

The Hon. Brad Hazzard MP
Minister for Health and Minister for Medical Research
52 Martin Place
Sydney NSW 2000

[Via email: wakehurst@parliament.nsw.gov.au](mailto:wakehurst@parliament.nsw.gov.au)

15 September 2021

URGENT ACTION REQUIRED

Dear Minister Hazzard

The Australian Hair Council (**AHC**), the Aesthetic & Beauty Industry Council (**ABIC**) and the Australian Workers Union, through Hair Stylists Australia (**HSA**) represents a very significant number of employers, franchises and workers in the hair and beauty industry across Australia.

We refer to our previous correspondence to you of 10 September 2021, attached.

We write as concerned industry stakeholders in response to the New South Wales Government's recently unveiled '*Roadmap to Freedom for the Fully Vaccinated*' (**Roadmap**). We are concerned, in particular, with the restrictions the NSW Government seeks to impose on personal services, including hairdressing and beauty businesses.

Our key concerns are twofold:

1. Restriction to five clients per premises

The *Roadmap* states that once NSW passes the 70 per cent double vaccination target, personal services may open with one person per four square meters, with up to five clients per premises permitted.

This cap of five clients per premises will unnecessarily hinder the ability of businesses to operate profitably upon reopening. More importantly this measure will not, in any meaningful way, add to COVID-19 transmission control measures within hair and beauty venues.

Where a personal services premises is large enough, these venues can safely and effectively operate under the four-square metre rule without the conditional cap of five people.

In drafting the *Roadmap*, the NSW Government has failed to consider the significant skills and qualifications of hair and beauty workers in the areas of hygiene and infection control.

We are deeply concerned that as an unintended consequence of the 5-person cap, many small and medium sized business may fail upon re-opening, resulting in thousands of workers unemployed, and left ineligible for government financial assistance.

Finally, we note that the restrictions for the NSW hair and beauty industry are not consistent with similar public facing service industries such as the fitness and hospitality industries. These industries, who bear a similar, if not greater risks of transmission will enjoy far larger caps, if any at all.

We believe that the hair and beauty industry can, and should be allowed to operate with the one person for each four-square meter rule for premises, in conjunction with sensible precautions such as:

- Compulsory QR code check-in for all clients, staff, and visitors,
- Compulsory client check-in questionnaire/screening,
- Compulsory cleaning of stations between clients,
- Using every second chair or stand where the normal 1.5-meter social distancing rule is not possible,
- Compulsory use of masks and gloves for staff for the remainder of 2021, and
- The use of screens and protective glasses where appropriate.

2. Requirement for hair and beauty workers to be vaccinated and lawful directions.

HSA, AHC and ABIC understand that vaccinations are an important and sensible measure against the spread of COVID-19.

We are concerned, however, that the NSW Government has failed to set clear policies around the requirements of personal services workers. Specifically, the NSW Government has not provided any details on how this requirement will be enforced and regulated.

We are deeply concerned that if the NSW Government does not mandate vaccinations through public health, confusion and uncertainty will arise around whether employers can lawfully direct their employees to be vaccinated as a requirement to attend work.

In addition, the NSW Government has not provided any details on how any health orders will apply to employees who have legitimate medical reasons not to receive vaccinations

These matters are pressing and important to the survival of the industry.

We again seek an urgent meeting with Minister Hazzard and/or the Department of Health so we can discuss our members concerns and sensible alternatives to the proposed restrictions.

If you have any questions regarding this correspondence, please contact Shane Roulstone by shane.roulstone@nat.awu.net.au or by calling 0438 141 380. We look forward to your considered and swift response.

Yours Sincerely,



Daniel Walton
National Secretary (AWU)
Hair Stylists Australia



Reika Roberts
Director & Chair
Aesthetic & Beauty Industry Council



Sandy Chong
Chief Executive Officer
Australian Hair Council