Australian Government Fair Work OMBUDSMAN

Pay Guide - Hair and Beauty Industry Award [MA000005]

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When do the rates in the pay guide apply from? The first full pay period starting on or after 01 July 2026.

What is in this pay guide? It's a summary of the award rates. Go to the award for information about coverage, classifications, conditions and the operation of minimum rates, allowances, penalty rates and overtime.

Where can I go for more information? Our Pay and Conditions Tool can help you work out pay rates, leave, notice and redundancy minimum entitlements based on the information you provide. Our website also provides useful templates, best practice guides, fact sheets and online courses.

Disclaimer

The Fair Work Ombudsman is committed to ensuring that information available through this pay guide including data is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in the award as soon as they come into effect.

However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our Awards page. If our information is inconsistent with the award, then the award applies.

If you need further assistance you can contact us. Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to subscribe to email updates to receive alerts when pay rates and entitlements change in this pay guide.

Rates of pay

Adult

Full-time & part-time

Classification	Weekly pay rate	Hourly pay rate	Saturday - between 7am and 6pm	Sunday	Public holiday	Overtime - first 3 hours	Overtime - after 3 hours	Working on RDO
Hair and beauty employee level 1	$1,056.80	$27.81	$36.99	$55.62	$69.53	$41.72	$55.62	$55.62
Hair and beauty employee level 2	$1,081.00	$28.45	$37.84	$56.90	$71.13	$42.68	$56.90	$56.90
Hair and beauty employee level 3	$1,119.10	$29.45	$39.17	$58.90	$73.63	$44.18	$58.90	$58.90
Hair and beauty employee level 4	$1,139.90	$30.00	$39.90	$60.00	$75.00	$45.00	$60.00	$60.00
Hair and beauty employee level 5	$1,174.00	$30.89	$41.08	$61.78	$77.23	$46.34	$61.78	$61.78
Hair and beauty employee level 6	$1,215.90	$32.00	$42.56	$64.00	$80.00	$48.00	$64.00	$64.00

Casual

Classification	Hourly pay rate	Monday to Friday - before 7am or after 9pm	Saturday - before 7am or after 6pm	Saturday - between 7am and 6pm	Sunday	Public holiday	Overtime - first 3 hours	Overtime - after 3 hours
Hair and beauty employee level 1	$34.76	$41.72	$41.72	$43.94	$62.57	$69.53	$48.67	$62.57
Hair and beauty employee level 2	$35.56	$42.68	$42.68	$44.95	$64.01	$71.13	$49.79	$64.01
Hair and beauty employee level 3	$36.81	$44.18	$44.18	$46.53	$66.26	$73.63	$51.54	$66.26
Hair and beauty employee level 4	$37.50	$45.00	$45.00	$47.40	$67.50	$75.00	$52.50	$67.50
Hair and beauty employee level 5	$38.61	$46.34	$46.34	$48.81	$69.50	$77.23	$54.06	$69.50
Hair and beauty employee level 6	$40.00	$48.00	$48.00	$50.56	$72.00	$80.00	$56.00	$72.00

Junior - Full-time & part-time

Under 17 years

Classification	Hourly pay rate	Saturday - between 7am and 6pm	Sunday	Public holiday	Overtime - first 3 hours	Overtime - after 3 hours	Working on RDO
Hair and beauty employee level 1	$13.91	$18.50	$27.82	$34.78	$20.87	$27.82	$27.82
Hair and beauty employee level 2	$14.23	$18.93	$28.46	$35.58	$21.35	$28.46	$28.46
Hair and beauty employee level 3	$14.73	$19.59	$29.46	$36.83	$22.10	$29.46	$29.46
Hair and beauty employee level 4	$15.00	$19.95	$30.00	$37.50	$22.50	$30.00	$30.00
Hair and beauty employee level 5	$15.45	$20.55	$30.90	$38.63	$23.18	$30.90	$30.90
Hair and beauty employee level 6	$16.00	$21.28	$32.00	$40.00	$24.00	$32.00	$32.00

17 years

Classification	Hourly pay rate	Saturday - between 7am and 6pm	Sunday	Public holiday	Overtime - first 3 hours	Overtime - after 3 hours	Working on RDO
Hair and beauty employee level 1	$20.86	$27.74	$41.72	$52.15	$31.29	$41.72	$41.72
Hair and beauty employee level 2	$21.34	$28.38	$42.68	$53.35	$32.01	$42.68	$42.68
Hair and beauty employee level 3	$22.09	$29.38	$44.18	$55.23	$33.14	$44.18	$44.18
Hair and beauty employee level 4	$22.50	$29.93	$45.00	$56.25	$33.75	$45.00	$45.00
Hair and beauty employee level 5	$23.17	$30.82	$46.34	$57.93	$34.76	$46.34	$46.34
Hair and beauty employee level 6	$24.00	$31.92	$48.00	$60.00	$36.00	$48.00	$48.00

Junior - Casual

Under 17 years

Classification	Hourly pay rate	Monday to Friday - before 7am or after 9pm	Saturday - before 7am or after 6pm	Saturday - between 7am and 6pm	Sunday	Public holiday	Overtime - first 3 hours	Overtime - after 3 hours
Hair and beauty employee level 1	$17.39	$20.87	$20.87	$21.98	$31.30	$34.78	$24.34	$31.30
Hair and beauty employee level 2	$17.79	$21.35	$21.35	$22.48	$32.02	$35.58	$24.90	$32.02
Hair and beauty employee level 3	$18.41	$22.10	$22.10	$23.27	$33.14	$36.83	$25.78	$33.14
Hair and beauty employee level 4	$18.75	$22.50	$22.50	$23.70	$33.75	$37.50	$26.25	$33.75
Hair and beauty employee level 5	$19.31	$23.18	$23.18	$24.41	$34.76	$38.63	$27.04	$34.76
Hair and beauty employee level 6	$20.00	$24.00	$24.00	$25.28	$36.00	$40.00	$28.00	$36.00

17 years

Classification	Hourly pay rate	Monday to Friday - before 7am or after 9pm	Saturday - before 7am or after 6pm	Saturday - between 7am and 6pm	Sunday	Public holiday	Overtime - first 3 hours	Overtime - after 3 hours
Hair and beauty employee level 1	$26.08	$31.29	$31.29	$32.96	$46.94	$52.15	$36.51	$46.94
Hair and beauty employee level 2	$26.68	$32.01	$32.01	$33.72	$48.02	$53.35	$37.35	$48.02
Hair and beauty employee level 3	$27.61	$33.14	$33.14	$34.90	$49.70	$55.23	$38.66	$49.70
Hair and beauty employee level 4	$28.13	$33.75	$33.75	$35.55	$50.63	$56.25	$39.38	$50.63
Hair and beauty employee level 5	$28.96	$34.76	$34.76	$36.61	$52.13	$57.93	$40.55	$52.13
Hair and beauty employee level 6	$30.00	$36.00	$36.00	$37.92	$54.00	$60.00	$42.00	$54.00

Hairdressing trainees, Hairdressing graduates and Beauty therapy graduates - Full-time & part-time

Classification	Weekly pay rate	Hourly pay rate	Saturday - between 7am and 6pm	Sunday	Public holiday	Overtime - first 3 hours	Overtime - after 3 hours	Working on RDO
Hairdressing trainee - less than 1000 hours of full-time accredited training	$615.51	$16.20	$21.55	$32.40	$40.50	$24.30	$32.40	$32.40
Hairdressing trainee - 1000-2000 hours of accredited full-time training	$839.33	$22.09	$29.38	$44.18	$55.23	$33.14	$44.18	$44.18
Hairdressing graduate (first 12 months)	$1,035.17	$27.24	$36.23	$54.48	$68.10	$40.86	$54.48	$54.48
Beauty therapy graduate (first 12 months)	$1,035.17	$27.24	$36.23	$54.48	$68.10	$40.86	$54.48	$54.48

Hairdressing trainees, Hairdressing graduates and Beauty therapy graduates - Casual

Classification	Hourly pay rate	Monday to Friday - before 7am or after 9pm	Saturday - before 7am or after 6pm	Saturday - between 7am and 6pm	Sunday	Public holiday	Overtime - first 3 hours	Overtime - after 3 hours
Hairdressing trainee - less than 1000 hours of full-time accredited training	$20.25	$24.30	$24.30	$25.60	$36.45	$40.50	$28.35	$36.45
Hairdressing trainee - 1000-2000 hours of accredited full-time training	$27.61	$33.14	$33.14	$34.90	$49.70	$55.23	$38.66	$49.70
Hairdressing graduate (first 12 months)	$34.05	$40.86	$40.86	$43.04	$61.29	$68.10	$47.67	$61.29
Beauty therapy graduate (first 12 months)	$34.05	$40.86	$40.86	$43.04	$61.29	$68.10	$47.67	$61.29

Hairdressing apprentice - Pre-apprenticeship completed - Did not complete year 12

Classification	Weekly pay rate	Hourly pay rate	Saturday - between 7am and 6pm	Sunday	Public holiday	Overtime - first 3 hours	Overtime - after 3 hours	Working on RDO
Apprentice 1st six months (pre-apprenticeship completed) (0-6 months)	$559.55	$14.73	$19.59	$29.46	$36.83	$22.10	$29.46	$29.46
Apprentice next 6 months (pre-apprenticeship completed) (7-12 months)	$615.51	$16.20	$21.55	$32.40	$40.50	$24.30	$32.40	$32.40
Apprentice next 6 months (pre-apprenticeship completed) (13-18 months)	$671.46	$17.67	$23.50	$35.34	$44.18	$26.51	$35.34	$35.34
Apprentice next 12 months (pre-apprenticeship completed) (19-30 months)	$861.71	$22.68	$30.16	$45.36	$56.70	$34.02	$45.36	$45.36

Hairdressing apprentice - Pre-apprenticeship completed - Completed year 12

Classification	Weekly pay rate	Hourly pay rate	Saturday - between 7am and 6pm	Sunday	Public holiday	Overtime - first 3 hours	Overtime - after 3 hours	Working on RDO
Apprentice 1st six months (pre-apprenticeship completed) (0-6 months)	$615.51	$16.20	$21.55	$32.40	$40.50	$24.30	$32.40	$32.40
Apprentice next 6 months (pre-apprenticeship completed) (7-12 months)	$615.51	$16.20	$21.55	$32.40	$40.50	$24.30	$32.40	$32.40
Apprentice next 6 months (pre-apprenticeship completed) (13-18 months)	$727.42	$19.14	$25.46	$38.28	$47.85	$28.71	$38.28	$38.28
Apprentice next 12 months (pre-apprenticeship completed) (19-30 months)	$861.71	$22.68	$30.16	$45.36	$56.70	$34.02	$45.36	$45.36

Adult hairdressing apprentice - Pre-apprenticeship completed

Classification	Weekly pay rate	Hourly pay rate	Saturday - between 7am and 6pm	Sunday	Public holiday	Overtime - first 3 hours	Overtime - after 3 hours	Working on RDO
Apprentice 1st six months (pre-apprenticeship completed) (0-6 months)	$895.28	$23.56	$31.33	$47.12	$58.90	$35.34	$47.12	$47.12
Apprentice next 6 months (pre-apprenticeship completed) (7-12 months)	$895.28	$23.56	$31.33	$47.12	$58.90	$35.34	$47.12	$47.12
Apprentice next 6 months (pre-apprenticeship completed) (13-18 months)	$1,056.80	$27.81	$36.99	$55.62	$69.53	$41.72	$55.62	$55.62
Apprentice next 12 months (pre-apprenticeship completed) (19-30 months)	$1,056.80	$27.81	$36.99	$55.62	$69.53	$41.72	$55.62	$55.62

Hairdressing apprentice - Did not complete year 12

Classification	Weekly pay rate	Hourly pay rate	Saturday - between 7am and 6pm	Sunday	Public holiday	Overtime - first 3 hours	Overtime - after 3 hours	Working on RDO
Apprentice 1st year	$559.55	$14.73	$19.59	$29.46	$36.83	$22.10	$29.46	$29.46
Apprentice 2nd year	$671.46	$17.67	$23.50	$35.34	$44.18	$26.51	$35.34	$35.34
Apprentice 3rd year	$861.71	$22.68	$30.16	$45.36	$56.70	$34.02	$45.36	$45.36
Apprentice 4th year	$1,007.19	$26.51	$35.26	$53.02	$66.28	$39.77	$53.02	$53.02

Hairdressing apprentice - Completed year 12

Classification	Weekly pay rate	Hourly pay rate	Saturday - between 7am and 6pm	Sunday	Public holiday	Overtime - first 3 hours	Overtime - after 3 hours	Working on RDO
Apprentice 1st year	$615.51	$16.20	$21.55	$32.40	$40.50	$24.30	$32.40	$32.40
Apprentice 2nd year	$727.42	$19.14	$25.46	$38.28	$47.85	$28.71	$38.28	$38.28
Apprentice 3rd year	$861.71	$22.68	$30.16	$45.36	$56.70	$34.02	$45.36	$45.36
Apprentice 4th year	$1,007.19	$26.51	$35.26	$53.02	$66.28	$39.77	$53.02	$53.02

Adult hairdressing apprentice

Classification	Weekly pay rate	Hourly pay rate	Saturday - between 7am and 6pm	Sunday	Public holiday	Overtime - first 3 hours	Overtime - after 3 hours	Working on RDO
Apprentice 1st year	$895.28	$23.56	$31.33	$47.12	$58.90	$35.34	$47.12	$47.12
Apprentice 2nd year	$1,056.80	$27.81	$36.99	$55.62	$69.53	$41.72	$55.62	$55.62
Apprentice 3rd year	$1,056.80	$27.81	$36.99	$55.62	$69.53	$41.72	$55.62	$55.62
Apprentice 4th year	$1,056.80	$27.81	$36.99	$55.62	$69.53	$41.72	$55.62	$55.62

Beauty therapy apprentice - Pre-apprenticeship completed - Did not complete year 12

Classification	Weekly pay rate	Hourly pay rate	Saturday - between 7am and 6pm	Sunday	Public holiday	Overtime - first 3 hours	Overtime - after 3 hours	Working on RDO
Apprentice 1st six months (pre-apprenticeship completed) (0-6 months)	$559.55	$14.73	$19.59	$29.46	$36.83	$22.10	$29.46	$29.46
Apprentice next 6 months (pre-apprenticeship completed) (7-12 months)	$615.51	$16.20	$21.55	$32.40	$40.50	$24.30	$32.40	$32.40
Apprentice next 6 months (pre-apprenticeship completed) (13-18 months)	$671.46	$17.67	$23.50	$35.34	$44.18	$26.51	$35.34	$35.34
Apprentice next 12 months (pre-apprenticeship completed) (19-30 months)	$861.71	$22.68	$30.16	$45.36	$56.70	$34.02	$45.36	$45.36

Beauty therapy apprentice - Pre-apprenticeship completed - Completed year 12

Classification	Weekly pay rate	Hourly pay rate	Saturday - between 7am and 6pm	Sunday	Public holiday	Overtime - first 3 hours	Overtime - after 3 hours	Working on RDO
Apprentice 1st six months (pre-apprenticeship completed) (0-6 months)	$615.51	$16.20	$21.55	$32.40	$40.50	$24.30	$32.40	$32.40
Apprentice next 6 months (pre-apprenticeship completed) (7-12 months)	$615.51	$16.20	$21.55	$32.40	$40.50	$24.30	$32.40	$32.40
Apprentice next 6 months (pre-apprenticeship completed) (13-18 months)	$727.42	$19.14	$25.46	$38.28	$47.85	$28.71	$38.28	$38.28
Apprentice next 12 months (pre-apprenticeship completed) (19-30 months)	$861.71	$22.68	$30.16	$45.36	$56.70	$34.02	$45.36	$45.36

Adult beauty therapy apprentice - Pre-apprenticeship completed

Classification	Weekly pay rate	Hourly pay rate	Saturday - between 7am and 6pm	Sunday	Public holiday	Overtime - first 3 hours	Overtime - after 3 hours	Working on RDO
Apprentice 1st six months (pre-apprenticeship completed) (0-6 months)	$895.28	$23.56	$31.33	$47.12	$58.90	$35.34	$47.12	$47.12
Apprentice next 6 months (pre-apprenticeship completed) (7-12 months)	$895.28	$23.56	$31.33	$47.12	$58.90	$35.34	$47.12	$47.12
Apprentice next 6 months (pre-apprenticeship completed) (13-18 months)	$1,056.80	$27.81	$36.99	$55.62	$69.53	$41.72	$55.62	$55.62
Apprentice next 12 months (pre-apprenticeship completed) (19-30 months)	$1,056.80	$27.81	$36.99	$55.62	$69.53	$41.72	$55.62	$55.62

Beauty therapy apprentice - Did not complete year 12

Classification	Weekly pay rate	Hourly pay rate	Saturday - between 7am and 6pm	Sunday	Public holiday	Overtime - first 3 hours	Overtime - after 3 hours	Working on RDO
Apprentice 1st year	$559.55	$14.73	$19.59	$29.46	$36.83	$22.10	$29.46	$29.46
Apprentice 2nd year	$671.46	$17.67	$23.50	$35.34	$44.18	$26.51	$35.34	$35.34
Apprentice 3rd year	$895.28	$23.56	$31.33	$47.12	$58.90	$35.34	$47.12	$47.12
Apprentice 4th year	$1,007.19	$26.51	$35.26	$53.02	$66.28	$39.77	$53.02	$53.02

Beauty therapy apprentice - Completed year 12

Classification	Weekly pay rate	Hourly pay rate	Saturday - between 7am and 6pm	Sunday	Public holiday	Overtime - first 3 hours	Overtime - after 3 hours	Working on RDO
Apprentice 1st year	$615.51	$16.20	$21.55	$32.40	$40.50	$24.30	$32.40	$32.40
Apprentice 2nd year	$727.42	$19.14	$25.46	$38.28	$47.85	$28.71	$38.28	$38.28
Apprentice 3rd year	$895.28	$23.56	$31.33	$47.12	$58.90	$35.34	$47.12	$47.12
Apprentice 4th year	$1,007.19	$26.51	$35.26	$53.02	$66.28	$39.77	$53.02	$53.02

Adult beauty therapy apprentice

Classification	Weekly pay rate	Hourly pay rate	Saturday - between 7am and 6pm	Sunday	Public holiday	Overtime - first 3 hours	Overtime - after 3 hours	Working on RDO
Apprentice 1st year	$895.28	$23.56	$31.33	$47.12	$58.90	$35.34	$47.12	$47.12
Apprentice 2nd year	$1,056.80	$27.81	$36.99	$55.62	$69.53	$41.72	$55.62	$55.62
Apprentice 3rd year	$1,056.80	$27.81	$36.99	$55.62	$69.53	$41.72	$55.62	$55.62
Apprentice 4th year	$1,056.80	$27.81	$36.99	$55.62	$69.53	$41.72	$55.62	$55.62

Allowances

Allowances	Rate
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Apprentice travel to block release training reimbursement	reimbursement for the reasonable travel costs incurred in the course of travelling to and from the training
District allowance - Broken Hill	$47.90 per week
Electrical equipment reimbursement	reimbursement for the cost of all electrical equipment necessary for carrying out work
First aid allowance	$14.55 per week
Manager's allowance	$55.96 per week
Meal allowance (not casuals)	$24.72 for the first meal and $24.72 for an extra meal if the overtime worked is more than 4 hours
Special and protective clothing reimbursement	reimbursement for the cost of purchasing the special clothing and replacement costs, when replacement is due to normal wear and tear
Tool allowance	$10.52 per week
Moving expenses	the total cost (including fares and other transport charges) of moving the employee and any members of the employee's immediate family when the employer transfers the employee from one township to another
Transport reimbursement - starting or finishing after 10pm or before 7am - normal means of transport unavailable (not casuals)	reimbursement for reasonable costs of commercial passenger vehicle transport between the place of work to their usual place of residence
Working away from usual workplace - excess fares (not casuals)	reimbursement for the cost of any fares reasonably incurred in excess of those normally incurred in travelling to and from home and the usual place of work
Working away from usual workplace - travelling time reimbursement - Monday to Saturday (not casuals)	payment at the minimum hourly rate for travel in excess of travel to and from home and the usual place of work
Working away from usual workplace - travelling time reimbursement - Sunday and public holidays (not casuals)	payment at the minimum hourly rate + 50% for travel in excess of travel to and from home and the usual place of work
Vehicle allowance	$1.00 per km
Working away from usual workplace - excess travelling costs reimbursement (not casuals)	reimbursement for all additional transport costs incurred