



Dermatitis and Glove Use
for Hairdressers



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This booklet was produced with the support of the Health and Safety Executive (HSE) and the Health and Safety Laboratory (HSL): HSE supports the aims and objectives of this publication, which contains notes on good practice. Although the guidance is not compulsory, and you are free to take other action, you may find it helpful in considering what you need to do.

Disclaimer

This guidance has been produced using the best available research. It is not an in-depth implementation manual. Further sources of information on specific subjects can be found at the back of this guide.

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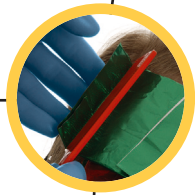
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Dermatitis and Glove Use for Hairdressers



This guidance has been approved under the Lead Authority Partnership between Doncaster Metropolitan Borough Council and Habia and is recommended for use by the Hairdressing Industry and Environmental Health practitioners across the UK and is endorsed by the organisations below.



"HSE & HSL support the aims and objectives of this publication, which contains notes on good practice. Although the guidance is not compulsory, and you are free to take other action, you may find it helpful in considering what you need to do."



Contents



1. Introduction – A message from Beverly C	3	12. During a typical working day, when should I be using gloves and why?	16
2. Five steps to healthy hands	4	12.1 Washing a client's hair	16
3. What is dermatitis?	5	12.2 Putting hairdressing products on to hair	16
4. How common is dermatitis amongst hairdressers?	5	12.3 Rinsing out colours and highlights from the hair (e.g. dye or peroxide)	16
5. What are the signs and symptoms of dermatitis?	6	12.4 Cleaning tools and utensils at the end of a job	16
6. What can happen if the signs of dermatitis are ignored?	6	13. What does the law require?	17
7. Why is a hairdresser likely to develop dermatitis?	7	13.1 The Health & Safety at Work etc. Act 1974 (HSW Act)	17
8. How do substances that can cause dermatitis get on to my skin?	8	13.2 The Management of Health & Safety At Work Regulations 1999	17
9. How could you do things differently to avoid dermatitis?	9	13.3 The Control of Substances Hazardous to Health Regulations 2002 (COSHH)	17
9.1 Good hand care	9	13.4 The reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR)	18
10. Protective gloves	10	13.5 Workplace (Health, Safety & Welfare) Regulations 1992	18
10.1 Choosing them	10	14. What records do I need to keep?	19
10.2 Making them available	10	15. Some of the substances that can cause dermatitis	20
10.3 Using them	10	16. Salon design	21
10.4 Removing them	10	17. Application of products and use of equipment	21
10.5 Recommended gloves	11	18. Where to go for more information	22
Key features	12	19. Glossary	23
What hairdressers said about the gloves they tested	13		
Easy steps to remove gloves	14		
11. How do I check my skin?	15		

1. Introduction – A message from Beverly C

This booklet has been written specially for hairdressers. It is designed to give you useful information about your work and your skin. I'm passionate about the hairdressing industry and about shaping cutting edge looks and trends. It's a job I've been doing for over 25 years and hope to carry on doing as long as I can!

I've seen hairdressers with skin problems over the years and it's a shame that some have to leave the profession because of the skin problems and dermatitis. But if you want to have a long and healthy career doing the job that you and I love, then help is at hand! I wish I'd seen guidance like this when I began hairdressing, it explains about skin problems for hairdressers, what makes them happen, or makes them worse and what you can do to be kind to your skin while you're at work.

Whether you are a new hairdresser or barber or someone who has run a salon for many years, I hope you find this guide useful.

Beverly C



2. Five steps to healthy hands



Here's a quick taster of how you can take five steps to healthy hands in your salon. Five steps to prevent your skin becoming a problem:

- Step 1 Wear disposable non-latex gloves when rinsing, shampooing, colouring, bleaching, etc.
- Step 2 Dry your hands thoroughly with a clean, soft cotton or paper towel.
- Step 3 Moisturise after washing your hands. Get into the habit of using hand moisturiser as often as possible. A good time for this might be at the start and end of each day and also at break-times.
- Step 4 Change gloves between clients.
- Step 5 Check your skin regularly for early signs of skin problems.

To find out more, read on...



3. What is dermatitis?

Dermatitis can occur when the skin comes directly into contact with substances that irritate the skin as well as substances that cause allergy (also known as allergens). Some hairdressing products may contain chemicals that cause skin reactions in some hairdressers. The way that a person's skin reacts to these substances differs from person to person.

Everyone has the potential to be affected by products that contain substances that cause irritation. But only certain individuals will have allergic reactions to certain substances. Once you have developed an allergy you only need to come into contact with a small amount of the allergen to cause skin reactions in the future.

The things that can cause dermatitis at work might well also be contained in things you use at home – like your shampoo, or your household cleaners.

Dermatitis cannot be passed from person to person because it's not contagious.



4. How common is dermatitis amongst hairdressers?

It might come as a surprise to some people, but hairdressers are one of the professions that are most likely to develop dermatitis from their job. In fact, dermatitis is more common among hairdressers than any other profession. More than two thirds of hairdressing apprentices suffer some form of skin damage and a third experience severe skin changes. A recent survey of UK hairdressers found that 39% reported hand dermatitis. Skin problems often start within the first month of work experience when trainees have been known to spend much of their day washing clients' hair without wearing protective gloves.

However, there is good news! Dermatitis and skin problems caused by hairdressing work can be avoided. There are simple steps that you can take to reduce the chances of developing problems with your skin. This guide explains briefly and simply what causes these problems and what you can do to protect yourself.

5. What are the signs and symptoms of dermatitis?



People often experience different signs and symptoms such as **dryness, itching and redness** of their skin and this can develop into **flaking, scaling, cracking, bleeding, swelling and blistering**.

As well as on the hands, these symptoms can appear on the arms, lips, faces and cause irritation to the eyes. Where the eyes are affected they might be runny, red or swollen.

6. What can happen if the signs of dermatitis are ignored?

For some people their dermatitis stops them working in hairdressing, but for others who carry on in hairdressing work it means looking after your hands is a daily necessity. If no care is taken the dermatitis is likely to get worse. This can be painful and can cause difficulty in your work, home and social life.



7. Why is a hairdresser likely to develop dermatitis?

Remember that irritation and allergy are more likely the more frequently you come into contact with a particular product that has caused you to develop a skin reaction. If you are doing a lot of a particular technique you need to be careful that you take extra care of your skin rather than cut corners. One of the activities that can lead to damaged skin for hairdressers is 'wet working'. This is when your hands are in contact with water for long periods, for example more than 2 hours per day.

During wet work, repetitive and long-term exposure to warm water and shampoo causes the skin's natural protective barrier to become weakened. This causes irritation and allows substances, such as hairdressing products, to enter the skin more easily. Wet working and repetitive exposure to hairdressing products may cause the skin to become sensitive to products and substances which would not normally cause a problem. You may not notice the damage to your skin straight away; it could take weeks or months before it becomes obvious. However, when you become sensitive to hairdressing products the symptoms of dermatitis can appear quickly after brief contact with, for example, bleach, colourants or hair straightening products.

You may also develop allergies to other things that your skin comes into contact with. For example, hairdressers may develop an allergy to nickel contained in jewellery or scissors. If you have had eczema or other allergies as a child, then you may also be more likely to develop a skin irritation or allergy as a result of your work as a hairdresser.

For examples of some of the substances that can cause dermatitis, see section fifteen.



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8. How do substances that can cause dermatitis get on to my skin?



It's not only doing wet work, these substances may come into contact with your skin in the following ways:

- **Direct handling** of equipment that may have come into contact with hairdressing products.
- **Touching surfaces** that may have come into contact with hairdressing products such as work benches, tools, clothing and containers.
- **Splashing** (e.g. when liquid or powdery hairdressing products are mixed or handled).
- **Depositing from the air** (e.g. from products that are sprayed).



9. How could you do things differently to avoid dermatitis?

Think about the five good practice steps in section two. How can you include these good practice points into your work routines?

There may be things you can start to do differently in your daily work to help protect your skin and avoid problems. Can you think of answers to these questions?

- How could you avoid hairdressing products coming into direct contact with your skin?
- How could you avoid your hands being constantly wet for long periods of time?

9.1 Good hand care

A little TLC now can help to save your skin later...

- You should wash your hands regularly at work to remove hairdressing products and also after removal of gloves. Fragrance-free, moisturising cleansers are gentler on your skin than soap.
- Always dry your hands well after getting them wet. A clean, soft, dry, cotton towel or soft disposable paper towel will be gentle on your skin.
- Use fragrance-free moisturiser (emollient) creams as part of your daily work routine. This will help to protect your skin from drying out and will help to reduce the chance of you developing dermatitis. Perhaps you can make a habit of using hand cream at certain times of the day, for example before you go for your break.

Products sold as 'barrier creams' or 'protective creams' do not provide a true barrier for your skin against chemicals and water. They are not an effective substitute for disposable gloves.

- Although cutting/styling wet hair is a type of wet work, it can be very difficult to wear gloves when doing these tasks. Therefore we recommend that you take care to carry out good hand care after each client to help protect the skin from this type of wet work.
- Prolonged wearing of gloves can cause dermatitis for some people. When you wear gloves regularly and for prolonged periods you should follow good hand care advice (above) and regularly check your skin. For how to check your skin, see section 11.



Image courtesy of LCN

10. Protective gloves

10.1 Choosing them

For most of the jobs you do you can't avoid using your hands! So you need to protect your skin by wearing disposable gloves. Choosing the right gloves is really important to protect your skin and to enable you to do your job properly.

Choose a glove that covers the wrist and forearm (ideally they should measure 30cm from the finger-tips to the cuff). Fold the cuff back by 2-3 cm to prevent water running from your hands off the end of the glove and on to your skin.



10.2 Making them available

Gloves should be available in your salon at all times for all staff to use. This means they should be available in various sizes (small, medium and large). When thinking of buying a new type of glove for your salon, try them out first.

10.3 Using them

Always use single-use disposable non-latex gloves for wet work and when using or mixing hairdressing products such as bleaches and colours. **Disposable gloves should not be reused** as they may be contaminated with chemicals or may have small puncture holes in them.

10.4 Removing them

You should put on and take off gloves carefully, so that the skin is kept clean and dry. Everyone in the salon should know how to take off disposable gloves by folding them inside out as they are removed from the hands. This prevents the products and water on the outside of the gloves from touching your skin (or other surfaces) as they are removed.

10.5 Recommended gloves

Disposable nitrile or vinyl gloves are recommended for hairdressers.

Nitrile and vinyl gloves have been tested in hairdressing salons for a full range of hairdressing work. Both types of glove will protect your skin but when asked, most hairdressers preferred nitrile gloves because of the improved fit, comfort and sensitivity.

Following these glove trials many hairdressers were more positive about the use of nitrile and vinyl gloves. They said these gloves:

- Don't snag clients hair
- Could be used for more tasks than they had expected
- Are strong and don't break easily
- Don't make it difficult to sense the temperature of water

Longer gloves (around 30cm from finger tip to cuff) were also important to hairdressers and provided better protection for their wrists. When bought in bulk the cost of disposable nitrile and vinyl gloves should be comparable to other gloves currently available from your suppliers.



Key features



Wear disposable nitrile or vinyl gloves (not latex) that are suitable for the task you are doing

Not too baggy around the wrist

Reaches the web of the finger

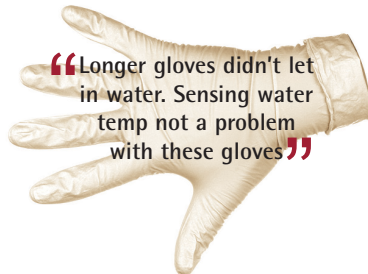
For wet working it helps to fold the cuff back to help catch drips

A long cuff allows enough spare cuff to fold back. Aim for gloves that are 30cm in length

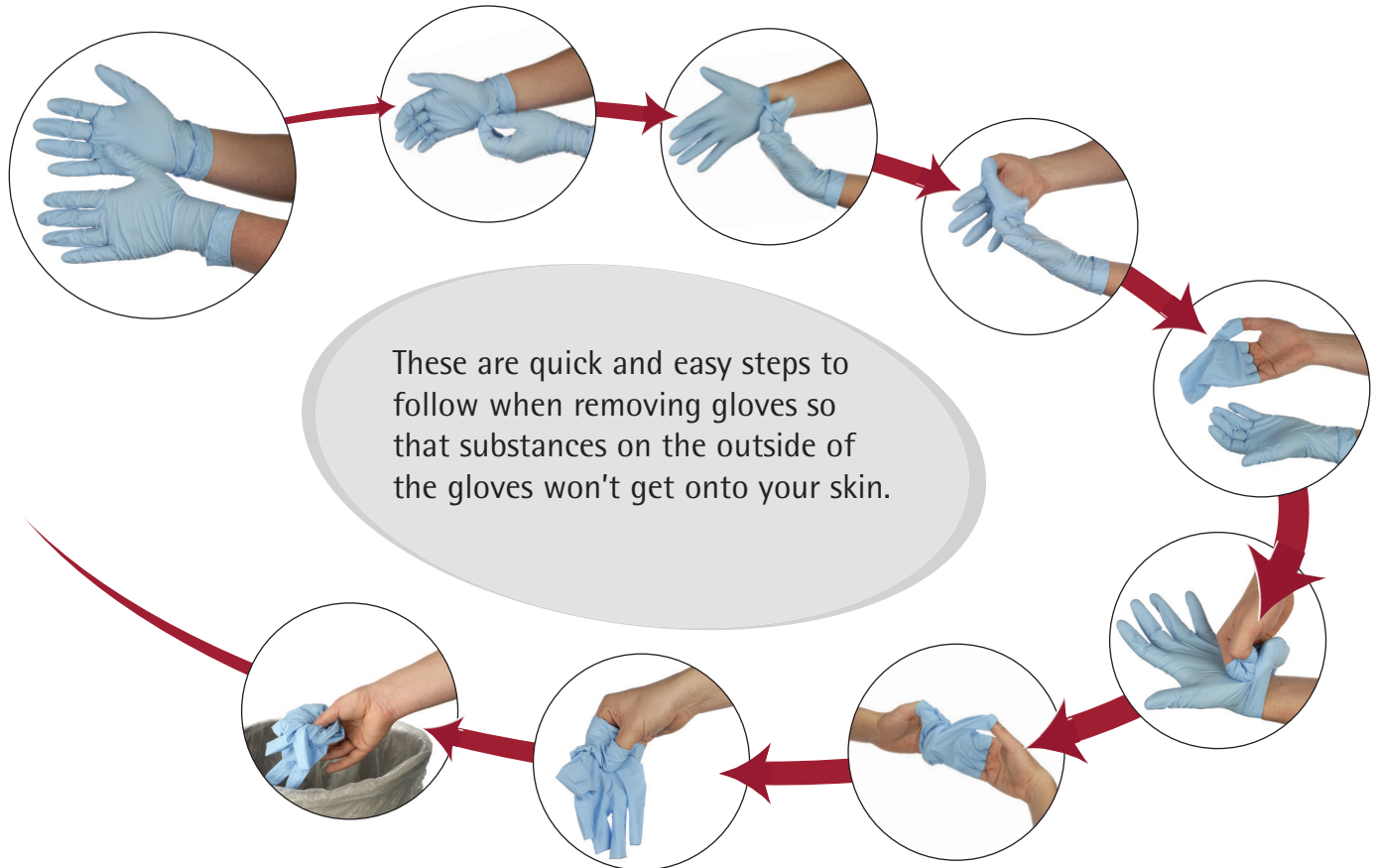
Not too much space left beyond the fingertip and not too tight

- Comfortable fit and appropriate size
- Know how to put them on and take them off properly
- Avoid wearing sharp jewellery under the gloves
- Avoid having sharp nails if you need to wear gloves
- Dispose of after use

What hairdressers said about the gloves they tested



Easy steps to remove gloves



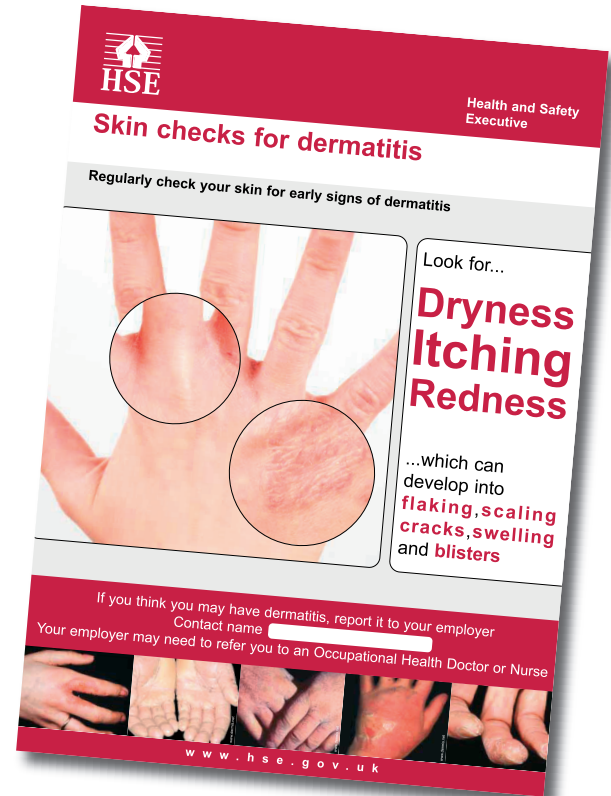
11. How do I check my skin?

- Checking regularly for early signs of dermatitis is very important because the earlier you spot the signs of dermatitis; the more likely it is that you can do something to stop it getting worse.
- If you are responsible for other staff, get into the habit of checking your own skin and encourage your team to do the same.
- If you see any signs of dermatitis or are in any doubt about a skin problem, consult your general practitioner (GP).

The “responsible person”

- Salons should appoint a member of staff to take responsibility for encouraging all staff to regularly check their skin - this person is usually called the “responsible person”.
- The responsible person can find useful advice to help them in this role by, for example, referring to the HSE poster that can be downloaded using the link below. It's a good idea to display this in your rest room.

<http://www.hse.gov.uk/skin/posters/skindermatitis.pdf>



12. During a typical working day, when should I be using gloves and why?



12.1 Washing a client's hair

Some hairdressers (especially apprentices) do wet work for a long time each working day. This is likely to wash away their skin's natural oils causing the skin to become dry and cracked. Apart from the protective actions that have already been described, are there other ways that you can reduce the amount of time that apprentices in your salon spend doing wet work? Could apprentices do other tasks to give them a break from wet work tasks?

12.2 Putting hairdressing products on to hair

You should wear protective gloves whenever it's practical, or regularly wash your hands after handling hairdressing products.

12.3 Rinsing out colours and highlights from the hair (e.g. dye or peroxide)

When you rinse hair products out of clients' hair your skin also comes into contact with chemicals. Gloves can help to keep these substances off your skin and help to stop your skin drying and cracking from the effects of wet working.

12.4 Cleaning tools and utensils at the end of a job

Wearing gloves while you are rinsing and cleaning tools and utensils at the end of a treatment also helps to prevent hairdressing and cleaning products from coming into contact with your skin. Using a washing up tool (like a long handled brush) will help to reduce contact of your skin with water and hairdressing products or cleaning products.



13. What does the law require?

The Environmental Health Department of the local authority is responsible for ensuring that businesses offering hairdressing services comply with the relevant law. You should complete form OSR1 and send this to the local authority when you start your business. There can be local requirements for hairdressers to register.

13.1 The Health & Safety at Work etc. Act 1974 (HSW Act)

This Act is the basis of British health and safety law and applies to every work activity. Everyone has a duty to comply with the Act, including employers, employees, trainees and the self-employed. The Act places a general duty on employers to "ensure so far as is reasonably practicable the health, safety and welfare at work of all their employees". The Act sets out the general duties which employers have towards employees and members of the public, and employees have to themselves and to each other.

13.2 The Management of Health & Safety At Work Regulations 1999

This act is more explicit about what employers are required to do to manage health and safety under the HSW Act. The main requirement on employers is to carry out a risk assessment in their salon to identify hazards and decide who might be harmed and how. Employers are required to take appropriate actions to get rid of hazards altogether or, if this is not possible, control the risks so that harm is unlikely. Employers must also tell their employees about their findings and make them aware of any procedures that need to be followed. Employers with five or more employees need to record the significant findings of the risk assessment. This means writing down the significant hazards and conclusions.

13.3 The Control of Substances Hazardous to Health Regulations 2002 (COSHH)

Using hazardous substances at work can put people's health at risk. The law requires employers to control exposure to hazardous substances, including those that can cause dermatitis, in order to prevent ill health. Under the HSW Act, employers have to protect the health and safety of their employees and others who may be exposed to hazardous substances. The COSHH Regulations set out measures that employers, and sometimes employees, must take. Employees or safety representatives should be involved in any risk assessments under COSHH. Failure to comply with COSHH Regulations may:

- Cause unnecessary suffering and lost time due to health problems caused or made worse by unsafe working practices and/or environment.
- Cause loss of productivity.
- Leave an employer liable to enforcement action, including prosecution.
- Result in civil claims from employees.



Positive benefits to the business from good working practices and complying with COSHH Regulations include:

- A healthier workforce and improved employee morale.
- Improved productivity as a result of using more effective controls.
- Better employee understanding and compliance with health and safety requirements.

In summary, employers must first try to replace any hazardous substance with a safer alternative before considering ways to control exposure. Salon operators must, therefore, keep themselves aware of the products that are available to ensure they continue to use the least hazardous substances.

13.4 The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR)

All cases of dermatitis should receive attention and employers are advised that they have a legal duty to report cases of occupational dermatitis under RIDDOR regulations. RIDDOR requires employers and others to report accidents and some diseases that arise out of or in connection with work. Occupational dermatitis is listed as a reportable disease under the regulations. Employers, the self-employed and those in control of work premises have duties under the regulations to report any case in which a doctor notifies them in writing that one of their employees is suffering from a disease specified in RIDDOR. Self-employed people need to make their own arrangements to notify any reportable diseases they suffer. Employers must report such cases to the Incident Contact Centre: by telephone (charged at local call rate): 0845 300 9923 or by email: riddor@natbrit.com

13.5 Workplace (Health, Safety & Welfare) Regulations 1992

These regulations cover all businesses and require employers to:

- Maintain the workplace and all equipment in a safe condition.
- Provide adequate heating and lighting.
- Provide suitable toilets and washing facilities.
- Maintain the workplace in a clean condition and provide facilities for storing and disposing of waste safely.

14. What records do I need to keep?

It is a good idea to keep records* of:

- Monthly skin checks for employees.

These should include details of:

- When skin checks were carried out.
- What was found.
- What action was taken.
- Employees who know they are allergic to any substance they work with and what that substance is.

* Records should be stored to maintain security and confidentiality of information in accordance with data protection requirements.



15. Some of the substances that can cause dermatitis



Substances and activities that can cause IRRITATION of the skin

- Lightening/Bleaching agents
- Colorants
- Developers
- Colorant Removers
- Perm Solutions
- Straightening Products
- Neutralisers
- Relaxers
- Shampoos
- Wet Work

Substances that can cause ALLERGY of the skin

- Persulphate salts – in bleaching agents
- Paraphenylenediamine (PPD) and Resorcinol – in colorants
- Glyceryl thioglycolate/thioglycolate salts – in perm and straightening solutions
- Perfumes
- Preservatives
- Nickel
- Latex – in latex disposable gloves

A more detailed list of ingredients found in salon hair products can be found in the booklet 'A Guide to the Health & Safety of Salon Hair Products', written by the Cosmetic, Toiletry and Perfumery Association (CTPA). This guide to the health and safety requirements for salon products is available to order from the Hairdressing and Beauty Suppliers Association (cost: £1.00 plus postage). <http://www.hbsa.uk.com/coshh.html>. Telephone order line 01707 649499.

The booklet indicates for each product type whether there is potential for irritation or allergy, and lists the relevant ingredients. Where there is potential for irritation or allergy, the booklet contains advice on exposure, controls and personal protection.

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16. Salon design

A well designed salon can go a long way towards making skin care easier. The following guidelines should be followed:

- Washing facilities with hot and cold water are essential to enable the hairdressers to wash hands between each client and these facilities should be as close as possible to the working area. Ideally you should be able to turn taps on/off without using your hands (e.g. elbow or foot controlled).
- Use cotton towels or soft disposable paper towels. If they are soft, clean and dry they will be kinder to your skin and help prevent dermatitis.
- Gloves of different sizes and moisturiser should be available next to the handwashing area. Moisturiser should be in pump dispensers, if they are used by more than one member of staff.
- There should be appropriate waste facilities so soiled gloves and equipment can easily be disposed of without further handling.
- Short-sleeved overalls are best because they won't drag or dip in products, get wet or pick up soiling. They make it easier to wear gloves as well.
- For mixing and storing of products there should be a separate space with washing facilities, glove supplies and absorbent paper towels to deal with spillages of products.

17. Application of products and use of equipment

All products including peroxides, colours, shampoos, cleaning products and disinfectants should be handled and dispensed using disposable gloves. Bulk products should be dispensed into smaller quantities in separate containers before use, making sure that the outsides of the containers do not become contaminated.

- Never use the same spatula for different products unless it has been washed thoroughly.
- Purchase products in single-use packs where possible.

18. Where to go for more information?



Habia – www.habia.org – info@habia.org – 0845 230 6080

Ask your local Environmental Health Practitioner
(they can be found by contacting your local Council)

Ask your Trade Association or Industry Body

National Hairdressers' Federation (NHF): www.nhf.biz
– 0845 345 6500

The Health and Safety Executive (HSE): www.badhandday.hse.gov.uk

Health & Safety Executive Infoline: 0845 345 0055

Workplace Health Connect Advice Line: 0845 609 6006

Cosmetic, Toiletry and Perfumery Association: www.ctpa.org.uk

National Eczema Society – booklet 'Contact Dermatitis at Work...
Guide for Employers and Occupational Health Staff' one copy
available free, order by using website or helpline.

National Eczema Society – Eczema Helpline: 0870 241 3604,
email: helpline@eczema.org

Allergen

Any substance that causes an allergic reaction. Sensitivity to allergens varies from person to person and it is possible to be allergic to many different substances.

Allergy

An allergy is an inappropriate and harmful response of the body's defence mechanisms to substances that are normally harmless.

Anaphylactic shock

This is the most serious type of allergic reaction. It is a life-threatening medical emergency because of the narrowing of the airways, loss of blood pressure, which often occurs within minutes of exposure to the allergen.

Dermatitis

Is a skin condition that can occur when the skin comes directly into contact with substances that irritate the skin as well as substances that cause allergy (also known as allergens). For more details, see page 7.

Disposable gloves

Gloves designed for single-use only.

Emollient creams

Emollients are substances that soften and moisturize the skin and decrease itching and flaking. Some products (e.g., zinc oxide, white petrolatum) are used mostly to protect the skin against irritation (e.g., from contact with water).

Dry skin is caused by a loss of water in the upper layer of the skin. Emollients/moisturisers work by forming an oily layer on the top of the skin that helps to stop moisture being lost from the skin. Petroleum, lanolin, mineral oil and dimethicone are common emollients. Many products have ingredients that soften the top layer of the skin. This helps the dead skin cells fall off, helps the skin keep moist and leaves the skin smoother and softer.

Eczema

Is a term used by some people for dermatitis.

Latex

A thin stretchy material obtained from rubber plants is used to make some types of disposable gloves. Some people have a serious latex allergy, and exposure to latex proteins from cheaply manufactured gloves can cause allergies and in extreme cases collapse known as anaphylactic shock.

Nickel

Nickel is a type of metal used in some types of jewellery and hairdressing tools. It can cause skin allergy in some people.

Nitrile

A man-made rubber material that is used to make some types of disposable gloves.

Continued overleaf...



Persulphate

Products containing persulphate salts, a common ingredient in many bleaching agents and other hair products, can cause allergies. Use 'dust free' persulphate products to reduce the risk of asthma.

PPD

Paraphenylenediamine also known as PPD is an ingredient found in dark hair colouring products and is a chemical allergen.

PVC

A man-made plastic material (full name: polyvinyl chloride) that is used to make some types of disposable gloves.

Responsible person

Salons should appoint a member of staff to take responsibility for encouraging all staff to regularly check their skin - this person is usually called the "responsible person".

Vinyl

See PVC.

Wet Work

One of the activities that can lead to damaged skin is 'wet working'. This is when your hands are in contact with water for long periods, for example more than 2 hours per day.



Health and Safety for Hairdressers

The Habia Health and Safety for Hairdressers has everything you need in one convenient and durable A4 ringbinder made up of over 160 pages.

Features of the Pack:

- Official forms and notices for you to copy and use in your salon.
- How to write and produce a health and safety policy with a blank version for you to personalise.
- An accident book adhering to the new guidelines.
- Health and Safety Risk Assessments, Fire Risk Assessments and COSHH Risk Assessments in example formats for guidance and as blank forms for you to complete.
 - Large print and a clear uncluttered layout make the information easy to read.
 - Fully up to date as of the date of purchase.
 - Fire exit signs.

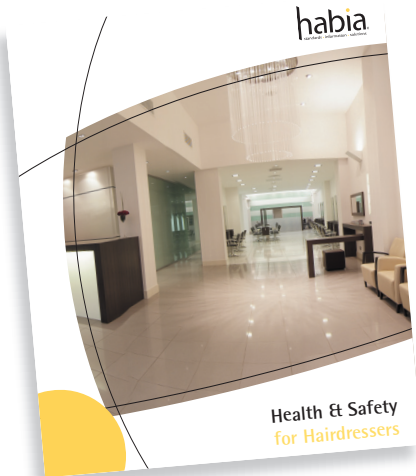
The Pack is priced at £99.00 which includes the first year of the Health and Safety club keeping your Pack up to date.

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Health & Safety packs also available for Beauty Therapists and Nail Technicians.

Health and Safety Awards Recognising Excellence

Winning an award is always great for business.

Register your salon free of charge for a Health and Safety Award working in partnership with Habia, the National Hairdressers' Federation and your Local Environmental Health Department.

Show your clients you take health and safety seriously!

- Display your Health and Safety award certificate in your salon.
- Attend a formal presentation event and benefit from the publicity.
- It's easy and free to enter.
- You can use the Habia Health & Safety Pack for Hairdressers as a guide to help you achieve the award.
- Contact your local Environmental Health Office or visit www.habia.org to see if the awards operate in your area.

We can help you achieve the award criteria and save you time and money.



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Health and Safety Consultancy Service

Health and safety expertise specific to your business and tailored to your needs on a one-to-one basis.

A cost effective and hassle free way to ensure your salon meets current health and safety legislation.

Saves you time to focus on running your business.

Results in the production of the necessary policies you need to ensure you are fully compliant with health and safety legislation.

Contact Emma on 01302 774914 for further information.



Habia Membership

Stay one step ahead of the competition

Habia has a membership scheme that is specifically designed to keep you up to date with all that is new in hair, beauty, nails and spa therapy, as well as provide guidance on everything that affects you in your business, your professional career or your studies.

Issues such as recruitment of staff, using the correct training and qualifications, finding relevant business advice and retaining staff and clients all need to be dealt with, and all conspire to make the job of being a success even more difficult.

However, you can stay one step ahead with Habia membership.

Habia Membership

Becoming a member of Habia is open to everyone in the hair, beauty, nails and spa industries.

You can join whatever your level, whether you are a new student, salon professional, educator, salon owner, organisation, manufacturer or association.

Through Habia membership, you can receive authoritative guidance and advice specifically designed to help you in your studies, your career or your business.

You can also get involved in Habia's many projects, forums, working groups and consultations and directly influence the future direction of your industry.

Why join Habia?

- Free to individuals and individual salons and spas.
- You decide your own level of involvement.
- Best practice from across the hair, beauty, nails and spa industries.
- Opportunity to put forward your views and play a part in future projects that affect your industry.
- Latest training and education news before anyone else.
- Members' section on the Habia website, with guidance and advice relevant to you and your work.
- Bi-annual full-colour magazine, covering education, training and business development, and,
- The credibility of working with Habia to help raise standards across your industry.

And finally, because Habia is a not-for-profit organisation, everything you spend with Habia is invested straight back into your industry.

For more information and to sign up straight away, go to www.habia.org and click on the Membership section.

Associations and manufacturers should contact Katy Frith, Marketing Executive, on 0845 6 123555 or katy.frith@habia.org

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The National Hairdressers' Federation exists to represent hairdressing and beauty therapy business owners, colleges and independent contractors working in a salon. Being a member of the NHF gives you access to a vast organisation that is devoted to providing professional help and support exactly when you need it.



**JOIN
TODAY**

Normally we don't blow our own trumpet...
but in the last four years we've saved our members a staggering £1,250,000!

Being a member of the NHF gives you access to a vast organisation that is devoted to providing professional help, support and saving you money. All it costs is just £15.66 a month membership fee! For a full range of benefits visit our website or give one of our team a call today and find out for yourself how membership of the NHF can benefit you!

Call
0845 345 6500
Today



Vocational Training
Charitable Trust

Vocational Training Charitable Trust



Awarding qualifications in Beauty Therapy and Hairdressing
for over 40 years

VTCT Pathways to Success
www.vtct.org.uk

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Habia is the government approved standards setting body for hair, beauty, nails, spa therapy, barbering and African-Caribbean hairdressing, and creates the standards that form the basis of all qualifications including NVQs, SVQs and Apprenticeships, as well as codes of practice.

A central point of contact for information, Habia provides guidance on careers, business development, legislation, salon safety, equal opportunities, and is responsible to government on industry issues such as training and skills.

Habia raises the profile of its industries through the press and media, and is the first port of call for organisations such as the BBC, Channel 4 and Sky TV on news items and background information.

Habia also delivers solutions direct to:

salons – to help them understand complex legislation such as health and safety and employment law, improve client retention and raise business performance;

employees – to gain the skills that employers need to stay up to date with client demand and the latest techniques, equipment and products, and using NVQs/SVQs;

trainers – to deliver qualifications with training support manuals, and to create successful teaching programmes that cover induction and initial assessment;

learners – by offering books and teaching guides directly related to their studies, and by providing advice on career paths and qualifications.

And as a not-for-profit organisation, everything you spend with Habia is invested straight back into your industry. Now you know what Habia does, find out more on how we can help you.

Contact us at:



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