



HAIRDRESSERS REGISTRATION  
BOARD OF WA

annual report and  
financial statements  
2005

THE HAIRDRESSERS REGISTRATION BOARD OF WESTERN AUSTRALIA

# annual report 2005

**TO THE HONOURABLE SHEILA McHALE MLA  
MINISTER FOR CONSUMER AND EMPLOYMENT PROTECTION**

Dear Minister

In accordance with Section 14C (1) of the Hairdressers Registration Act 1946, I submit to you a report on the proceedings of the Board for the year ending 31st December 2005.



Jackie Mc Kiernan

CHAIRPERSON

30 June 2007

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## 1. board membership

Appointments to the Board are provided for under the provisions of Section 5 of the Hairdressers Registration Act.

This section identifies the various bodies from which nominations to the Board are drawn, and the criteria against which persons are selected.

The Governor appoints the Chairperson, who has no pecuniary interest in hairdressing.

The Governor appoints four other persons, one nominated by the Master Hairdressers Association, one nominated by the Master Ladies Hairdressers Association and two nominated by the Hairdressers and Wigmakers Employees' Union of Workers. Each of those persons shall be a person who has had at least three years experience either as a principal or as an employee (other than an apprentice) in any business in the practice of hairdressing.

On 4 March 2003 the Governor appointed the following persons to the Board for the period ending 31 December 2005.

### BOARD MEMBERS (to 31 December 2005)

**Mrs. Jackie McKiernan**

*Chairperson*

**Ms. Sandra McKnight**

*Deputy Chairperson*

**Ms. Gloria Ridolfo**

*Member nominated by the*

*Master Hairdressers Association of WA*

**Mr. Leslie Marshall (resigned 13 April 2003)**

*Member nominated by the Master Ladies Hairdressers*

*Association of WA*

**Ms. Norma Roberts**

*Member nominated by the Hairdressers and Wigmakers*

*Employees Union of Workers*

**Mr. Davide Genovese**

*Member nominated by the Hairdressers and Wigmakers*

*Employees Union of Workers*

### DEPUTY MEMBERS (to 31 December 2005)

**Mr B Berger**

*Deputy to Mr L Marshall*

**Mr T Viljoen**

*Deputy to Ms G Ridolfo*

**Ms W Murphy**

*Deputy to Mr D Genovese*

**Ms C Treacy**

*Deputy to Ms N Roberts*

## 2. board staff

**Mr Les Marshall**

*Registrar*

(commenced 14/04/2003.)

**Ms Amanda Hughes**

*Administration Officer/Inspector*

(commenced 30/6/2005)

**Ms Judith Clarke**

*Inspector*

(commenced 18/6/2001)

**Mr Victor McGough**

*Customer Liaison Officer - Administration*

(commenced 19/3/2001)

**Ms Karen Bycroft**

*Customer Liaison Officer - Registrations*

(commenced 10/10/2005)

## 3. board auditors

**Lyons Waddell Pty. Ltd.**

Level 9, 231 Adelaide Terrace, PERTH WA 6000

## 4. meetings of the board

The Board met on 9 occasions during the period 1 January 2005 to 31 December 2005.

## 5. board attendances

Date	Attendees	Position
28/02/2005	Mrs Jackie McKiernan	Chair
	Ms Sandra McKnight	Deputy Chair
	Mr Barry Berger	Member
	Ms Norma Roberts	Member
	Mr Davide Genovese	Member
	Ms Gloria Ridolfo	Member
21/03/2005	Mrs Jackie McKiernan	Chair
	Mr Barry Berger	Member
	Ms Norma Roberts	Member
	Ms Gloria Ridolfo	Member
18/04/2005	Mrs Jackie McKiernan	Chair
	Ms Norma Roberts	Member
	Mr Davide Genovese	Member
	Ms Gloria Ridolfo	Member
16/05/2005	Mrs Jackie McKiernan	Chair
	Mr Barry Berger	Member
	Ms Norma Roberts	Member
	Ms Gloria Ridolfo	Member
20/06/2005	Mrs Jackie McKiernan	Chair
	Ms Norma Roberts	Member
	Mr Barry Berger	Member
	Ms Gloria Ridolfo	Member
25/07/2005	Mrs Jackie McKiernan	Chair
	Ms Norma Roberts	Member
	Mr David Genovese	Member
	Ms Gloria Ridolfo	Member
22/08/2005	Mrs Jackie McKiernan	Chair
	Mr Davide Genovese	Member
	Ms Gloria Ridolfo	Member
	Mr Barry Berger	Member
17/10/2005	Ms Norma Roberts	Acting Chair
	Mr Davide Genovese	Member
	Ms Gloria Ridolfo	Member
	Mr Barry Berger	Member
5/12/2005	Mrs Jackie McKiernan	Chair
	Ms Gloria Ridolfo	Member
	Mr Barry Berger	Member

## 6. strategic directions plan

The objectives of the Strategic Directions Plan that was developed by the HRB remain applicable for 2005.

## 7. code of practice for occupational safety and health in the hairdressing industry

In June 2005, the 'Hairdressers Guide to Occupational Safety and Health' was compiled and published as a summary document to the 'Code of Practice for Occupational Safety and Health for the Hairdressing Industry' and was distributed to all registered hairdressers.

## 8. consumer complaints

During the period from 1 January 2005 to 31 December 2005, it was estimated that of the 130 telephone complaints received, 32 resulted in formal written complaints being lodged with the Board from consumers in relation to the provision of hairdressing services. Of those formal written complaints received all were resolved through conciliation between the consumer and the trader, and all have been finalised.

## 9. investigations and state administrative tribunal matters

In 2005, 8 hairdressers were prosecuted in the local Magistrates Court for breaches to the Hairdressers Registration Act 1946. Below are the nature and outcomes of these prosecutions:

DATE	RESPONDENT	ALLEGATION	DECISION	FINES/LEGAL COSTS IMPOSED
28/02/2005	Grace Carson of Grace International	Section 15 (1) (b)	Guilty	\$675.70
4/03/2005	Merise Miragliotta of Ego Room	Section 15 (1) (b)	Guilty	\$350.00
4/03/2005	Brian McAllister of Shi-Ban Hair	Section 15 (1) (b)	Guilty	\$350.00
4/03/2005	Julie Reynolds of Raymond's Unisex Hair Design	Section 15 (1) (b)	Guilty	\$350.00
13/05/2005	Mathew Wilson of All Cut Up Hair Studio	Section 15 (1) (b)	Guilty	\$255.20
13/05/2005	Michelle O'Brien of Bernadette's for Hair	Section 15 (1) (b)	Guilty	\$255.20
3/06/2005	Wayne Elphick of All Cut Up Hair Studio	Section 15 (1) (b)	Guilty	\$355.20
15/08/2005	Sonya Fitzgerald of Lisa Corrie Hair & Beauty	Section 15 (1) (b)	Guilty	\$701.20

## 10. inspections

The role of Inspector also includes handling consumer complaints and providing advisory support to hairdressers in the areas of occupational safety and health regulations.

As the Inspector was on partial workers compensation for 2005, there was an overall reduction in the number of inspections conducted for the year. From 1 January 2005 until 31 December 2005, the HRB conducted 759 inspections, consisting of 552 salon inspections in the metropolitan area, 65 salons inspections in the country area and a further 142 inspections which include home based salons, mobile hairdressers, suburban markets, Community Centres, Retirement Villages, Nursing Homes, Lodges and Aged Care Centres.

## 11. registrations

As at 31 December 2005 there were 5612 hairdressers registered with the Board. This is an increase of 322 on the previous year.

The increase would appear to be primarily attributable to the implementation of the new computer program providing a more efficient and streamlined process of identifying unqualified and unregistered hairdressers. This in turn has provided a far greater protection for consumers.

The hairdressers were registered in the following classes:

	PRINICIPAL	EMPLOYEE
Men's Limited	35	18
Men's Inclusive	125	60
Ladies' Limited	11	8
Ladies' Inclusive	1283	551
Ladies' Limited/ Men's Limited	2	1
Men's Inclusive/ Ladies' Limited	39	10
Ladies' Inclusive/ Men's Limited	568	161
Combined Hairdresser	1860	880
<b>PRINCIPALS total</b>	<b>3923</b>	
<b>EMPLOYEES total</b>	<b>1689</b>	

*A table of the number of hairdressers registered in each classification of hairdressing is attached at Annexure 1.*

## 12. board examinations

Regulation 12 of the Hairdressers Registration Regulations 1965 provides that for the purpose of satisfying itself as to the qualifications of any applicant for registration, the Board may require an applicant to undertake a theoretical, practical or oral examination in any class or classes of hairdressing. This provision is applied where an applicant has, outside of Western Australia, completed an appropriate course of training of a like standard as that prescribed in Western Australia.

During 2005, 130 candidates undertook the Board's theory assessment. The results of the assessments were:

First Assessment	69 Competent 32 Not yet competent
Second Assessment	24 Competent 5 Not yet competent

During 2005, 211 candidates undertook the Board's practical assessment. The results of the assessments were:

First Assessment	132 Competent 40 Not yet competent
Second Assessment	30 Competent 6 Not yet competent
Third Assessment	1 Competent 2 Not yet competent

## fee structure

Assessment	Fee (incl GST.)
Theory	\$67.65
Practical	\$196.90

It should be noted that the HRB's fee's for skills recognition for Theory & Practical assessments are significantly lower than those of other organisations.

## 13. finances

In accordance with Section 14 of the Hairdressers Registration Act 1946 a copy of the audited Financial Statements is attached at Annexure 2.

## 14. section 175ze of the electoral act 1907

During the year the amount of expenditure incurred by the Board was nil for the following:

- a) Advertising agencies
- b) Market research organisations
- c) Polling organisations
- d) Direct mail organisations
- e) Media advertising organisations.

## 15. conclusion

In 2005 there was an increase of 322 registered hairdressers which represents an increase of approximately six percent for the year.

The Board implemented a number of processes to enhance the lines of communication to registered hairdressers through the development of the HRB website and the introduction of newsletters. These initiatives seem to have been generally well received by the hairdressing industry.

With the implementation of the new strategies and in keeping with the HRB Strategic Direction Plan, the Board anticipates a productive year for 2006. The Board's intention is to further develop their monitoring processes and distribute relevant information to the industry on a regular basis.

# annexure 1

## registered hairdressers 2005

CLASS	PRINCIPALS							EMPLOYEES							TOTAL REGISTRATIONS						
	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004	2005
Men's Limited	90	23	24	25	25	26	35	35	15	18	18	14	15	18	125	38	42	43	39	41	53
Men's Inclusive	70	111	121	138	147	129	125	48	65	67	62	59	58	60	118	176	188	200	206	187	185
Ladies' Limited	5	5	7	9	7	8	11	5	6	15	15	15	10	8	10	11	22	24	22	18	19
Ladies' Inclusive	1184	1106	1121	1195	1268	1252	1283	793	708	705	637	619	575	551	1977	1814	1826	1832	1887	1827	1834
Ladies' Limited & Men's Limited	1	1	1	0	1	3	2	2	2	2	2	1	1	1	3	3	3	2	2	4	3
Men's Inclusive & Ladies' Limited	34	37	38	40	41	39	39	5	7	10	10	10	10	10	39	44	48	50	51	49	49
Ladies' Inclusive & Men's Limited	481	458	450	475	498	502	568	193	191	192	172	170	173	161	674	649	642	647	668	675	729
Combined (Men's Inclusive & Ladies' Inclusive)	988	974	1051	1231	1474	1628	1860	704	705	904	869	894	861	880	1692	1679	1955	2100	2368	2489	2740
<b>Total</b>	<b>2853</b>	<b>2715</b>	<b>2813</b>	<b>3113</b>	<b>3461</b>	<b>3587</b>	<b>3923</b>	<b>1785</b>	<b>1699</b>	<b>1913</b>	<b>1785</b>	<b>1782</b>	<b>1703</b>	<b>1689</b>	<b>4638</b>	<b>4414</b>	<b>4726</b>	<b>4898</b>	<b>5243</b>	<b>5290</b>	<b>5612</b>