtime after their ordinary time of ending work, without being given 24 hours'notice. Where such overtime work exceeds four hours a further meal allowance will be paid.</i>	<b>\$19.57</b>	per occasion
<b>TOOL</b>	21.10	<i>Employer must supply electrical equipment necessary for employee to work, or reimburse the cost of it. Tool allowance payable where employee is required to provide their own other tools</i>	<b>\$9.44</b>	per week

## **PART 3: CLASSIFICATION DEFINITIONS**

**NOTE:** The below is an extract from Schedule B of the HBIA.

### **Schedule B —CLASSIFICATION DEFINITIONS**

- B.1 Hair and Beauty Employee Level 1** means a receptionist or salon assistant.
- B.2 Hair and Beauty Employee Level 2** means:
- (a) a make-up artist who holds a Certificate II in make-up services (or equivalent);
  - (b) a nail technician who holds a Certificate II in Nail Technology (or equivalent); or
  - (c) an unqualified beautician or cosmetologist.
- B.3 Hair and Beauty Employee Level 3** means:
- (a) a beautician who holds a Certificate III in Beauty Services (or equivalent); or
  - (b) a hairdresser who holds a Certificate III in Hairdressing (or equivalent).
- B.4 Hair and Beauty Employee Level 4** means a Beauty Therapist who holds a Certificate IV in Beauty Therapy (or equivalent).
- B.5 Hair and Beauty Employee Level 5** means:
- (a) a hairdresser who holds a Certificate IV (or equivalent); or
  - (b) a trichologist who is a hairdresser and holds a Certificate IV in Trichology (or equivalent).
- B.6 Hair and Beauty Employee Level 6** means a beauty therapist who holds a Diploma in Beauty Therapy (or equivalent).