



Fair Work  
OMBUDSMAN

## Pay Guide - Hair and Beauty Industry Award

**[MA000005]**

Published 01 November 2021

Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 November 2021. This guide also contains rates that apply from the first full pay period on or after 31 January 2022 and the first full pay period on or after 30 April 2022.

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

The best way to get general pay and conditions advice is to register for [My account](#) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

## Rates of pay

Note: Trade qualified juniors must be paid the appropriate adult rate.

### 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	\$848.50	\$22.33	\$29.70	\$44.66	\$55.83	\$33.50	\$44.66	\$44.66
Hair and beauty employee level 2	\$868.80	\$22.86	\$30.40	\$45.72	\$57.15	\$34.29	\$45.72	\$45.72
Hair and beauty employee level 3	\$899.50	\$23.67	\$31.48	\$47.34	\$59.18	\$35.51	\$47.34	\$47.34
Hair and beauty employee level 4	\$916.20	\$24.11	\$32.07	\$48.22	\$60.28	\$36.17	\$48.22	\$48.22
Hair and beauty employee level 5	\$943.60	\$24.83	\$33.02	\$49.66	\$62.08	\$37.25	\$49.66	\$49.66
Hair and beauty employee level 6	\$977.20	\$25.72	\$34.21	\$51.44	\$64.30	\$38.58	\$51.44	\$51.44

### 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	\$27.91	\$33.50	\$33.50	\$55.83	\$39.08	\$50.24
Hair and beauty employee level 2	\$28.58	\$34.29	\$34.29	\$57.15	\$40.01	\$51.44
Hair and beauty employee level 3	\$29.59	\$35.51	\$35.51	\$59.18	\$41.42	\$53.26
Hair and beauty employee level 4	\$30.14	\$36.17	\$36.17	\$60.28	\$42.19	\$54.25
Hair and beauty employee level 5	\$31.04	\$37.25	\$37.25	\$62.08	\$43.45	\$55.87
Hair and beauty employee level 6	\$32.15	\$38.58	\$38.58	\$64.30	\$45.01	\$57.87

**Table 2 of 2**

<b>Classification</b>	<b>Saturday - between 7am and 6pm - 1 November 2021 to 30 January 2022</b>	<b>Saturday - between 7am and 6pm - 31 January 2022 to 29 April 2022</b>	<b>Saturday - between 7am and 6pm - 30 April 2022 to 30 June 2022</b>	<b>Sunday - 1 November 2021 to 30 January 2022</b>	<b>Sunday - 31 January 2022 to 29 April 2022</b>	<b>Sunday - 30 April 2022 to 30 June 2022</b>
Hair and beauty employee level 1	\$29.70	\$30.82	\$31.93	\$44.66	\$45.78	\$46.89
Hair and beauty employee level 2	\$30.40	\$31.55	\$32.69	\$45.72	\$46.86	\$48.01
Hair and beauty employee level 3	\$31.48	\$32.66	\$33.85	\$47.34	\$48.52	\$49.71
Hair and beauty employee level 4	\$32.07	\$33.27	\$34.48	\$48.22	\$49.43	\$50.63
Hair and beauty employee level 5	\$33.02	\$34.27	\$35.51	\$49.66	\$50.90	\$52.14
Hair and beauty employee level 6	\$34.21	\$35.49	\$36.78	\$51.44	\$52.73	\$54.01

## Junior - Full-time & part-time

### 16 years of age and under

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	\$11.17	\$14.86	\$22.34	\$27.93	\$16.76	\$22.34	\$22.34
Hair and beauty employee level 2	\$11.43	\$15.20	\$22.86	\$28.58	\$17.15	\$22.86	\$22.86

### 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	\$16.75	\$22.28	\$33.50	\$41.88	\$25.13	\$33.50	\$33.50
Hair and beauty employee level 2	\$17.15	\$22.81	\$34.30	\$42.88	\$25.73	\$34.30	\$34.30

## Junior - Casual

### 16 years of age and under

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	\$13.96	\$16.76	\$16.76	\$27.93	\$19.55	\$25.13
Hair and beauty employee level 2	\$14.29	\$17.15	\$17.15	\$28.58	\$20.00	\$25.72

Table 2 of 2

Classification	Saturday - between 7am and 6pm - 1 November 2021 to 30 January 2022	Saturday - between 7am and 6pm - 31 January 2022 to 29 April 2022	Saturday - between 7am and 6pm - 30 April 2022 to 30 June 2022	Sunday - 1 November 2021 to 30 January 2022	Sunday - 31 January 2022 to 29 April 2022	Sunday - 30 April 2022 to 30 June 2022
Hair and beauty employee level 1	\$14.86	\$15.41	\$15.97	\$22.34	\$22.90	\$23.46
Hair and beauty employee level 2	\$15.20	\$15.77	\$16.34	\$22.86	\$23.43	\$24.00

## 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	\$20.94	\$25.13	\$25.13	\$41.88	\$29.31	\$37.69
Hair and beauty employee level 2	\$21.44	\$25.73	\$25.73	\$42.88	\$30.01	\$38.59

Table 2 of 2

Classification	Saturday - between 7am and 6pm - 1 November 2021 to 30 January 2022	Saturday - between 7am and 6pm - 31 January 2022 to 29 April 2022	Saturday - between 7am and 6pm - 30 April 2022 to 30 June 2022	Sunday - 1 November 2021 to 30 January 2022	Sunday - 31 January 2022 to 29 April 2022	Sunday - 30 April 2022 to 30 June 2022
Hair and beauty employee level 1	\$22.28	\$23.12	\$23.95	\$33.50	\$34.34	\$35.18
Hair and beauty employee level 2	\$22.81	\$23.67	\$24.52	\$34.30	\$35.16	\$36.02

## 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	\$494.73	\$13.02	\$17.32	\$26.04	\$32.55	\$19.53	\$26.04	\$26.04
Hairdressing trainee - 1000-2000 hours of accredited full-time training	\$674.63	\$17.75	\$23.61	\$35.50	\$44.38	\$26.63	\$35.50	\$35.50
Hairdressing graduate (first 12 months)	\$832.04	\$21.90	\$29.13	\$43.80	\$54.75	\$32.85	\$43.80	\$43.80
Beauty therapy graduate (first 12 months)	\$832.04	\$21.90	\$29.13	\$43.80	\$54.75	\$32.85	\$43.80	\$43.80

## Hairdressing trainees, Hairdressing graduates and Beauty therapy graduates – 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
Hairdressing trainee - less than 1000 hours of full-time accredited training	\$16.28	\$19.53	\$19.53	\$32.55	\$22.79	\$29.30
Hairdressing trainee - 1000-2000 hours of accredited full-time training	\$22.19	\$26.63	\$26.63	\$44.38	\$31.06	\$39.94
Hairdressing graduate (first 12 months)	\$27.38	\$32.85	\$32.85	\$54.75	\$38.33	\$49.28
Beauty therapy graduate (first 12 months)	\$27.38	\$32.85	\$32.85	\$54.75	\$38.33	\$49.28

Table 2 of 2

Classification	Saturday - between 7am and 6pm - 1 November 2021 to 30 January 2022	Saturday - between 7am and 6pm - 31 January 2022 to 29 April 2022	Saturday - between 7am and 6pm - 30 April 2022 to 30 June 2022	Sunday - 1 November 2021 to 30 January 2022	Sunday - 31 January 2022 to 29 April 2022	Sunday - 30 April 2022 to 30 June 2022
Hairdressing trainee - less than 1000 hours of full-time accredited training	\$17.32	\$17.97	\$18.62	\$26.04	\$26.69	\$27.34
Hairdressing trainee - 1000-2000 hours of accredited full-time training	\$23.61	\$24.50	\$25.38	\$35.50	\$36.39	\$37.28
Hairdressing graduate (first 12 months)	\$29.13	\$30.22	\$31.32	\$43.80	\$44.90	\$45.99
Beauty therapy graduate (first 12 months)	\$29.13	\$30.22	\$31.32	\$43.80	\$44.90	\$45.99

### Hairdressing apprentice - Pre-apprenticeship completed - Started before 1 Jan 2014

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)	\$404.78	\$10.65	\$14.16	\$21.30	\$26.63	\$15.98	\$21.30	\$21.30
Apprentice next 6 months (pre-apprenticeship completed) (7-12 months)	\$494.73	\$13.02	\$17.32	\$26.04	\$32.55	\$19.53	\$26.04	\$26.04
Apprentice next 6 months (pre-apprenticeship completed) (13-18 months)	\$494.73	\$13.02	\$17.32	\$26.04	\$32.55	\$19.53	\$26.04	\$26.04
Apprentice next 12 months (pre-apprenticeship completed) (19-30 months)	\$692.62	\$18.23	\$24.25	\$36.46	\$45.58	\$27.35	\$36.46	\$36.46

### Hairdressing apprentice - Pre-apprenticeship completed - Started after 1 Jan 2014 - 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)	\$449.75	\$11.84	\$15.75	\$23.68	\$29.60	\$17.76	\$23.68	\$23.68
Apprentice next 6 months (pre-apprenticeship completed) (7-12 months)	\$494.73	\$13.02	\$17.32	\$26.04	\$32.55	\$19.53	\$26.04	\$26.04
Apprentice next 6 months (pre-apprenticeship completed) (13-18 months)	\$539.70	\$14.20	\$18.89	\$28.40	\$35.50	\$21.30	\$28.40	\$28.40
Apprentice next 12 months (pre-apprenticeship completed) (19-30 months)	\$692.62	\$18.23	\$24.25	\$36.46	\$45.58	\$27.35	\$36.46	\$36.46

## Hairdressing apprentice - Pre-apprenticeship completed - Started after 1 Jan 2014 - 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)	\$494.73	\$13.02	\$17.32	\$26.04	\$32.55	\$19.53	\$26.04	\$26.04
Apprentice next 6 months (pre-apprenticeship completed) (7-12 months)	\$494.73	\$13.02	\$17.32	\$26.04	\$32.55	\$19.53	\$26.04	\$26.04
Apprentice next 6 months (pre-apprenticeship completed) (13-18 months)	\$584.68	\$15.39	\$20.47	\$30.78	\$38.48	\$23.09	\$30.78	\$30.78
Apprentice next 12 months (pre-apprenticeship completed) (19-30 months)	\$692.62	\$18.23	\$24.25	\$36.46	\$45.58	\$27.35	\$36.46	\$36.46



### Hairdressing apprentice - Started before 1 Jan 2014

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 - 1st three months (0-3 months)	\$314.83	\$8.29	\$11.03	\$16.58	\$20.73	\$12.44	\$16.58	\$16.58
Apprentice 1st year - (4-12 months)	\$404.78	\$10.65	\$14.16	\$21.30	\$26.63	\$15.98	\$21.30	\$21.30
Apprentice 2nd year	\$494.73	\$13.02	\$17.32	\$26.04	\$32.55	\$19.53	\$26.04	\$26.04
Apprentice 3rd year	\$692.62	\$18.23	\$24.25	\$36.46	\$45.58	\$27.35	\$36.46	\$36.46
Apprentice 4th year	\$809.55	\$21.30	\$28.33	\$42.60	\$53.25	\$31.95	\$42.60	\$42.60

### Hairdressing apprentice - Started after 1 Jan 2014 - 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 - 1st three months (0-3 months)	\$449.75	\$11.84	\$15.75	\$23.68	\$29.60	\$17.76	\$23.68	\$23.68
Apprentice 1st year - (4-12 months)	\$449.75	\$11.84	\$15.75	\$23.68	\$29.60	\$17.76	\$23.68	\$23.68
Apprentice 2nd year	\$539.70	\$14.20	\$18.89	\$28.40	\$35.50	\$21.30	\$28.40	\$28.40
Apprentice 3rd year	\$692.62	\$18.23	\$24.25	\$36.46	\$45.58	\$27.35	\$36.46	\$36.46
Apprentice 4th year	\$809.55	\$21.30	\$28.33	\$42.60	\$53.25	\$31.95	\$42.60	\$42.60

### Hairdressing apprentice - Started after 1 Jan 2014 - 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 - 1st three months (0-3 months)	\$494.73	\$13.02	\$17.32	\$26.04	\$32.55	\$19.53	\$26.04	\$26.04
Apprentice 1st year - (4-12 months)	\$494.73	\$13.02	\$17.32	\$26.04	\$32.55	\$19.53	\$26.04	\$26.04
Apprentice 2nd year	\$584.68	\$15.39	\$20.47	\$30.78	\$38.48	\$23.09	\$30.78	\$30.78
Apprentice 3rd year	\$692.62	\$18.23	\$24.25	\$36.46	\$45.58	\$27.35	\$36.46	\$36.46
Apprentice 4th year	\$809.55	\$21.30	\$28.33	\$42.60	\$53.25	\$31.95	\$42.60	\$42.60

### Adult hairdressing apprentice - Pre-apprenticeship completed - Started before 1 Jan 2014

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)	\$404.78	\$10.65	\$14.16	\$21.30	\$26.63	\$15.98	\$21.30	\$21.30
Apprentice next 6 months (pre-apprenticeship completed) (7-12 months)	\$494.73	\$13.02	\$17.32	\$26.04	\$32.55	\$19.53	\$26.04	\$26.04
Apprentice next 6 months (pre-apprenticeship completed) (13-18 months)	\$494.73	\$13.02	\$17.32	\$26.04	\$32.55	\$19.53	\$26.04	\$26.04
Apprentice next 12 months (pre-apprenticeship completed) (19-30 months)	\$692.62	\$18.23	\$24.25	\$36.46	\$45.58	\$27.35	\$36.46	\$36.46

### Adult hairdressing apprentice - Pre-apprenticeship completed - Started after 1 Jan 2014

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)	\$719.60	\$18.94	\$25.19	\$37.88	\$47.35	\$28.41	\$37.88	\$37.88
Apprentice next 6 months (pre-apprenticeship completed) (7-12 months)	\$719.60	\$18.94	\$25.19	\$37.88	\$47.35	\$28.41	\$37.88	\$37.88
Apprentice next 6 months (pre-apprenticeship completed) (13-18 months)	\$848.50	\$22.33	\$29.70	\$44.66	\$55.83	\$33.50	\$44.66	\$44.66
Apprentice next 12 months (pre-apprenticeship completed) (19-30 months)	\$848.50	\$22.33	\$29.70	\$44.66	\$55.83	\$33.50	\$44.66	\$44.66

### Adult hairdressing apprentice - Started before 1 Jan 2014

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 - 1st three months (0-3 months)	\$314.83	\$8.29	\$11.03	\$16.58	\$20.73	\$12.44	\$16.58	\$16.58
Apprentice 1st year - (4-12 months)	\$404.78	\$10.65	\$14.16	\$21.30	\$26.63	\$15.98	\$21.30	\$21.30
Apprentice 2nd year	\$494.73	\$13.02	\$17.32	\$26.04	\$32.55	\$19.53	\$26.04	\$26.04
Apprentice 3rd year	\$692.62	\$18.23	\$24.25	\$36.46	\$45.58	\$27.35	\$36.46	\$36.46
Apprentice 4th year	\$809.55	\$21.30	\$28.33	\$42.60	\$53.25	\$31.95	\$42.60	\$42.60

### Adult hairdressing apprentice - Started after 1 Jan 2014

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 - 1st three months (0-3 months)	\$719.60	\$18.94	\$25.19	\$37.88	\$47.35	\$28.41	\$37.88	\$37.88
Apprentice 1st year - (4-12 months)	\$719.60	\$18.94	\$25.19	\$37.88	\$47.35	\$28.41	\$37.88	\$37.88
Apprentice 2nd year	\$848.50	\$22.33	\$29.70	\$44.66	\$55.83	\$33.50	\$44.66	\$44.66
Apprentice 3rd year	\$848.50	\$22.33	\$29.70	\$44.66	\$55.83	\$33.50	\$44.66	\$44.66
Apprentice 4th year	\$848.50	\$22.33	\$29.70	\$44.66	\$55.83	\$33.50	\$44.66	\$44.66

### Beauty therapy apprentice - Pre-apprenticeship completed - Started before 1 Jan 2014

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)	\$404.78	\$10.65	\$14.16	\$21.30	\$26.63	\$15.98	\$21.30	\$21.30
Apprentice next 6 months (pre-apprenticeship completed) (7-12 months)	\$494.73	\$13.02	\$17.32	\$26.04	\$32.55	\$19.53	\$26.04	\$26.04
Apprentice next 6 months (pre-apprenticeship completed) (13-18 months)	\$494.73	\$13.02	\$17.32	\$26.04	\$32.55	\$19.53	\$26.04	\$26.04
Apprentice next 12 months (pre-apprenticeship completed) (19-30 months)	\$692.62	\$18.23	\$24.25	\$36.46	\$45.58	\$27.35	\$36.46	\$36.46

### Beauty therapy apprentice - Pre-apprenticeship completed - Started after 1 Jan 2014 -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)	\$449.75	\$11.84	\$15.75	\$23.68	\$29.60	\$17.76	\$23.68	\$23.68
Apprentice next 6 months (pre-apprenticeship completed) (7-12 months)	\$494.73	\$13.02	\$17.32	\$26.04	\$32.55	\$19.53	\$26.04	\$26.04
Apprentice next 6 months (pre-apprenticeship completed) (13-18 months)	\$539.70	\$14.20	\$18.89	\$28.40	\$35.50	\$21.30	\$28.40	\$28.40
Apprentice next 12 months (pre-apprenticeship completed) (19-30 months)	\$692.62	\$18.23	\$24.25	\$36.46	\$45.58	\$27.35	\$36.46	\$36.46

**Beauty therapy apprentice - Pre-apprenticeship completed - Started after 1 Jan 2014 - Completed year 12**

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Saturday - between 7am and 6pm</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Overtime - first 3 hours</b>	<b>Overtime - after 3 hours</b>	<b>Working on RDO</b>
Apprentice 1st six months (pre-apprenticeship completed) (0-6 months)	\$494.73	\$13.02	\$17.32	\$26.04	\$32.55	\$19.53	\$26.04	\$26.04
Apprentice next 6 months (pre-apprenticeship completed) (7-12 months)	\$494.73	\$13.02	\$17.32	\$26.04	\$32.55	\$19.53	\$26.04	\$26.04
Apprentice next 6 months (pre-apprenticeship completed) (13-18 months)	\$584.68	\$15.39	\$20.47	\$30.78	\$38.48	\$23.09	\$30.78	\$30.78
Apprentice next 12 months (pre-apprenticeship completed) (19-30 months)	\$692.62	\$18.23	\$24.25	\$36.46	\$45.58	\$27.35	\$36.46	\$36.46

### Beauty therapy apprentice - Started before 1 Jan 2014

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	\$404.78	\$10.65	\$14.16	\$21.30	\$26.63	\$15.98	\$21.30	\$21.30
Apprentice 2nd year	\$539.70	\$14.20	\$18.89	\$28.40	\$35.50	\$21.30	\$28.40	\$28.40
Apprentice 3rd year	\$719.60	\$18.94	\$25.19	\$37.88	\$47.35	\$28.41	\$37.88	\$37.88
Apprentice 4th year	\$809.55	\$21.30	\$28.33	\$42.60	\$53.25	\$31.95	\$42.60	\$42.60

### Beauty therapy apprentice - Started after 1 Jan 2014 - 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	\$449.75	\$11.84	\$15.75	\$23.68	\$29.60	\$17.76	\$23.68	\$23.68
Apprentice 2nd year	\$539.70	\$14.20	\$18.89	\$28.40	\$35.50	\$21.30	\$28.40	\$28.40
Apprentice 3rd year	\$719.60	\$18.94	\$25.19	\$37.88	\$47.35	\$28.41	\$37.88	\$37.88
Apprentice 4th year	\$809.55	\$21.30	\$28.33	\$42.60	\$53.25	\$31.95	\$42.60	\$42.60

### Beauty therapy apprentice - Started after 1 Jan 2014 - 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	\$494.73	\$13.02	\$17.32	\$26.04	\$32.55	\$19.53	\$26.04	\$26.04
Apprentice 2nd year	\$584.68	\$15.39	\$20.47	\$30.78	\$38.48	\$23.09	\$30.78	\$30.78
Apprentice 3rd year	\$719.60	\$18.94	\$25.19	\$37.88	\$47.35	\$28.41	\$37.88	\$37.88
Apprentice 4th year	\$809.55	\$21.30	\$28.33	\$42.60	\$53.25	\$31.95	\$42.60	\$42.60

### Adult beauty therapy apprentice - Pre-apprenticeship completed - Started before 1 Jan 2014

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)	\$404.78	\$10.65	\$14.16	\$21.30	\$26.63	\$15.98	\$21.30	\$21.30
Apprentice next 6 months (pre-apprenticeship completed) (7-12 months)	\$494.73	\$13.02	\$17.32	\$26.04	\$32.55	\$19.53	\$26.04	\$26.04
Apprentice next 6 months (pre-apprenticeship completed) (13-18 months)	\$494.73	\$13.02	\$17.32	\$26.04	\$32.55	\$19.53	\$26.04	\$26.04
Apprentice next 12 months (pre-apprenticeship completed) (19-30 months)	\$692.62	\$18.23	\$24.25	\$36.46	\$45.58	\$27.35	\$36.46	\$36.46

### Adult beauty therapy apprentice - Pre-apprenticeship completed - Started after 1 Jan 2014

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)	\$719.60	\$18.94	\$25.19	\$37.88	\$47.35	\$28.41	\$37.88	\$37.88
Apprentice next 6 months (pre-apprenticeship completed) (7-12 months)	\$719.60	\$18.94	\$25.19	\$37.88	\$47.35	\$28.41	\$37.88	\$37.88
Apprentice next 6 months (pre-apprenticeship completed) (13-18 months)	\$848.50	\$22.33	\$29.70	\$44.66	\$55.83	\$33.50	\$44.66	\$44.66
Apprentice next 12 months (pre-apprenticeship completed) (19-30 months)	\$848.50	\$22.33	\$29.70	\$44.66	\$55.83	\$33.50	\$44.66	\$44.66

### Adult beauty therapy apprentice - Started before 1 Jan 2014

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	\$404.78	\$10.65	\$14.16	\$21.30	\$26.63	\$15.98	\$21.30	\$21.30
Apprentice 2nd year	\$539.70	\$14.20	\$18.89	\$28.40	\$35.50	\$21.30	\$28.40	\$28.40
Apprentice 3rd year	\$719.60	\$18.94	\$25.19	\$37.88	\$47.35	\$28.41	\$37.88	\$37.88
Apprentice 4th year	\$809.55	\$21.30	\$28.33	\$42.60	\$53.25	\$31.95	\$42.60	\$42.60

### Adult beauty therapy apprentice - Started after 1 Jan 2014

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	\$719.60	\$18.94	\$25.19	\$37.88	\$47.35	\$28.41	\$37.88	\$37.88
Apprentice 2nd year	\$848.50	\$22.33	\$29.70	\$44.66	\$55.83	\$33.50	\$44.66	\$44.66
Apprentice 3rd year	\$848.50	\$22.33	\$29.70	\$44.66	\$55.83	\$33.50	\$44.66	\$44.66
Apprentice 4th year	\$848.50	\$22.33	\$29.70	\$44.66	\$55.83	\$33.50	\$44.66	\$44.66



## 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 excess reasonable travel costs incurred in the course of travelling to and from the training
District allowance - Broken Hill	\$38.50 per week
Electrical equipment reimbursement	reimbursement for the cost of all electrical equipment necessary for carrying out work
First aid allowance	\$0.31 per hour up to a maximum of \$11.69 per week
Manager's allowance	\$44.98 per week
Meal allowance (not casuals)	\$19.80 for the first meal and \$19.80 for an extra meal after every 4 hours
Special and protective clothing reimbursement	reimbursement for the cost of the protective or special clothing and the cost of replacement items, when replacement is necessary due to normal wear and tear
Tool allowance	\$9.64 per week
Transfer to another township reimbursement	reimbursement for the whole of the moving expenses, including fares and transport charges for the employee and their family
Transport reimbursement - starting or finishing after 10pm or before 7am - normal means of transport unavailable (not casuals)	reimbursement for the cost of a taxi fare from the place of employment to 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 between home and the usual place of employment
Working away from usual workplace - travelling time reimbursement - Monday to Saturday (not casuals)	payment at the minimum hourly rate for time spent travelling in excess of time normally spent travelling between home and the usual place of employment
Working away from usual workplace - travelling time reimbursement - Sunday and public holidays (not casuals)	payment at the minimum hourly rate + 50% for time spent travelling in excess of time normally spent travelling between home and the usual place of employment
Vehicle allowance	\$0.85 per km
Working away from usual workplace - excess travelling costs reimbursement (not casuals)	reimbursement for all additional transport costs incurred

## Disclaimer

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We take care to ensure that data in this pay guide is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in awards as soon as they come into effect.

However, there may be a delay between when a change takes effect and when the data in this pay guide is updated. This means we cannot guarantee the accuracy, reliability, currency or completeness of the data in this pay guide.

When considering data in this pay guide you should also have regard to the relevant award, which can be found through our [Awards page](#) at [www.fairwork.gov.au/awards](http://www.fairwork.gov.au/awards). If our data is inconsistent with the award, then the award applies.

If you need further assistance with this pay guide you can [contact us](#) by visiting [www.fairwork.gov.au/contact-us](http://www.fairwork.gov.au/contact-us) or by calling us on 13 13 94. Alternatively, you may wish to get independent advice from a union, employer association or lawyer.

We encourage you to [subscribe to email updates](#) at [www.fairwork.gov.au/emailupdates](http://www.fairwork.gov.au/emailupdates) to receive alerts when pay rates and entitlements change in this pay guide.