



Thredbo. 10/05/2015

Attention the Fair Work Commissioner

Regarding the Alpine Resort Award 2010 MA000092

CC. John Barilaro MP, Member for Monaro NSW. Dr Peter Hendy Federal Member, Eden Monaro.

Dear Sir/Madam.

We are writing to you on behalf of the members of the Thredbo Chamber of Commerce and the Perisher Resorts Chamber of Commerce regarding certain inequities that exist in work place awards available to operators in the Alpine Resort Areas.

The Alpine Resorts Award was created to provide a more manageable framework for administering fair workplace conditions in the Alpine Resorts, particularly with regard to the seasonal nature of the workplace in these areas and the particular requirements of both the employers and employees.

The award offers flexibility of the working week to suit the periods of peak demand on weekends for operators and meet the desire of employees to take advantage of midweek rostered days off to access the resort facilities when they aren't as busy. In removing the necessity to pay penalty rates for weekend work under this award both the employer and employees benefit. Conditions such as seasonal work rates of pay also exist to reduce red tape and provide simplicity for both operators and employees.

Our concern with this award is that as it is currently worded, it is not available for use by the smaller business operators in the resort areas whom compete directly and indirectly with the major resort operators / companies. The current wording only allows use by an "Alpine Resort... whose current business, among other things, **includes alpine lifting**" (Section 3.1)

This effectively allows the largest and dominant businesses in the Alpine Resort areas to employ staff on a weekly roster including weekend work with no penalty rate for Saturday or Sunday shifts. These dominant Lift Operating companies, like Kosciuszko Thredbo and Perisher, can and do compete directly and indirectly with all other business operators such as restaurant, accommodation, retail, café, activity guiding services, cleaning, maintenance, property management, in fact in all facets of business operating in these alpine resort areas, except lifting.

All other businesses operating in the resort areas must use other awards like the Hospitality Award and as such are required to pay penalty rates for weekend work even though employees in these businesses would generally prefer to have week days as their rostered days off. This means that the major resort operators gain a clear unfair advantage in regard to the cost of employees and this leads to a situation where a small café, hotel or accommodation operator pays employees as much as 75% more than their largest competitor, the Lift Company. There are also other unilateral conditions such as a seasonal employment rates of pay that provide for part time and full time work with a special loading to cover annual leave entitlements.

Tourism Thredbo – an initiative of Thredbo Chamber of Commerce

It is our belief that this inequity could be easily addressed by one simple change to the wording of the Alpine Resorts Award. This change would allow the smaller operators in the resort areas to access these same employment conditions remaining competitive with the dominant operators.

The change we propose is as follows:

Section 4 Coverage.

4.1 This industry award covers employers throughout Australia who operate an alpine resort and other employers operating their employees in the classifications within Schedule B

4.1 This industry award covers employers throughout Australia who operate an alpine Resort, **other employers and businesses operating within that resort area and** their employees in the classifications within Schedule B


We believe that this one change can resolve this issue of unfair advantage and also provide workplace conditions that are fair to both employers and employees operating within the resort area.

We ask that you consider making this change to the Alpine Resorts Award and welcome your comments regarding this proposal. We are happy to provide further information at your request.

Regards,



Ian Foster,
Thredbo Chamber of Commerce
Chamber Executive.



Nick Kennedy
Perisher Resort Chamber of Commerce.
President.