

The

# Hairdressers Registration Board of Western Australia

*Newsletter* Issue One - First Quarter, 2009

## National Hair and Beauty Campaign

The Workplace Ombudsman has commenced a national targeted education and compliance campaign in the hair and beauty industry, targeting employers who engage workers under the federal workplace relations system.

The Workplace Ombudsman is the independent agency responsible for protecting and enforcing the rights of workers and employers under Commonwealth workplace relations laws. The Workplace Ombudsman was created on 1 July 2007 incorporating and building upon the work of the former Office of Workplace Services.

The National Hair and Beauty Campaign will audit compliance with provisions of the Workplace Relations Act 1996, the Workplace Relations Regulations 2006 and relevant industrial instruments, and will particularly focus on the employment conditions of vulnerable workers.

The Workplace Ombudsman will first distribute information to all employers in the industry across Australia to raise awareness about their rights and obligations under federal law. The Workplace Ombudsman makes this easier for employers with a range of fact sheets and tools available on our website at [www.wo.gov.au](http://www.wo.gov.au).

Following this educative phase, a number of employers will be targeted for a compliance audit which will be conducted from June to September 2009. Specifically, Workplace Inspectors will audit compliance with employer and employee rights and obligations in relation to the issuing of pay slips and time and wages record-keeping.

They may also audit some of the following:

- rates of pay (including casual rates and minimum rates)
- penalty loadings (weekend, late nights)
- allowances
- meal breaks
- approval and lodgement of workplace agreements.

During the audit Workplace Inspectors normally work with the employers to ensure any identified issues are resolved voluntarily. Only if voluntary compliance is not achieved or if serious breaches of the law are identified, particularly if those breaches have occurred knowingly, further compliance actions will be undertaken to ensure the requirements of the law are met. (Workplace Inspectors have the option to seek penalties before the courts of up to \$33,000 for failing to provide entitlements under industrial instruments such as Federal awards or notional agreements preserving State awards.)

Employers who would like general information on rights and obligations in the workplace should contact Workplace Infoline on 1300 363 264.

### Easter Holidays

Please note that the office of the HRB will be closed on the following days over the Easter period:

**Good Friday 10 April 2009**

**Easter Monday 13 April 2009**

**Easter Tuesday 14 April 2009**

From the Board and staff we wish you all a Safe and Happy Easter!

### African Hairstyling – Update

Earlier this year the HRB prepared a briefing note to the Minister for Commerce outlining the requirement to include a new class of hairdressing, African Hairstyling, to the existing Hairdressers Registration Regulations 1965. On the 2nd February 2009 this briefing was forwarded to the Ministers office for review.

We were advised by the Policy Advisor from the Ministers office on the 24 March 2009 that the briefing has been forwarded onto the Department of Commerce and they will be in contact with our office in due course.

We look forward to being able to provide you with an update in one of our future newsletters.

# Prosecutions

In the last few months the Board successfully prosecuted the hairdressers listed below for breaches of the Hairdressers Registration Act & Regulations. 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
9/1/09	Dawn Downes Pruners Hair Salon, East Fremantle	Section 15(1)(b)	Guilty	\$1,001.70
13/3/09	Anthony Oteri The Barbers Lounge, Bicton	Section 15(1)(b)	Guilty	\$1,021.10
13/3/09	Theresa Shortland Michaels Hair Salon, Bentley	Section 15(1)(b)	Guilty	\$ 1,021.10

## WORKSAFE ARTICLE

### Chemical Exposure puts hairdressers at fertility risk.

*Article provided by Department of Commerce, Tuesday, 03 February 2009 2.05pm*

Female hairdressers have an increased risk of infertility and are more likely to have a spontaneous abortion than women in other occupations, a European study has found, and those who are non-smokers are more likely to be infertile than their smoking colleagues.

In the cross-sectional study of more than 12,000 Norwegian women ~ of whom 221 (2.1%) were hairdressers—aged between 40 and 49, respondents were asked:

- the number of children they had, if any;
  - the number of months for which they'd had regular sexual intercourse without contraception before falling pregnant each time;
  - if they'd ever experienced a 'delayed conception' (conceiving after trying for more than 12 months);
  - if they'd ever had regular intercourse without contraception for more than a year without getting pregnant;
- and
- if they'd ever experienced a spontaneous abortion.

From the results the researchers found that hairdressers were one to two percent more likely than women in other occupations to be infertile or to experience spontaneous abortion.

More than 21 percent of hairdressers had experienced a delayed conception, compared to 16.5 percent in the other group.

"Hairdressers have a complex working environment with several factors that might interfere with reproduction in a negative way," the researchers said.

They were exposed to a large number of chemicals such as dyes, shampoos, permanent-wave solutions and detergents. Some of these chemicals, the researchers said, contained compounds known as parapheylendiamines, which had been shown in previous studies to have adverse effects on reproduction.

Further, hairdressing, for the most part, was a standing work, which was generally associated with an increased risk of miscarriage, the researchers said.

A "surprising" outcome of the study, the researchers said, was that the risks of infertility, delayed conception and miscarriages were higher among the hairdressers who had never been smokers.

"It is difficult to suggest mechanisms for a possible protective effect of smoking" they said.

"Smoking," they suggested, "might modify the uptake or metabolism of the occupational chemical exposure."

It could inhibit the absorption from the environment of other "negative chemicals", especially through the airways.

Another possibility, they said, was that the higher levels of oestrogen in non-smokers (smoking reduced oestrogen production) negatively interacted with hairdressing chemicals.

In addition, smokers were more likely to take small breaks away from the workplace (to smoke outside), reducing their time exposure to occupational hazards, the researchers said.