



Survey analysis for the *Hospitality Industry (General) Award* – Junior employees

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The contents of this paper are the responsibility of Commission staff and the research has been conducted without the involvement of members of the Fair Work Commission.

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1 Introduction

At a conference on 17 December 2020, the Australian Hotels Association (AHA) proposed the possibility of merging the two junior employee streams in the *Hospitality Industry (General) Award 2020* (the Hospitality Award).¹ This was followed by formal correspondence requesting information from the Fair Work Commission (Commission) that provides a rationale for the different percentages between junior office employees and junior employees (other than junior office employees).²

Following a conference on 4 February 2021³ and further consultation with AHA and United Voice, the Commission prepared a short [survey](#). The purpose of the survey is to determine the number of employees who might be affected by the proposal to consolidate junior rates between the two streams.

The survey was open from 11 February to 26 February 2021. It was administered via an online platform (Alchemer) and distributed to relevant members of AHA.

Responses were received from 146 businesses, however, 3 businesses did not have employees covered by the Hospitality Award. The report therefore presents analysis from the 143 responding businesses and their employees.⁴

2 Employees covered by the Hospitality Award

The size of businesses that responded to the survey ranged from 1 to 16 200 employees, with a median of 30 employees. The majority of businesses (almost 3 in 5) were medium-sized businesses with between 20 and 199 employees. Over one-third were small businesses,⁵ of which 6 had fewer than 5 employees (micro businesses) (Chart 1).

¹ Transcript of proceedings, 17 December 2020 at PN 36.

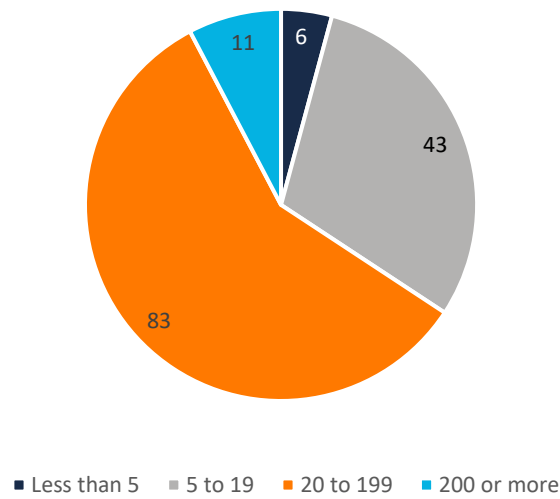
² Australian Hotels Association, [Information request – Hospitality Award – junior streams](#), Correspondence, 13 January 2021.

³ Transcript of proceedings, 4 February 2021 at PN 29.

⁴ Derived from Question 1—Does your business have any employees covered by the Hospitality Award?

⁵ Small businesses combine the categories 'less than 5 employees' and '5 to 19 employees'.

Chart 1: Number of employees per business

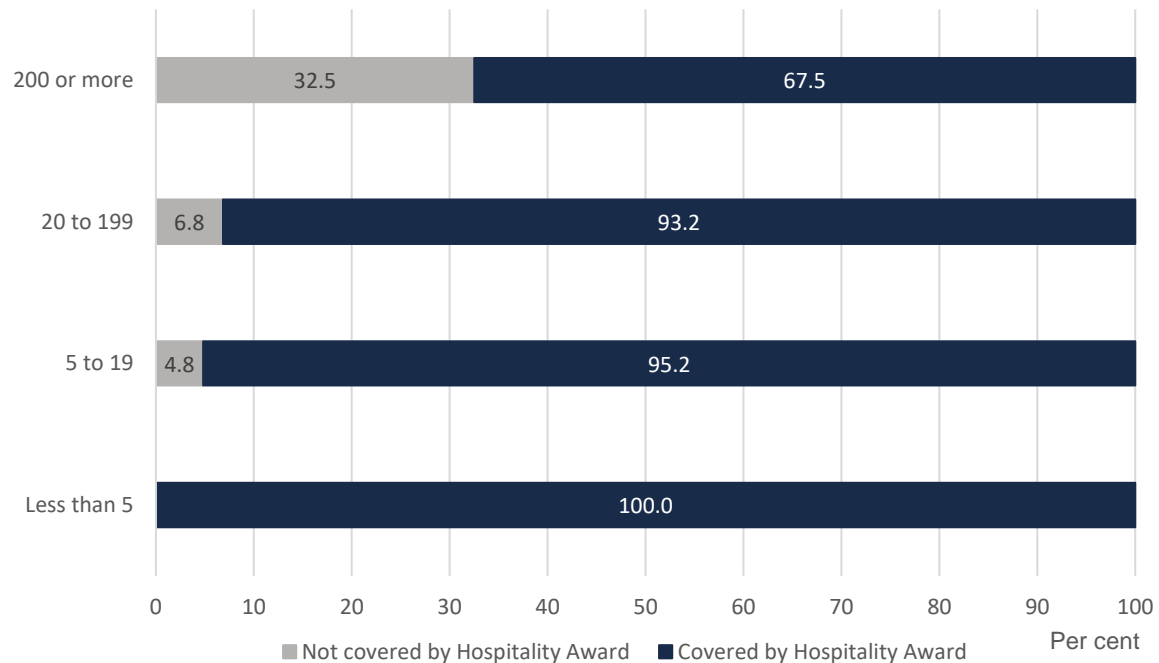


Note: Question 2—How many employees does your business currently employ?

Source: Hospitality Award—junior survey.

In total, the responding businesses comprised 33 008 employees, of which 23 479 employees were covered by the Hospitality Award, or more than 70 per cent. While around two-thirds of employees in large businesses were covered by the Hospitality Award, this increased to over 90 per cent among the remaining businesses, with all employees in micro businesses covered by this award (Chart 2).

Chart 2: Number of employees covered by the Hospitality Award per business



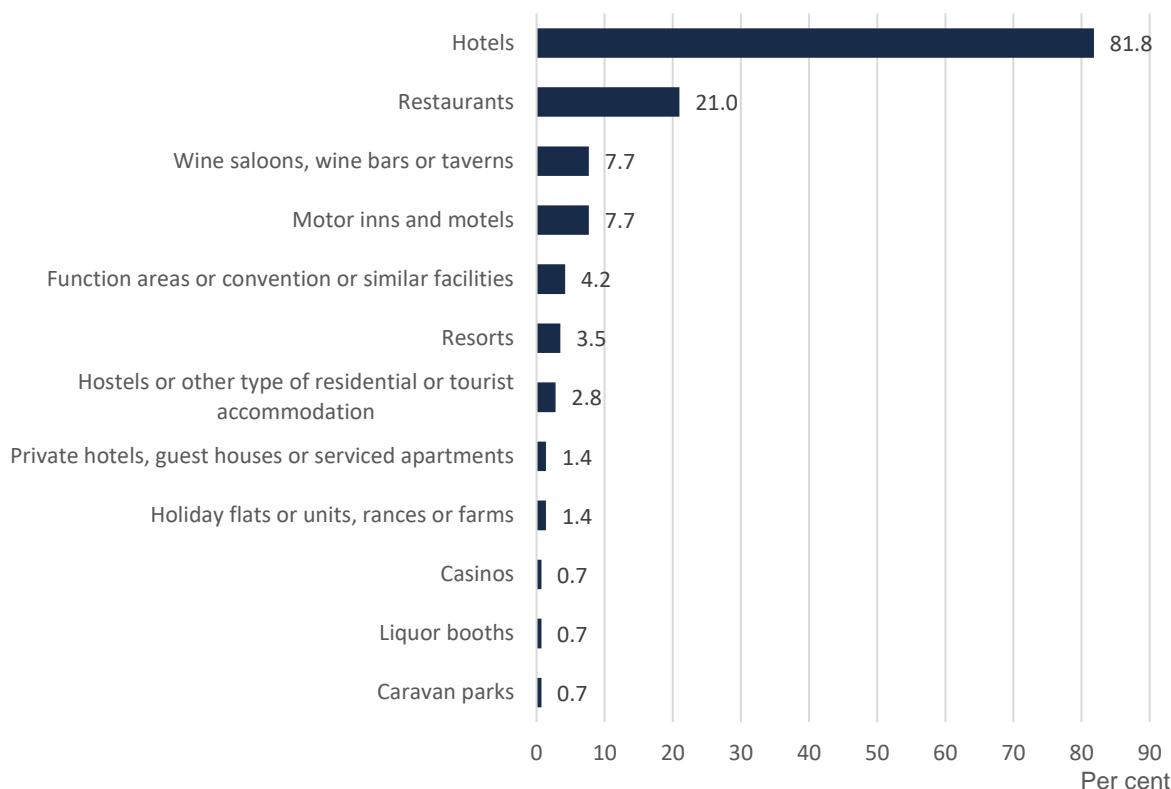
Note: Question 3—How many of your employees are covered by the Hospitality Award (Don't count any employees covered by an enterprise agreement)?

Source: Hospitality Award – junior survey.

3 Businesses in the industry

Businesses operating as Hotels made up the greatest share of respondents (81.8 per cent), followed by Restaurants (21.0 per cent); Motor Inns and motels; and Wine Saloons, wine bars or taverns (both 7.7 per cent).

Chart 3: Number of businesses in the hospitality industry by part of the industry as defined in clause 4.2 of the Hospitality Award



Note: Due to multiple selections totals do not sum to 100 per cent. Question 4—Which part of the hospitality industry as defined in clause 4.2 of the Hospitality Award does your business operate in?

Source: Hospitality Award—junior survey

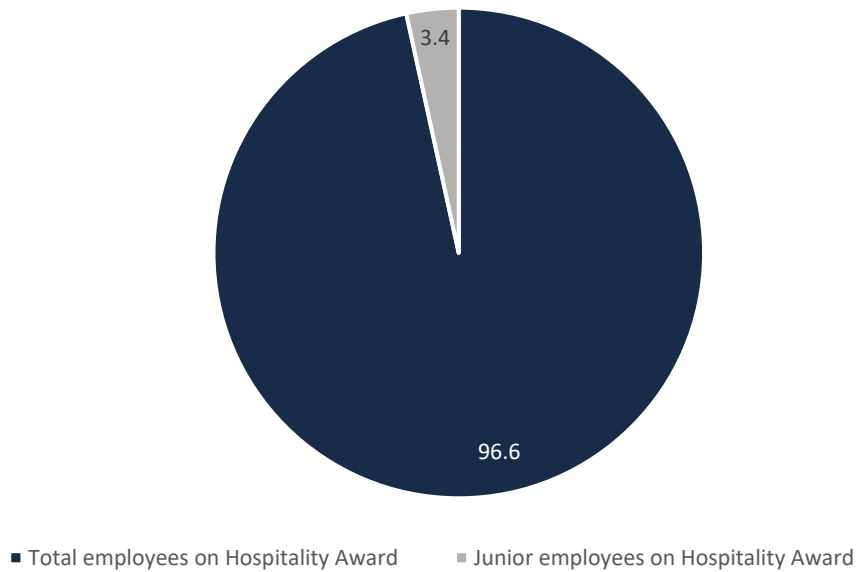
4 Junior employees

The majority of businesses had junior employees covered by the Hospitality Award (120 out of the 143 responding businesses).⁶

In total, junior employees made up 3.4 per cent of all employees covered by the Hospitality Award from these businesses (Chart 4).

⁶ Question 5— Of those employees in your enterprise who are covered by the Hospitality Award, are any currently employed as junior employees (excluding any junior employees covered by an enterprise agreement)?

Chart 4: Proportion of junior employees covered by the Hospitality Award, per cent

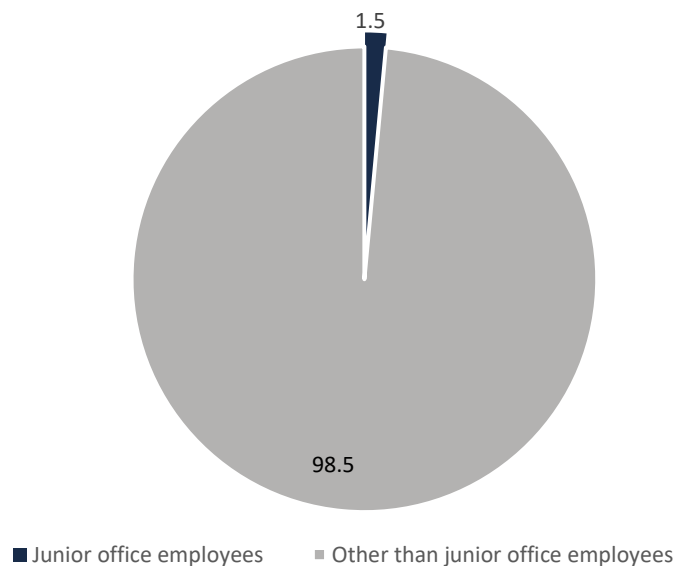


Note: Question 6—How many junior employees who are covered by the Hospitality Award does your business employ (Don't count any employees covered by an enterprise agreement)?

Source: Hospitality Award—junior survey

Among the 120 businesses that provided responses, junior office employees accounted for 1.5 per cent of all junior employees (Chart 5).

Chart 5: Proportion of junior office employees, per cent



Note: Question 7—How many of these junior employees are: Junior office employees; Other than junior office employees (excluding junior employees working as liquor service employees).

Source: Hospitality Award—junior survey.