



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25 (C2025/1)

HAIR AND BEAUTY INDUSTRY AWARD 2020 [MA000005]

Hair and beauty

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT MILLHOUSE
DEPUTY PRESIDENT O’NEILL
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2025

Annual Wage Review 2024–25.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2024–25 on 3 June 2025 [[2025] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 17.1 and inserting the following:

Classification	Minimum weekly rate (full-time employees)	Minimum hourly rate
	\$	\$
Hair and beauty employee level 1	1008.90	26.55
Hair and beauty employee level 2	1032.00	27.16
Hair and beauty employee level 3	1068.40	28.12
Hair and beauty employee level 4	1088.20	28.64
Hair and beauty employee level 5	1120.80	29.49
Hair and beauty employee level 6	1160.80	30.55

- By deleting the year “2024” in clause 17.4(b) and inserting “2025”.

3. By deleting the table appearing in clause 18.1(a) and inserting the following:

Has not completed Year 12 Year of apprenticeship	% of the standard rate	Minimum weekly rate	Minimum hourly rate
	%	\$	\$
1st year	50	534.20	14.06
2nd year	60	641.04	16.87
3rd year	77	822.67	21.65
4th year (if applicable)	90	961.56	25.30

4. By deleting the table appearing in clause 18.1(b) and inserting the following:

Has completed Year 12 Year of apprenticeship	% of the standard rate	Minimum weekly rate	Minimum hourly rate
	%	\$	\$
1st year	55	587.62	15.46
2nd year	65	694.46	18.28
3rd year	77	822.67	21.65
4th year (if applicable)	90	961.56	25.30

5. By deleting the table appearing in clause 18.2(a) and inserting the following:

Has not completed Year 12 Year of apprenticeship	% of the standard rate	Minimum weekly rate	Minimum hourly rate
	%	\$	\$
1st year	50	534.20	14.06
2nd year	60	641.04	16.87
3rd year	80	854.72	22.49
4th year (if applicable)	90	961.56	25.30

6. By deleting the table appearing in clause 18.2(b) and inserting the following:

Has completed Year 12 Year of apprenticeship	% of the standard rate	Minimum weekly rate	Minimum hourly rate
	%	\$	\$
1st year	55	587.62	15.46
2nd year	65	694.46	18.28
3rd year	80	854.72	22.49
4th year (if applicable)	90	961.56	25.30

7. By deleting the table appearing in clause 18.3(a) and inserting the following:

Has not completed Year 12 Year of apprenticeship	% of the standard rate	Minimum weekly rate	Minimum hourly rate
	%	\$	\$
1st 6 months	50	534.20	14.06
Next 6 months	55	587.62	15.46
Next 6 months	60	641.04	16.87
Next 12 months	77	822.67	21.65

8. By deleting the table appearing in clause 18.3(b) and inserting the following:

Has completed Year 12 Year of apprenticeship	% of the standard rate	Minimum weekly rate	Minimum hourly rate
	%	\$	\$
1st 6 months	55	587.62	15.46
Next 6 months	55	587.62	15.46
Next 6 months	65	694.46	18.28
Next 12 months	77	822.67	21.65

9. By deleting the table appearing in clause 18.6 and inserting the following:

Year of study	% of the standard rate	Minimum weekly rate	Minimum hourly rate
	%	\$	\$
Hairdressing			
Full-time trainee—less than 1000 hours of full-time accredited training	55	587.62	15.46
Full-time trainee—at least 1000 hours but less than 2000 hours of full-time accredited training	75	801.30	21.09
Full-time graduate—first 12 months	92.5	988.27	26.01
Beauty therapy			
Full-time graduate—first 12 months	92.5	988.27	26.01

10. By deleting the amount “\$51.62” appearing in clause 20.2 and inserting “\$53.42”.
11. By deleting the amount “\$13.42” appearing in clause 20.3 and inserting “\$13.89”.
12. By deleting the amount “\$44.18” appearing in clause 20.4 and inserting “\$45.73”.
13. By deleting the table appearing in clause B.1.1 and inserting the following:

	Monday to Friday between 7.00 am and 9.00 pm	Saturday – between 7.00 am and 6.00 pm	Sunday – between 10.00 am and 5.00 pm	Public holiday – any time of day	RDO – any time of day
	% of minimum hourly rate				
	100%	133%	200%	250%	200%
	\$	\$	\$	\$	\$
Level 1	26.55	35.31	53.10	66.38	53.10
Level 2	27.16	36.12	54.32	67.90	54.32
Level 3	28.12	37.40	56.24	70.30	56.24
Level 4	28.64	38.09	57.28	71.60	57.28
Level 5	29.49	39.22	58.98	73.73	58.98
Level 6	30.55	40.63	61.10	76.38	61.10

14. By deleting the table appearing in clause B.1.2 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all hours	Public holiday – all hours	RDO – all hours
	% of minimum hourly rate				
	150%	200%	200%	250%	200%
	\$	\$	\$	\$	\$
Level 1	39.83	53.10	53.10	66.38	53.10
Level 2	40.74	54.32	54.32	67.90	54.32
Level 3	42.18	56.24	56.24	70.30	56.24
Level 4	42.96	57.28	57.28	71.60	57.28
Level 5	44.24	58.98	58.98	73.73	58.98
Level 6	45.83	61.10	61.10	76.38	61.10

15. By deleting the table appearing in clause B.2.1 and inserting the following:

	Monday to Friday – between 7.00 am and 9.00 pm	Monday to Friday – before 7.00 am and after 9.00 pm	Saturday – before 7.00 am and after 6.00 pm	Saturday – between 7.00 am and 6.00 pm	Sunday – any time of day	Public holiday – any time of day
	% of minimum hourly rate					
	125%	150%	150%	158%	225%	250%
	\$	\$	\$	\$	\$	\$
Level 1	33.19	39.83	39.83	41.95	59.74	66.38
Level 2	33.95	40.74	40.74	42.91	61.11	67.90
Level 3	35.15	42.18	42.18	44.43	63.27	70.30
Level 4	35.80	42.96	42.96	45.25	64.44	71.60
Level 5	36.86	44.24	44.24	46.59	66.35	73.73
Level 6	38.19	45.83	45.83	48.27	68.74	76.38

16. By deleting the table appearing in clause B.2.2 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all hours	Public holiday – all hours
	% of minimum hourly rate			
	175%	225%	225%	250%
	\$	\$	\$	\$
Level 1	46.46	59.74	59.74	66.38
Level 2	47.53	61.11	61.11	67.90
Level 3	49.21	63.27	63.27	70.30
Level 4	50.12	64.44	64.44	71.60
Level 5	51.61	66.35	66.35	73.73
Level 6	53.46	68.74	68.74	76.38

17. By deleting the table appearing in clause B.3.2 and inserting the following:

	Junior hourly rate – Monday to Friday between 7.00 am and 9.00 pm	Saturday – between 7.00 am and 6.00 pm	Sunday – between 10.00 am and 5.00 pm	Public holiday – any time of day	RDO – any time of day
	% of junior hourly rate				
	100%	133%	200%	250%	200%
	\$	\$	\$	\$	\$
Level 1					
Under 17 years	13.28	17.66	26.56	33.20	26.56
17 years	19.91	26.48	39.82	49.78	39.82
Level 2					
Under 17 years	13.58	18.06	27.16	33.95	27.16
17 years	20.37	27.09	40.74	50.93	40.74
Level 3					
Under 17 years	14.06	18.70	28.12	35.15	28.12
17 years	21.09	28.05	42.18	52.73	42.18

	Junior hourly rate – Monday to Friday between 7.00 am and 9.00 pm	Saturday – between 7.00 am and 6.00 pm	Sunday – between 10.00 am and 5.00 pm	Public holiday – any time of day	RDO – any time of day
	% of junior hourly rate				
	100%	133%	200%	250%	200%
	\$	\$	\$	\$	\$
Level 4					
Under 17 years	14.32	19.05	28.64	35.80	28.64
17 years	21.48	28.57	42.96	53.70	42.96
Level 5					
Under 17 years	14.75	19.62	29.50	36.88	29.50
17 years	22.12	29.42	44.24	55.30	44.24
Level 6					
Under 17 years	15.28	20.32	30.56	38.20	30.56
17 years	22.91	30.47	45.82	57.28	45.82

18. By deleting the table appearing in clause B.3.3 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all hours	Public holiday – all hours	RDO – all hours
	% of junior hourly rate				
	150%	200%	200%	250%	200%
	\$	\$	\$	\$	\$
Level 1					
Under 17 years	19.92	26.56	26.56	33.20	26.56
17 years	29.87	39.82	39.82	49.78	39.82
Level 2					
Under 17 years	20.37	27.16	27.16	33.95	27.16
17 years	30.56	40.74	40.74	50.93	40.74

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all hours	Public holiday – all hours	RDO – all hours
	% of junior hourly rate				
	150%	200%	200%	250%	200%
	\$	\$	\$	\$	\$
Level 3					
Under 17 years	21.09	28.12	28.12	35.15	28.12
17 years	31.64	42.18	42.18	52.73	42.18
Level 4					
Under 17 years	21.48	28.64	28.64	35.80	28.64
17 years	32.22	42.96	42.96	53.70	42.96
Level 5					
Under 17 years	22.13	29.50	29.50	36.88	29.50
17 years	33.18	44.24	44.24	55.30	44.24
Level 6					
Under 17 years	22.92	30.56	30.56	38.20	30.56
17 years	34.37	45.82	45.82	57.28	45.82

19. By deleting the table appearing in clause B.4.1 and inserting the following:

	Junior hourly rate – Monday to Friday – between 7.00 am and 9.00 pm	Monday to Friday – before 7.00 am and after 9.00 pm	Saturday – before 7.00 am and after 6.00 pm	Saturday – between 7.00 am and 6.00 pm	Sunday – any time of day	Public holiday – any time of day
	% of junior hourly rate					
	125%	150%	150%	158%	225%	250%
	\$	\$	\$	\$	\$	\$
Level 1						
Under 17 years	16.60	19.92	19.92	20.98	29.88	33.20
17 years	24.89	29.87	29.87	31.46	44.80	49.78
Level 2						
Under 17 years	16.98	20.37	20.37	21.46	30.56	33.95
17 years	25.46	30.56	30.56	32.18	45.83	50.93
Level 3						
Under 17 years	17.58	21.09	21.09	22.21	31.64	35.15
17 years	26.36	31.64	31.64	33.32	47.45	52.73
Level 4						
Under 17 years	17.90	21.48	21.48	22.63	32.22	35.80
17 years	26.85	32.22	32.22	33.94	48.33	53.70
Level 5						
Under 17 years	18.44	22.13	22.13	23.31	33.19	36.88
17 years	27.65	33.18	33.18	34.95	49.77	55.30
Level 6						
Under 17 years	19.10	22.92	22.92	24.14	34.38	38.20
17 years	28.64	34.37	34.37	36.20	51.55	57.28

20. By deleting the table appearing in clause B.4.2 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all hours	Public holiday – all hours
	% of junior hourly rate			
	175%	225%	225%	250%
	\$	\$	\$	\$
Level 1				
Under 17 years	23.24	29.88	29.88	33.20
17 years	34.84	44.80	44.80	49.78
Level 2				
Under 17 years	23.77	30.56	30.56	33.95
17 years	35.65	45.83	45.83	50.93
Level 3				
Under 17 years	24.61	31.64	31.64	35.15
17 years	36.91	47.45	47.45	52.73
Level 4				
Under 17 years	25.06	32.22	32.22	35.80
17 years	37.59	48.33	48.33	53.70
Level 5				
Under 17 years	25.81	33.19	33.19	36.88
17 years	38.71	49.77	49.77	55.30
Level 6				
Under 17 years	26.74	34.38	34.38	38.20
17 years	40.09	51.55	51.55	57.28

21. By deleting the table appearing in clause B.5.3 and inserting the following:

	Apprentice hourly rate – Monday to Friday between 7.00 am and 9.00 pm	Saturday – between 7.00 am and 6.00 pm	Sunday – between 10.00 am and 5.00 pm	Public holiday – any time of day	RDO – any time of day
	% of apprentice hourly rate				
	100%	133%	200%	250%	200%
	\$	\$	\$	\$	\$
Have not completed year 12					
1st year	14.06	18.70	28.12	35.15	28.12
2nd year	16.87	22.44	33.74	42.18	33.74
3rd year	21.65	28.79	43.30	54.13	43.30
4th year (if applicable)	25.30	33.65	50.60	63.25	50.60
Have completed year 12					
1st year	15.46	20.56	30.92	38.65	30.92
2nd year	18.28	24.31	36.56	45.70	36.56
3rd year	21.65	28.79	43.30	54.13	43.30
4th year (if applicable)	25.30	33.65	50.60	63.25	50.60

22. By deleting the table appearing in clause B.5.4 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all hours	Public holiday – all hours	RDO – all hours
	% of apprentice hourly rate				
	150%	200%	200%	250%	200%
	\$	\$	\$	\$	\$
Have not completed year 12					
1st year	21.09	28.12	28.12	35.15	28.12
2nd year	25.31	33.74	33.74	42.18	33.74
3rd year	32.48	43.30	43.30	54.13	43.30
4th year (if applicable)	37.95	50.60	50.60	63.25	50.60
Have completed year 12					
1st year	23.19	30.92	30.92	38.65	30.92
2nd year	27.42	36.56	36.56	45.70	36.56
3rd year	32.48	43.30	43.30	54.13	43.30
4th year (if applicable)	37.95	50.60	50.60	63.25	50.60

23. By deleting the table appearing in clause B.5.5 and inserting the following:

	Apprentice hourly rate – Monday to Friday between 7.00 am and 9.00 pm	Saturday – between 7.00 am and 6.00 pm	Sunday – between 10.00 am and 5.00 pm	Public holiday – any time of day	RDO – any time of day
	% of apprentice hourly rate				
	100%	133%	200%	250%	200%
	\$	\$	\$	\$	\$
Have not completed year 12					
1st year	14.06	18.70	28.12	35.15	28.12
2nd year	16.87	22.44	33.74	42.18	33.74
3rd year	22.49	29.91	44.98	56.23	44.98
4th year (if applicable)	25.30	33.65	50.60	63.25	50.60
Have completed year 12					
1st year	15.46	20.56	30.92	38.65	30.92
2nd year	18.28	24.31	36.56	45.70	36.56
3rd year	22.49	29.91	44.98	56.23	44.98
4th year (if applicable)	25.30	33.65	50.60	63.25	50.60

24. By deleting the table appearing in clause B.5.6 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all hours	Public holiday – all hours	RDO – all hours
	% of apprentice hourly rate				
	150%	200%	200%	250%	200%
	\$	\$	\$	\$	\$
Have not completed year 12					
1st year	21.09	28.12	28.12	35.15	28.12
2nd year	25.31	33.74	33.74	42.18	33.74
3rd year	33.74	44.98	44.98	56.23	44.98
4th year (if applicable)	37.95	50.60	50.60	63.25	50.60
Have completed year 12					
1st year	23.19	30.92	30.92	38.65	30.92
2nd year	27.42	36.56	36.56	45.70	36.56
3rd year	33.74	44.98	44.98	56.23	44.98
4th year (if applicable)	37.95	50.60	50.60	63.25	50.60

25. By deleting the table appearing in clause B.5.7 and inserting the following:

	Apprentice hourly rate – Monday to Friday between 7.00 am and 9.00 pm	Saturday – between 7.00 am and 6.00 pm	Sunday – between 10.00 am and 5.00 pm	Public holiday – any time of day	RDO – any time of day
	% of apprentice hourly rate				
	100%	133%	200%	250%	200%
	\$	\$	\$	\$	\$
Have not completed year 12					
1st 6 months	14.06	18.70	28.12	35.15	28.12
Next 6 months	15.46	20.56	30.92	38.65	30.92
Next 6 months	16.87	22.44	33.74	42.18	33.74
Next 12 months	21.65	28.79	43.30	54.13	43.30
Have completed year 12					
1st 6 months	15.46	20.56	30.92	38.65	30.92
Next 6 months	15.46	20.56	30.92	38.65	30.92
Next 6 months	18.28	24.31	36.56	45.70	36.56
Next 12 months	21.65	28.79	43.30	54.13	43.30

26. By deleting the table appearing in clause B.5.8 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all hours	Public holiday – all hours	RDO – all hours
	% of apprentice hourly rate				
	150%	200%	200%	250%	200%
	\$	\$	\$	\$	\$
Have not completed year 12					
1st 6 months	21.09	28.12	28.12	35.15	28.12
Next 6 months	23.19	30.92	30.92	38.65	30.92
Next 6 months	25.31	33.74	33.74	42.18	33.74
Next 12 months	32.48	43.30	43.30	54.13	43.30
Have completed year 12					
1st 6 months	23.19	30.92	30.92	38.65	30.92
Next 6 months	23.19	30.92	30.92	38.65	30.92
Next 6 months	27.42	36.56	36.56	45.70	36.56
Next 12 months	32.48	43.30	43.30	54.13	43.30

27. By deleting the table appearing in clause B.5.9 and inserting the following:

	Apprentice hourly rate – Monday to Friday between 7.00 am and 9.00 pm	Saturday – between 7.00 am and 6.00 pm	Sunday – between 10.00 am and 5.00 pm	Public holiday – any time of day	RDO – any time of day
	% of apprentice hourly rate				
	100%	133%	200%	250%	200%
	\$	\$	\$	\$	\$
Hairdressing					
Less than 1000 hours of full-time accredited training	15.46	20.56	30.92	38.65	30.92

	Apprentice hourly rate – Monday to Friday between 7.00 am and 9.00 pm	Saturday – between 7.00 am and 6.00 pm	Sunday – between 10.00 am and 5.00 pm	Public holiday – any time of day	RDO – any time of day
	% of apprentice hourly rate				
	100%	133%	200%	250%	200%
	\$	\$	\$	\$	\$
At least 1000 hours but less than 2000 hours of full-time accredited training	21.09	28.05	42.18	52.73	42.18
Hairdressing Graduate (first 12 months)	26.01	34.59	52.02	65.03	52.02
Beauty therapy					
Beauty Therapy Graduate (first 12 months)	26.01	34.59	52.02	65.03	52.02

28. By deleting the table appearing in clause B.5.10. and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all hours	Public holiday – all hours	RDO – all hours
	% of apprentice hourly rate				
	150%	200%	200%	250%	200%
	\$	\$	\$	\$	\$
Hairdressing					
Less than 1000 hours of full-time accredited training	23.19	30.92	30.92	38.65	30.92
At least 1000 hours but less than 2000 hours of full-time accredited training	31.64	42.18	42.18	52.73	42.18

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all hours	Public holiday – all hours	RDO – all hours
	% of apprentice hourly rate				
	150%	200%	200%	250%	200%
	\$	\$	\$	\$	\$
Hairdressing Graduate (first 12 months)	39.02	52.02	52.02	65.03	52.02
Beauty therapy					
Beauty Therapy Graduate (first 12 months)	39.02	52.02	52.02	65.03	52.02

29. By deleting the amount “\$1032.30” appearing in clause C.1.1 and inserting “\$1068.40”.
30. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Manager’s allowance	20.2	5.0	53.42	per week
First aid allowance	20.3	1.3	13.89	per week
Broken Hill allowance	20.4	4.28	45.73	per week

B. This determination comes into operation on 1 July 2025. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) this determination does not take effect in relation to a particular employee until the start of the employee’s first full pay period that starts on or after 1 July 2025.

PRESIDENT