

# The Hairdressers Registration Board of Western Australia

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## Certificate III in Hairdressing 12 MONTH COURSES

Late last year, the Board received *many* calls expressing very real concern about a 12 month certificate III course being offered by two well known training providers. As a result of the activity, the Board initiated meetings with the Department of Education and Training (DET) and the Department of Consumer Protection (DOCEP) in an attempt to ensure these courses fit within the constraints of the hairdressing legislation in WA.

As a result, the DET have initiated a pilot hairdressing program, limited to 30 students, consisting of a one year intensive training course delivered by private Registered Training Organisations (RTO's) followed by an indentured apprenticeship with a nominal two year term. The Board congratulates the DET on this initiative and thanks all those involved in its inception.

The one year intensive training course will consist of 325 hours of in-salon work experience to provide students with commercially competent skills and 650 nominal hours in off-the-job trade training. Once completed, students will commence a probationary apprenticeship with an employer and continue to develop skills until they are considered fully competent in the workplace to hairdressing industry standards. Following the completion of the full program, students will receive a Trade Certificate and an AQF Certificate III in Hairdressing.

Should you have any further queries regarding the Certificate III course, please contact the Department of Education & Training on 9229 5450.

## HRB Survey Results

Congratulations and thank you to all those hundreds of hairdressers in WA who took the time to complete our recent survey. Your comments were insightful, thoughtful and constructive, and on behalf of the Board, we extend our gratitude to you.

Here is a quick synopsis of your overall comments:

The majority of registered hairdressers completed, over time, an apprenticeship combining theory and on-the-job practical skills development. Hairdressers hold these three elements – theory, practice and time to practice – as the gold standard against which entry-level training should be measured. Hairdressers are not against those whose basic training does not meet this standard per se, but are opposed if there is a deficiency in any of their skills. Lesser skilled hairdressers are seen to undermine the high WA standards that are valued.

Hairdressers are proud of their skills, proud of their profession and they are proud of the standards of hairdressing in WA. They believe these standards need to be protected. Registered hairdressers value registration, not only from a personal perspective but particularly from an industry-wide perspective, consistent with the perception that the HRB's primary role is to regulate and police the industry. These changes that the HRB have implemented in recent years have been noticed and appreciated however it is thought that the HRB needs to improve the service it provides to registered hairdressers and to increase the value that it derives from the registration dollar.

The Board, in light of the recommendations made in the survey document, will seek to gradually "put right" those major areas of concern that have been identified.

A full copy of the survey results will be available on our website shortly at [www.hrb.org.au](http://www.hrb.org.au)

# Worksafe Article from the 12 February 2008

## HAIRDRESSERS, FRUIT GROWERS TOP CANCER RISK LIST

A number of occupations have been fingered in new research as having increased risk of workers developing cancer; among them being hairdressers, sewing machinists, fruit growers and truck drivers.

Researchers from Massey University's Centre for Public Health Research conducted two studies on Non-Hodgkin's Lymphoma (NHL) – a group of cancers arising from lymphocytes (a type of white blood cell) – and bladder cancer, and their possible link to occupations in New Zealand's adult population (age 25-70 years).

### Dye Exposure

Occupations identified as high risk for bladder cancer were hairdressers and sewing machinists.

In both cases, the likely cause was exposure through skin to a group of known carcinogens named aromatic amines, including benzidine.

Second author of the bladder cancer study, Dr Andrea 't Mannetje, says that although several of these aromatic amines have been banned for some time, chemicals structurally similar to benzidine are still used in dyes.

Sewing machinists are exposed to the dyes through fabrics, she says, while hairdressers are exposed using hair dye.

### Second stage of studies

A second phase of the bladder cancer study aims to look at specific exposure, Dr 't Mannetje says, although it will be very difficult for hairdressers or sewing machinists to identify what they were exposed to.

The second phase of the NHL study will now look at exposure to specific products, with data already collected including the study of a participant's workplace and duration of employment, duration of work, and recollection of which products were used. Results are expected later this year.

The study echoes results from Australian research that revealed approximately 5000 Australians develop cancer due to their work each year from a combination of exposure to dyes, chemicals, leads, solvents, metalwork, asbestos, pesticides, silica, diesel exhaust and UV radiation.

Should you require further information on dye exposure you can contact Worksafe on 9327 8777 or email [safety@docep.wa.gov.au](mailto:safety@docep.wa.gov.au)

## Prosecutions

The Board successfully prosecuted the hairdressers listed below for breaches of the Hairdressers Registration Act & Regulations. The HRB inspects any premises where hairdressing is being practised to ensure compliance with legislation. This includes professional salons, mobile hairdressers, home occupations, suburban markets & aged care facilities etc. 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](http://www.hrb.org.au).

DATE	RESPONDENT	ALLEGATION	DECISION	FINES/LEGAL COSTS IMPOSED
21/12/2007	Mario Gesualdo of Cut Out Hair Design Perth	Section 15	Guilty	\$398.00
6/3/2008	Miroslav Trajkoski of Mon Salient City Beach	Regulation 11	Guilty	\$2219.20

It should be noted that whilst a guilty verdict imposes a fine and court costs, the prosecuted hairdresser will still be required to register with the HRB and also pay any associated costs and back fees if applicable.

Miroslav Trajkoski of Mons Salient Hair City Beach was charged with contravention of Regulation 11(3) (Failure to produce a Certificate of Registration upon request by an inspector of the HRB), which was heard before Magistrate Crawford on Thursday 6 March 2008. After hearing all of the evidence, Magistrate Crawford found Miroslav Trajkoski guilty of this contravention.

Her Honour fined Mr Trajkoski the maximum sum of \$20.00 and awarded costs in the sum of \$2,199.20 to the Prosecution.

This was a Landmark decision because it was the first time that the Board have been awarded all our legal costs claimed in relation to a matter. It will also serve to send a very clear message to offenders that whilst the fine for the offence may be insignificant, the total cost to an individual hairdresser found practicing illegally and who fails to produce a current registration certificate can be quite substantial.

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