

---

# Have your say!

**Feedback on Hairdressing and  
Salon Skills unit standards  
review and development  
(Levels 3 and 4)**

Introduction .....	<b>Error! Bookmark not defined.</b>
Standards reviewed .....	3
Reviewed and expiring standards .....	4
More significant change.....	4
Replacement change .....	5
Expiring without replacement .....	7
New standards .....	7
Review process .....	7
Feedback invited by 16 March 2022 .....	8
Feedback prompts .....	8
Detailed list of unit standards – classification, title, level, and credits.....	9

## Introduction

Toi Mai Workforce Development Council (Toi Mai) would like your thoughts on a suite of reviewed and new Hairdressing and Salon Skills unit standards. The review was transferred from HITO to Toi Mai at the end of 2021.

This document sets out the details of the review and consultation period as well as the key changes proposed. The appendices provide further detail about the high-level changes and alignment with recently reviewed qualifications.

Further background information, including the draft unit standards themselves, can be found on the review page on the Toi Mai website (<https://www.toimai.nz/review-of-hairdressing-and-salon-services-unit-standards/>).

The consultation is open for four weeks and the last date for feedback is **Wednesday, 16 March 2022**.

### Standards reviewed

Subfield	Domain	ID
Beauty Services	Hairdressing	2755, 2757, 2759, 2866, 2869-2871, 2873, 2878-2880, 2884, 2885, 2889-2892, 12313, 19791-19793, 25076-25078, 25789-25793, 28835-28839, 28841, 28847-28849
	Salon Skills	9553, 25435, 25437, 25438, 28843-28846

### Key changes

The review of the above 46 Hairdressing and Salon Skills unit standards has resulted in the following proposed levels of change:

- Six standards have had minor changes made for consistency with changes to other standards and templates, and to update references. These standards also appear in programmes leading to Barbering and/or Beauty qualifications.
- Six standards have had more significant changes made in terms of content, level and/or credit.
- Six new standards have been developed to fill some gaps and ensure there are sufficient credits for pathways leading to the reviewed qualifications.
- Nineteen new standards have been developed, either singly or in groups, to replace twenty-three current standards.
- Five standards have been designated expiring without replacement.

## Reviewed and expiring standards

Across all reviewed standards, the guidance information, outcomes, and performance criteria were updated to:

- reflect terminology used in the current unit standard template,
- better align the standards with the reviewed qualifications, updated legislation and current practice, and
- ensure they remain relevant and current.

The outcomes from the following expiring standards were incorporated into new and reviewed standards as needed:

- 2755, *Undertake a consultation and an in-depth hair and scalp analysis for a chemical service,*
- 25790, *Select, maintain, and demonstrate safe handling of hairdressing equipment and hand-held tools, and*
- 28838, *Apply knowledge of a professional range of hair products to complement salon services.*

The proposed date to expire all replaced and discontinued standards, and complete assessment for prior versions of reviewed standards is 31 December 2026. This date aligns with the last date of assessment for the prior versions of the qualifications.

The draft unit standard documents are linked to below.

### Least change

The standards below have had only minor changes made for consistency and currency.

**Field** Service Sector  
**Subfield** Beauty Services

ID	Domain	Title	Level	Credit
25792	Hairdressing	Dress long hair into elementary styles	3	8
28848	Hairdressing	Apply knowledge of common hair and scalp conditions to complete a limited scope consultation	3	4
9953	Salon Skills	Provide client service and care in a hairdressing or barbering salon environment	2	4
25437	Salon Skills	Demonstrate and apply knowledge of money matters and personal responsibility in the salon environment	3	5
28845	Salon Skills	Demonstrate safe and professional practice in the salon environment	3	3
28846	Salon Skills	Demonstrate knowledge of costs and financial KPIs for a salon	4	5

### More significant change

Proposed changes to title, level and/or credits are noted in bold below.

**Field** Service Sector  
**Subfield** Beauty Services

ID	Title	Level	Credit
2873	Demonstrate knowledge of trichology	2 <b>3</b>	8 <b>5</b>
2884	Cut hair into foundation forms with scissors and clippers	3	4 <b>20</b>
2889	Bleach and tone hair <b>Lighten and tone a full head of hair</b>	4	10

2892	Permanently wave hair	3	12 6
25793	Dress long hair into complex styles <b>Dress long hair</b>	3 4	10 8
28849	Demonstrate knowledge of bleach and the bleaching process, and the related health and safety risks <b>Demonstrate knowledge of lightening and the lightening process</b>	4	5

### Replacement change

Proposed new standards have come from combining and replacing existing standards to better reflect the graduate outcomes of the reviewed qualifications and current practice.

**Field** Service Sector  
**Subfield** Beauty Services

ID	Domain	Title	Level	Credit
2757	Hairdressing	Apply hairdressing services under workplace conditions	5	20
2759	Hairdressing	Perform hairdressing services while working in a commercial salon	5	15
<b>New1 Capstone</b>	<b>Hairdressing</b>	<b>Apply hairdressing services to meet commercial workplace requirements</b>	<b>5</b>	<b>25</b>
2866	Hairdressing	Shampoo hair and scalp	3	4
2869	Hairdressing	Apply treatments to hair and scalp	2	2
<b>New2</b>	<b>Hairdressing</b>	<b>Demonstrate knowledge and perform shampoo and treatments to the hair and scalp</b>	<b>3</b>	<b>6</b>
2870	Hairdressing	Blow dry hair into elementary styles	3	10
2879	Hairdressing	Blow wave short hair into complex styles	3	10
<b>New3</b>	<b>Hairdressing</b>	<b>Blow wave hair</b>	<b>3</b>	<b>8</b>
2871	Hairdressing	Set short hair for volume	3	10
2880	Hairdressing	Set hair for complex styles	3	10
<b>New4</b>	<b>Hairdressing</b>	<b>Set hair to create volume, direction and movement</b>	<b>3</b>	<b>10</b>
2878	Hairdressing	Apply knowledge of hair and scalp conditions to analyse and select corrective treatments for the hair and scalp	4	2
<b>New5</b>	<b>Hairdressing</b>	<b>Demonstrate knowledge of common scalp conditions</b>	<b>3</b>	<b>5</b>
2885	Hairdressing	Demonstrate razor techniques	3	10
28837	Hairdressing	Apply underpinning knowledge and skills to cut hair to a guideline	3	10
<b>New6</b>	<b>Hairdressing</b>	<b>Demonstrate knowledge of hair cutting fundamentals</b>	<b>3</b>	<b>8</b>
<b>New7</b>	<b>Hairdressing</b>	<b>Demonstrate knowledge of advanced hair cutting</b>	<b>4</b>	<b>6</b>

2890	Hairdressing	Straighten hair permanently using chemical processes	4	8
<b>New8</b>	<b>Hairdressing</b>	<b>Relax hair using chemical reformation</b>	<b>4</b>	<b>6</b>
2891	Hairdressing	Demonstrate knowledge of hair fashion over time	2	5
<b>New9</b>	<b>Hairdressing</b>	<b>Demonstrate knowledge of hair fashion trends of the 20th century</b>	<b>2</b>	<b>3</b>
12313	Hairdressing	Perform a full-head highlighting service	4	7
<b>New10</b>	<b>Hairdressing</b>	<b>Perform a full-head highlighting and toning service</b>	<b>4</b>	<b>8</b>
19791	Hairdressing	Select and apply midway hair colour	3	6
19792	Hairdressing	Select and apply permanent hair colour	4	10
25789	Hairdressing	Apply oxidative colouring products to, and remove them from, hair and scalp	2	5
28835	Hairdressing	Demonstrate knowledge of the fundamentals of colour for use in hairdressing, and the use of non-oxidative colour	2	2
<b>New11</b>	<b>Hairdressing</b>	<b>Apply elementary oxidative colouring products to, and remove them from, the hair and scalp</b>	<b>3</b>	<b>5</b>
<b>New12</b>	<b>Hairdressing</b>	<b>Select and apply fashion permanent hair colour</b>	<b>4</b>	<b>6</b>
<b>New13</b>	<b>Hairdressing</b>	<b>Demonstrate knowledge of elementary colouring services</b>	<b>3</b>	<b>8</b>
<b>New14</b>	<b>Hairdressing</b>	<b>Demonstrate knowledge of permanent hair colour selection</b>	<b>3</b>	<b>8</b>
25076	Hairdressing	Pincurl hair	2	3
25078	Hairdressing	Fingerwave hair	3	5
<b>New15</b>	<b>Hairdressing</b>	<b>Demonstrate knowledge of elementary hair design fundamentals</b>	<b>3</b>	<b>8</b>
<b>New16</b>	<b>Hairdressing</b>	<b>Finger wave and pin curl hair</b>	<b>3</b>	<b>4</b>
25791	Hairdressing	Demonstrate knowledge of the neutralising process and its effect on the hairshaft	2	3
<b>New17</b>	<b>Hairdressing</b>	<b>Demonstrate knowledge of chemical reformation neutralising processes and their effect on the hair shaft</b>	<b>3</b>	<b>5</b>
28836	Hairdressing	Complete elementary colour corrections for hair	4	6
<b>New18</b>	<b>Hairdressing</b>	<b>Demonstrate knowledge of additive removal and colour correction for hair</b>	<b>4</b>	<b>5</b>
28839	Hairdressing	Apply knowledge of chemical reformation techniques to assist with salon services	4	8
<b>New19</b>	<b>Hairdressing</b>	<b>Demonstrate knowledge of the chemical reformation process for straightening and waving hair</b>	<b>3</b>	<b>5</b>
25435	Salon Skills	Create appointments and maintain appointment systems and records in the salon environment	3	5
25438	Salon Skills	Apply knowledge of services and workflow in the salon environment	3	4
<b>New25</b>	<b>Salon Skills</b>	<b>Apply knowledge of salon services</b>	<b>3</b>	<b>5</b>

28843	Salon Skills	Demonstrate knowledge of personal health and hygiene, and self-styling, for working in a salon	3	5
28844	Salon Skills	Demonstrate knowledge of professional behaviour and legal requirements for a salon	3	3
<b>New26</b>	<b>Salon Skills</b>	<b>Apply knowledge of professional practice in the salon environment</b>	<b>3</b>	<b>5</b>

#### Expiring without replacement

<b>Field</b>	Service Sector
<b>Subfield</b>	Beauty Services
<b>Domain</b>	Hairdressing

ID	Title	Level	Credit
2755	Undertake a consultation and an in-depth hair and scalp analysis for a chemical service	4	15
25790	Select, maintain, and demonstrate safe handling of hairdressing equipment and hand-held tools	3	4
28838	Apply knowledge of a professional range of hair products to complement salon services	4	4
28841	Create a portfolio of fashion work that reflects current hair fashion trends	4	10
28847	Identify and evaluate opportunities to maintain currency in the hair fashion industry	4	5

#### New standards

<b>Field</b>	Service Sector
<b>Subfield</b>	Beauty Services

ID	Domain	Title	Level	Credit
New20	Hairdressing	Perform elementary hair cutting services	3	10
New21	Hairdressing	Use a range of integrated cutting techniques to create a fashion look	4	8
New22	Hairdressing	Demonstrate knowledge of fundamental hairdressing design elements and principles	3	5
New23	Hairdressing	Demonstrate knowledge of design fundamentals for constructing hairstyles	4	8
New24	Hairdressing	Create a hairstyle using thermal styling tools	4	8
New27	Salon Skills	Salon revenue and employer expectations	4	4

#### Review process

In mid-2021, HITO reviewed these standards in conjunction with subject matter experts, before transferring them to Toi Mai.

Following the consultation period, an ad hoc advisory panel will meet to provide advice and approve the unit standards as fit for purpose on behalf of industry and providers. This panel includes:

- industry leaders,
- HITO industry partners and
- providers.

## Feedback invited by 16 March 2022

We'd love to hear your views on any part of the review or any standard(s) you have a particular interest in, including any issues or suggestions for improvement for each standard or overall.

The feedback will be used by Toi Mai and an advisory group to further refine the standards to ensure that they meet the needs of the sector before being submitted for quality assurance.

Send any feedback (either general or specific) by email to [qualifications@toimai.nz](mailto:qualifications@toimai.nz). The last date for feedback to be received is 16 March 2022.

### Feedback prompts

When considering the draft standards and your feedback, you may also wish to keep in mind the questions below, and the QA criteria for listing unit standards on the DAS (<http://www.nzqa.govt.nz/providers-partners/development-of-assessment-standards/listing-unit-standards/>):

- Do the titles accurately reflect the significant outcomes that each unit standard recognises?
- Is the content of each unit standard consistent with the relevant domain (Hairdressing or Salon Skills)?
- How well do the outcomes and evidence requirements of each standard match the level descriptors? Do the standards capture appropriate step-ups between the levels?
- How appropriate are the credits allocated to the unit standards (credits reflect a notional 10 hours of learning, practice, and assessment time with respect to the outcomes and contexts of the unit standard)?
- How well does the Guidance Information assist in the interpretation of each unit standard and/or increase the likelihood of consistent assessment?
- How well do outcomes describe what has to be achieved?
- How well do performance criteria specify the quality of the critical evidence required to meet the outcomes?
- How well do range statements distinguish the items that need to be considered and whether a sufficient breadth of evidence is required?
- What impact will expiring existing standards have?
- How well do the standards collectively meet the graduate profile outcomes in each qualification? Are there any gaps or suggestions for additional standards?

Thank you for taking the time to consider the Hairdressing and Salon Skills standards and to share your views.



# Appendix 1: Summary of proposed changes to Hairdressing and Salon Skills unit standards at Levels 3 and 4

**Detailed list of unit standards – classification, title, level, and credits**  
All changes are in bold.

Key to review category	
<b>A</b>	Dates changed, but no other changes are made - the new version of the standard carries the same ID and a new version number
<b>B</b>	Changes made, but the overall outcome remains the same - the new version of the standard carries the same ID and a new version number
<b>C</b>	Major changes that necessitate the registration of a replacement standard with a new ID
<b>D</b>	Standard will expire and not be replaced

## Service Sector > Beauty Services > Hairdressing

ID	Title	Level	Credit	Review Category
2755	Undertake a consultation and an in-depth hair and scalp analysis for a chemical service	4	15	D
2757	Apply hairdressing services under workplace conditions	5	20	C
2759	Perform hairdressing services while working in a commercial salon	5	15	C
<b>New1 Capstone</b>	<b>Apply hairdressing services to meet commercial workplace requirements</b>	<b>5</b>	<b>25</b>	
2866	Shampoo hair and scalp	3	4	C
2869	Apply treatments to hair and scalp	2	2	C
<b>New2</b>	<b>Demonstrate knowledge and perform shampoo and treatments to the hair and scalp</b>	<b>3</b>	<b>6</b>	
2870	Blow dry hair into elementary styles	3	10	C
2879	Blow wave short hair into complex styles	3	10	C
<b>New3</b>	<b>Blow wave hair</b>	<b>3</b>	<b>8</b>	

2871	Set short hair for volume	3	10	C
2880	Set hair for complex styles	3	10	C
<b>New4</b>	<b>Set hair to create volume, direction and movement</b>	<b>3</b>	<b>10</b>	
2873	Demonstrate knowledge of trichology	2 <b>3</b>	8 <b>5</b>	B
2878	Apply knowledge of hair and scalp conditions to 4 analyse and select corrective treatments for the hair and scalp	4	2	C
<b>New5</b>	<b>Demonstrate knowledge of common scalp conditions</b>	<b>3</b>	<b>5</b>	
2884	Cut hair into foundation forms with scissors and clippers	3	30 <b>20</b>	B
2885	Demonstrate razor techniques	3	10	C
28837	Apply underpinning knowledge and skills to cut hair to a guideline	3	10	C
<b>New6</b>	<b>Demonstrate knowledge of hair cutting fundamentals</b>	<b>3</b>	<b>8</b>	
<b>New7</b>	<b>Demonstrate knowledge of advanced hair cutting</b>	<b>4</b>	<b>6</b>	
2889	Bleach and tone hair <b>Lighten and tone a full head of hair</b>	4	10	B
2890	Straighten hair permanently using chemical processes	4	8	C
<b>New8</b>	<b>Relax hair using chemical reformation</b>	<b>4</b>	<b>6</b>	
2891	Demonstrate knowledge of hair fashion over time	2	5	C
<b>New9</b>	<b>Demonstrate knowledge of hair fashion trends of the 20th century</b>	<b>2</b>	<b>3</b>	
2892	Permanently wave hair	3	12 <b>6</b>	B
12313	Perform a full-head highlighting service	4	7	C
<b>New10</b>	<b>Perform a full-head highlighting and toning service</b>	<b>4</b>	<b>8</b>	
19791	Select and apply midway hair colour	3	6	C
19792	Select and apply permanent hair colour	4	10	C
25789	Apply oxidative colouring products to, and remove them from, hair and scalp	2	5	C
28835	Demonstrate knowledge of the fundamentals of colour for use in hairdressing, and the use of non-oxidative colour	2	2	C
<b>New11</b>	<b>Apply elementary oxidative colouring products to, and remove them from, the hair and scalp</b>	<b>3</b>	<b>5</b>	
<b>New12</b>	<b>Select and apply fashion permanent hair colour</b>	<b>4</b>	<b>6</b>	
<b>New13</b>	<b>Demonstrate knowledge of elementary colouring services</b>	<b>3</b>	<b>8</b>	
<b>New14</b>	<b>Demonstrate knowledge of permanent hair colour selection</b>	<b>3</b>	<b>8</b>	

25076	Pincurl hair	2	3	C
25078	Fingerwave hair	3	5	C
<b>New15</b>	<b>Demonstrate knowledge of elementary hair design fundamentals</b>	<b>3</b>	<b>8</b>	
<b>New16</b>	<b>Finger wave and pin curl hair</b>	<b>3</b>	<b>4</b>	
25790	Select, maintain, and demonstrate safe handling of hairdressing equipment and hand-held tools	3	4	D
25791	Demonstrate knowledge of the neutralising process and its effect on the hairshaft	2	3	C
<b>New17</b>	<b>Demonstrate knowledge of chemical reformation neutralising processes and their effect on the hair shaft</b>	<b>3</b>	<b>5</b>	
25792	Dress long hair into elementary styles	3	8	B
25793	Dress long hair into complex styles	3	10	B
	<b>Dress long hair</b>	<b>4</b>	<b>8</b>	
28836	Complete elementary colour corrections for hair	4	6	C
<b>New18</b>	<b>Demonstrate knowledge of additive removal and colour correction for hair</b>	<b>4</b>	<b>5</b>	
28838	Apply knowledge of a professional range of hair products to complement salon services	4	4	D
28839	Apply knowledge of chemical reformation techniques to assist with salon services	4	8	C
<b>New19</b>	<b>Demonstrate knowledge of the chemical reformation process for straightening and waving hair</b>	<b>3</b>	<b>5</b>	
28841	Create a portfolio of fashion work that reflects current hair fashion trends	4	10	D
28847	Identify and evaluate opportunities to maintain currency in the hair fashion industry	4	5	D
28848	Apply knowledge of common hair and scalp conditions to complete a limited scope consultation	4	4	B
28849	Demonstrate knowledge of bleach and the bleaching process, and the related health and safety risks	4	5	B
	<b>Demonstrate knowledge of lightening and the lightening process</b>			
<b>New20</b>	<b>Perform elementary hair cutting services</b>	<b>3</b>	<b>10</b>	<b>New</b>
<b>New21</b>	<b>Use a range of integrated cutting techniques to create a fashion look</b>	<b>4</b>	<b>8</b>	<b>New</b>
<b>New22</b>	<b>Demonstrate knowledge of fundamental hairdressing design elements and principles</b>	<b>3</b>	<b>5</b>	<b>New</b>
<b>New23</b>	<b>Demonstrate knowledge of design fundamentals for constructing hairstyles</b>	<b>4</b>	<b>8</b>	<b>New</b>
<b>New24</b>	<b>Create a hairstyle using thermal styling tools</b>	<b>3</b>	<b>8</b>	<b>New</b>

Service Sector > Beauty Services > Salon Skills

ID	Title	Level	Credit	Review Category
9953	Provide client service and care in a hairdressing or barbering salon environment	2	4	B
25435	Create appointments and maintain appointment systems and records in the salon environment	3	5	C
25438	Apply knowledge of services and workflow in the salon environment	3	4	C
<b>New25</b>	<b>Apply knowledge of salon services</b>	<b>3</b>	<b>5</b>	
25437	Demonstrate and apply knowledge of money matters and personal responsibility in the salon environment	3	5	B
28843	Demonstrate knowledge of personal health and hygiene, and self-styling, for working in a salon	3	2	C
28844	Demonstrate knowledge of professional behaviour and legal requirements for a salon	3	3	C
<b>New26</b>	<b>Apply knowledge of professional practice in the salon environment</b>	<b>3</b>	<b>5</b>	
28845	Demonstrate safe and professional practice in the salon environment	3	3	B
28846	Demonstrate knowledge of costs and financial KPIs for a salon	4	5	B
<b>New27</b>	<b>Salon revenue and employer expectations</b>	<b>4</b>	<b>4</b>	<b>New</b>

## Appendix 2: Landscapes