



MEDIA RELEASE

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PUBLIC HOLIDAY PENALTY RATES LOOMING

The peak employer bodies for the hospitality industry have sent a reminder to operators that with recent changes for many venues in terms of penalty rates and public holidays that all work performed on this Monday (Adelaide Cup) will incur rates of pay up to 275% of the normal rate of pay.

Ian Horne, General Manager - Australian Hotels Association (SA) said with the enormous amount of activity in outdoor entertainment areas, 'pop up' bars and eating and drinking facilities associated with the Fringe and WOMADelaide, operators of food and beverage services must ensure they are paying per the correct award and the appropriate rate of pay for a public holiday.

Mr Horne said those rates will be as high as 275% or in excess of \$54 per hour for most awards that cover hotels, restaurants, outdoor bars, dance clubs, cafes and catering at events.

Deputy CEO of Restaurant & Catering Australia, Sally Neville said that penalty rates were a burden and a disincentive to business to open but were nevertheless legal, binding and enforceable.

Both Associations expressed concern that with many temporary facilities operating for less than a month, underpayment of employee's wages was a great risk.

Mr Horne said the consequences of underpayment or incorrect payments were significant.

He added "generally 'bricks and mortar' operators live with the reality of award requirements every week but 'pop up' and temporary operators can inadvertently overlook their obligations".

Both Associations were able to assist operators in identifying their award obligations.

Awards covering these sectors would be:

- Hospitality Industry General Award
- Restaurant Industry Award
- Amusement, Events & Recreation Award

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