



**MINUTES OF THE HAIR & BEAUTY INDUSTRY ASSOCIATION OF SOUTH AUSTRALIA  
INCORPORATED (SAHBA) 2022 ANNUAL GENERAL MEETING**

**Date: Tuesday 29<sup>th</sup> November 2022**

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

Meeting commenced at 6.30pm

President Rose Bradshaw acted as Chair and welcomed members to the 2022 Members Annual General Meeting (AGM).

**Attendees** – Rose Bradshaw, Angela Zacharia, Tricia Hicks (Via Zoom), Michelle Jessen, Merrill Gratton, Sharon Mercurio, Marcela Lastra, Ranee Cornell-Size, John Daly, Alfredo Capella.

**Apologies** - Ida Tirimacco, Stacey Page.

Rose Bradshaw tabled the Minutes of the 2021 Annual General Meeting (AGM) and the Minutes of the 2022 General Meeting (GM) and moved they each be accepted.

**Motion: Rose Bradshaw proposed that the Minutes of the 2021 Annual General Meeting, held on Monday 22<sup>nd</sup>, November 2021 be accepted as a true and correct record. Seconded Angela Zacharia – Carried.**

**Motion: Rose Bradshaw proposed that the Minutes of the 2022 General Meeting held Monday 4<sup>th</sup> July 2022, be accepted as a true and correct record. Seconded Sharon Mercurio – Carried.**

**MATTERS ARISING FROM THE 2021 AGM and the 2022 GM Meetings**

The Chair requested that Matters Arising from both the 2021 Annual General Meeting and the 2022 General Meeting be incorporated into her Presidents Report late. Members agreed.

**FINANCIAL REPORTS**

The 2021 – 2022 Financial Reports were prepared by the auditor Peter Hall from Peter Hall and Associates, and they were distributed to the members present at the AGM. The Treasurer and the President noted some of the cost differences in the 2021 and the 2022 Financials and explained they were attributed to anomalies created by COVID. For example, the lower rent cost in 2021 was due to office rent relief from our landlord (SA Government).

After further discussions the Treasurer moved that the 2021 -2022 Financial Reports be adopted.

**Motion: That SAHBA's 2021 -2022 Financial Reports be adopted by the SAHBA membership. Moved Angela Zacharia Seconded Tricia Hicks – Carried.**

Hair & Beauty Industry Association of South Australia Incorporated **ABN:** 52 377 809 093

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Office Attended: Mon Tues Wed Thurs 9AM - 5PM Booking appointments essential

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## 2022 PRESIDENT'S REPORT

**MEMBERSHIPS** – Memberships remain steady. We had 50 new memberships since the 2021 AGM. These were made up of employers, professionals, apprentices, students and one RTO. However, we also lost some members, and so increasing the membership remains the association's biggest challenge as we rely on fees to carry out the work we undertake for the industry.

A proposal that all new memberships be ratified by members was put to the meeting. These new members had been nominated by other members and agreed to by the Board during the last year since the 2021 AGM.

**Motion: That all those that have become new members since the 2021 AGM and that the SAHBA Board has accepted be ratified by members of SAHBA. Proposed by Rose Bradshaw Seconded by Marcela Lastra - Carried.**

**MEMBERSHIP FEES.** Discussion around membership fees took place. The members finally decided to raise membership fees by 5%. This was considered a reasonable amount as it would cover increases some extra expenses due to inflation.

**Motion: That the membership fees be increased immediately by 5%. Apprentices/students remain free. Moved Angela Zacharia Seconded John Daly – Carried.**

## GOVERNMENT

The Board has continued to advocate to government on two main and related issues. They are trade recognition and raising standards through increasing the level of the qualification.

SAHBA, with the support of Food & Beverage Development Fund and the SDA (union) continued to advocate for the to return previous industry led processes (STAR) trade recognition for hairdressing. To that end, meetings have recently been held with ministers of the new Labor government and we look forward to hearing further from the Minister and the South Australian Skills Commission (SASC). The other issue and work the Board has continued is this year advocating to government to raise the qualification.

## INDUSTRY

General:

Staffing in both the beauty and hairdressing sectors has been difficult as employers struggle to find qualified staff and suitable apprentices. The take-up of new apprenticeships and apprenticeship numbers have been up in the last few years – aided by the previous Australian Government's employer incentives. However, these incentives have stopped, and there is concern that the diminished employer incentives will see smaller numbers of apprenticeships going forward.

## INDUSTRY DEVELOPMENT

Research for a Beauty Apprenticeship. The Board responded to calls for an apprenticeship in a Diploma for Beauty Therapy. SAHBA researched the Queensland model which was approved in 2022. SAHBA set up a survey to ascertain interest from industry, but to date response has been lukewarm and therefore any application to government is premature. However, industry's need for more highly qualified beauty therapists is strong and lack of these therapists is becoming acute therefore SAHBA is supporting the application by The French Beauty Academy (Adel) for a Nationally Recognised Course in a Diploma of Beauty Therapy.

## WORKFORCEEQUIPPED INDUSTRY CLUSTER

SAHBA has also supported **WorkforceEquipped as the new Industry Cluster** for the development and enhancement of the workforce that services the **Retail, Wholesale and Personal Services** sector. SAHBA welcomes efforts to ensure that the Vocational Training and Education (VET) system places industry at its core.

## JOBSITE

Staffing has been very challenging for employers and income from Jobsite has come from salons – primarily looking for senior staff, then apprentices with a few years training behind them. The site needs more capabilities and functions such as a portal for sale of used salon furniture and equipment, sale of salons, and other salon business related items.

## PROJECTS

Work with Department of Education

The Board continues to work with the Department of Education (DE) to build awareness for careers in hair and beauty. This year a DE/SAHBA pilot was launched to promote and link eligible high school students with prospective employers for school-based hairdressing apprenticeships (ED Pilot). The project commenced in November at Reynella East College where Cert II Hairdressing students, their parents, and VET leaders attended a session - the aim being to provide information about the industry and specifically to encourage eligible students to enter a school-based apprenticeship that will allow them to complete their SACE while commencing their hairdressing apprenticeship. The DE and SAHBA will use this session as a pilot for the design of more of sessions throughout 2023.

## COMPETITIONS

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# SAHBA

## SA Hair & Beauty Assoc

Once again Covid played havoc with any plans to hold for our annual live competitions. Will we return to live competitions? It's hard to say and only time will tell and a decision the Competition Committee will have to make in 2023!

However, the Competition Committee held an online competition this year – Insta Shot Photographic Competition. It was satisfying to see the many, high-quality entries that made it hard work for the judges to select the winners of the 5 categories, 5 sponsors and a festival theme. Prizes included trophies and cash prizes were given to all level winners,

### IN CONCLUSION

As it comes to the end of my tenure as President and as I also retire from the Board in a few months, I want to thank the association and the membership for the opportunity and privilege of serving them since 2015.

I want to especially thank all the Board Directors for their work – and particularly those who have worked on the various Committees - Ida Tirimacco, Marcela Lastra, Angela Zacharia, Rane Cornall-Size, and Sue Treloar. Sue has been a huge support to me and the Board - giving so much of her time and expertise this year. Sue has retired from the Board and is moving to WA and I join with the Board to wish her the very best in her new life in WA.

I am looking forward to retiring. To spend more time with my children and catch up with family and friends here, interstate and overseas.

However, I will miss the excitement and challenge the position on the Board has afforded me. I will also miss the camaraderie of the Board, and the shared and respectful friendships that this Board enjoys.

The SAHBA Board has evolved into a tight-knit group of very talented and passionate professionals, who I know will continue to bring their very best efforts for the betterment of our industry.

I wish the new President, new Deputy President and all the Board Directors my best wishes and look forward to hearing about all the Board's future great work.

Rose Bradshaw



The President asked if Members had any questions or clarifications about her Report. Some discussion about the President's report as well as the general state of the industry then took place before the President tabled her Report..

**Motion: Rose Bradshaw moved that the 2022 Annual General Meeting President's Report be adopted Moved Seconded Angela Zacharia – Carried.**

Board Director Marcela Lastra and other Board Directors personally thanked the President for all her work and dedication to SAHBA and called for a vote of thanks.

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## **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, other 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:** Tricia Hicks, Angela Zacharia, Ida Tirimacco, Marcela Lastra, Sharon Mercurio, Stacey Page, Ranee Cornell-Size, and Rose Bradshaw were voted back onto the Board.

**New Directors Ratified** – new Directors voted on the board since 2021 AGM – Michelle Jessen (RTO), Merrill Gratton, and John Daly were ratified by the members.

**Office Bearers** The following office bearers were voted onto the Board unopposed.

**President** – Tricia Hicks - **Nominated by Rose Bradshaw** Seconded by Ranee Cornell-Size - Carried

**Deputy President** - Angela Zacharia Nominated by Rose Bradshaw Seconded by – Tricia Hicks - Carried

**Treasurer** – Angela Zacharia – Nominated Tricia Hicks Seconded by Rose Bradshaw – Carried

**Public Officer** – the President or the SAHBA Administrator shall act as the Public Officer

**Auditor** – Peter Hall from Peter Hall Chartered Accountants.

**RETIRED DIRECTORS IN 2022** – Sue Treloar, Don DeSanctis, Jodie Dalagiorgos

Rose congratulated and thanked all Board Directors for their continued work SAHBA and all its members.

## **CLOSE**

No further business the 2022 AGM closed at 7.20pm.

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