

# REVIEW DECISION: 2009 General Review of Award Wages and Minimum Standard for Remuneration

## INCREASE IN STATE AWARD RATES OF PAY AND THE MINIMUM WAGE

On 21 August 2009, the Industrial Relations Commission of SA handed down its decision in the 2009 General Review of Award Wages and the Minimum Standard for Remuneration.

The Statement, Decision and Orders are available under "Latest News" on the Commission's website at: <http://www.industrialcourt.sa.gov.au/>

The Commission has determined that:

- Adult award rates of pay will be increased by \$14.00 per week, and the new State Minimum Award Wage will be \$560.65 per week.
- The State minimum wage for a full time adult will also be established at \$560.65 per week.
- All awards and the minimum wage will be increased from a common operative date of the first pay period to commence on or after 1 October 2009.
- Proportionate adjustments will apply to juniors, trainees and other employees.

The Decision covers all Awards of the Industrial Relations Commission of SA and the increased rates apply to all employers and employees who are not covered by the Federal *Fair Work Act 2009*.

The Commission's Registrar will now vary each of the awards to reflect the increases in rates of pay, work related allowances and service increments.

Wage Rate Sheets published by SafeWork SA will be made available as soon as the Registrar has made the required variations to the relevant awards.

In the mean time, for further information or assistance regarding the wage increases or the timing of the Wage Rate Sheets, please contact the SafeWork SA Help Centre on 1300 365 255

Sally Mitchell  
**Manager  
Help Centre  
SAFEWORK SA**

# Wages Rate Sheet for HAIRDRESSERS AND BEAUTY SALONS AWARD

Operative: First pay period on or after 1 October 2008 <sup>(1)</sup>

CLASSIFICATION	WEEKLY AND PART-TIME EMPLOYEES							CASUAL EMPLOYEES					
	ORDINARY TIME					OVER TIME		ORDINARY TIME				OVER TIME	
	Weekly Rate	Hourly Rate	Late night 6.30pm to 9.00pm Extra per hr.	Saturday between 7.00am & 1.00pm Extra per hr.	Saturday between 1.00pm & 5.00pm Extra per hr.	Time & half per hr.	Double time (inc Sun and Public hols) per hr.	Hourly Rate	Late night 6.30pm to 9.00pm	Saturday between 7.00am & 1.00pm	Saturday between 1.00pm & 5.00pm	Time & half per hr.	Double time (inc Sun and Public hols) per hr.
\$ c	\$ c	\$ c	\$ c	\$ c	\$ c	\$ c	\$ c	\$ c	\$ c	\$ c	\$ c	\$ c	\$ c
<b>HAIRDRESSER</b>			25%	25%	50%	150%	200%	20%	25%	25%	50%	150%	200%
Class C	640.40	16.8526	4.2132	4.2132	8.4263	25.2789	33.7053	20.2232	25.2789	25.2789	30.3347	30.3347	40.4463
Class B	661.30	17.4026	4.3507	4.3507	8.7013	26.1039	34.8053	20.8832	26.1039	26.1039	31.3247	31.3247	41.7663
Class A	701.00	18.4474	4.6118	4.6118	9.2237	27.6711	36.8947	22.1368	27.6711	27.6711	33.2053	33.2053	44.2737
<b>BEAUTY THERAPIST</b>													
Class C	640.40	16.8526	4.2132	4.2132	8.4263	25.2789	33.7053	20.2232	25.2789	25.2789	30.3347	30.3347	40.4463
Class B	661.30	17.4026	4.3507	4.3507	8.7013	26.1039	34.8053	20.8832	26.1039	26.1039	31.3247	31.3247	41.7663
Class A	701.00	18.4474	4.6118	4.6118	9.2237	27.6711	36.8947	22.1368	27.6711	27.6711	33.2053	33.2053	44.2737
<b>BEAUTICIAN, NAIL TECHNICIAN</b>													
Grade 1	607.10	15.9763	3.9941	3.9941	7.9882	23.9645	31.9526	19.1716	23.9645	23.9645	28.7574	28.7574	38.3432
Grade 2	617.50	16.2500	4.0625	4.0625	8.1250	24.3750	32.5000	19.5000	24.3750	24.3750	29.2500	29.2500	39.0000
<b>ELECTROLOGIST/TRICHOLOGIST</b>													
Grade 1	607.10	15.9763	3.9941	3.9941	7.9882	23.9645	31.9526	19.1716	23.9645	23.9645	28.7574	28.7574	38.3432
Grade 2	617.50	16.2500	4.0625	4.0625	8.1250	24.3750	32.5000	19.5000	24.3750	24.3750	29.2500	29.2500	39.0000
<b>MANICURIST/PEDICURIST</b>													
Grade 1	597.10	15.7132	3.9283	3.9283	7.8566	23.5697	31.4263	18.8558	23.5697	23.5697	28.2837	28.2837	37.7116
Grade 2	605.60	15.9368	3.9842	3.9842	7.9684	23.9053	31.8737	19.1242	23.9053	23.9053	28.6863	28.6863	38.2484
<b>WIGMAKER</b>													
Grade 1	597.60	15.7263	3.9316	3.9316	7.8632	23.5895	31.4526	18.8716	23.5895	23.5895	28.3074	28.3074	37.7432
Grade 2	605.60	15.9368	3.9842	3.9842	7.9684	23.9053	31.8737	19.1242	23.9053	23.9053	28.6863	28.6863	38.2484
<b>PERFORMING ARTS/MAKE-UP ARTISTS</b>													
Class C	640.40	16.8526	4.2132	4.2132	8.4263	25.2789	33.7053	20.2232	25.2789	25.2789	30.3347	30.3347	40.4463
Class B	661.30	17.4026	4.3507	4.3507	8.7013	26.1039	34.8053	20.8832	26.1039	26.1039	31.3247	31.3247	41.7663
Class A	701.00	18.4474	4.6118	4.6118	9.2237	27.6711	36.8947	22.1368	27.6711	27.6711	33.2053	33.2053	44.2737
<b>COSMETICIAN/ COSMETIC MAKE-UP ARTIST</b>													
Grade 1	605.60	15.9368	3.9842	3.9842	7.9684	23.9053	31.8737	19.1242	23.9053	23.9053	28.6863	28.6863	38.2484
Grade 2	611.70	16.0974	4.0243	4.0243	8.0487	24.1461	32.1947	19.3168	24.1461	24.1461	28.9753	28.9753	38.6337
<b>HAIRDRESSER/BEAUTICIAN</b>													
Class C	648.70	17.0711	4.2678	4.2678	8.5355	25.6066	34.1421	20.4853	25.6066	25.6066	30.7279	30.7279	40.9705
Class B	669.60	17.6211	4.4053	4.4053	8.8105	26.4316	35.2421	21.1453	26.4316	26.4316	31.7179	31.7179	42.2905
Class A	709.30	18.6658	4.6664	4.6664	9.3329	27.9987	37.3316	22.3989	27.9987	27.9987	33.5984	33.5984	44.7979
<b>BEAUTY THERAPIST/ELECTROLOGIST</b>													
<b>HAIRDRESSER/TRICHOLOGIST</b>													
<b>HAIRDRESSER/WIGMAKER</b>													
Class C	648.70	17.0711	4.2678	4.2678	8.5355	25.6066	34.1421	20.4853	25.6066	25.6066	30.7279	30.7279	40.9705
Class B	669.60	17.6211	4.4053	4.4053	8.8105	26.4316	35.2421	21.1453	26.4316	26.4316	31.7179	31.7179	42.2905
Class A	709.30	18.6658	4.6664	4.6664	9.3329	27.9987	37.3316	22.3989	27.9987	27.9987	33.5984	33.5984	44.7979
<b>HAIRDRESSER/PERFORMING ARTS MAKE-UP ARTIST</b>													
Class C	661.30	17.4026	4.3507	4.3507	8.7013	26.1039	34.8053	20.8832	26.1039	26.1039	31.3247	31.3247	41.7663
Class B	682.10	17.9500	4.4875	4.4875	8.9750	26.9250	35.9000	21.5400	26.9250	26.9250	32.3100	32.3100	43.0800
Class A	721.80	18.9947	4.7487	4.7487	9.4974	28.4921	37.9895	22.7937	28.4921	28.4921	34.1905	34.1905	45.5874

CLASSIFICATION	WEEKLY AND PART-TIME EMPLOYEES							CASUAL EMPLOYEES					
	ORDINARY TIME					OVER TIME		ORDINARY TIME				OVER TIME	
	Weekly Rate	Hourly Rate	Late night 6.30pm to 9.00pm Extra per hr.	Saturday between 7.00am & 1.00pm Extra per hr.	Saturday between 1.00pm & 5.00pm Extra per hr.	Time & half per hr.	Double time (inc Sun and Public hols) per hr.	Hourly Rate	Late night 6.30pm to 9.00pm	Saturday between 7.00am & 1.00pm	Saturday between 1.00pm & 5.00pm	Time & half per hr.	Double time (inc Sun and Public hols) per hr.
\$ c	\$ c	\$ c	\$ c	\$ c	\$ c	\$ c	\$ c	\$ c	\$ c	\$ c	\$ c	\$ c	
<b>COUNTER ATTENDANT/ RECEPTIONIST</b>			25%	25%	50%	150%	200%	20%	25%	25%	50%	150%	200%
At 21 years or older	605.60	15.9368	3.9842	3.9842	7.9684	23.9053	31.8737	19.1242	23.9053	23.9053	28.6863	28.6863	38.2484
<b>ALL OTHER ADULT EMPLOYEES</b>	546.70	14.3868	3.5967	3.5967	7.1934	21.5803	28.7737	17.2642	21.5803	21.5803	25.8963	25.8963	34.5284
<b>JUNIOR COUNTER ATTENDANT/ RECEPTIONIST</b>													
Under 18 years	363.40	9.5632	2.3908	2.3908	4.7816	14.3447	19.1263	11.4758	14.3447	14.3447	17.2137	17.2137	22.9516
18 and under 19	423.90	11.1553	2.7888	2.7888	5.5776	16.7329	22.3105	13.3863	16.7329	16.7329	20.0795	20.0795	26.7726
19 and under 20	484.50	12.7500	3.1875	3.1875	6.3750	19.1250	25.5000	15.3000	19.1250	19.1250	22.9500	22.9500	30.6000
20 and under 21	545.00	14.3421	3.5855	3.5855	7.1711	21.5132	28.6842	17.2105	21.5132	21.5132	25.8158	25.8158	34.4211
<b>OTHER JUNIOR EMPLOYEES</b>													
Under 18 years	328.00	8.6316	2.1579	2.1579	4.3158	12.9474	17.2632	10.3579	12.9474	12.9474	15.5368	15.5368	20.7158
18 and under 19	382.70	10.0711	2.5178	2.5178	5.0355	15.1066	20.1421	12.0853	15.1066	15.1066	18.1279	18.1279	24.1705
19 and under 20	437.40	11.5105	2.8776	2.8776	5.7553	17.2658	23.0211	13.8126	17.2658	17.2658	20.7189	20.7189	27.6253
20 and under 21	492.00	12.9474	3.2368	3.2368	6.4737	19.4211	25.8947	15.5368	19.4211	19.4211	23.3053	23.3053	31.0737
<b>APPRENTICES</b>													
First year	275.40	7.2474	1.8118	1.8118	3.6237	10.8711	14.4947						
Second year	352.20	9.2684	2.3171	2.3171	4.6342	13.9026	18.5368						
Third year	435.50	11.4605	2.8651	2.8651	5.7303	17.1908	22.9211						
Fourth year	550.70	14.4921	3.6230	3.6230	7.2461	21.7382	28.9842						
<b>ADULT APPRENTICE 1st pay period on or after 1 October 2008</b>													
First year	436.20	11.4789	2.8697	2.8697	5.7395	17.2184	22.9579						
Second Year	436.20	11.4789	2.8697	2.8697	5.7395	17.2184	22.9579						
Third year	500.20	13.1632	3.2908	3.2908	6.5816	19.7447	26.3263						
Fourth year	557.90	14.6816	3.6704	3.6704	7.3408	22.0224	29.3632						
<b>ADULT APPRENTICE 1st pay period on or after 1 November 2008</b>													
First year	546.65	14.3855	3.5964	3.5964	7.1928	21.5783	28.7711						
Second Year	546.65	14.3855	3.5964	3.5964	7.1928	21.5783	28.7711						
Third year	546.65	14.3855	3.5964	3.5964	7.1928	21.5783	28.7711						
Fourth year	557.90	14.6816	3.6704	3.6704	7.3408	22.0224	29.3632						

(1) This Rate Sheet replaces that operative from 1 October 2007 and incorporates 2008 State Wage Case adjustments

Allowances - see Schedule 2.

**Please note:** There was an error in the Rate Sheet operative 1 October 2007 in relation to **Wigmaker Grade 1 and Grade 2**. The rates cited did not include the second phase increase (\$10.30 per week) under the 2007 State Wage Case. SafeWork SA sincerely regrets the oversight and any inconvenience.

**Notes**

This Rate Sheet is NOT applicable to constitutional corporations or other employers covered by the Federal industrial relations system. For Federal system information, contact the Workplace InfoLine on 1300 363 264

s. 103 of the *Fair Work Act* requires an employer to produce the Award and give a copy to an employee who is bound by the Award, on request. The Award must also be exhibited at a place that is reasonably accessible to an employee. The Award can be downloaded from the Commission's website at [www.industrialcourt.sa.gov.au](http://www.industrialcourt.sa.gov.au) or purchased from the Products Unit (8207 0990).

For further advice and assistance, contact the SafeWork SA Help Centre on 1300 365 255.

**Disclaimer**

*This Rate Sheet is subject to variation and should not be relied upon in substitution for the Award. Whilst every effort has been made to ensure the information contained in this Rate Sheet is free from error and/or omissions, no responsibility can be accepted by SafeWork SA, its employees or other persons involved in the preparation of this Rate Sheet for any claim which may arise from any person acting on the information contained herein.*

## SCHEDULE 4 - CLASSIFICATION DEFINITIONS

OPDATE 01:10:2004 1st pp on or after

S4.1.1 All persons bound by this Award who as at the 15th May 1990 were employed in any of the classifications listed below excluding Hairdressers shall be deemed to have completed the approved course described in Schedule 3 of this Award which is appropriate to their classification.

S4.1.2 For the purposes of this Schedule **work or service in the industry** shall be determined in accordance with the provisions set out in clause S4.20.

### S4.2.1 **Hairdresser class C**

Shall mean a person who holds qualifications prescribed by the Hairdressers Act of South Australia 1988 and whose duties shall include dressing, curling, waving, cleaning, cutting, shaving, trimming, bleaching, tinting, chemical, reformation, colouring, singeing or any other treatment of the hair or beard, however described, including scalp massage or treatment.

Such person shall have completed the Certificate III in Hairdressing as approved by the Training and Skills Commission.

### S4.2.2 **Hairdresser class B**

Shall mean a person who fulfils the requirements of Hairdresser Class C (as defined) and in addition to which:

- (a) has worked as a Hairdresser Class C (as defined) in the industry for a period of not less than 104 weeks in any 154 weeks spread immediately following the acquisition of Hairdresser Class C status; and
- (b) has successfully completed a College of Technical and Further Education (T.A.F.E.) course in Advanced Design, currently titled Endorsement to Certificate in Hairdressing (Advanced Designed) (or its equivalent).

A person who has worked as a Hairdresser Class C (as defined) in the industry for not less than two (2) years out of the last three (3) years at the coming into operation of this variation shall be deemed to have satisfied the requirements of a Hairdresser Class B.

### S4.2.3 **Hairdresser class A**

Shall mean a person who fulfils the requirements of a Hairdresser Class B (as defined) and in addition to which has successfully completed the following approved post apprenticeship courses:

- (a) a College of Technical and Further Education (T.A.F.E.) Train the Trainer Course (or its equivalent); and
- (b) a College of Technical and Further Education (T.A.F.E.) course in Supervision currently titled Endorsement to Certificate in Supervision (or its equivalent); or
- (c) the College of Technical and Further Education Course in Management currently titled Endorsement to Certificate in Management (or its equivalent).

Where a person has not worked as a hairdresser (as defined) for more than 52 weeks in a period of three (3) years, such person upon re-employment as a hairdresser (as defined) shall be deemed to be a Hairdresser Class C provided that in order to become a

Hairdresser Class B such a person need only successfully complete the approved post apprenticeship course as described in the definition of Hairdresser Class B.

**S4.3.1 Electrologist - grade 1**

Shall mean a person employed to remove superfluous hair by electrolysis, electrotherapy equipment and wax, and who has successfully completed a course of training in electrology as described in Schedule 3 of this Award and who has been employed for less than one year in this classification.

**S4.3.2 Electrologist - grade 2**

Shall mean a person employed to remove superfluous hair by electrolysis, electrotherapy equipment and wax and who has successfully completed a course of training in electrology as described in Schedule 3 of this Award and who has been employed for one year or more as an Electrologist - Grade 1 (as defined).

**S4.4.1 Wigmaker - grade 1**

Shall mean a person who is engaged in the making of wigs, postiche or other related artificial devices and who has successfully completed a course of training in wig-making as described in Schedule 3 of this Award and who has been employed for less than one year in this classification.

**S4.4.2 Wigmaker - grade 2**

Shall mean a person who is engaged in the making of wigs, postiche, or other related artificial devices and who has successfully completed a course of training in wigmaking as described in Schedule 3 of this Award and who has been employed for one year or more as a Wigmaker Grade 1 (as defined).

**S4.5.1 Beautician - grade 1**

Shall mean a person other than a qualified Hairdresser/Beautician or Beauty Therapist (both as defined) engaged in the work of facial treatment (which shall include, but not be limited to general state, television, photographic, cosmetic or corrective make-up), eyebrow shaping and eyebrow and eye lash tinting, manicure, pedicure, ear piercing, or the removal of superfluous hair by the application of wax.

Such employee shall have successfully completed a course of training as a Beautician as described in Schedule 3 of this Award and shall have been employed for less than one year in this classification.

**S4.5.2 Beautician - grade 2**

Shall mean a person other than a qualified Hairdresser/Beautician or Beauty Therapist (both as defined) engaged in the work of facial treatment (which shall include, but not be limited to general stage, television, photographic, cosmetic or corrective make-up), eyebrow shaping and eyebrow and eye lash tinting, manicure, pedicure, ear piercing, or the removal of superfluous hair by the application of wax.

Such employee shall have successfully completed a course of training as a Beautician as described in Schedule 3 of this Award and have been employed for one year or more as a Beautician - Grade 1 (as defined).

**S4.6.1 Performing arts make-up artist class C**

Shall mean a person employed by an employer bound by this Award who is engaged in the practice of general stage, television, photographic, cosmetic, corrective or speciality make-up for the performing arts.

Such employee shall have successfully completed a course of training in performing arts make-up as described in Schedule 3 of this Award.

**S4.6.2 Performing arts make-up artist - class B**

Shall mean a person who fulfils the requirements of a Performing Arts Make-up Artist - Class C (as defined) and in addition to which:

- (a) has worked as a Performing Arts Make-up Arts Class C (as defined) in the industry for a period of not less than 104 weeks in any 156 weeks spread immediately following the acquisition of Performing Arts Make-up Artist Class C status; and
- (b) has successfully completed 180 hours of post graduate training in Performing Arts Make-Up at a College of Technical and Further Education (T.A.F.E) course or its equivalent.

A person who has worked as a Performing Arts Make-Up Artist Class C (as defined) in the industry for not less than two (2) years out of the last three (3) years at the coming into operation of this variation (that is 1st April 1991) shall be deemed to have satisfied the requirements of a Performing Arts Make-Up Artist Class B. However, to progress to Class A such a person shall be required to complete the 180 hours of post graduate training prescribed for Class B in addition to the requirements prescribed in Class A.

**S4.6.3 Performing arts make-up artist class A**

Shall mean a person who fulfils the requirements of a Performing Arts Make-Up Artist Class B and in addition to which has successfully completed the following approved courses:

- (a) a College of Technical and Further Education (T.A.F.E.) Train the Trainer Course or its equivalent and
- (b) a College of Technical and Further Education (T.A.F.E.) course in supervision currently titled Endorsement to Certificate in Supervisor or its equivalent or
- (c) a College of Technical and Further Education (T.A.F.E.) course in Management currently titled Endorsement to Certificate in Management or its equivalent.

Where a person has not worked as a Performing Arts Make-up Artist (as defined) for more than 52 weeks in a period of three (3) years, such person upon re-employment as a Performing Arts Make-up Artist (as defined) shall be deemed to be a Class C provided that in order to become a Performing Arts Make-up Artist Class B such a persons need only successfully completed the approved course as described in the definition of a Performing Arts Make-up Artist Class B.

**S4.7.1 Manicurist/pedicurist - grade 1**

Shall mean a person engaged in the work of manicuring, pedicuring and/or in the application of artificial nails or related products and who has successfully completed a course of training in that work as described in Schedule 3 of this Award and who has been employed for less than one year in this classification.

**S4.7.2 Manicurist/pedicurist - grade 2**

Shall mean a person engaged in the work of manicuring, pedicuring and/or in the application of artificial nails or related products and who has successfully completed a course of training in that work as described in Schedule 3 of this Award and who has been employed for one year or more as a Manicurist/Pedicurist - Grade 1 (as defined).

**S4.8.1 Nail technician - grade 1**

Shall mean a person engaged in the work of manicuring, pedicuring and/or in the application of artificial nails or related products and who has successfully completed a course of training in that work as described in Schedule 3 of this Award and who has been employed for less than one year in this classification.

**S4.8.2 Nail technician - grade 2**

Shall mean a person engaged in the work of manicuring, pedicuring and/or in the application of artificial nails or related products and who has successfully completed a course of training in that work as described in Schedule 3 of this Award and who has been employed for one year or more as A Nail Technician - Grade 1 (as defined).

**S4.9.1 Trichologist - grade 1**

Shall mean a person engaged in the work of trichology, or treatment of the diseases of the hair or scalp, and who has successfully completed a course of training in trichology as described in Schedule 3 of this Award and who has been for less than one year in this classification.

**S4.9.2 Trichologist - grade 2**

Shall mean a person engaged in the work of trichology, or treatment of the diseases of the hair or scalp, and who has successfully completed a course of training in trichology as described in Schedule 3 of this Award and who has been for one year or more in this classification.

**S4.10.1 Beauty therapist - class C**

Shall mean a person who is engaged in facial and body therapy, which shall include the work of a Beautician (as defined).

In addition the duties of a Beauty Therapist shall include work relating to dietetics; deportment; exercise (in connection with beauty work only); treatment of superfluous hair through waxing, bleaching or epilation except for that work usually performed by an Electrologist, cellulite treatment; muscle toning; the use of electrical treatment and apparatus for treatments of high frequency; desincrustation and ionization; body massage (in connection with beauty work only).

Such an employee shall have successfully completed a course in Beauty Therapy as described in Schedule 3 of this Award.

**S4.10.2 Beauty therapist - class B**

Shall mean a person who fulfils the requirements of a Beauty Therapist Class C (as defined) and in addition to which:

- (a) has worked as a Beauty Therapist Class C (as defined) in the industry for a period of not less than 104 weeks in any 156 weeks spread immediately following the acquisition of Beauty Therapist Class C status: and
- (b) has successfully completed 180 hours of post graduate training in Beauty Therapy at a College of Technical and Further Education (T.A.F.E.) Course or its equivalent.

A person who has worked as a Beauty Therapist Class C (as defined) in the industry for not less than two (2) years out of the last (3) years at the coming into operation of this variation (that is 1st April 1991) shall be deemed to have satisfied the requirements of a Beauty Therapist Class B. However, to progress to Class A such person shall be required to complete the 180 hours of post graduate training prescribed for Class B in addition to the requirements prescribed in Class A.

#### **S4.10.3 Beauty therapist - class A**

Shall mean a person who fulfils the requirements of a Beauty Therapist Class B (as defined) and in addition to which has successfully completed the following approved courses:

- (a) a College of Technical and Further Education (T.A.F.E.) Train the Trainer Course or its equivalent; and
- (b) a College of Technical and Further Education (T.A.F.E.) Course in supervision currently titled Endorsement to Certificate in Supervision or its equivalent; or
- (c) a College of Technical and Further Education (T.A.F.E.) Course in Management currently titled Endorsement to Certificate in management or its equivalent.

Where a person has not worked as a Beauty Therapist (as defined) for more than 52 weeks in a period of three (3) years, such persons upon re-employment as a Beauty Therapist (as defined) shall be deemed to be a Beauty Therapist Class C provided that in order to become a Beauty Therapist Class B such a person need only successfully complete the approved course as described in the definition of Beauty Therapist Class B.

#### **S4.11.1 Hairdresser/performing arts make-up artist - class C**

Shall mean a person who fulfils the requirements of a Hairdresser Class C (as defined) and the requirements of a Performing Arts Make-Up Artist Classes C, B or A (as defined) and in addition is engaged by the employer and required by the employer from time to time to perform the work of both classifications.

#### **S4.11.2 Hairdresser/performing arts make-up artist - class B**

Shall mean a person who fulfils the requirements of a Hairdresser Class B (as defined) and the requirements of a Performing Arts Make-Up Artist Classes B or A (as defined) and in addition is engaged by the employer and required by the employer from time to time to perform the work of both classifications.

#### **S4.11.3 Hairdresser/performing arts make-up artist - class A**

Shall mean a person who fulfils the requirements of a Hairdresser Class A (as defined) and the requirements of a Performing Arts Make-Up Artist Classes B or A and in addition is engaged by the employer and required by the employer from time to time to perform the work of both classifications.

**S4.12.1 Hairdressers/beautician - class C**

Shall mean a person who fulfils the requirements of Hairdresser Class C (as defined) and the requirements of Beautician Grade 1 and Grade 2 (as defined) and in addition is engaged by the employer and required by the employer from time to time to perform the work of both classifications.

**S4.12.2 Hairdresser/beautician - class B**

Shall mean a person who fulfils the requirements of a Hairdresser Class B (as defined) and the requirements of a Beautician Grade 2 (as defined) and in addition is engaged by the employer and required by the employer from time to time to perform the work of both classifications.

**S4.12.3 Hairdresser/beautician - class A**

Shall mean a person who fulfils the requirements of a Hairdresser Class A (as defined) and the requirements of a Beautician Grade 2 (as defined) and in addition is engaged by the employer and required by the employer from time to time to perform the work of both classifications.

**S4.13.1 Beauty therapist/electrologist - class C**

Shall mean a person who fulfils the requirements of a Beauty Therapist Class C (as defined) and the requirements of an Electrologist Grade 1 or Grade 2 (as defined) and in addition is engaged by the employer and required by the employer from time to time to perform the work of both classifications.

**S4.13.2 Beauty therapist/Eelectrologist - class B**

Shall mean a person who fulfils the requirements of a Beauty Therapist Class B (as defined) and the requirements of an Electrologist Grade 1 or Grade 2 (as defined) and in addition is engaged by the employer and required by the employer from time to time to perform the work of both classifications.

**S4.13.2 Beauty therapist/electrologist - class A**

Shall mean a person who fulfils the requirements of a Beauty Therapist Class A (as defined) and the requirements of an Electrologist Grade 2 (as defined) and in addition is engaged by the employer and required by the employer from time to time to perform the work of both classifications.

**S4.14.1 Hairdresser/trichologist - class C**

Shall mean a person who fulfils the requirements of a Hairdresser Class C (as defined) and the requirements of a Trichologist Grade 1 or 2 (as defined) and in addition is engaged by the employer and required by the employer from time to time to perform the work of both classifications.

**S4.14.2 Hairdresser/trichologist - class B**

Shall mean a person who fulfils the requirements of a Hairdresser Class B (as defined) and the requirements of a Trichologist Grade 2 (as defined) and in addition is engaged by the employer and required by the employer from time to time to perform the work of both classifications.

**S4.14.3 Hairdresser/trichologist - class A**

Shall mean a person who fulfils the requirements of a Hairdresser Class A (as defined) and the requirements of a Trichologist Grade 2 (as defined) and in addition is engaged by the employer and required by the employer from time to time to perform the work of both classifications.

**S4.15.1 Hairdresser/wigmaker - class C**

Shall mean a person who fulfils the requirements of a Hairdresser Class C (as defined) and the requirements of a Wigmaker Grade 1 or Grade 2 (as defined) and in addition is engaged by the employer and required by the employer from time to time to perform the work of both classifications.

**S4.15.2 Hairdresser/wigmaker - class B**

Shall mean a person who fulfils the requirements of a Hairdresser Class B (as defined) and the requirements of a Wigmaker Grade 2 (as defined) and in addition is engaged by the employer and required by the employer from time to time to perform the work of both classifications.

**S4.15.3 Hairdresser/wigmaker - class A**

Shall mean a person who fulfils the requirements of a Hairdresser Class A (as defined) and the requirements of a Wigmaker Grade 2 (as defined) and in addition is engaged by the employer and required by the employer from time to time to perform the work of both classifications.

**S4.16 Counter assistant/receptionist**

Shall mean a person who is employed to perform reception and sales assistant type duties which shall include (but not be limited to): the following:

- greeting of customers
- the use of interpersonal skills
- responding to enquiries
- telephone answering
- booking of appointments
- handling and receipt of monies
- banking of monies
- selling of goods
- stock-taking, ordering and receiving of goods
- organising work rosters and time records

and shall include any clerical functions ancillary to the above duties.

**S4.17 Other employees**

Employees, adult or junior, who do not fall within the description of any of the above classifications shall be paid at the wage prescribed for "other employees" or, in the case of an employee under 21 years of age, "juniors not elsewhere classified".

**S4.18 Juniors not elsewhere classified**

Duties for such employees are to provide general assistance in the running of the Salon but for which no qualification is required. Such duties would include but not be limited to errands, taking phone-calls, minor day-to-day cleaning duties and putting away stock.

S4.19 Provided that no part of this Award shall apply to a person participating in bona fide unpaid work experience schemes, recognised by the Department of Education of South Australia, the Independent Schools Board, the Catholic Education System of the Department of Technical and Further Education.

**S4.20 Work or service in the industry**

For the purposes of this Award **work or service in the industry** since having successfully completed the course of training necessary for appointment to the appropriate classification shall be calculated as follows:

S4.20.1 Regular "part-time" and "casual" employees shall be accredited with work or service in the industry in accordance with the following scale:

- (a) where the employee works for less than 25 hours per week they shall be required to have completed 24 months work in the appropriate classification to equate to 12 months full time work or service in the industry.
- (b) where the employee works for more than 25 hours per week and up to and including 35 hours per week they shall be required to have completed 18 months work in the appropriate classification to equate to 12 months full time work or service in the industry.
- (c) where the employee works for more than 35 hours per week but less than 38 hours per week they shall be required to have completed 12 months work in the appropriate classification to equate to 12 months full time work of service in the industry.

S4.20.2 Any period of time in obtaining further qualifications recognised by the Hairdressers and Beauty Industry Employers Association of SA, whilst not actually working in one of the classifications shall be recognised as work or service in the industry to be taken into account unless after taking this absence into account the remaining aggregate of absence exceeds 2 years.

S4.20.3 Completed months of work or service in the industry shall be taken into account. For this purpose, a month shall be reckoned as commencing with the beginning of the first day of the period of employment in question and as ending at the beginning of the day which in the latest month in question has the same.

S4.20.4 The onus of proof of previous relevant work or service in the industry shall be on the employee to be established at the time of hiring or as soon as practicable thereafter.