MINUTES OF THE 2021 HAIR & BEAUTY INDUSTRY ASSOCIATION OF SOUTH AUSTRALIA INCORPORATED (SAHBA) AGM

Date: Monday, 22nd November 2021

Venue: Rm A.G02 120 Currie St, Adelaide SA

Meeting commenced at 6.45pm

Attendees – Rose Bradshaw, Tricia Hicks, Ida Tirimacco, Angela Zacharia, Alfredo Cappella, Sharon Mercurio, Sue Treloar, Stacey Page, Ranee Cornell-Size, and Jordan Gilbert.

Apologies – Phillip Smith, Peter Hall

President Rose Bradshaw chaired the AGM and welcomed members and guests to the 2021 Members Annual General Meeting

Rose Bradshaw tabled the Minutes of the 2020 ANNUAL GENERAL and moved they be accepted

Motion: Rose Bradshaw proposed that the 2020 Annual General Meeting Minutes be accepted as a true and correct record, Seconded Sue Treloar – Carried.

MATTERS ARISING FROM THE 2020 AGM MINUTES

Rose advised these would be covered in her President's Report.

SAHBA FINANCIAL REPORTS

SAHBA's 2021 financial reports were produced by Peter Hall Chartered Accountants, and as Peter Hall was unable to attend, SAHBA Treasurer Angela Zacharia gave the members a summary of Peter's report. SAHBA is currently able to pay its debts when they fall due. However, we cannot rely on current membership fees alone to remain financially viable into the future. After some discussion the Treasurer put the following motion.

Motion: Angela Zacharia proposed that the SAHBA 2021 Financial Reports by Peter Hall Chartered Accountants be accepted by the members. Moved Seconded Sue Treloar – Carried

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PRESIDENTS REPORT

Dear SAHBA Members,
I am pleased to present the 2021 President's Report on the SABHA Board's work since the last AGM, and to table the Board's work for 2022 and beyond.

PROJECTS

The STAR (Skills Training Assessment & Recognition) Process for trade recognition is one of our most important projects we have ever undertaken. The elation we felt when the government approved it late last year, was dampened when the new South Australian Skills Act (the SAS Act) came into being in July this year, and the new South Australian Skills Commission (SASC) decided to expand trade recognition to other trades (this was good news). However, they also took over management of trade recognition (including the STAR) and some of its functions such as applications and fees, which will now to be handled by the Commission, while the STAR carries out the remaining functions. SAHBA is working with SASC to assist in the design of their new process, and we have been assured we will have their process by the end of this year.

We were able to run one group of applicants through the STAR trade recognition process before it was put on hold. The STAR Process Committee and the Assessment and Appeals panels, which includes representatives from RTOs, the SDA Union, employers, and SAHBA, were formed and inducted beforehand. Of five applications, three completed their practical assessments, and two were recommended a Certificate of Recognition. The CoR is awarded by the Commission, through Traineeships and Apprenticeship Services (TAS), and has given these two applicants legal status and equivalence to hairdressers who have completed an apprenticeship. The whole process was pronounced a huge success by all concerned.

APPRENTICESHIPS

The Board has continued its focus on promoting more apprenticeships, and this year partnered with the Department for Education to create awareness of hair and beauty careers to high school students, that may lead them into the industry. Some of this work has been through events such as:

- the mini expo "Introduction to the Industry" held at Reynella East College.
- by linking schools to employers for interested students to have a "salon experience"
- through linking apprenticeship positions from the SAHBA Jobsite to the department's website.

Other discussions with the department include a "cadetship" as a pre-apprenticeship. More about this later ….

INDUSTRY SKILLS COUNCIL

Rose Bradshaw is our hair and beauty representative on the Industry Skills Council. Part of the work achieved this past year has been the introduction of transfer fees when an apprentice transfers from one employer to another, and the ability to apply to extend the apprentices' probationary period from 3 month to 6 months.

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EVENTS

COVID once again prevented us from holding our state competitions this year, but the Events Committee was able to organise a very successful social event at 2KW Bar & Restaurant, where members and non-members enjoyed cocktails, "catching up", and networking. The events committee also held two "Meet the Board" coffee mornings where members and non-members could discuss industry issues or make suggestions to the Board. However, surveys, emails, newsletters, and social media posts continue to be the norm for communication this year, rather than face to face events.

JOB SITE

The SAHBA Job Site has been running smoothly this year. There have been 75 businesses that have listed on Job Site and the Board has plans to expand it ... more on this later.

MEMBERSHIPS

We saw a spike in memberships over the two lockdowns this year, as people turned to the association for information about restrictions, payments, grants etc.

We've had 135 new members that the Board has accepted since the last AGM. However, it is fair to say that most of the industry is still unaware, doesn't understand, or does not value, the work SAHBA does. And so low membership numbers remain our biggest challenge if we are to remain sustainable and to prosper. Memberships in the beauty and barber sectors are especially low and we continually encourage these memberships, and representation on the Board, from these sectors.

MEMBERSHIP FEES

Membership fees had not increased at all over the last five years, and so we have not kept up with our cost increases. This year, the Board recommended an increase in membership fees. The following are the old and new fees:

- Single Owner Operator (was $150 now $160)
- Qualified Professional (was $150 now $160)
- Single Owner Employer (was $350 now $380)
- RTO – (was $500 now $540)
- Suppliers – (was $500 now $540)
- Membership for students and apprentices continues to be free

FINANCES

SAHBA is solvent and can pay its bills when they become due. We commission a financial report from our Accountant Peter Hall & Co each year, and their report has now been presented and is available to members.

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SAHBA's PLANS FOR 2022…

MEMBERSHIPS & FINANCES

Membership fees are our main source of revenue and even though we have some 1600 on our database, and 135 new members this last year, only a fraction are paying members. And so, growing financial memberships continues to be an important priority.

So, what else can we do to achieve this?

- Over the last few months, the Board has sourced a volunteer through Volunteers SA, who comes into the office half a day per week and calls ex members. She checks their current details for our database and requests permission to send them correspondence about SAHBA, so we can re-engage with them. Board Director Sue Treloar also volunteers one day a week and calls new members to welcome them to SAHBA and to discuss any issues and answer any questions members may have. We will expand this to more volunteers as both these initiatives are proving to be a very positive way to connect with both old and new members and new memberships have already followed from this engagement.
- We will continue to promote SAHBA and memberships through the various social media platforms, through industry surveys, newsletters, email, and by growing the benefits available to members and listed on the members portal of the website.
- Investigate expanding the Jobsite to allow more connectivity between prospective employers and apprentices and create an advertising page for the sale of salons, salon furniture and salon equipment.
- Restarting the STAR Process (if reintroduced as it is designed), will provide a sustainable source of revenue for the association.
- The introduction of a beauty apprenticeship will bring more engagement from this sector and with it more members.

These (together with other relevant opportunities that may arise) are some of the initiatives the Board will action in 2022 to engage members, help spread the word about what we do and to promote us to industry so we can grow our membership base.

ADVOCACY AND GOVERNMENT

- **STAR and Trade Recognition**
  We will continue working with SA Skills Commission (SASC) and other relevant government departments on trade recognition and continue advocating that all functions remain with the STAR Process. We will continue to advocate that eligible Cert III graduates of Nationally Accredited Courses be included in the STAR, so they too can obtain a Certificate of Recognition, that will give them legal and trade equivalence to those hairdressers that have trained and qualified through the apprenticeship pathway. The STAR will allow the differences between hairdressers that have trained through the Nationally Accredited Course pathway and those that have trained through the apprenticeship pathway to be resolved once and for all.

- **Hairdressers Act and Regulations**
  SAHBA will continue meetings with Consumer and Business Services (CBS) and the SASC, advocating for the review and needed changes to the South Australia Hairdressers Act 1988 (the Act), the South Australia Regulations 2016 (Regulations), and the new SA Skills Act, so they fit with industry's expectations and needs and are in line with both state and federal government laws and legislation. Some recommended changes include (but are not limited to) lifting the prescribed qualification in the Act and or Regulations, to a qualification equivalent to the qualification obtained through an apprenticeship.
  We will also continue to advocate to have students of Nationally Accredited Courses recognised or resolved in an acceptable way in the Act and Regulations. Achieving these changes and linking them so they fit with the STAR process will raise industry standards and will become a critical step toward the work needed to resolve the inconsistencies, uncertainties, confusion, and inequalities between these state instruments, with other federal instruments such as the Hair and Beauty Award 2010 (Award) and the Training Package.
  It is to be noted SAHBA's goal in the area of regulations, is the return of Registration for hairdressers and barbers, and eventually also have legislation, regulations and Registration for the beauty sector.
- In fact, the beauty sector has an increasingly urgent need to be regulated, and while new legislation for this purpose may be too ambitious, SAHBA will investigate the feasibility of revising the Hairdressers Act and Regulations to include the beauty sector.
- **Partnering with Department of Education**
  SAHBA will continue to work with the department on projects we believe are valuable to our industry - especially projects and collaborations to grow apprenticeships and workers for our industry. For example, a "cadetship" pilot from the department is being developed, whereby eligible high school students can undertake a "pre-apprenticeship" made up of some RTO training and some salon experience. The goal being that it will lead more high school students into a school-based hairdressing apprenticeship. The department has also flagged an idea on a major style expo for high school students that could be incorporated into SAHBA's own state competitions.

INDUSTRY DEVELOPMENT

Beauty Apprenticeship

A major project for SAHBA in 2022 will be to develop a Beauty Apprenticeship for SA. Some planning has already started, and it is hoped the apprenticeship will come into being by the end of 2022. More information and an update will be available at our General Meeting in mid-2022.

Industry Skills Council

Other bodies that SAHBA will continue to work with includes the Industry Skills Council, to promote best practice training and higher standards for our industry, and advocate for fairness for eligible graduates of Nationally Accredited Courses to be offered equivalence through trade recognition to those hairdressers not qualified through an apprenticeship.

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Events
COVID permitting, the Board will hold the State Competitions in 2022, as well as other business and social events.

The Board
Having all industry sectors represented on the Board is a key goal for 2022. The Board currently lacks representation from the beauty and barber sectors and while some have been keen to join the Board, the commitment, and the amount of work the Board undertakes becomes a barrier to attracting BDs from these sectors. Further, fewer available employees have meant people are working longer hours in their businesses – leaving them less time to devote to other commitments.

Retiring Directors
We have two retiring Board Directors – Sam Barca, who has served as Treasurer, and Alfredo Capella who has served his year as the RTO representative. We thank both Sam and Alfredo for their service to SAHBA.
We also have one new Board Director in Ranee Cornell-Size, who has just joined the Board!

To end my report, I'd like to thank all SAHBA Board Directors for their work this year and I'd particularly like to acknowledge and thank those Directors who have worked on various Committees - Sue Treloar, Angela Zacharia, Marcela Lastra, Ida Tirimacco, and Stacey Page. Also, a very big thankyou to our administrator Jordan Gilbert who once again has done a brilliant job in the many areas and tasks she is called upon to do.

We have an exciting year ahead and while we can't predict how long COVID will continue, or if and how it may affect our industry, we can promise our members our Board will continue to work enthusiastically, diligently and with great purpose to achieve the goals we have presented in this report.

Rose Bradshaw
SAHBA President

Discussion about the President's report as well as the general state of the industry then took place. **Motion: Rose Bradhsaw proposed that the 2021 Annual General Meeting President's Report be adopted Moved Seconded Tricia Hicks – Carried.**

BOARD NOMINATIONS & ELECTIONS:
Board Directors – The Chair advised that, except where an existing Board Director is also an RTO, and therefore affected by the RTO Board Director yearly rotation trial, all other all existing Directors are eligible for re-election without the need for a new nomination.
All Directors not affected by RTO Board Director yearly rotation trial were voted onto the Board unopposed.
Directors: Ida Tirimacco, Sue Treloar, Marcela Lastra, Sharon Mercurio, Stacey Page, and Ranee Cornell-Size
Office Bearers The following office bearers were voted onto the Board unopposed.
President – Rose Bradshaw Seconded by Sue Treloar - Carried
Deputy President – Tricia Hicks Seconded by Angela Zacharia - Carried
Treasurer – Angela Zacharia - Seconded by Rose Bradshaw – Carried

Public Officer – the SAHBA Administrator shall act as the Public Officer
Auditor – Peter Hall from Peter Hall Chartered Accountants
Retired Directors in 2021 – Sam Barca, Alfredo Capella
New Director/s – Ranee Cornell-Size was also ratified as a Board Director Board.

Rose congratulated and thanked all Board Directors for their continued work they do for the association and all the members.
In closing the meeting, the President wished everyone a safe and happy Christmas and a bright and successful 2022.
No further business the SAHBA AGM meeting closed at 7.40pm.

Note: The SAHBA AGM was followed by the Hair and Beauty Industry Employers Association Incorporated AGM, after which light refreshments were served.