

The

Hairdressers Registration Board of Western Australia

Newsletter

Issue Two – 2nd Quarter, 2007

Work Placement

The Hairdressers Registration Board were recently approached by a Registered Training Organisation (RTO) requesting clarification on the Board's position on School Based Apprenticeship (SBA), School Apprenticeship Link (SAL) and Industry Placement (IP) students attending a real work place environment to participate in work experience.

The Board has no objection to SBA, SAL and IP students participating in work experience as long as it is a formal arrangement made through a Registered Training Organisation (educational

pathway). The Board will, for the purpose of SBA, SAL & IP, recognise those students as being the same as an indentured apprentice under the Hairdressers Registration Act.

Should you have any queries regarding the Board's position please do not hesitate to contact the office on 9381 9966 or go to our website at www.hrb.org.au.

Prosecutions

In April & May of this year the Board successfully prosecuted the hairdressers listed below for breaches to the Hairdressers Registration Act & Regulations. It is worth identifying that for the last 4 years the Board has been successful in all its prosecutions. Should you wish to view a full list of our prosecutions please go to the Professional Conduct section of our website at www.hrb.org.au.

DATE	RESPONDENT	ALLEGATION	DECISION	FINES/LEGAL COSTS IMPOSED
26/4/2007	Raymond Reynolds of Raymonds The Professional Image Unisex Kewdale	Regulation 11	Guilty	\$125.70
26/4/2007	Julie Reynolds of Raymonds The Professional Image Unisex Kewdale	Regulation 11	Guilty	\$125.70
26/4/2007	Fiorella D'Agostino of Raymonds The Professional Image Unisex Kewdale	Regulation 11	Guilty	\$125.70
31/5/2007	Salvatore Barone of Michael's Hair Salon—Bentley	Regulation 11	Guilty	\$125.70
31/5/2007	Dominic Barone of Michael's Hair Salon—Bentley	Regulation 11	Guilty	\$125.70
31/5/2007	Theresa Shortland of Michael's Hair Salon—Bentley	Regulation 11	Guilty	\$125.70
31/5/2007	Ernesto Flocco of Michael's Hair Salon—Bentley	Section 15	Guilty	\$205.70

Children in the Workplace

The following is an extract from a Worksafe Bulletin. Obviously, there are some scenarios that are not relevant to a hairdressing salon, but it is important information.

Employers, self-employed people and those in control of workplaces are responsible for ensuring, as far as practicable, the safety and health of visitors, including children, at the workplace. Employees are also required to work safely so people are not harmed. Workplace safety and health planning should address situations where children may:

- be part of the work activity as customers, patients or students;
- be visiting or accompanying their parents; and/or
- live at a workplace that is also their home, eg farms and some shops.

Where relevant, consider also the risks to children in situations where they stray into a workplace or go there to play.

Controlling the risks

Step 1: Identify possible hazards that may cause harm to children - identify direct or indirect things or situations that may cause harm.

Step 2: Assess the risks of injury or harm to children - assess the risk of injury or harm to a child or worker that could arise from each hazard identified and decide which needs to be addressed first, ie where there is the highest risk of injury or harm. Consider the level of understanding about the hazard, and the danger if it is not removed, and whether safety instructions would be understood or followed.

Step 3: Control the risks to children - eliminate or reduce the risks to children and employees by implementing control measures. The preferred way of doing this is to:

- eliminate the hazard, hazardous work practice or hazardous situation;
 - substitute or replace the hazard, hazardous work practice or hazardous situation with a less hazardous one;
 - isolate or separate the hazard, hazardous work practice or hazardous situation from children, eg installing barricades or gates;
 - re-design the work area to remove the hazard or hazardous situation, eg modifying plant and equipment (engineering control); and
 - introduce safety rules (administrative control).
- sometimes a combination of control measures may be appropriate. Review the three steps regularly to ensure control measures work and no new hazards have been introduced.

For a full version of this bulletin you can go to the Worksafe website at:

<http://www.worksafe.wa.gov.au/newsite/worksafe/media/pdf/bulletins/blt20070001.pdf>

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Hairdressers Registration Certificate in Salons

In the past 12 months whilst our Inspectors have been carrying out their inspections of hairdressing establishments, you would probably have seen the Salon Inspection Folders that have been given to each Salon by the Board.

Each of these folders were provided with a plastic sleeve at the back of the folder to enable staff to keep a copy of their hairdressers registration certificate on the premises.

Our Inspectors are finding that some hairdressing establishments are still not retaining copies of all staff certificates on the premises.

The Board would therefore like to remind you that under the Hairdressers Registration Act you are required to keep current copies or original certificates for all registered hairdressers on the premises at all times.

Your assistance in this matter would be appreciated and will minimize any inconvenience by ensuring a more efficient and timely inspection by our Board inspectors.

ANNOUNCEMENT Perth Institute Survey

The Board has recently received a number of enquiries from hairdressers and salon owners regarding what appears to be the HRB's involvement in a survey being distributed by the Perth Institute of WA. The Board wishes to make it clear that it had absolutely no involvement in either the content or distribution of this survey. If you have any comment on this matter, please do not hesitate to contact the Board on 9381 9966 or by email to liaison@hrb.org.au.