

RosterElf

Hair & Beauty Award (MA000005) — Pay Rates 2026/27

Effective the first full pay period on or after 1 July 2026 · Source: Fair Work pay guide (published 24 June 2026)

Adult classification rates

Level	Typical roles	Weekly	Ordinary /hr	Casual /hr
Level 1 – Salon assistant	Salon assistant/receptionist — reception, shampooing, basic duties under supervision	\$1056.80	\$27.81	\$34.76
Level 2 – Cert II / unqualified	Make-up artist or nail technician (Cert II), or an unqualified beautician/cosmetologist	\$1081.00	\$28.45	\$35.56
Level 3 – Qualified (standard rate)	Qualified hairdresser (Cert III) or beautician (Cert III in Beauty Services). Award standard rate.	\$1119.10	\$29.45	\$36.81
Level 4 – Beauty therapist (Cert IV)	Beauty therapist with Cert IV in Beauty Therapy	\$1139.90	\$30.00	\$37.50
Level 5 – Senior hairdresser (Cert IV)	Hairdresser with Cert IV (or equivalent); trichologist	\$1174.00	\$30.89	\$38.61
Level 6 – Diploma / salon manager	Beauty therapist with a Diploma, or a salon manager responsible for staff and operations	\$1215.90	\$32.00	\$40.00

Casual /hr includes the 25% casual loading on ordinary hours. Penalties below apply on top.

Penalty rates

When worked	Full-time / part-time	Casual
Saturday (7am–6pm)	\$36.99 (133%)	\$43.94 (158%)
Sunday	\$55.62 (200%)	\$62.57 (225%)
Public holiday	\$69.53 (250%)	\$69.53 (250%)

Dollar figures are for Level 1 – Salon assistant. Other levels scale from their own ordinary rate above.

Junior rates (% of adult)

Age	% of adult rate
16	50%
17	75%
18	100%

Apprentice rates

Stage	Ordinary /hr
Apprentice – 1st year	\$14.73
Apprentice – 2nd year	\$17.67
Apprentice – 3rd year	\$22.68
Apprentice – 4th year	\$26.51

Common allowances

Allowance	Amount
Manager's allowance (in charge of a salon)	\$55.96 per week
First aid allowance	\$14.55 per week
Tool allowance	\$10.52 per week
Meal allowance (not casuals)	\$24.72 for the first meal, plus \$24.72 for a second meal if overtime exceeds 4 hours

Vehicle allowance	\$1.00 per km
District allowance – Broken Hill	\$47.90 per week
Special/protective clothing & electrical equipment	Reimbursement of reasonable cost (no fixed rate)

General information only — not legal, payroll, tax or financial advice; do not rely on it for payroll decisions. Rates are indicative FY2026/27 minimums under the Hair and Beauty Industry Award 2020 [MA000005] and depend on classification, enterprise agreements and individual circumstances; always confirm against the current Fair Work pay guide before paying wages. RosterElf is not affiliated with, or endorsed by, the Fair Work Ombudsman, and RosterElf Pty Ltd accepts no liability for reliance on this sheet.

Full guide, live calculator & penalty breakdowns: rosterelf.com/guides/award-rates/hair-beauty