



# AUSTRALIAN HOTELS ASSOCIATION

24 Brisbane Avenue Barton ACT 2600 • PO Box 4286 Manuka ACT 2603 • Australia  
email: [aha@aha.org.au](mailto:aha@aha.org.au) • Facsimile: (02) 6273 4011 • Telephone: (02) 6273 4007  
Web: [www.aha.org.au](http://www.aha.org.au)

---

11 November 2014

The Honourable Justice Ross AO  
President  
Fair Work Commission  
11 Exhibition Street  
MELBOURNE VIC 3000

By email: [amod@fwc.gov.au](mailto:amod@fwc.gov.au)

Dear Justice Ross,

## **RE: Part-time employment, casual employment and additional common issues**

1. The Australian Hotels Association ("the AHA") is providing a response to the statements issued by the Fair Work Commission on 1 October 2014 [2014] FWC6904 and the 30<sup>th</sup> October 2014 [2014] FWC 7742 on the above identified issues.

The AHA provides the responses in relation to the Hospitality Industry (General) Award 2010 ("the Award"), where it is the principle Employer Association representing Businesses covered by the above Award.

## **Part-time Employment and Casual Employment – Common Issues**

2. It is the AHA's view that these matters should not be dealt with as 'common issues' and should be considered and determined as part of the award stage of the review of modern awards.

## **Part-time Employment – Outline of Proposed Position**

3. It is the AHA's view that part-time employment is akin to full-time employment, but on a proportionate basis.
4. The current part-time employment provisions in "the Award" operate as a barrier to part-time employment in the hospitality industry due to its rigid and inflexible nature.
5. It is the AHA's view that a type of employment provided for in a modern award must have utility for the industry or occupation covered by that modern award.

6. Accordingly, the AHA will be seeking to introduce a part-time employment provision in the Award which:
- i. Allows an employer to employ a part-time employee for a minimum number of hours within a defined range over a one week or four week roster;
  - ii. Provides the part-time employee with set days upon which the minimum hours will be rostered; and
  - iii. Provides appropriate overtime provisions.

### **Casual Employment**

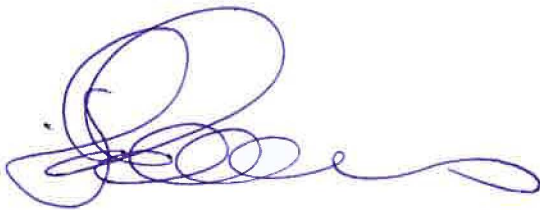
7. The AHA considers the current provisions in the Award for casual minimum engagement and casual conversion are adequate and appropriate for the industry and should not be varied.

### **Additional Common Issues**

8. The AHA submits that the issues identified at paragraph 7, in the FWC statement of the 30<sup>th</sup> October 2014 [2014] FWC 7742, as submitted by the organisations listed below, should not be considered as Common Issues;
- i. Association of Payroll Specialists;
  - ii. Australian Business Industrial/NSW Business Chamber; and
  - iii. Australian Council of Trade Unions.

The AHA supports the position as submitted by the Australian Chamber of Commerce and Industry and will be a party to the proceedings in these matters.

Yours faithfully,



Trevor Evans  
Manager – Industrial Relations & Human Resources (SA)  
On behalf of the Australian Hotels Association, National Office