



Fair Work  
OMBUDSMAN

## Pay Guide - Hair and Beauty Industry Award

[MA000005]

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Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 July 2023.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

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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	\$939.60	\$24.73	\$32.89	\$49.46	\$61.83	\$37.10	\$49.46	\$49.46
Hair and beauty employee level 2	\$961.10	\$25.29	\$33.64	\$50.58	\$63.23	\$37.94	\$50.58	\$50.58
Hair and beauty employee level 3	\$995.00	\$26.18	\$34.82	\$52.36	\$65.45	\$39.27	\$52.36	\$52.36
Hair and beauty employee level 4	\$1,013.40	\$26.67	\$35.47	\$53.34	\$66.68	\$40.01	\$53.34	\$53.34
Hair and beauty employee level 5	\$1,043.80	\$27.47	\$36.54	\$54.94	\$68.68	\$41.21	\$54.94	\$54.94
Hair and beauty employee level 6	\$1,081.00	\$28.45	\$37.84	\$56.90	\$71.13	\$42.68	\$56.90	\$56.90

## Casual

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - before 7am or after 9pm	Saturday - before 7am or after 6pm	Public holiday	Overtime - first 3 hours	Overtime - after 3 hours
Hair and beauty employee level 1	\$30.91	\$37.10	\$37.10	\$61.83	\$43.28	\$55.64
Hair and beauty employee level 2	\$31.61	\$37.94	\$37.94	\$63.23	\$44.26	\$56.90
Hair and beauty employee level 3	\$32.73	\$39.27	\$39.27	\$65.45	\$45.82	\$58.91
Hair and beauty employee level 4	\$33.34	\$40.01	\$40.01	\$66.68	\$46.67	\$60.01
Hair and beauty employee level 5	\$34.34	\$41.21	\$41.21	\$68.68	\$48.07	\$61.81
Hair and beauty employee level 6	\$35.56	\$42.68	\$42.68	\$71.13	\$49.79	\$64.01

Table 2 of 2

Classification	Saturday - between 7am and 6pm - 1 July 2023 to 30 December 2023	Saturday - between 7am and 6pm - from 31 December 2023	Sunday - 1 July 2023 to 30 December 2023	Sunday - from 31 December 2023
Hair and beauty employee level 1	\$37.84	\$39.07	\$54.41	\$55.64
Hair and beauty employee level 2	\$38.69	\$39.96	\$55.64	\$56.90
Hair and beauty employee level 3	\$40.06	\$41.36	\$57.60	\$58.91
Hair and beauty employee level 4	\$40.81	\$42.14	\$58.67	\$60.01
Hair and beauty employee level 5	\$42.03	\$43.40	\$60.43	\$61.81
Hair and beauty employee level 6	\$43.53	\$44.95	\$62.59	\$64.01

## 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	\$12.37	\$16.45	\$24.74	\$30.93	\$18.56	\$24.74	\$24.74
Hair and beauty employee level 2	\$12.65	\$16.82	\$25.30	\$31.63	\$18.98	\$25.30	\$25.30
Hair and beauty employee level 3	\$13.09	\$17.41	\$26.18	\$32.73	\$19.64	\$26.18	\$26.18
Hair and beauty employee level 4	\$13.34	\$17.74	\$26.68	\$33.35	\$20.01	\$26.68	\$26.68
Hair and beauty employee level 5	\$13.74	\$18.27	\$27.48	\$34.35	\$20.61	\$27.48	\$27.48
Hair and beauty employee level 6	\$14.23	\$18.93	\$28.46	\$35.58	\$21.35	\$28.46	\$28.46

### 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	\$18.55	\$24.67	\$37.10	\$46.38	\$27.83	\$37.10	\$37.10
Hair and beauty employee level 2	\$18.97	\$25.23	\$37.94	\$47.43	\$28.46	\$37.94	\$37.94
Hair and beauty employee level 3	\$19.64	\$26.12	\$39.28	\$49.10	\$29.46	\$39.28	\$39.28
Hair and beauty employee level 4	\$20.00	\$26.60	\$40.00	\$50.00	\$30.00	\$40.00	\$40.00
Hair and beauty employee level 5	\$20.60	\$27.40	\$41.20	\$51.50	\$30.90	\$41.20	\$41.20
Hair and beauty employee level 6	\$21.34	\$28.38	\$42.68	\$53.35	\$32.01	\$42.68	\$42.68

## Junior - Casual

### Under 17 years

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - before 7am or after 9pm	Saturday - before 7am or after 6pm	Public holiday	Overtime - first 3 hours	Overtime - after 3 hours
Hair and beauty employee level 1	\$15.46	\$18.56	\$18.56	\$30.93	\$21.65	\$27.83
Hair and beauty employee level 2	\$15.81	\$18.98	\$18.98	\$31.63	\$22.14	\$28.46
Hair and beauty employee level 3	\$16.36	\$19.64	\$19.64	\$32.73	\$22.91	\$29.45
Hair and beauty employee level 4	\$16.68	\$20.01	\$20.01	\$33.35	\$23.35	\$30.02
Hair and beauty employee level 5	\$17.18	\$20.61	\$20.61	\$34.35	\$24.05	\$30.92
Hair and beauty employee level 6	\$17.79	\$21.35	\$21.35	\$35.58	\$24.90	\$32.02

Table 2 of 2

Classification	Saturday - between 7am and 6pm - 1 July 2023 to 30 December 2023	Saturday - between 7am and 6pm - from 31 December 2023	Sunday - 1 July 2023 to 30 December 2023	Sunday - from 31 December 2023
Hair and beauty employee level 1	\$18.93	\$19.54	\$27.21	\$27.83
Hair and beauty employee level 2	\$19.35	\$19.99	\$27.83	\$28.46
Hair and beauty employee level 3	\$20.03	\$20.68	\$28.80	\$29.45
Hair and beauty employee level 4	\$20.41	\$21.08	\$29.35	\$30.02
Hair and beauty employee level 5	\$21.02	\$21.71	\$30.23	\$30.92
Hair and beauty employee level 6	\$21.77	\$22.48	\$31.31	\$32.02

## 17 years

Table 1 of 2

Classification	Hourly pay rate	Monday to Friday - before 7am or after 9pm	Saturday - before 7am or after 6pm	Public holiday	Overtime - first 3 hours	Overtime - after 3 hours
Hair and beauty employee level 1	\$23.19	\$27.83	\$27.83	\$46.38	\$32.46	\$41.74
Hair and beauty employee level 2	\$23.71	\$28.46	\$28.46	\$47.43	\$33.20	\$42.68
Hair and beauty employee level 3	\$24.55	\$29.46	\$29.46	\$49.10	\$34.37	\$44.19
Hair and beauty employee level 4	\$25.00	\$30.00	\$30.00	\$50.00	\$35.00	\$45.00
Hair and beauty employee level 5	\$25.75	\$30.90	\$30.90	\$51.50	\$36.05	\$46.35
Hair and beauty employee level 6	\$26.68	\$32.01	\$32.01	\$53.35	\$37.35	\$48.02

Table 2 of 2

Classification	Saturday - between 7am and 6pm - 1 July 2023 to 30 December 2023	Saturday - between 7am and 6pm - from 31 December 2023	Sunday - 1 July 2023 to 30 December 2023	Sunday - from 31 December 2023
Hair and beauty employee level 1	\$28.38	\$29.31	\$40.81	\$41.74
Hair and beauty employee level 2	\$29.02	\$29.97	\$41.73	\$42.68
Hair and beauty employee level 3	\$30.05	\$31.03	\$43.21	\$44.19
Hair and beauty employee level 4	\$30.60	\$31.60	\$44.00	\$45.00
Hair and beauty employee level 5	\$31.52	\$32.55	\$45.32	\$46.35
Hair and beauty employee level 6	\$32.65	\$33.72	\$46.95	\$48.02

## 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	\$547.25	\$14.40	\$19.15	\$28.80	\$36.00	\$21.60	\$28.80	\$28.80
Hairdressing trainee - 1000-2000 hours of accredited full-time training	\$746.25	\$19.64	\$26.12	\$39.28	\$49.10	\$29.46	\$39.28	\$39.28
Hairdressing graduate (first 12 months)	\$920.38	\$24.22	\$32.21	\$48.44	\$60.55	\$36.33	\$48.44	\$48.44
Beauty therapy graduate (first 12 months)	\$920.38	\$24.22	\$32.21	\$48.44	\$60.55	\$36.33	\$48.44	\$48.44

## Hairdressing trainees, Hairdressing graduates and Beauty therapy graduates - Casual

**Table 1 of 2**

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Monday to Friday - before 7am or after 9pm</b>	<b>Saturday - before 7am or after 6pm</b>	<b>Public holiday</b>	<b>Overtime - first 3 hours</b>	<b>Overtime - after 3 hours</b>
Hairdressing trainee - less than 1000 hours of full-time accredited training	\$18.00	\$21.60	\$21.60	\$36.00	\$25.20	\$32.40
Hairdressing trainee - 1000-2000 hours of accredited full-time training	\$24.55	\$29.46	\$29.46	\$49.10	\$34.37	\$44.19
Hairdressing graduate (first 12 months)	\$30.28	\$36.33	\$36.33	\$60.55	\$42.39	\$54.50
Beauty therapy graduate (first 12 months)	\$30.28	\$36.33	\$36.33	\$60.55	\$42.39	\$54.50

**Table 2 of 2**

<b>Classification</b>	<b>Saturday - between 7am and 6pm - 1 July 2023 to 30 December 2023</b>	<b>Saturday - between 7am and 6pm - from 31 December 2023</b>	<b>Sunday - 1 July 2023 to 30 December 2023</b>	<b>Sunday - from 31 December 2023</b>
Hairdressing trainee - less than 1000 hours of full-time accredited training	\$22.03	\$22.75	\$31.68	\$32.40
Hairdressing trainee - 1000-2000 hours of accredited full-time training	\$30.05	\$31.03	\$43.21	\$44.19
Hairdressing graduate (first 12 months)	\$37.06	\$38.27	\$53.28	\$54.50
Beauty therapy graduate (first 12 months)	\$37.06	\$38.27	\$53.28	\$54.50

### 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)	\$497.50	\$13.09	\$17.41	\$26.18	\$32.73	\$19.64	\$26.18	\$26.18
Apprentice next 6 months (pre-apprenticeship completed) (7-12 months)	\$547.25	\$14.40	\$19.15	\$28.80	\$36.00	\$21.60	\$28.80	\$28.80
Apprentice next 6 months (pre-apprenticeship completed) (13-18 months)	\$597.00	\$15.71	\$20.89	\$31.42	\$39.28	\$23.57	\$31.42	\$31.42
Apprentice next 12 months (pre-apprenticeship completed) (19-30 months)	\$766.15	\$20.16	\$26.81	\$40.32	\$50.40	\$30.24	\$40.32	\$40.32

### 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)	\$547.25	\$14.40	\$19.15	\$28.80	\$36.00	\$21.60	\$28.80	\$28.80
Apprentice next 6 months (pre-apprenticeship completed) (7-12 months)	\$547.25	\$14.40	\$19.15	\$28.80	\$36.00	\$21.60	\$28.80	\$28.80
Apprentice next 6 months (pre-apprenticeship completed) (13-18 months)	\$646.75	\$17.02	\$22.64	\$34.04	\$42.55	\$25.53	\$34.04	\$34.04
Apprentice next 12 months (pre-apprenticeship completed) (19-30 months)	\$766.15	\$20.16	\$26.81	\$40.32	\$50.40	\$30.24	\$40.32	\$40.32

### 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)	\$796.00	\$20.94	\$27.85	\$41.88	\$52.35	\$31.41	\$41.88	\$41.88
Apprentice next 6 months (pre-apprenticeship completed) (7-12 months)	\$796.00	\$20.94	\$27.85	\$41.88	\$52.35	\$31.41	\$41.88	\$41.88
Apprentice next 6 months (pre-apprenticeship completed) (13-18 months)	\$939.60	\$24.73	\$32.89	\$49.46	\$61.83	\$37.10	\$49.46	\$49.46
Apprentice next 12 months (pre-apprenticeship completed) (19-30 months)	\$939.60	\$24.73	\$32.89	\$49.46	\$61.83	\$37.10	\$49.46	\$49.46

### 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	\$497.50	\$13.09	\$17.41	\$26.18	\$32.73	\$19.64	\$26.18	\$26.18
Apprentice 2nd year	\$597.00	\$15.71	\$20.89	\$31.42	\$39.28	\$23.57	\$31.42	\$31.42
Apprentice 3rd year	\$766.15	\$20.16	\$26.81	\$40.32	\$50.40	\$30.24	\$40.32	\$40.32
Apprentice 4th year	\$895.50	\$23.57	\$31.35	\$47.14	\$58.93	\$35.36	\$47.14	\$47.14

### 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	\$547.25	\$14.40	\$19.15	\$28.80	\$36.00	\$21.60	\$28.80	\$28.80
Apprentice 2nd year	\$646.75	\$17.02	\$22.64	\$34.04	\$42.55	\$25.53	\$34.04	\$34.04
Apprentice 3rd year	\$766.15	\$20.16	\$26.81	\$40.32	\$50.40	\$30.24	\$40.32	\$40.32
Apprentice 4th year	\$895.50	\$23.57	\$31.35	\$47.14	\$58.93	\$35.36	\$47.14	\$47.14

### 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	\$796.00	\$20.94	\$27.85	\$41.88	\$52.35	\$31.41	\$41.88	\$41.88
Apprentice 2nd year	\$939.60	\$24.73	\$32.89	\$49.46	\$61.83	\$37.10	\$49.46	\$49.46
Apprentice 3rd year	\$939.60	\$24.73	\$32.89	\$49.46	\$61.83	\$37.10	\$49.46	\$49.46
Apprentice 4th year	\$939.60	\$24.73	\$32.89	\$49.46	\$61.83	\$37.10	\$49.46	\$49.46

### 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)	\$497.50	\$13.09	\$17.41	\$26.18	\$32.73	\$19.64	\$26.18	\$26.18
Apprentice next 6 months (pre-apprenticeship completed) (7-12 months)	\$547.25	\$14.40	\$19.15	\$28.80	\$36.00	\$21.60	\$28.80	\$28.80
Apprentice next 6 months (pre-apprenticeship completed) (13-18 months)	\$597.00	\$15.71	\$20.89	\$31.42	\$39.28	\$23.57	\$31.42	\$31.42
Apprentice next 12 months (pre-apprenticeship completed) (19-30 months)	\$766.15	\$20.16	\$26.81	\$40.32	\$50.40	\$30.24	\$40.32	\$40.32

### 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)	\$547.25	\$14.40	\$19.15	\$28.80	\$36.00	\$21.60	\$28.80	\$28.80
Apprentice next 6 months (pre-apprenticeship completed) (7-12 months)	\$547.25	\$14.40	\$19.15	\$28.80	\$36.00	\$21.60	\$28.80	\$28.80
Apprentice next 6 months (pre-apprenticeship completed) (13-18 months)	\$646.75	\$17.02	\$22.64	\$34.04	\$42.55	\$25.53	\$34.04	\$34.04
Apprentice next 12 months (pre-apprenticeship completed) (19-30 months)	\$766.15	\$20.16	\$26.81	\$40.32	\$50.40	\$30.24	\$40.32	\$40.32

### 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)	\$796.00	\$20.94	\$27.85	\$41.88	\$52.35	\$31.41	\$41.88	\$41.88
Apprentice next 6 months (pre-apprenticeship completed) (7-12 months)	\$796.00	\$20.94	\$27.85	\$41.88	\$52.35	\$31.41	\$41.88	\$41.88
Apprentice next 6 months (pre-apprenticeship completed) (13-18 months)	\$939.60	\$24.73	\$32.89	\$49.46	\$61.83	\$37.10	\$49.46	\$49.46
Apprentice next 12 months (pre-apprenticeship completed) (19-30 months)	\$939.60	\$24.73	\$32.89	\$49.46	\$61.83	\$37.10	\$49.46	\$49.46

### 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	\$497.50	\$13.09	\$17.41	\$26.18	\$32.73	\$19.64	\$26.18	\$26.18
Apprentice 2nd year	\$597.00	\$15.71	\$20.89	\$31.42	\$39.28	\$23.57	\$31.42	\$31.42
Apprentice 3rd year	\$796.00	\$20.95	\$27.86	\$41.90	\$52.38	\$31.43	\$41.90	\$41.90
Apprentice 4th year	\$895.50	\$23.57	\$31.35	\$47.14	\$58.93	\$35.36	\$47.14	\$47.14

### 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	\$547.25	\$14.40	\$19.15	\$28.80	\$36.00	\$21.60	\$28.80	\$28.80
Apprentice 2nd year	\$646.75	\$17.02	\$22.64	\$34.04	\$42.55	\$25.53	\$34.04	\$34.04
Apprentice 3rd year	\$796.00	\$20.95	\$27.86	\$41.90	\$52.38	\$31.43	\$41.90	\$41.90
Apprentice 4th year	\$895.50	\$23.57	\$31.35	\$47.14	\$58.93	\$35.36	\$47.14	\$47.14

### 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	\$796.00	\$20.94	\$27.85	\$41.88	\$52.35	\$31.41	\$41.88	\$41.88
Apprentice 2nd year	\$939.60	\$24.73	\$32.89	\$49.46	\$61.83	\$37.10	\$49.46	\$49.46
Apprentice 3rd year	\$939.60	\$24.73	\$32.89	\$49.46	\$61.83	\$37.10	\$49.46	\$49.46
Apprentice 4th year	\$939.60	\$24.73	\$32.89	\$49.46	\$61.83	\$37.10	\$49.46	\$49.46

## 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	\$42.59 per week
Electrical equipment reimbursement	reimbursement for the cost of all electrical equipment necessary for carrying out work
First aid allowance	\$0.34 per hour up to a maximum of \$12.94 per week
Manager's allowance	\$49.75 per week
Meal allowance (not casuals)	\$21.71 for the first meal and \$21.71 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	\$10.29 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	\$0.95 per km
Working away from usual workplace - excess travelling costs reimbursement (not casuals)	reimbursement for all additional transport costs incurred