

QONs – Australian Hairdressing Council

1. How many currently financial members does the AHC have? 1,000 +
We do not have employee members.

2. Did the AHC contact any members to inform its submission to this inquiry? If yes, please advise:
 - a. How many members were contacted? The AHC communicates mainly via social media to gain feedback. For this particular inquiry we liaised with Emmalene Marr to represent the AHC in person in Canberra. Expecting her 2nd child plus running a small business, Emmalene was consulted with and agreed to put forward the challenges she faces, as well as the Hairdressing Industry in managing Parental Leave. We have over 1,000 on our social media member page. There are a number of questions that relate to the obligations to parental leave.
 - b. In what way were they contacted? Social media pages as we find they are the easiest way to communicate directly. Also 2 EDMs and a podcast was recorded to give information on Parental Leave.
 - c. How many members provided input on the issue? Only a few will provide input. Most members find the Parental Leave entitlements, payments and admin confusing and difficult. We also consulted with our Board as it includes an accountant. We consulted with the AHC bookkeeper, plus Matthew Addison, Chair of COSBOA to explain why there is no opt in choice. Our members do not feel comfortable commenting as they feel out of their depth with how Parental Leave is not made simple for businesses.
 - d. How many members declined to provide input?
 - e. If they were contacted in writing, please provide a copy of this correspondence (with any personal or identifying details redacted)

3. Did the AHC contact any employee recipients of Paid Parental Leave, who are not also owners or managers of member businesses, about their views on the scheme to inform its submission to this inquiry? If yes, please advise:
The AHC does not have Employee members.
 - a. How many were contacted?
 - b. In what way were they contacted?
 - c. How many of those contacted agreed to be consulted on this issue?
 - d. If they were contacted in writing, please provide a copy of this correspondence (with any personal or identifying details redacted)

The AHC did not do a formal survey to our members. Over 80% of our Industry are female.

My role is CEO of the Australian Hairdressing Council and I have only just sold my own salon business last September after 39 years. There would rarely be a year that I did not have a staff member on parental leave.

Our members consistently ask questions around parental leave obligations. The system makes it stressful and complicated for every business owner who simply does not have the time, energy and knowledge to do a bookkeeping function that

they should have the choice to opt out of. This is a Centrelink payment, and this Government service should organise all to do with the Paid Parental Leave.

This is the feedback from our own company bookkeeper as per the challenges with paid parental leave.

"To participate in PPL you must first set up a PRODA account which requires identifying yourself with the ATO, then you have to link your business . You are unable to link your business unless you are listed on the ABR (Australian Business Register) This means that most bookkeepers and payroll officers will not be able to set this up as they would not be listed. If you are not able to set up this way then you call the ATO but once again you must be listed on the ABR for the business to do this. Once everything is set up you then need to log into your PRODA account to accept the PPL and then receive all the correspondence relating to the PPL. Each time a payment is received you need to log into your PRODA account to check what period the payment is for to ensure that you do not pay out the wrong period to the employee. This is all very time consuming for a business owner."