

**From:** Rosie Galloway  
**Sent:** Monday, October 30, 2023 3:08 PM  
**To:** Chambers - Hatcher J <Chambers.Hatcher.J@fwc.gov.au>  
**Subject:** Request for review of Restaurant Industry Award 2020 MA000119

Dear Justice Hatcher,

I trust this message finds you in good health.

I am writing to you as a concerned stakeholder with regard to the upcoming Moder Award Review. I request your consideration of the Restaurant Industry Award 2020 (MA000119), specifically focusing on clauses 24.4.(d) and 30.3., and the disparities in entitlements between working and not working on a public holiday.

Clause 24.4.(d) stipulates the rate at which a full-time employee should be remunerated when working on a public holiday, setting it at 225% of the minimum hourly rate outlined in clause 24.2.

On the other hand, clause 30.3 outlines that an employee who does not work on a public holiday is entitled to an additional day of pay, which is determined by their full-time salary.

This leads to a situation where employees are financially worse off when working on a public holiday compared to not being scheduled to work at all.

I urge you to consider a comprehensive review of the treatment of full-time and salaried employees concerning public holidays. The purpose of this request is to enhance the clarity and fairness of the award's application, ensuring that individuals are not disadvantaged based on whether they work on public holidays or not. One recommendation is to introduce an option within clause 30.3, allowing employees to be compensated at a rate mirroring the language used in clause 24.4, which specifies payment at 225% of the minimum hourly rate, in place of the current provision for additional days' pay.

I appreciate your attention to this matter and hope for a fair resolution that addresses these disparities.

**Rosie Galloway**  
HR Consultant

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