



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s 285—Annual wage review

**Annual Wage Review 2023–24**  
(C2024/1)

**HAIR AND BEAUTY INDUSTRY AWARD 2020**  
[MA000005]

Hair and beauty

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

SYDNEY, XX JUNE 2024

*Annual Wage Review 2023–24.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[2024] FWCFB 3500], the above award is varied as follows:

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

<b>Classification</b>	<b>Minimum weekly rate (full-time employees)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Hair and beauty employee level 1	974.80	25.65
Hair and beauty employee level 2	997.10	26.24
Hair and beauty employee level 3	1032.30	27.17
Hair and beauty employee level 4	1051.40	27.67
Hair and beauty employee level 5	1082.90	28.50
Hair and beauty employee level 6	1121.50	29.51

- By deleting the year “2023” in clause 17.4(b) and inserting “2024”.

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

<b>Has not completed Year 12 Year of apprenticeship</b>	<b>% of the standard rate</b>	<b>Minimum weekly rate</b>	<b>Minimum hourly rate</b>
	<b>%</b>	<b>\$</b>	<b>\$</b>
1st year	50	516.15	13.58
2nd year	60	619.38	16.30
3rd year	77	794.87	20.92
4th year (if applicable)	90	929.07	24.45

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

<b>Has completed Year 12 Year of apprenticeship</b>	<b>% of the standard rate</b>	<b>Minimum weekly rate</b>	<b>Minimum hourly rate</b>
	<b>%</b>	<b>\$</b>	<b>\$</b>
1st year	55	567.77	14.94
2nd year	65	671.00	17.66
3rd year	77	794.87	20.92
4th year (if applicable)	90	929.07	24.45

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

<b>Has not completed Year 12 Year of apprenticeship</b>	<b>% of the standard rate</b>	<b>Minimum weekly rate</b>	<b>Minimum hourly rate</b>
	<b>%</b>	<b>\$</b>	<b>\$</b>
1st year	50	516.15	13.58
2nd year	60	619.38	16.30
3rd year	80	825.84	21.73
4th year (if applicable)	90	929.07	24.45

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

<b>Has completed Year 12 Year of apprenticeship</b>	<b>% of the standard rate</b>	<b>Minimum weekly rate</b>	<b>Minimum hourly rate</b>
	<b>%</b>	<b>\$</b>	<b>\$</b>
1st year	55	567.77	14.94

<b>Has completed Year 12 Year of apprenticeship</b>	<b>% of the standard rate</b>	<b>Minimum weekly rate</b>	<b>Minimum hourly rate</b>
	<b>%</b>	<b>\$</b>	<b>\$</b>
2nd year	65	671.00	17.66
3rd year	80	825.84	21.73
4th year (if applicable)	90	929.07	24.45

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

<b>Has not completed Year 12 Year of apprenticeship</b>	<b>% of the standard rate</b>	<b>Minimum weekly rate</b>	<b>Minimum hourly rate</b>
	<b>%</b>	<b>\$</b>	<b>\$</b>
1st 6 months	50	516.15	13.58
Next 6 months	55	567.77	14.94
Next 6 months	60	619.38	16.30
Next 12 months	77	794.87	20.92

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

<b>Has completed Year 12 Year of apprenticeship</b>	<b>% of the standard rate</b>	<b>Minimum weekly rate</b>	<b>Minimum hourly rate</b>
	<b>%</b>	<b>\$</b>	<b>\$</b>
1st 6 months	55	567.77	14.94
Next 6 months	55	567.77	14.94
Next 6 months	65	671.00	17.66
Next 12 months	77	794.87	20.92

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

<b>Year of study</b>	<b>% of the standard rate</b>	<b>Minimum weekly rate</b>	<b>Minimum hourly rate</b>
	<b>%</b>	<b>\$</b>	<b>\$</b>
<b>Hairdressing</b>			
Full-time trainee—less than 1000 hours of full-time accredited training	55	567.77	14.94

<b>Year of study</b>	<b>% of the standard rate</b>	<b>Minimum weekly rate</b>	<b>Minimum hourly rate</b>
	<b>%</b>	<b>\$</b>	<b>\$</b>
Full-time trainee—at least 1000 hours but less than 2000 hours of full-time accredited training	75	774.23	20.37
Full-time graduate—first 12 months	92.5	954.88	25.13
<b>Beauty therapy</b>			
Full-time graduate—first 12 months	92.5	954.88	25.13

10. By deleting the amount “\$49.75” appearing in clause 20.2 and inserting “\$51.62”.
11. By deleting the amount “\$12.94” appearing in clause 20.3 and inserting “\$13.42”.
12. By deleting the amount “\$42.59” appearing in clause 20.4 and inserting “\$44.18”.
13. By deleting the table appearing in clause B.1.1 and inserting the following:

	<b>Monday to Friday between 7.00 am and 9.00 pm</b>	<b>Saturday – between 7.00 am and 6.00 pm</b>	<b>Sunday – between 10.00 am and 5.00 pm</b>	<b>Public holiday – any time of day</b>	<b>RDO – any time of day</b>
	<b>% of minimum hourly rate</b>				
	<b>100%</b>	<b>133%</b>	<b>200%</b>	<b>250%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	25.65	34.11	51.30	64.13	51.30
Level 2	26.24	34.90	52.48	65.60	52.48
Level 3	27.17	36.14	54.34	67.93	54.34
Level 4	27.67	36.80	55.34	69.18	55.34
Level 5	28.50	37.91	57.00	71.25	57.00
Level 6	29.51	39.25	59.02	73.78	59.02

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

	<b>Monday to Saturday – first 3 hours</b>	<b>Monday to Saturday – after 3 hours</b>	<b>Sunday – all hours</b>	<b>Public holiday – all hours</b>	<b>RDO – all hours</b>
	<b>% of minimum hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	38.48	51.30	51.30	64.13	51.30
Level 2	39.36	52.48	52.48	65.60	52.48
Level 3	40.76	54.34	54.34	67.93	54.34
Level 4	41.51	55.34	55.34	69.18	55.34
Level 5	42.75	57.00	57.00	71.25	57.00
Level 6	44.27	59.02	59.02	73.78	59.02

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

	<b>Monday to Friday – between 7.00 am and 9.00 pm</b>	<b>Monday to Friday – before 7.00 am and after 9.00 pm</b>	<b>Saturday – before 7.00 am and after 6.00 pm</b>	<b>Saturday – between 7.00 am and 6.00 pm</b>	<b>Sunday – any time of day</b>	<b>Public holiday – any time of day</b>
	<b>% of minimum hourly rate</b>					
	<b>125%</b>	<b>150%</b>	<b>150%</b>	<b>158%</b>	<b>225%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	32.06	38.48	38.48	40.53	57.71	64.13
Level 2	32.80	39.36	39.36	41.46	59.04	65.60
Level 3	33.96	40.76	40.76	42.93	61.13	67.93
Level 4	34.59	41.51	41.51	43.72	62.26	69.18
Level 5	35.63	42.75	42.75	45.03	64.13	71.25
Level 6	36.89	44.27	44.27	46.63	66.40	73.78

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

	<b>Monday to Saturday – first 3 hours</b>	<b>Monday to Saturday – after 3 hours</b>	<b>Sunday – all hours</b>	<b>Public holiday – all hours</b>
	<b>% of minimum hourly rate</b>			
	<b>175%</b>	<b>225%</b>	<b>225%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	44.89	57.71	57.71	64.13
Level 2	45.92	59.04	59.04	65.60
Level 3	47.55	61.13	61.13	67.93
Level 4	48.42	62.26	62.26	69.18
Level 5	49.88	64.13	64.13	71.25
Level 6	51.64	66.40	66.40	73.78

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

	<b>Junior hourly rate – Monday to Friday between 7.00 am and 9.00 pm</b>	<b>Saturday – between 7.00 am and 6.00 pm</b>	<b>Sunday – between 10.00 am and 5.00 pm</b>	<b>Public holiday – any time of day</b>	<b>RDO – any time of day</b>
	<b>% of junior hourly rate</b>				
	<b>100%</b>	<b>133%</b>	<b>200%</b>	<b>250%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Level 1</b>					
Under 17 years	12.83	17.06	25.66	32.08	25.66
17 years	19.24	25.59	38.48	48.10	38.48
<b>Level 2</b>					
Under 17 years	13.12	17.45	26.24	32.80	26.24
17 years	19.68	26.17	39.36	49.20	39.36
<b>Level 3</b>					
Under 17 years	13.59	18.07	27.18	33.98	27.18
17 years	20.38	27.11	40.76	50.95	40.76
<b>Level 4</b>					

	<b>Junior hourly rate – Monday to Friday between 7.00 am and 9.00 pm</b>	<b>Saturday – between 7.00 am and 6.00 pm</b>	<b>Sunday – between 10.00 am and 5.00 pm</b>	<b>Public holiday – any time of day</b>	<b>RDO – any time of day</b>
	<b>% of junior hourly rate</b>				
	<b>100%</b>	<b>133%</b>	<b>200%</b>	<b>250%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Under 17 years	13.84	18.41	27.68	34.60	27.68
17 years	20.75	27.60	41.50	51.88	41.50
<b>Level 5</b>					
Under 17 years	14.25	18.95	28.50	35.63	28.50
17 years	21.38	28.44	42.76	53.45	42.76
<b>Level 6</b>					
Under 17 years	14.76	19.63	29.52	36.90	29.52
17 years	22.13	29.43	44.26	55.33	44.26

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

	<b>Monday to Saturday – first 3 hours</b>	<b>Monday to Saturday – after 3 hours</b>	<b>Sunday – all hours</b>	<b>Public holiday – all hours</b>	<b>RDO – all hours</b>
	<b>% of junior hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Level 1</b>					
Under 17 years	19.25	25.66	25.66	32.08	25.66
17 years	28.86	38.48	38.48	48.10	38.48
<b>Level 2</b>					
Under 17 years	19.68	26.24	26.24	32.80	26.24
17 years	29.52	39.36	39.36	49.20	39.36

	<b>Monday to Saturday – first 3 hours</b>	<b>Monday to Saturday – after 3 hours</b>	<b>Sunday – all hours</b>	<b>Public holiday – all hours</b>	<b>RDO – all hours</b>
	<b>% of junior hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Level 3</b>					
Under 17 years	20.39	27.18	27.18	33.98	27.18
17 years	30.57	40.76	40.76	50.95	40.76
<b>Level 4</b>					
Under 17 years	20.76	27.68	27.68	34.60	27.68
17 years	31.13	41.50	41.50	51.88	41.50
<b>Level 5</b>					
Under 17 years	21.38	28.50	28.50	35.63	28.50
17 years	32.07	42.76	42.76	53.45	42.76
<b>Level 6</b>					
Under 17 years	22.14	29.52	29.52	36.90	29.52
17 years	33.20	44.26	44.26	55.33	44.26

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

	<b>Junior hourly rate – Monday to Friday – between 7.00 am and 9.00 pm</b>	<b>Monday to Friday – before 7.00 am and after 9.00 pm</b>	<b>Saturday – before 7.00 am and after 6.00 pm</b>	<b>Saturday – between 7.00 am and 6.00 pm</b>	<b>Sunday – any time of day</b>	<b>Public holiday – any time of day</b>
	<b>% of junior hourly rate</b>					
	<b>125%</b>	<b>150%</b>	<b>150%</b>	<b>158%</b>	<b>225%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Level 1</b>						
Under 17 years	16.04	19.25	19.25	20.27	28.87	32.08
17 years	24.05	28.86	28.86	30.40	43.29	48.10



	<b>Junior hourly rate – Monday to Friday – between 7.00 am and 9.00 pm</b>	<b>Monday to Friday – before 7.00 am and after 9.00 pm</b>	<b>Saturday – before 7.00 am and after 6.00 pm</b>	<b>Saturday – between 7.00 am and 6.00 pm</b>	<b>Sunday – any time of day</b>	<b>Public holiday – any time of day</b>
	<b>% of junior hourly rate</b>					
	<b>125%</b>	<b>150%</b>	<b>150%</b>	<b>158%</b>	<b>225%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Level 2</b>						
Under 17 years	16.40	19.68	19.68	20.73	29.52	32.80
17 years	24.60	29.52	29.52	31.09	44.28	49.20
<b>Level 3</b>						
Under 17 years	16.99	20.39	20.39	21.47	30.58	33.98
17 years	25.48	30.57	30.57	32.20	45.86	50.95
<b>Level 4</b>						
Under 17 years	17.30	20.76	20.76	21.87	31.14	34.60
17 years	25.94	31.13	31.13	32.79	46.69	51.88
<b>Level 5</b>						
Under 17 years	17.81	21.38	21.38	22.52	32.06	35.63
17 years	26.73	32.07	32.07	33.78	48.11	53.45
<b>Level 6</b>						
Under 17 years	18.45	22.14	22.14	23.32	33.21	36.90
17 years	27.66	33.20	33.20	34.97	49.79	55.33

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

	<b>Monday to Saturday – first 3 hours</b>	<b>Monday to Saturday – after 3 hours</b>	<b>Sunday – all hours</b>	<b>Public holiday – all hours</b>
	<b>% of junior hourly rate</b>			
	<b>175%</b>	<b>225%</b>	<b>225%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Level 1</b>				
Under 17 years	22.45	28.87	28.87	32.08
17 years	33.67	43.29	43.29	48.10
<b>Level 2</b>				
Under 17 years	22.96	29.52	29.52	32.80
17 years	34.44	44.28	44.28	49.20
<b>Level 3</b>				
Under 17 years	23.78	30.58	30.58	33.98
17 years	35.67	45.86	45.86	50.95
<b>Level 4</b>				
Under 17 years	24.22	31.14	31.14	34.60
17 years	36.31	46.69	46.69	51.88
<b>Level 5</b>				
Under 17 years	24.94	32.06	32.06	35.63
17 years	37.42	48.11	48.11	53.45
<b>Level 6</b>				
Under 17 years	25.83	33.21	33.21	36.90
17 years	38.73	49.79	49.79	55.33

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

	<b>Apprentice hourly rate – Monday to Friday between 7.00 am and 9.00 pm</b>	<b>Saturday – between 7.00 am and 6.00 pm</b>	<b>Sunday – between 10.00 am and 5.00 pm</b>	<b>Public holiday – any time of day</b>	<b>RDO – any time of day</b>
	<b>% of apprentice hourly rate</b>				
	<b>100%</b>	<b>133%</b>	<b>200%</b>	<b>250%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Have not completed year 12</b>					
1st year	13.58	18.06	27.16	33.95	27.16
2nd year	16.30	21.68	32.60	40.75	32.60
3rd year	20.92	27.82	41.84	52.30	41.84
4th year (if applicable)	24.45	32.52	48.90	61.13	48.90
<b>Have completed year 12</b>					
1st year	14.94	19.87	29.88	37.35	29.88
2nd year	17.66	23.49	35.32	44.15	35.32
3rd year	20.92	27.82	41.84	52.30	41.84
4th year (if applicable)	24.45	32.52	48.90	61.13	48.90

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

	<b>Monday to Saturday – first 3 hours</b>	<b>Monday to Saturday – after 3 hours</b>	<b>Sunday – all hours</b>	<b>Public holiday – all hours</b>	<b>RDO – all hours</b>
	<b>% of apprentice hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Have not completed year 12</b>					
1st year	20.37	27.16	27.16	33.95	27.16
2nd year	24.45	32.60	32.60	40.75	32.60
3rd year	31.38	41.84	41.84	52.30	41.84
4th year (if applicable)	36.68	48.90	48.90	61.13	48.90
<b>Have completed year 12</b>					
1st year	22.41	29.88	29.88	37.35	29.88
2nd year	26.49	35.32	35.32	44.15	35.32
3rd year	31.38	41.84	41.84	52.30	41.84
4th year (if applicable)	36.68	48.90	48.90	61.13	48.90

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

	<b>Apprentice hourly rate – Monday to Friday between 7.00 am and 9.00 pm</b>	<b>Saturday – between 7.00 am and 6.00 pm</b>	<b>Sunday – between 10.00 am and 5.00 pm</b>	<b>Public holiday – any time of day</b>	<b>RDO – any time of day</b>
	<b>% of apprentice hourly rate</b>				
	<b>100%</b>	<b>133%</b>	<b>200%</b>	<b>250%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Have not completed year 12</b>					
1st year	13.58	18.06	27.16	33.95	27.16
2nd year	16.30	21.68	32.60	40.75	32.60
3rd year	21.73	28.90	43.46	54.33	43.46
4th year (if applicable)	24.45	32.52	48.90	61.13	48.90
<b>Have completed year 12</b>					
1st year	14.94	19.87	29.88	37.35	29.88
2nd year	17.66	23.49	35.32	44.15	35.32
3rd year	21.73	28.90	43.46	54.33	43.46
4th year (if applicable)	24.45	32.52	48.90	61.13	48.90

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

	<b>Monday to Saturday – first 3 hours</b>	<b>Monday to Saturday – after 3 hours</b>	<b>Sunday – all hours</b>	<b>Public holiday – all hours</b>	<b>RDO – all hours</b>
	<b>% of apprentice hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Have not completed year 12</b>					
1st year	20.37	27.16	27.16	33.95	27.16
2nd year	24.45	32.60	32.60	40.75	32.60
3rd year	32.60	43.46	43.46	54.33	43.46
4th year (if applicable)	36.68	48.90	48.90	61.13	48.90
<b>Have completed year 12</b>					
1st year	22.41	29.88	29.88	37.35	29.88
2nd year	26.49	35.32	35.32	44.15	35.32
3rd year	32.60	43.46	43.46	54.33	43.46
4th year (if applicable)	36.68	48.90	48.90	61.13	48.90

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

	<b>Apprentice hourly rate – Monday to Friday between 7.00 am and 9.00 pm</b>	<b>Saturday – between 7.00 am and 6.00 pm</b>	<b>Sunday – between 10.00 am and 5.00 pm</b>	<b>Public holiday – any time of day</b>	<b>RDO – any time of day</b>
	<b>% of apprentice hourly rate</b>				
	<b>100%</b>	<b>133%</b>	<b>200%</b>	<b>250%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Have not completed year 12</b>					
First 6 months	13.58	18.06	27.16	33.95	27.16
Next 6 months	14.94	19.87	29.88	37.35	29.88
Next 6 months	16.30	21.68	32.60	40.75	32.60
Next 12 months	20.92	27.82	41.84	52.30	41.84
<b>Have completed year 12</b>					
First 6 months	14.94	19.87	29.88	37.35	29.88
Next 6 months	14.94	19.87	29.88	37.35	29.88
Next 6 months	17.66	23.49	35.32	44.15	35.32
Next 12 months	20.92	27.82	41.84	52.30	41.84

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

	<b>Monday to Saturday – first 3 hours</b>	<b>Monday to Saturday – after 3 hours</b>	<b>Sunday – all hours</b>	<b>Public holiday – all hours</b>	<b>RDO – all hours</b>
	<b>% of apprentice hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Have not completed year 12</b>					
First 6 months	20.37	27.16	27.16	33.95	27.16
Next 6 months	22.41	29.88	29.88	37.35	29.88
Next 6 months	24.45	32.60	32.60	40.75	32.60
Next 12 months	31.38	41.84	41.84	52.30	41.84
<b>Have completed year 12</b>					
First 6 months	22.41	29.88	29.88	37.35	29.88
Next 6 months	22.41	29.88	29.88	37.35	29.88
Next 6 months	26.49	35.32	35.32	44.15	35.32
Next 12 months	31.38	41.84	41.84	52.30	41.84

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

	<b>Apprentice hourly rate – Monday to Friday between 7.00 am and 9.00 pm</b>	<b>Saturday – between 7.00 am and 6.00 pm</b>	<b>Sunday – between 10.00 am and 5.00 pm</b>	<b>Public holiday – any time of day</b>	<b>RDO – any time of day</b>
	<b>% of apprentice hourly rate</b>				
	<b>100%</b>	<b>133%</b>	<b>200%</b>	<b>250%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Hairdressing</b>					
Less than 1000 hours of full-time accredited training	14.94	19.87	29.88	37.35	29.88



	<b>Apprentice hourly rate – Monday to Friday between 7.00 am and 9.00 pm</b>	<b>Saturday – between 7.00 am and 6.00 pm</b>	<b>Sunday – between 10.00 am and 5.00 pm</b>	<b>Public holiday – any time of day</b>	<b>RDO – any time of day</b>
	<b>% of apprentice hourly rate</b>				
	<b>100%</b>	<b>133%</b>	<b>200%</b>	<b>250%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
At least 1000 hours but less than 2000 hours of full-time accredited training	20.37	27.09	40.74	50.93	40.74
Hairdressing Graduate (first 12 months)	25.13	33.42	50.26	62.83	50.26
<b>Beauty therapy</b>					
Beauty Therapy Graduate (first 12 months)	25.13	33.42	50.26	62.83	50.26

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

	<b>Monday to Saturday – first 3 hours</b>	<b>Monday to Saturday – after 3 hours</b>	<b>Sunday – all hours</b>	<b>Public holiday – all hours</b>	<b>RDO – all hours</b>
	<b>% of apprentice hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Hairdressing</b>					
Less than 1000 hours of full-time accredited training	22.41	29.88	29.88	37.35	29.88
At least 1000 hours but less than 2000 hours of full-time accredited training	30.56	40.74	40.74	50.93	40.74

	<b>Monday to Saturday – first 3 hours</b>	<b>Monday to Saturday – after 3 hours</b>	<b>Sunday – all hours</b>	<b>Public holiday – all hours</b>	<b>RDO – all hours</b>
	<b>% of apprentice hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Hairdressing Graduate (first 12 months)	37.70	50.26	50.26	62.83	50.26
<b>Beauty therapy</b>					
Beauty Therapy Graduate (first 12 months)	37.70	50.26	50.26	62.83	50.26

29. By deleting the amount “\$995.00” appearing in clause C.1.1 and inserting “\$1032.30”.

30. By deleting the table appearing in clause C.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Manager’s allowance	20.2	5.0	51.62	per week
First aid allowance	20.3	1.3	13.42	per week
Broken Hill allowance	20.4	4.28	44.18	per week

B. This determination comes into operation on 1 July 2024. 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 2024.

PRESIDENT