

# S.I. No. 333/1993 - Employment Regulation Order (Hairdressing Joint Labour Committee), 1993.

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S.I. No. 333 of 1993.

EMPLOYMENT REGULATION ORDER (HAIRDRESSING JOINT LABOUR COMMITTEE), 1993.

WHEREAS the Labour Court (hereinafter called "the Court") pursuant to the provisions of Section 43 of the Industrial Relations Act, 1946 , (hereinafter called "the Act") made an Employment Regulation Order dated 7th July, 1992 ( S.I. No. 185 of 1992 ) (hereinafter called "the said Order") fixing the statutory minimum remuneration and regulating the statutory conditions of employment of workers in relation to whom the Hairdressing Joint Labour Committee (hereinafter called "the Committee") operates;

AND WHEREAS the Committee has submitted to the Court a proposal for revoking the said Order;

AND WHEREAS the Committee has also submitted to the Court the proposals set out in the Schedule hereto for fixing the statutory minimum rates of remuneration and regulating the statutory conditions of employment of workers in relation to whom the Committee operates;

AND WHEREAS the provisions of Section 48 of the Industrial Relations Act, 1990 (hereinafter called "the 1990 Act") have been complied with;

NOW, THEREFORE, the Court, in exercise of the powers conferred on it by Section 48 of the 1990 Act hereby orders as follows:

(1) This Order may be cited as Employment Regulation Order (Hairdressing Joint Labour Committee), 1993.

(2) Effect is hereby given to the proposals set out in the Schedule hereto.

(3) The provisions set out in the Schedule hereto shall have effect as from the 29th November, 1993 and as from that date the said Order shall be revoked.

## SCHEDULE

### PART I

*Workers to whom this Schedule Applies*

1. Workers employed in the \*County and County Borough of Dublin, the Borough of Dún Laoghaire and the Urban District of Bray in a hairdressing undertaking including hairdressers, apprentice hairdressers, beauticians and manicurists.
2. In this Schedule "hairdressing undertaking" means an undertaking or any part of an undertaking which is wholly or mainly engaged in hairdressing including operations incidental or ancillary thereto.
3. In this Schedule "hairdressing" includes the following operations performed on hair growing on the head, face or neck of a male or female person, that is to say, lathering, shaving, cutting, singeing, shampooing, waving, setting, dressing, tinting, dyeing, bleaching or similar operations.
4. In this Schedule "hairdresser" means a person who is employed on any of the operations of hairdressing set out herein and (a) who has completed the period of apprenticeship prescribed in Part III Section I hereof or (b) who, in the opinion of the Hairdressing Joint Labour Committee, has otherwise qualified as a hairdresser.
5. In this Schedule "Apprentice" means a male or female worker who is employed on any of the operations of hairdressing set out herein and (a) who (i) has not completed the period of apprenticeship prescribed in Part III, Section 1 hereof and (ii) has received a certificate of registration as an apprentice from the Hairdressing Joint Labour Committee or in respect of whom an application for such certificate has been made and has been duly acknowledged and is still under consideration, or (b) who in the opinion of the Committee has not otherwise qualified as a hairdresser.
6. In this Schedule "Beautician" means "a worker who is wholly or mainly engaged in the process of beauty culture".
7. In this Schedule "Manicurist" means a worker who is wholly or mainly engaged in manicuring".

## PART II

### STATUTORY MINIMUM REMUNERATION AND CONDITIONS OF EMPLOYMENT

#### *Section I. Rates of Remuneration*

Payment of hairdressers other than apprentices shall consist of a basic wage plus commission on takings. Where a basic rate plus commission is paid a record of each worker's takings shall be kept by the employer and shall be made available to the worker for the purpose of verifying the amount of commission due to him or her each week.

From Effective Date of Order

(i.e. 29/11/93)

( a ) Ladies' Hairdressing £132.67 plus 10% commission on personal takings after VAT has been deducted.

( b ) Gentlemen's Hairdressing £134.67 + 12½p in £ commission after personal takings of £18 after VAT has been deducted.

\*The Provisions of the Local Government (Reorganisation) Act, 1985 (section 10 and 18) do not apply.

From Effective Date of Order (i.e. 29/11/93)

4 days, 32 hours £121.98 + 12½p in £ commission after personal takings of £15 after VAT has been deducted.

3 days, 24 hours £102.45 + 12½p in £ commission after personal takings of £12 after VAT has been deducted.

2 days, 16 hours £92.65 + 12½p in £ commission after personal takings of £9 after VAT has been deducted.

1 day, 8 hours consisting of Saturdays only £34.72 + 12½p in £ commission after personal takings of £3 after VAT has been deducted.

For any other single day £24.89.

( c ) Unisex Hairdressing £134.67 + 12½p in £ commission after personal takings of £18 after VAT has been deducted.

4 days, 32 hours £107.74 + 12½p in £ commission after personal takings of £15 after VAT has been deducted.

3 days, 24 hours £80.80 + 12½p in £ commission after personal takings of £12 after VAT has been deducted.

2 days, 16 hours £53.87 + 12½p in £ commission after personal takings of £9 after VAT has been deducted.

1 day 8 hours £26.93 + 12½p in £ commission after personal takings of £3 after VAT has been deducted.

*Note:* "Part time workers on Unisex Hairdressing with an employer, prior to 13th July, 1992 will continue to be paid those rates i.e. \$112.92 (4 days) £94.85 (3 days) £85.76 (2 days) £32.14 (Saturday £23.04 (Single day) until entering into a new Contract of Employment or the Unisex rates reach or go beyond those points".

For the purpose of the above the term "takings" shall mean all takings other than those on sales of proprietary goods.

	From Effective Date of Order (i.e. 29/11/93)
( d ) Beauticians and Manicurists	£99.29 + 10% commission on personal takings after VAT has been deducted.
On completion of first year	£121.57 + 10% commission on personal takings after VAT has been deducted.
( e ) Apprentices	£
During 1st year of Apprenticeship	40.81
During 2nd year of Apprenticeship	49.81
During 3rd year of Apprenticeship	61.81
During 4th year of Apprenticeship	89.53

## *Section II. Hours of Work*

( a ) The weekly working hours shall be reduced by 1 hour per week to 39 effective from 1st January, 1991.