

QHAREVIEW

JANUARY 2015



WINNING INSIGHTS

Gambaro Hotel
Brightwater Hotel

FOCUS ON FOOD

The Brunswick Hotel

ACROSS THE BAR

Matt Newberry, Kyko Group

Jimmy's
ON THE MALL



PENALTY RATES AND OTHER AWARD MATTERS ON THE AGENDA FOR 2015

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QHA EMPLOYMENT RELATIONS MANAGER

Many readers will be aware from other QHA communications the QHA's national body, the Australian Hotels Association (AHA), is participating in the Fair Work Commission's (FWC) four-yearly review of modern awards with respect to the *Hospitality Industry (General) Award 2010 (HIGA)*.

The AHA's IR Committee, of which I am a member, has compiled a list of HIGA matters that the AHA would like to see addressed as part of the Review. Some matters are significant, such as public holidays, penalty rates, and part time provisions, while others will allow the HIGA to operate more effectively.

The four-year review has a much wider scope than the two-year review, meaning the AHA has the ability to pursue more significant amendments. Readers are reminded that as part of the two-year review, the AHA achieved amendment to

the meal breaks provisions, making it much more user-friendly.

The HIGA has been grouped into the Stage 4 grouping of the process, meaning our arguments for specific HIGA change won't be heard until (at least) the second quarter of this year.

In addition to award groupings, what the FWC has called 'common issues' have been underway since mid-2014. The AHA is involved in several of these common issues including:

a) The annual leave common issue, where the AHA has been seeking the ability for employees to request to cash out their

annual leave (currently this is not allowed in the HIGA). The National Employment Standards in the *Fair Work Act 2009* allows award/agreement free employees to make such a request, and the AHA wants to insert these such provisions in the HIGA:

b) Public holidays and seeking that only a maximum of 11 public holidays in one calendar year attract the HIGA public holiday penalty rates. While there is potential for more than 11 public holidays in a year – and this is a state government determination – should the AHA's argument be successful, it would mean only a

