



ABIC

ABIC 2024

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An Overview –
2024 and Beyond

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B
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Introduction
Welcome to Country

Reika Roberts – Director & Chair

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A Sincere Thank You
to Our Members

Reika Roberts - Director & Chair

ABIC

The ABIC Organisation

Stefanie Milla - Director & CEO

Reika Roberts - Director & Chair

Mathew Williams - Director & Vice Chair

Gayle Dube - Facilitation Manager

Danielle Covalea - Operations Manager

Volunteer Advisory Council

Marie Cocciolone - Volunteer Councillor

Rebecca Miller - Volunteer Councillor

Helen Golisano - Volunteer Councillor

Linda Sim - Volunteer Councillor

Nicky Tzimas - Volunteer Councillor

Karen Meiring de Gonzalez - Volunteer Councillor

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Membership Overview

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Membership

This month we celebrate 3 years since the launch of ABIC.

ABIC Community 25,000+

Professional Members = 532

Clinic HR Memberships = 202

Clinic Management Memberships = 78

Student Members = 220

Partners (Foundation, Supplier, Education) = 44

ABIC is the only umbrella organisation that represents all 4 sectors of our industry.

Beauty Services

Beauty Therapy

Dermal Therapy

Medical Aesthetic

And with your help and support - it is now one of the largest NPF National Associations in our industry.

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State of the Industry
Update

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State of the Industry

1. Economic Challenges (by both Suppliers & Practitioners)
2. Increased number of clinic closures and insolvencies in 2024
3. Tightening Regulation / Legislation
4. A Need to Foster Industry Positivity & Support
5. More Unity Between Sectors

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State of the Industry Survey

National ABIC Survey to share with Members and industry

As our industry continues to evolve, staying informed on the latest trends, challenges, and opportunities is more essential than ever.

A state of the industry survey offers invaluable insights into the collective experiences, needs, and aspirations of our community.

By gathering data from professionals across the field, we can better understand current conditions, anticipate future shifts, and work together to shape a stronger, more resilient industry

Get involved in shaping this survey

Send your questions suggestions or the information you suggest we should collate to:

stefmilla@theabic.org.au

ABIC

ABIC Industry
Representation

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Education Reform

ABIC

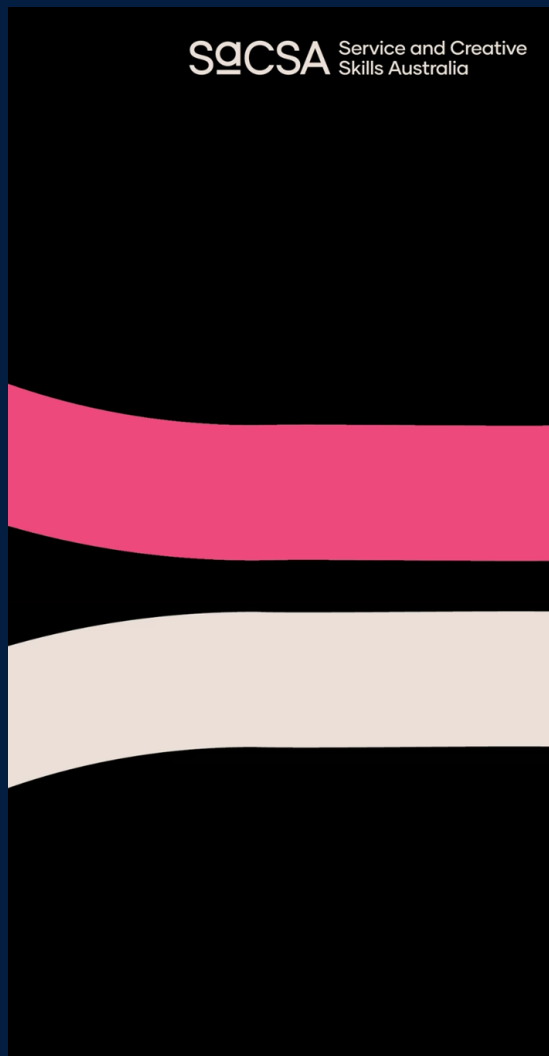
Education Reform

Large Scale Education & VET Reform

- We are undergoing the largest scale VET education reform that our country has seen in decades.
- Now is the time for change and now is the time to have your voice heard, as this reform will pave the path forward for our industry
- We are partnering with SaCSA to provide valuable industry insights that will shape the future of our industry
- I'd like to introduce a special guest to speak about SaCSA and the ABIC partnership.

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Education Reform



Special Guest
SaCSA

Kate Henderson
Stakeholder Engagement
Manager – Personal Services

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Education Reform

Education reform has begun with SACSA and SWAG Committees

The screenshot shows a Zoom meeting in progress. The main content is a presentation slide titled "Workforce Plan" from the "JOBS AND SKILLS COUNCIL (JSC)". The slide is divided into three phases:

- Initial Workforce Plan** (Aug – Dec 2023): Initial Consultation with Industry Sectors
- Workforce Plan 2024** (Jan – May 2024): Prioritisation of Industry Sector Strategies, Further Data Analysis and Stakeholder Consultation
- Workforce Plan 2025** (Jun 2024 – May 2025): Commencement of Proposed Action, Deeper Research/Analysis and Further Industry Consultation

The slide also features the SACSA logo (Service and Creative Skills Australia) in the top right corner. The Zoom interface includes a grid of participants on the right side, a navigation bar at the bottom with a "1/2" indicator, and a "Tracey Bala..." participant name visible at the bottom left of the meeting window.

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Education Reform

The screenshot shows a Zoom meeting interface. The main content is a presentation slide with a black background and white text. The slide title is 'Workforce Plan Findings' with the subtitle 'Way forward – What's Next...'. Below the subtitle is a list of six numbered items, each in a light-colored rounded rectangle. The items are: 1. Addressing data and evidence gaps and deepening our analysis; 2. Deepening our initial occupational areas of focus; 3. Review of training products; 4. Engagement in other initiatives to address skills and training needs, beyond the formal SHB/SIF/SFL; 5. Influencing cross-cutting national initiatives; 6. Collaboration with others (including other JSCs). The SACSA logo is in the top right of the slide. The Zoom interface includes a grid of participant video thumbnails on the right, a '1/2' page indicator, a 'GS' profile icon for Gary Strachan, and a 'View all' button. At the bottom left, the name 'Nicole Venter (External)' is visible.

Workforce Plan Findings
Way forward – What's Next...

1. Addressing data and evidence gaps and deepening our analysis
2. Deepening our initial occupational areas of focus
3. Review of training products
4. Engagement in other initiatives to address skills and training needs, beyond the formal SHB/SIF/SFL
5. Influencing cross-cutting national initiatives
6. Collaboration with others (including other JSCs)

SACSA Service and Creative Skills Australia

Nicole Venter (External)

GS Gary Strachan View all

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Education Reform

Discussion Topics

- 01**
Industry insights on shortage drivers
- 02**
Insights into where to focus the analysis (disadvantaged cohorts, regions)
- 03**
Industry insights on potential solutions (migration, training, etc)
- 04**
Other insights

12 of 18

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B
I
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Education Reform

Drivers of Shortages in Hair & Beauty

Skills Shortages: Hairdressers and Beauty Therapists identified in 2024 Workforce Planning Report and JSA Occupation Shortage List (OSL).

Other Occupations Affected

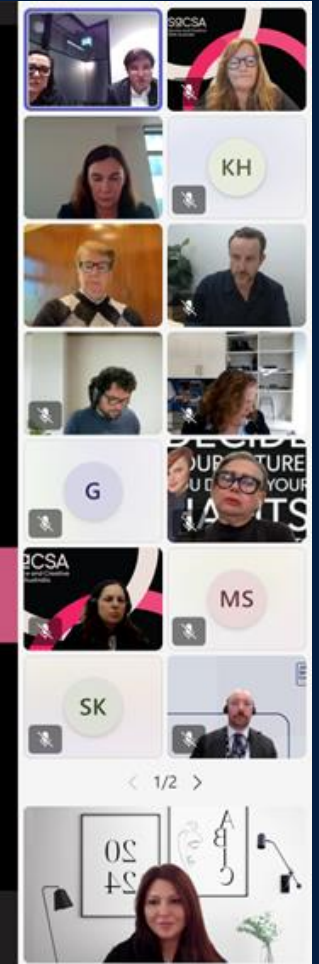
- Including laser technicians and tattoo artists.

Key Issues

- Training gaps: Lack of qualified applicants and a pipeline.
- Growing demand: 10% projected growth by 2033.
- Recruitment challenges: Attracting workers, gender imbalance.

Project Focus

- Exploring drivers of shortages and identifying potential solutions.



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Education Reform

PERSONAL SERVICES - WFP 2025 SWAG TIMELINE

OCT-NOV 2024

SWAG MEETING

- SWAG walkthrough of priorities for insights and feedback to inform WFP 2025
- SWAGs to provide input on any Priority Projects that will be considered for Activities Projects
- SaCSA will undertake initial stakeholder engagement on priority projects to inform WFP 2025

DEC 2024

DRAFT WFPs 2025

- SaCSA will draft WFP 2025 and Design

JAN 2025

SWAG REVIEW

- SWAG to review "first look" of 2025 WFP

FEB 2025

SWAG FEEDBACK

- SaCSA to reflect on feedback from SWAGs
- Public consultation of the 2025 WFPs

MAR 2025

FINALISE WFPs 2025

- SaCSA to reflect feedback & review design
- SWAG and Board final review and endorsement
- External proofread of WFP documents
- SaCSA to make final updates to design
- SaCSA to submit 2025 WFP to DEWR

JUN 2025 (tbc)

WORKFORCE PLANS 2025

- Public release of WFPs, pending acceptance
- Consultation with SaCSA for Occupation Shortage List (previously SPL)

17 of 18

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1/2

ABIC

Drivers of Beauty Workforce Shortages

- Explore the drivers of shortages for Beauty Workforce (including Beauty Therapists and related roles, including laser and tattoo)
- ABIC are working with SaCSA's to undertake additional research and engagement to explore the drivers behind the Beauty Workforce shortage and identify potential solutions.
- This project will help us to further understand current and future workforce needs, effectiveness of training programs and factors influencing career attractiveness and retention.
- This will lead to identifying potential strategies and industry-led recommendations / solutions to address industry needs

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Education Reform

Unit Currency Audit

A full audit and review of superseded and deleted units of competency in the SHB Hair and Beauty sectors to ensure the training package is up-to-date and meets the needs of stakeholders.

Upcoming Qualification Reform

A new Vocational Education and Training (VET) qualifications system that moves away from the current 'one size fits all' approach, to designing qualifications based on their purposes in order to respond to our industry's changing workplaces and needs.



Drivers of Beauty Workforce Shortages

How you can have a voice!

1. Join the ABIC Education Committee
Apply at <https://theabic.org.au/abic-education-committee>
2. Participate in the State of the Industry Survey
Send suggested questions to stefmilla@theabic.org.au
Fill in the survey when it is released
3. Email your feedback to stefmilla@theabic.org.au
4. Join ABIC if you are not already a member

ABIC Education Committee

ABIC



ABIC Education
Committee



ABIC Education Committee

Opened for applications in July 2024.

Inaugural Meeting:

Wednesday 20th November 2024 – 4.30pm to 6.30pm AEST

The purpose of the Education Committee is:

- To provide vital and current feedback for Education and Qualification Reform.
- Provide insights and proposals to SaCSA & government.
- Review training and education in every sector of our industry to ensure cohesiveness and ease of career progression through structured pathways.

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ABIC Education Committee

Opened for applications in July 2024.

The purpose of the Education Committee is to provide structured feedback for Education and Qualification Reform.

We are seeking applications from:

- Business Owners
- Students
- Education Providers
- Teachers
- Dip Beauty & Dermal Therapists (Dip)
- Cert III & IV Beauty Service Professionals
- Makeup Artists, Nail Technicians, Cosmetic Tattoo Artists
- Salon or Clinic Managers
- Varied Beauty Professionals
- Suppliers

Skilled Migration

1. ABIC is a consultant organisation to DOHA advocating for Skilled Migration for our industry.
2. Beauty Therapist is on the skills shortage list with more work to do to on the migration list.
3. From 1 July 2024, Temporary Skilled Migration Income Threshold (TSMIT) increased from \$70,000.00 to \$73,150.00
4. New fines and restrictions imposed on employers who exploit migrant workers

The screenshot shows a Microsoft Teams meeting window. The main content is a PDF document from the Australian Government Department of Home Affairs. The document title is "Employers who exploit migrant workers face prohibition on hiring temporary visa holders for a period of time". The document text includes:

**Australian Government
Department of Home Affairs**

Employers who exploit migrant workers face prohibition on hiring temporary visa holders for a period of time

New laws that protect migrant workers from exploitation begin on 1 July 2024.

Prohibition declarations aim to protect vulnerable temporary migrant workers from exploitation and promote compliance from employers and third party providers.

They can be made if an individual or business contravenes parts of the Migration Act, Fair Work Act or sections of the Criminal Code that relate to treatment of temporary migrant workers. They can also be made if individuals or businesses do not follow compliance notices, enforceable undertakings or sponsorship obligations.

Prohibited employers or third party providers will have their name and ABN published on the Department of Home Affairs' website. After the prohibition ends, they can hire temporary migrants again but must comply with special reporting requirements.

It is a criminal offence to contravene a prohibition declaration. The penalties are:

- up to 2 years' jail, 360 penalty units (currently a \$112,680 fine) or both, or a civil penalty of 240 penalty units (currently a \$75,120 fine) for an individual.
- up to 1,800 penalty units (currently \$563,400) in criminal cases, or a civil penalty of up to 1,200 penalty units (currently \$375,600) for a body corporate.

Migrant workers are encouraged to report exploitation to Border Watch or the Fair Work Ombudsman.

This information is current as of 4 April 2024.

What is a prohibited employer prevented from doing?
A prohibited employer (either a person or body corporate) cannot employ any additional temporary visa holders for a period of time.

How long does an employer prohibition declaration last?
Up to a maximum of 5 years for a civil penalty.
Up to a maximum of 10 years for a criminal offence (other than those offences relating to human trafficking and modern slavery).
No maximum for an offence relating to human trafficking and modern slavery.

What happens to a prohibited employer's workers?
There is no penalty for migrant workers. The employer's existing employees can choose whether or not they want to continue working for that employer.

Can an employer appeal against a prohibition?
Yes. An employer/third party will receive a notice outlining reasons for potential prohibition. They have 28 days to make a written submission explaining why they should not be declared a prohibited employer.

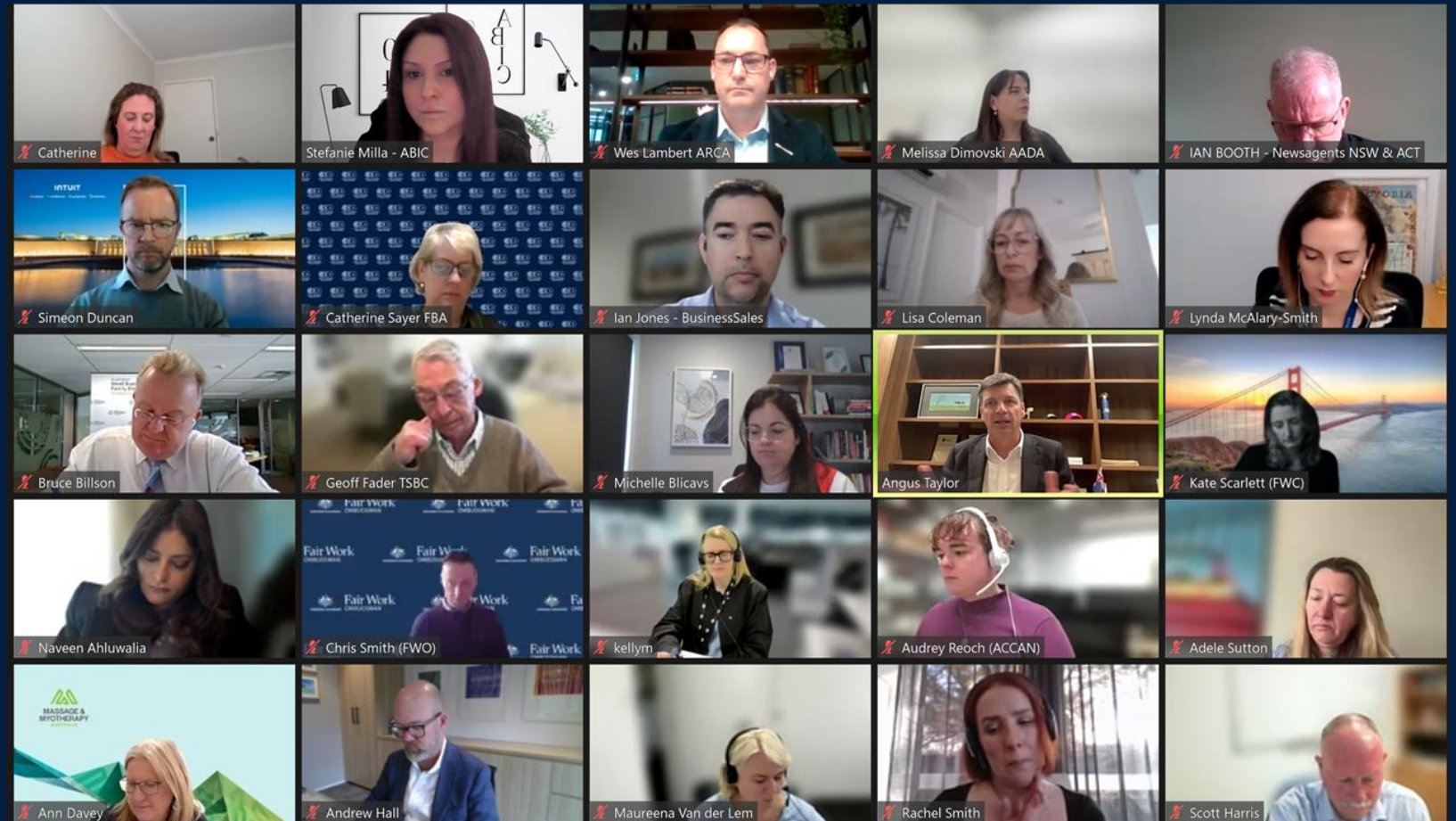
The meeting interface shows a grid of participants on the right side, a chat window at the bottom, and a timestamp of 3:14 PM on 13/06/2024.

Skilled Migration Advisory / Working Group

1. ABIC exploring the need for an advisory or working group for Skilled Migration
2. We are seeking industry feedback on the creation and establishment of the group
3. Please send you recommendations or expression of interest to stefmilla@theabic.org.au

SMB Advocacy

1. ABIC Advocates for SMB through various channels
2. Online Meetings such as Meeting with Shadow Treasurer Angus Taylor
3. In Person Meetings such as in Canberra with the Office of Senator David Pocock
4. What is clear is that our voice needs to be louder and more united



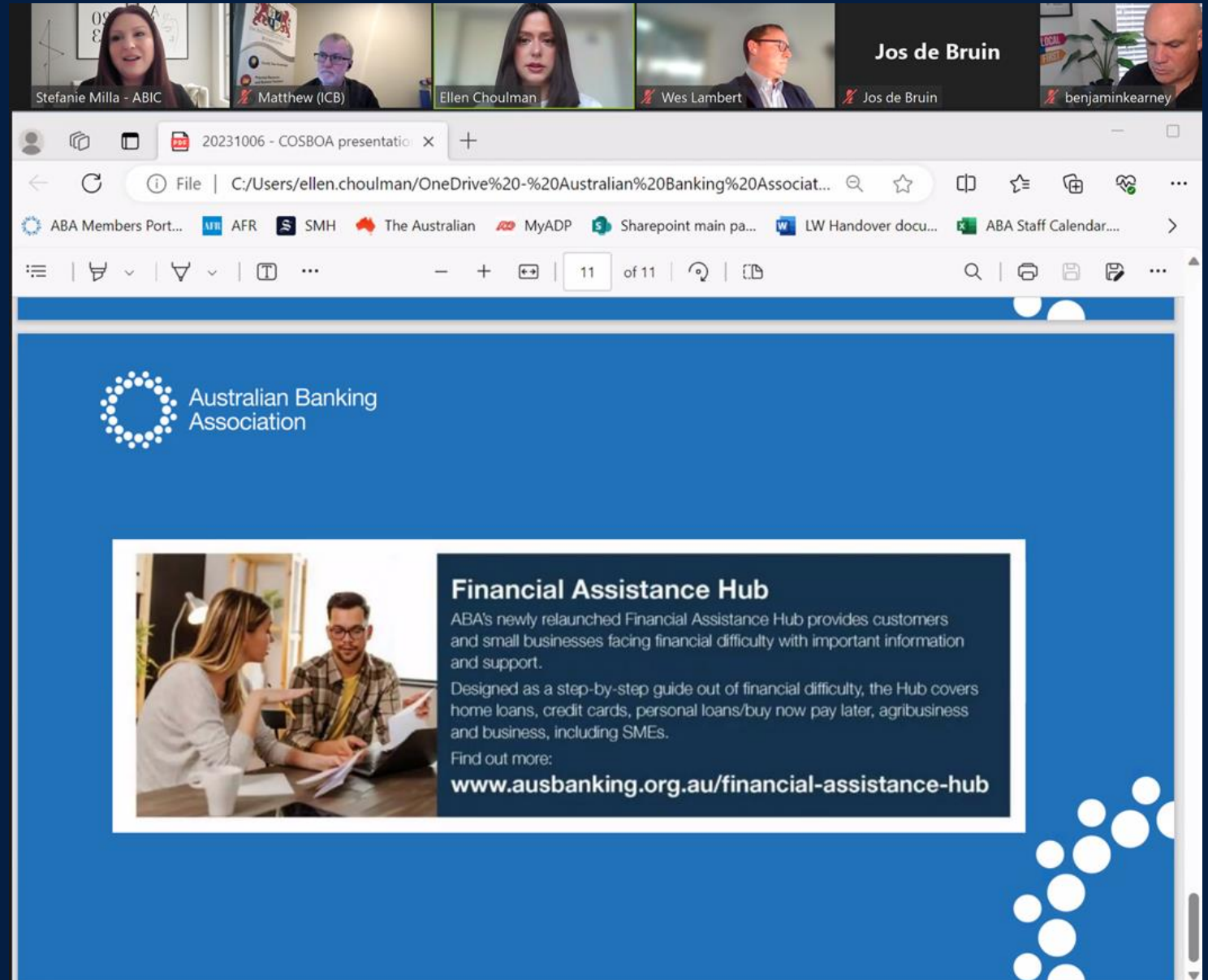
ABIC

SMB Advocacy

- 43 per cent of small businesses are failing to turn a profit & 75 per cent of small business owners are paying themselves less than the average wage.
- There is no commitment to boosting small business productivity and profitability.
- We need increased instant asset write-offs, tax reform, increased small business energy incentives, tax cuts for employing more staff, and initiatives to boost discretionary spending.
- A National Small Business Strategy that includes our industry needs.
- Our collective voices as small business owners to be louder.
- Our collective voices as an industry through ABIC need to increase and become even louder.

SMB Advocacy

1. ABIC Advocates for SMB through connections with related associations.
2. Identifying common challenges and goals we can work towards to help all SMB in our industry.



The screenshot shows a Zoom meeting with five participants: Stefanie Milla - ABIC, Matthew (ICB), Ellen Choulman, Wes Lambert, and Jos de Bruin. The browser window displays a presentation slide from the Australian Banking Association. The slide content is as follows:

Australian Banking Association

Financial Assistance Hub

ABA's newly relaunched Financial Assistance Hub provides customers and small businesses facing financial difficulty with important information and support.

Designed as a step-by-step guide out of financial difficulty, the Hub covers home loans, credit cards, personal loans/buy now pay later, agribusiness and business, including SMEs.

Find out more:
www.ausbanking.org.au/financial-assistance-hub

Training & Education

1. ABIC collaborates and assist Education providers, teachers and students across Australia
2. An example is our work with the Tafe TENS Committee to guide teachers re our industry and provide resources to students to help them start their careers in our industry



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ABS ANZSCO
Occupations Review

ABC

ABS ANZSCO Occupations Review

Our industry is being misrepresented, with the occupation of thousands of professionals either not correctly categorized or not recognised at all.

The ABS classifications for our industry professions either do not exist, or are incorrect.

Our Occupations, as they should be classified:

1. Beauty Services – Cert 3 / 4 – Skill level 3
2. Beauty Therapy – Diploma – Skill Level 2
3. Dermal Therapy – Diploma – Skill Level 2
4. Dermal Clinician – Degree – Skill Level 1
5. Cosmetic Nursing – Degree – Skill Level 1

<https://consult.abs.gov.au/standards-and-classifications/anzsco-comprehensive-review-round-3/>

ABC

ABS ANZSCO Occupations Survey

671 of 703 respondents were largely in agreement regarding the need for 4 separate occupation categories in our industry.

We received many suggested minor amendments / changes to the occupation descriptors, or experience required to upskill to a specialisation within each occupation.

21 respondents requested 5 categories – Dividing (splitting) the Beautician Category into 2 Categories – one for Cert 3, and one for Cert 4 in Beauty Services.

11 were unsure with no recommendations or suggestions provided.

All recommendations were considered by the Self Regulation Committee

A final submission was approved unanimously by the SRC based on industry feedback.

ANZSCO Comprehensive Review

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	PERSONAL SERVICES			HEALTH SERVICES	
Occupation	Beautician / Beauty Services Consultant	Beauty Therapist / Advanced Beauty Therapist	Dermal Therapist	Dermal Clinician	Cosmetic Nurse
ANZSCO Skill Level	3	2	2	1	EN Skill Level 2 / RN, NP Skill Level 1
Qualification	Certificate 3 & 4 Beauty Service / Apprenticeship / or EQUIVALENT BEAUTY SERVICES QUALIFICATION	Diploma Beauty Therapy / Advanced Diploma Beauty Therapy / or EQUIVALENT BEAUTY THERAPY QUALIFICATION	Associate Degree in Applied Health Science (Dermal Therapy) / Advanced Diploma Cosmetic Dermal Science / Graduate Diploma Dermal Science / or EQUIVALENT DERMAL THERAPY QUALIFICATION	Bachelor of Dermal Sciences / Bachelor Degree in Applied Health Science (Clinical Aesthetics) / or EQUIVALENT DERMAL CLINICIAN BACHELOR QUALIFICATION	Graduate Diploma of Cosmetic Nursing and Injectables / Graduate Certificate in Cosmetic Nursing + Practical Training equalling 2 weeks practical clinical competencies in Dermal Therapies & 4 days practical clinical competencies in Cosmetic Injectables / or EQUIVALENT COSMETIC NURSING QUALIFICATION
AQF Level	3 or 4	5 or 6	7 or 8	7 or 8	5 EN / 7 or 8 RN / 9 NP
Description	Performs BEAUTY GROOMING SERVICES for clients. This includes services in line with, but not limited to; Make-up, Nails, Manicure & Pedicure, Lashes, Eyebrow Shaping, Relaxation Massage, Tanning.	Performs SKIN / BODY THERAPY, ADVANCED SKIN TREATMENTS, Skin and Body Assessments / Consultations for clients.	Performs SKIN HEALTH assessments & treatments to IMPROVE THE CONDITION OF THE SKIN for clients.	Diagnoses, consults and treats DERMATOLOGICAL & MEDICAL SKIN CONDITIONS, also in conjunction with medical and allied health professionals for clients.	Consults, develops personalised treatment plans, and performs non-surgical cosmetic procedures to enhance and rejuvenate a clients appearance.
Tasks (SIMILAR DEVICES ARE USED ACROSS THE OCCUPATIONS, HOWEVER WITHIN A DIFFERENT SCOPE OF PRACTICE AND ON DIFFERENT INDICATIONS)	Also includes services such as but not limited to; Skincare Consultations, Recommending Skincare, Massage, Facials and Facial Treatments	Treats SKIN & BODY CONCERNS. Includes services in line with, but not limited to; redness, breakouts, superficial scarring, skin laxity, uneven skin texture, superficial vascular conditions, superficial pigment - Using topical therapies, manual techniques and energy-based devices, including, but not limited to class III and IV lasers, microdermabrasion, hydrodermabrasion, skin needling, IPL, laser hair removal, radio frequency for skin tightening & fat reduction, peels, RF, electrodlogy, cryotherapy, ultrasound, LED, plasma devices, peels, tattoo removal	Treats SKIN HEALTH CONDITIONS. Includes services in line with, but not limited to; pigmentation and inflammation, vascular conditions, acne and acne scarring - Using topical therapies, manual techniques and energy-based devices, including but not limited to class III and IV lasers, collagen induction therapy, dermabrasion, clinical strength peels, RF and RF Needling, fat cavitation, cryotherapy, ultrasound, LED, plasma devices, peels, tattoo removal	Treats DERMATOLOGICAL CONDITIONS and includes services in line with, but not limited to; acne, rosacea, psoriasis, vascular conditions and deep pitted scarring - Using topical therapies, manual techniques and energy-based devices - including but not limited to class III and IV lasers, medical micro-needling, clinical strength peels, dermabrasion, clinical strength peels, RF and RF Needling, fat cavitation, CryoTherapy, Ultrasound	Administers non-surgical cosmetic procedures, and includes services in line with, but not limited to; injectable treatments such as anti-wrinkle injections, dermal fillers, skin booster injections, thread lift procedures using mono threads, PRP/PRF procedures
		Also includes services such as but not limited to; Skincare Consultations, Prescribing Skincare, Lymphatic Treatments, Advanced Facials and Facial Treatments, Spa Therapies, Aromatherapy	Also includes services such as but not limited to; Skincare Consultations, Prescribing Skincare, Facial Treatments to address varied skin conditions and concerns	Performs a variety of non-surgical cosmetic and reconstructive procedures to enhance skin health and appearance	Is able to perform Skin Resurfacing Procedures, using Ablative or Fractional Lasers
		Treatment of skin related concerns such as: aging, sun damage, pigmentation, acne, skin inflammation	Treatment of skin related concerns such as: aging, sun damage, pigmentation, acne, skin inflammation	Provides education and assesses skin risks for clients with chronic health problems such as diabetes, cancer and vascular disease	Refers to and collaborates with other healthcare professionals, such as general practitioners, dermatologists, vascular and plastic surgeons as needed
Specialisation	Laser Therapist / Cosmetic Tattooist / Spa Therapist / Other Aligned Specialisations	Dermal Therapist / Skin Therapist / Other Aligned Specialisations		Pre and post surgery including wound healing and scar management	
RTO / Non-RTO / Accredited Training, Courses or Upskilling to Specialise	Relevant industry specialised micro skills, or training courses to achieve one of the specialisations above, or aligned specialisations	Relevant industry specialised micro skills, or training courses to achieve one of the specialisations above, or aligned specialisations		Refers to and collaborates with other healthcare professionals, such as general practitioners, dermatologists, vascular and plastic surgeons as needed	
Experience to Specialise	Relevant Industry experience, in addition to the qualification, or recognition of prior learning will achieve specialisation.	Relevant Industry experience, in addition to the qualification, or recognition of prior learning will achieve specialisation.		Performs skin surveillance including assessment for lesions, skin cancer and refers for medical review	
Special Considerations		Beauty Therapists / Advanced Beauty Therapists are closely aligned with Dermal Therapists. With relevant industry experience, in addition to the qualification, they have been performing the duties and job role of a Dermal / Skin Therapist. There are an estimated to be over 10,000 Beauty Therapists in Australia.			
Members of Peak Bodies	The Aesthetic & Beauty Industry Council have approx 3200+ practicing Beauticians in their private database	The Aesthetic & Beauty Industry Council have approx 6500+ practicing Beauty Therapists in their private database	The Aesthetic & Beauty Industry Council have approx 1300+ practicing Dermal Therapists in their database	The Aesthetic & Beauty Industry Council have approx 600+ practicing Dermal Clinicians in their database	The Aesthetic & Beauty Industry Council have approx 1500+ practicing Cosmetic Nurses in their database

Self Regulation Committee Apply Today

ABIC



ABIC Self-Regulation
Committee



Self-Regulation Committee

Applications are open for the ABIC Self-Regulation Committee

<https://theabic.org.au/abic-self-regulation-committee>

Wednesday 4th Sept 2024 - 4.00pm to 6.00pm AEST - (HELD)

Wednesday 13th November 2024 - 4.00pm to 6.00pm AEST

Wednesday 5th February 2025 - 4.00pm to 6.00pm AEST

Wednesday 2nd April 2025 - 4.00pm to 6.00pm AEST

Wednesday 4th June 2025 - 4.00pm to 6.00pm AEST

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SafeSkin Certification
Tested. Simplified. Affordable

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SafeSkin Certification

After testing BETA SafeSkin with leading clinics & Salons we have released the final, simplified and affordable SafeSkin Program.

<https://educationhub.theabic.org.au/abic-safeskin-certification>

<https://aestheticbeautycouncil.monday.com/boards/4586035002>

ABIC SafeSkin™ Certification

Becoming a certified ABIC SafeSkin™ clinic, salon, spa or professional is a significant milestone, signifying your commitment to excellence and safety in the beauty & aesthetics industry.



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SafeSkin Supplier
Now Available

ABIC

SafeSkin Supplier

SafeSkin Supplier Program is now available to ABIC Foundation & Supplier Members.

Stand out as a SafeSkin Supplier of choice by purchasing SafeSkin for your clinic and salon partners as value add & your commitment to helping your partners achieve excellence.

skin correctives
PARAMEDICAL SKIN CLINIC

SAFESKIN™ CERTIFICATION
ABIC

Our Team
THE HEART AND SOUL OF EVERYTHING WE DO

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Does your business provide energy-based cosmetic treatments?

Support our research to improve the safety of cosmetic procedures in Australia...

Study - Energy Based devices

We working with Monash University to find service providers who offer energy-based cosmetic treatments in Australia to support our study to recruit participants.

The research explores injuries and adverse effects of energy-based cosmetic treatments, and associated impacts. Findings from this research may inform regulatory recommendations.

ABC

Study – Energy Based devices

What is involved?

Complete an online survey (5 mins) to confirm your eligibility and characterise your business

Recruit participants on Monash's behalf, by informing eligible clients about the survey, and directing interested individuals to their study website.

Provide Monash with data on treatments performed by your business over a 3-6 month period. (This data is required to assess whether participants in our study are a representative sample)

Go to:

https://monashred.au1.qualtrics.com/jfe/form/SV_9YMMM7CUv1647ie

zoe.thomas@monash.edu

(03) 9905 1816

Contact Your data will remain confidential - participating the research team: providers will not be identified in our published results and individual provider results will not be analysed or reported.

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Is your business eligible?

Australian-based business

Perform cosmetic treatments involving at least one of the following:

- laser
- intense pulsed light (IPL)
- Light emitting diode (LED)
- Radiofrequency (RF)
- Low-frequency electromagnetic field
- Ultrasound (eg. HIFU, MFU)
- Eligible treatments include:
- hair removal / promoting hair growth
- skin treatments
- tattoo removal
- body sculpting and shaping
- vaginal rejuvenation (if cosmetic only)

ABIC

Study – Cosmeceuticals

The Aesthetic and Beauty Industry Council (ABIC) is participating in an important study commissioned by Latrobe University, Dr Renae Forniatti, which will shape the future of Australia's cosmeceutical industry. We're calling on beauty and aesthetic professionals to share their expertise and experiences!



Help Shape the Future of Cosmeceutical Regulations



**UNDERSTANDING THE ROLE OF
COSMECEUTICALS IN HEALTH, GENDER
AND AGEING**

FIRST ADVISORY PANEL

**21ST OCTOBER 2024
1-2.30**

Senior Research Fellow
Australian Research Centre in Sex, Health and
Society, La Trobe University



**LA TROBE
UNIVERSITY**

ABIC

Study – Energy Based devices

Why your participation matters!
Your insights will play a crucial role in influencing guidelines that protect our industry and align with the needs of both practitioners and clients.

How can you participate? If you're interested in contributing to this groundbreaking study, please reach out to Stefanie Milla, CEO of ABIC, at stefmilla@theabic.org.au.

This is your chance to make an impact and ensure your voice is heard where it matters most!



Help Shape the Future of Cosmeceutical Regulations



**UNDERSTANDING THE ROLE OF
COSMECEUTICALS IN HEALTH, GENDER
AND AGEING**

FIRST ADVISORY PANEL

**21ST OCTOBER 2024
1-2.30**

Senior Research Fellow
Australian Research Centre in Sex, Health and
Society, La Trobe University



**LA TROBE
UNIVERSITY**

A
B
I
C

Thank you for supporting
your industry & for
making your voice heard

A
B
I
C

ABIC –
Fighting For Our Industry
Protecting your Future

ABIC

AESTHETIC & BEAUTY
INDUSTRY COUNCIL