



**SUBMISSION FOR THE CONSULTATION REGULATORY IMPACT STATEMENT**

**INVESTIGATION INTO PROPOSED CHRISTMAS EVE PART-DAY PUBLIC HOLIDAY 2019**

**DATE 30/08/2019**

**Introduction**

The Karalee Tavern is in a small suburb of Ipswich. The tavern is only 13 years old and we have owned it for the past 3 years. We employ 20 staff at the tavern in a Full Time, Part Time or Casual role. The majority of our staff live in the local area.

The introduction of a part-day public holiday on Christmas Eve will have the following impacts on my business:

***Additional wages costs***

Due to the uncertainty of Hospitality the majority of our staff are casual. Public Holiday wage rates for casual staff are too high for a small family run business like ours to pay. There are already too many financial pressures on small business including high electricity and gas prices, adding another public holiday to a period of the year when there are already a lot of them would only hurt our small bottom line.

***Close the business earlier/ Impact on local Community***

There are a number of shift workers in Karalee so we keep our Drive Thru Bottleshop open until at least 10pm on Christmas Eve to look after these people. If we had to pay Public Holiday wages we would have to close the Bottleshop by 6pm. Margins are already very tight in retail so the extra wages would not make it worthwhile staying open.

This would also be the same upstairs in the bar and bistro. Christmas Eve is when a lot of young adults come back to the area to stay with their mum and dad. In the past we have had a good crowd of them come down to the tavern to catch up with their mates before they do the family thing the next day. Public Holiday wages would require us to shut the tavern at 9pm instead of trading until mid night.

***Reduced hours for employees***

With the above two issues what I have found in the past is that the casual staff realise they aren't going to get the hours they would normally receive and they have to adjust their spending habits to reflect the reduced hours they will be paid for. I have had casual staff in the past ask if they can still work and only receive normal wages, they can't afford to miss out all together. We don't do this so we just close earlier or don't roster casual staff on at all. To cover the casual staff we put on any full time staff and as owners we work the reduced hours.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Nick Ingham-Myers', written in a cursive style.

**Nick Ingham-Myers**  
**Owner**  
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