

Shop 25 Park Beach Plaza, Coffs Harbour NSW 2450
Tel: 02 6652 9111
www.egolidayspa.com.au
ABN: 58 974 270 197



Monday 29th February 2016

Award Modernisation Team
Fair Work Commission

BY EMAIL - amod@fwc.gov.au

Dear Sir/Madam

AM2015/305 - 4 Yearly Review of Modern Awards - Penalty Rates

I am Irene Clements, Owner at eGoli Day Spa and Doll Face Brow and Makeup Studio.

eGoli Day Spa and Doll Face Brow and Makeup Studio is an organisation representing the Beauty Industry. We operate in two major shopping centres in NSW. Although my salons do not work under the Hospitality or Retail Awards, I know first hand how much these penalties affect our businesses, and if there is a change to these two awards I know the day will come for the Hair and Beauty Award to change as well.

Doll Face Brow and Makeup Studio represents three businesses operating in the services sector in Australia.

We have reviewed the written submissions filed on behalf of Australian Chamber of Commerce and Industry (**ACCI**), the New South Wales Business Chamber (**NSWBC**) and Australian Business Industrial (**ABI**) in the above proceedings on 2 February 2016.

We understand that ABI and NSWBC have filed claims seeking:

1. to reduce the public holiday penalty rate for full-time and part-time employees employed under the *Restaurant Industry Award 2010* (**Restaurant Award**) and the *General Retail Industry Award 2010* (**Retail Award**) from 250% to 200%;
2. to reduce the public holiday penalty rate for casual employees employed under the Restaurant Award and the Retail Award from 250% to 125% (including the casual loading);
3. to reduce the Sunday penalty rate for all employees employed under the Retail Award from 200% to 150% (inclusive of casual loading for casual employees); and
4. to vary the relevant pay rates for employees who receive time off in lieu when they work a public holiday under the Restaurant Award so that employees would receive 100% of their ordinary pay for working the public holiday, whilst also receiving time off in lieu.

We support all of these claims.

Based on feedback from our membership, eGoli Day Spa and Doll Face Brow and Makeup Studio has become aware that the present regime of penalty rates is currently constraining:

- (a) the number of hours that our members open;
- (b) the number of trading days that our members operate;
- (c) the number of employees that our members can hire and keep employed;
- (d) the number of hours that our members can offer their employees to work; and
- (e) the revenue and profit generated by our members.

If the NSWBC and ABI claims are granted, we envisage that the adverse affects discussed above would be lessened.

We consider that the changes proposed by NSWBC and ABI are necessary to ensure the business performance, competitiveness and long term economic sustainability of our members, as well as boosting employment and the Australian economy more broadly.

Accordingly, we respectfully urge the Fair Work Commission to make the variations outlined above.

Yours sincerely

Irene Clements