

Information note—Data on the *Hospitality Industry (General) Award 2010*

This note provides data on the *Hospitality Industry (General) Award 2010* (Hospitality Award). There are 4 levels within the Australian and New Zealand Standard Industrial Classification (ANZSIC) structure: division, subdivision, group and class. The most readily available data are at the division level (or 1-digit level) and the following data are presented at this level. In this instance, the relevant division of ANZSIC is Division H: Accommodation and food services. The following presents the subdivisions, groups and classes within the Accommodation and food services sector:

- 44 Accommodation
 - 440 Accommodation
 - 4400 Accommodation
- 45 Food and beverage services
 - 451 Cafes, restaurants and takeaway food services
 - 4511 Cafes and restaurants
 - 4512 Takeaway food services
 - 4513 Catering services
 - 452 Pubs, taverns and bars
 - 4520 Pubs, taverns and bars
 - 453 Clubs (Hospitality)
 - 4530 Clubs (Hospitality)

1.1 Employee profile

The ABS data of direct relevance to the Hospitality Award are limited. A paper¹ by Commission staff provides a framework for 'mapping' modern award coverage to the ANZSIC. Under this framework, the Hospitality Award is 'mapped' to six separate ANZSIC industry classes:

- 4400—Accommodation;
- 4511—Cafes and restaurants;
- 4513—Catering services;
- 4520—Pubs, taverns and bars;
- 9201—Casino operation; and
- 4123—Liquor retailing.

The aggregation of these industry classes will be referred to as the 'Hospitality industry'.

The Census is the only data source that contains all of the employment characteristics for the Hospitality Award.

¹ Preston M, Pung A, Leung E, Casey C, Dunn A and Richter O (2012) '*Analysing modern award coverage using the Australian and New Zealand Industrial Classification 2006: Phase 1 report*', Research Report 2/2012, Fair Work Australia.

The most recent data from the Census, for August 2016, show that there were around 446 000 employees in the Hospitality industry. Table 1 compares certain characteristics of employees in the Hospitality industry with employees across 'all industries'.

The profile of employees in the Hospitality industry differs from the profile of employees across 'all industries' in five aspects:

- employees in the Hospitality industry are more likely to be female (54.9 per cent compared to 50 per cent of employees across all industries);
- around three in five (58.1 per cent) employees in the Hospitality industry are employed on a part-time basis (i.e. work fewer than 35 hours per week), compared with only 34.2 per cent of employees across all industries;
- around one quarter (24.0 per cent) of employees in the Hospitality industry work 1–15 hours per week compared with only 11.6 per cent of employees across all industries;
- over one third (36.4 per cent) of employees in the Hospitality industry are aged between 15 and 24 years compared with only 16.6 per cent of employees across all industries; and
- around three in ten (30.1 per cent) employees in the Hospitality industry are students (23.9 per cent are full-time students and 6.3 per cent study part time) compared with 13.7 per cent of employees across all industries.

Table 1: Employee characteristics of Hospitality industry, 2016

	Hospitality industry		All industries	
	(No.)	(%)	(No.)	(%)
Gender				
Male	200 868	45.1	4 438 604	50.0
Female	244 835	54.9	4 443 125	50.0
Total	445 703	100.0	8 881 729	100.0
Full-time/part-time status				
Full-time	179 036	41.9	5 543 862	65.8
Part-time	248 077	58.1	2 875 457	34.2
Total	427 113	100.0	8 419 319	100.0
Highest year of school completed				
Year 12 or equivalent	311 158	70.6	5 985 652	68.1
Year 11 or equivalent	42 638	9.7	856 042	9.7
Year 10 or equivalent	63 600	14.4	1 533 302	17.4
Year 9 or equivalent	14 980	3.4	273 180	3.1
Year 8 or below	6593	1.5	112 429	1.3
Did not go to school	2001	0.5	26 356	0.3
Total	440 970	100.0	8 786 961	100.0
Student status				
Full-time student	105 696	23.9	715 436	8.1
Part-time student	27 712	6.3	491 098	5.6
Not attending	309 672	69.9	7 618 177	86.3
Total	443 080	100.0	8 824 711	100.0
Age (5 year groups)				
15–19 years	61 894	13.9	518 263	5.8
20–24 years	100 154	22.5	952 161	10.7
25–29 years	73 998	16.6	1 096 276	12.3
30–34 years	55 260	12.4	1 096 878	12.3
35–39 years	36 683	8.2	972 092	10.9
40–44 years	29 689	6.7	968 068	10.9
45–49 years	26 812	6.0	947 187	10.7
50–54 years	23 551	5.3	872 485	9.8
55–59 years	19 257	4.3	740 822	8.3
60–64 years	12 168	2.7	469 867	5.3
65 years and over	6234	1.4	247 628	2.8
Total	445 700	100.0	8 881 727	100.0
Average age				
	32.3		39.3	
Hours worked				
1–15 hours	102 363	24.0	977 997	11.6
16–24 hours	80 810	18.9	911 318	10.8
25–34 hours	64 906	15.2	986 138	11.7
35–39 hours	64 105	15.0	1 881 259	22.3
40 hours	45 732	10.7	1 683 903	20.0
41–48 hours	30 648	7.2	858 120	10.2
49 hours and over	38 556	9.0	1 120 577	13.3
Total	427 120	100.0	8 419 312	100.0

Note: Part-time work is defined as employed persons who worked less than 35 hours in all jobs during the week prior to Census night. Totals may not sum to the same amount due to non-response. For full-time/part-time status and hours worked, data on employees that were currently away from work (that reported working zero hours), were not presented.

Source: ABS, *Census of Population and Housing*, 2016.

1.2 Forms and conditions of employment

The ABS defines casual employees as employees without paid leave entitlements.²

Over half of all employed persons (53.7 per cent) in Accommodation and food services were without paid leave entitlements in November 2019, compared with 20.3 per cent of employees across 'all industries' (Table 2).

Table 2: Employed persons by status of employment in main job, November 2019

	Accommodation and food services		All industries
	No. ('000s)	Percentage of employment	Percentage of employment
Employee	811.5	87.4	83.2
<i>With paid leave entitlements</i>	312.7	33.7	63.0
<i>Without paid leave entitlements</i>	498.8	53.7	20.3
Owner manager of enterprise with employees	84.9	9.1	5.9
Owner manager of enterprise without employees	28.6	3.1	10.6
Contributing family worker	3.8	0.4	0.2
Total	928.8	100.0	100.0

Note: All data are expressed in original terms.

Source: ABS, *Labour Force, Australia, Detailed, Quarterly, Nov 2019*, Catalogue No. 6291.0.55.003.

When considering only employees, around six in ten employees (61.5 per cent) in Accommodation and food services were without paid leave entitlements, higher than for employees across 'all industries' (around one quarter or 24.3 per cent). Full-time employees in Accommodation and food services were more likely to be employed with paid leave entitlements (74.8 per cent), however, this proportion was lower than for employees across 'all industries' (88.4 per cent). Part-time employees in Accommodation and food services were more likely to be without paid leave entitlements (four out of five), compared to over half of part-time employees across 'all industries' (52.2 per cent).

² ABS, *Characteristics of Employment, Aug 2018*, Catalogue No. 6333.0, Explanatory notes.

Table 3: Employees with and without paid leave, November 2019

	Full-time		Part-time		All employees	
	With paid leave (%)	Without paid leave (%)	With paid leave (%)	Without paid leave (%)	With paid leave (%)	Without paid leave (%)
Accommodation and food services	74.8	25.2	19.4	80.6	38.5	61.5
All industries	88.4	11.6	47.8	52.2	75.7	24.3

Source: ABS, *Labour Force, Australia, Detailed, Quarterly, Nov 2019*, Catalogue No. 6291.0.55.003.

1.3 Low-paid employees in the *Hospitality Industry (General) Award 2010*

A threshold of two-thirds of median full-time wages provides 'a suitable and operational benchmark for identifying who is low paid',³ within the meaning of s.134(1)(a).

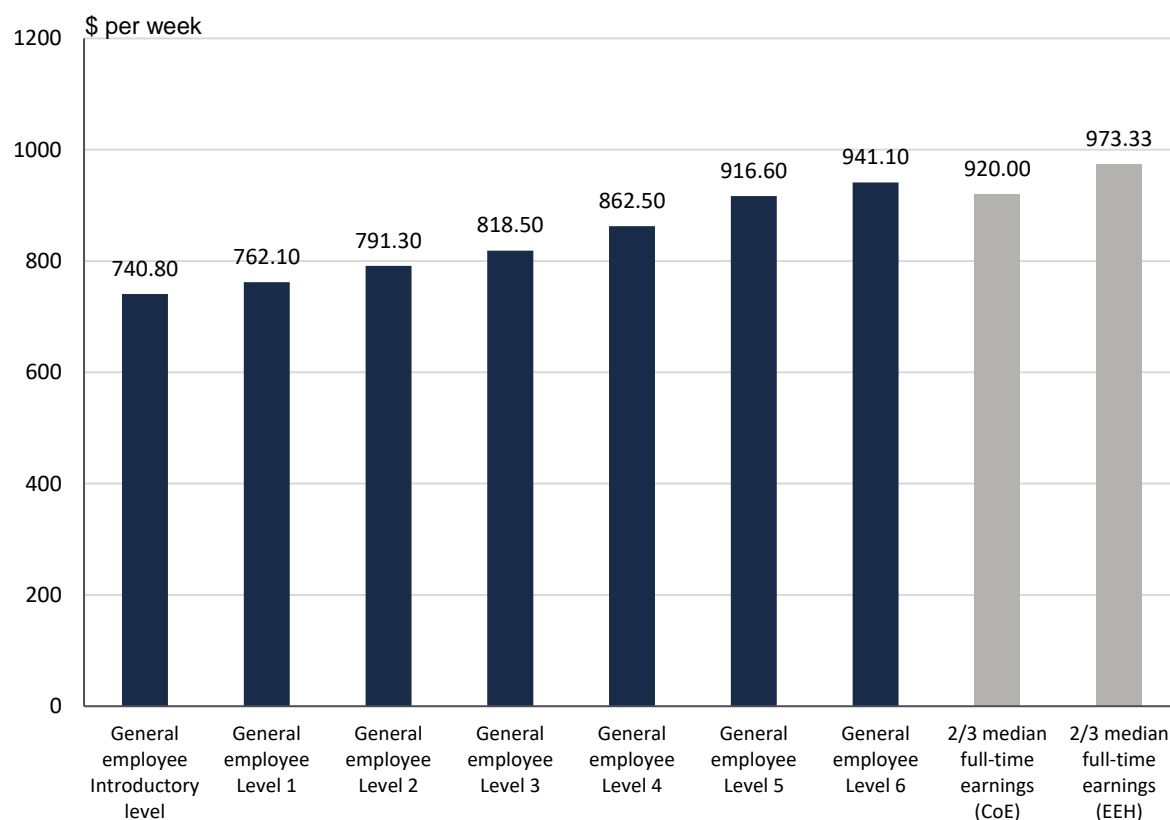
The most recent data for median earnings is for August 2019 from the ABS Characteristics of Employment (CoE) survey. Data on median earnings are also available from the Survey of Employee Earnings and Hours (EEH) for May 2018. These are compared to the minimum weekly wages in the Hospitality Award as determined in the *Annual Wage Review 2018–19*, effective 1 July 2019 for both General classifications (Chart 1) and Casino gaming classifications (Chart 2). There is also a classification for Managerial staff (Hotels), though it is an annual salary of \$49 025. This converts to a weekly wage of \$942.80.⁴

The data show that the full-time weekly wage for all classifications in the Hospitality Award was below the EEH measure of two-thirds of median full-time earnings. Most classifications were also below the CoE measure of two-thirds of median full-time earnings, except for General employee Level 6, Casino gaming employee Levels 5 and 6, and Managerial staff (Hotels).

³ [\[2017\] FWCFCB 1001](#) at [166].

⁴ See MA000009, clause 27.2(e).

Chart 1: Comparison of minimum full-time weekly wages in the *Hospitality Industry (General) Award 2010 (General classifications)* and two-thirds of median full-time earnings

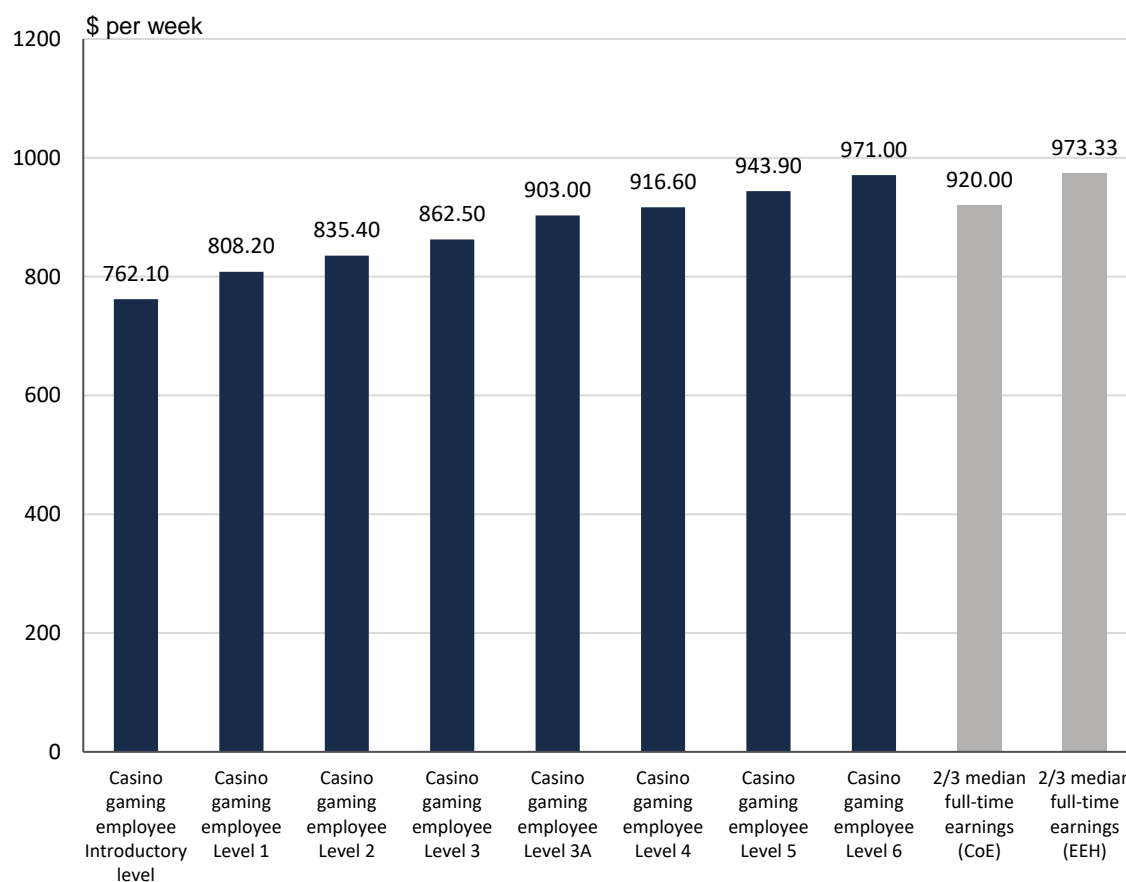


Note: Weekly earnings from the Characteristics of Employment Survey are earnings in the main job for full-time employees. Weekly earnings from the Survey of Employee Earnings and Hours are weekly total cash earnings for full-time non-managerial employees paid at the adult rate.

General employee Level 1 includes Food and beverage attendant grade 1, Guest service grade 1, and Kitchen attendant grade 1. General employee Level 2 includes Food and beverage attendant grade 2, Cook grade 1, Kitchen attendant grade 2 Clerical grade 1, Cook grade 1, Door person/security officer grade 1, Food and beverage attendant grade 2, Front office grade 1, Guest service grade 2, Kitchen attendant grade 2, Leisure attendant grade 1, Gardener grade 1, and Storeperson grade 1. General employee Level 3 includes Clerical grade 2, Cook grade 2, Food and beverage attendant grade 3, Fork-lift driver, Front office grade 2, Guest service grade 3, Handyperson, Kitchen attendant grade 3, Leisure attendant grade 2, Gardener grade 2, Storeperson grade 2, and Timekeeper/security officer grade 2. General employee Level 4 includes Clerical grade 3, Cook (tradesperson) grade 3, Food and beverage attendant (tradesperson) grade 4, Front office grade 3, Guest service grade 4, Leisure attendant grade 3, Gardener grade 3 (tradesperson), and Storeperson grade 3. General employee Level 5 includes Clerical supervisor, Cook (tradesperson) grade 4, Food and beverage supervisor, Front office supervisor, Guest service supervisor, and Gardener grade 4 (tradesperson). General employee Level 6 includes Cook grade 5 (tradesperson).

Source: MA000009; ABS, *Characteristics of Employment, Australia, August 2019*, Catalogue No. 6333.0; ABS, *Employee Earnings and Hours, Australia, May 2018*, Catalogue No. 6306.0.

Chart 2: Comparison of minimum full-time weekly wages in the Hospitality Industry (General) Award 2010 (Casino gaming classifications) and two-thirds of median full-time earnings



Note: Weekly earnings from the Characteristics of Employment Survey are earnings in the main job for full-time employees. Weekly earnings from the Survey of Employee Earnings and Hours are weekly total cash earnings for full-time non-managerial employees paid at the adult rate.

Casino gaming employee Level 1 includes Casino electronic gaming employee grade 1. Casino gaming employee Level 2 includes Casino electronic gaming employee grade 2, Casino equipment technician grade 1, Casino table gaming employee grade 1, Customer liaison officer, and Gaming finance employee grade 1. Casino gaming employee Level 3 includes Casino equipment technician grade 2, Gaming finance employee grade 2, and Security officer grade 1. Casino gaming employee Level 3A includes Casino table gaming employee grade 2. Casino gaming employee Level 4 includes Casino equipment technician grade 3, Gaming finance employee grade 3, and Security officer grade 2. Casino gaming employee Level 5 includes Casino table gaming employee grade 3, and Gaming finance employee grade 4. Casino gaming employee Level 6 includes Casino table gaming employee grade 4, Gaming finance employee grade 5, and Surveillance operator.

Source: MA000009; ABS, *Characteristics of Employment, Australia, August 2019*, Catalogue No. 6333.0; ABS, *Employee Earnings and Hours, Australia, May 2018*, Catalogue No. 6306.0.