

The Hairdressers Registration Board of Western Australia

Newsletter Issue Two - 2nd Quarter, 2008

Compulsory Suspensions

Every year at the beginning of January, the HRB sends out annual registration invoices that are due for payment by 31st January each year, unfortunately there are usually a number of hairdressers that fail to pay their registration fees by the due date. There are likely to be a number of reasons for this which is why, at the end of February each year, a reminder is sent to those registrants who have not paid their fees. If a hairdresser's registration fees remain unpaid two weeks after the reminder has been sent, then their registration is listed for compulsory suspension, this

usually occurs at the March meeting of the Board. It is at this time that the Board will move to list as 'compulsorily suspended' the registration of any hairdresser that has failed to pay their annual fee by this time. After this, a third reminder is sent to the registrant that includes an additional fine of \$15.90.

Quite often the reason for a registrants failure to pay is simply because of a change of their address, so it is extremely important, that you notify the Board of any change of address.

If you have stopped working in the hairdressing industry, it does not simply mean that you should stop paying your registration fee, instead you should consider your option to voluntarily suspend your registration, this costs a small fee of \$13.80 and if and when you decide to return to hairdressing, providing it is within 8 years, you simply request for your registration to be re-instated.

Please be aware that if you are found practicing hairdressing whilst unregistered, this can result in legal action being taken against you.

Should you have any queries regarding compulsory suspension please do not hesitate to contact this office.

Flu pandemic

The World Health Organisation (WHO) has advised that a human influenza pandemic could occur in the short to medium term, and has strongly recommended the development of contingency plans, in particular for coping with staff shortages. Industrial relations issues may also be encountered due to annual and sick leave entitlements being exhausted.

This pandemic has the potential to create serious disruption in the workplace and have an impact on the viability of small business. It is strongly recommended that you consider the possible consequences of such an event occurring and develop a management strategy to counteract the effects on your business.

Please visit the WHO website for further information:

<http://www.who.int/csr/disease/influenza/en/>

Salons Snip Workers

Article from the Sunday Times 15
June 2008

Sunday Times journalist, Hayley Bolton recently reported that some WA Hairdressers are being scalped by their bosses, with some being paid as little as \$6.00 per hour.

Quoting from a recent report by the Commonwealth Workplace Ombudsman, she said as a result of an audit of the hairdressing and beauty industry, some 34 employees will be reimbursed almost \$40,000 after it was revealed that they had been underpaid by employers.

The Workplace Ombudsman conducted investigations on 81 salons and it was reported that 1 in 4 salons had breached commonwealth workplace laws with most breaches relating to incorrect wage rates being paid.

These statistics could increase with investigations still pending on one of Perth's biggest hairdressing chains.

So far preliminary audits have been conducted in Perth, Bunbury, Kalgoorlie and Broome.

African Hairstyling

An increasing number of salons and individuals are providing services that could be described as African hairstyling. These include braiding, weaving or bonding of hair extensions and dreadlocks. The growth in this type of hairstyling reflects the growth in migration of people from other nations like Africa and current trends, such as the increasing popularity of hair extensions.

The Board believes that these practices need to be monitored more closely as there has been a marked increase in the number of consumer complaints regarding the delivery of these services.

The Hairdressers Registration Act 1946 requires that any person practicing hairdressing, must be registered with the Hairdressers Registration Board. There are currently no exemptions for persons performing limited hairstyling services, such as braiding. The Board is aware that this issue needs to be addressed to ensure African hairstylists are able to be registered and that they can continue to provide a service that the community requires.

Discussions have therefore, been held with the Department of Education and Training, and registered hairdressers specialising in African hairstyling have been consulted with the aim of developing recognised training and assessment in this style of hairdressing. The regulations to the Hairdressers Registration Act 1946 will also need to be amended if they are to include a new category of hairdressing with competencies specific to African hairstyling. This will enable the Board to ensure practitioners have acceptable levels of competency in the services they provide for the protection of the public and the hairdressing industry. If they are covered under the HRB legislation it will ensure that disciplinary action can be taken in the State Administrative Tribunal against people performing services that they are not registered or competent to practice.

Product suppliers & manufacturers

You are probably aware of the recent problems identified in the media regarding incidents that have occurred from the misuse of hazardous chemicals contained in professional hairdressing products. These products are being applied without appropriate skin tests and using incorrect mixing and application techniques resulting in burns and trauma.

In light of these events the Board has expressed serious concern and a desire to try and resolve this issue by working closely with all suppliers to find a solution to this problem. This practice threatens to undermine consumer confidence and the professional image and integrity of the hairdressing industry.

Our aim is to develop a strategy in conjunction with suppliers to effectively prevent unregistered hairdressers from obtaining these products, thus ensuring a higher level of consumer protection.

To this end Les Marshall, Registrar of the HRB recently wrote to the following product suppliers requesting their assistance in the development of a policy to protect the interests of West Australian consumers from exposure to potentially hazardous chemicals being used by unqualified and semi skilled people practicing hairdressing:

De Lorenzo Hair & Cosmetic Research Pty Ltd
Diamond Head Hairdressing & Beauty Supplies
Goldwell Cosmetic
International Salon Supplies
JD Distributors
L'Oreal Australia
Martin Ford Agencies
Mitchell-Lane & Co (Hairmart)
Norris Hair & Beauty
Nyx Pty Ltd
Right Price Hair & Beauty Wholesale
Schwarzkopf
Wella Australia
Westend Hairdressing Supplies

The letter requested distributors participate in a process to develop a policy that would ensure that unqualified or semi-skilled people cannot obtain chemical products designed for professional hairdressing use. Feedback has already been received from a number of suppliers in support of this initiative who are willing to participate.

Should you have any comments or recommendations pertaining to the implementation of a policy please submit your views in writing to Les Marshall at the Board's office.

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