

# Workplace Relations Circular

For the information of members of Australian Business Industrial

CIRCULAR No.	CASE FILE No.	CIRCULAR DATE	IMPORTANT INFORMATION
2023/001	MA000005	9/01/2023	

## HAIR AND BEAUTY INDUSTRY AWARD 2020 – SCHEDULE OF WEEKEND RATES FOR CASUALS UPDATED

On 19 December 2022, the Fair Work Commission (**Commission**) issued a decision to update the schedule of weekend penalty rates for casual employees in the *Hair and Beauty Industry Award 2020* (the **Award**). This was to remove any ambiguity and uncertainty arising out of the transitional increases to the rates not being reflected in the Award.

### Background

As part of the Four Yearly Review of Modern Awards (the **Review**) the Commission issued the [October 2021 determination](#) to implement a six-phase increase to the weekend penalty rates for casual employees covered by the Award (then 2010 version). The first three transitional increases came into effect on 3 November 2021, 31 January 2022 and 30 April 2022. The operative dates for the remaining transitional increases are 31 December 2022, 30 April 2023, and 31 December 2023.

In finalising the plain language redrafting process (a further part of the Review) a [determination](#) was issued for the 2020 version of the Award to come into effect on 9 August 2022. This version included calculated hourly penalty and overtime rates for casual employees in clauses B.2.1, B.2.2, B.4.1 and B.4.2. This is where ambiguity and uncertainty arose given the October 2021 determination expresses the transitional increases as adjustments to overtime and penalty percentages.

### What are the main changes?

The tables in clauses B.2.1, B.2.2, B.4.1 and B.4.2 will be amended to reflect the transitional increases to the weekend penalty rates for casual employees pursuant to the October 2021 determination.

### When did the changes come into effect?

The changes came into operation from the first full pay period on or after **31 December 2022**.

To view the decision [click here](#).

To view the determination [click here](#).

Two further variation determinations will be issued in due course to reflect the remaining transitional increases due to come into effect.

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