

Tuesday, 06 August 2019



GREENBANK
RSL

Hon. Grace Grace MP
Minister for Education and Minister for Industrial Relations

Hon. Shannon Fentiman MP
Minister for Employment, Training & Skills
Development and Minister for Small Business

E: publichol@oir.qld.gov.au

Dear Ministers,

Proposed Public Holiday Penalty for Working Past 6 p.m. on Christmas Eve

We refer to the Queensland Government's announcement that Queensland Workers may receive extra compensation for working on Christmas Eve after 6 p.m in the form of a designated Public Holiday and therefore Public Holiday pay rates. The Premier is reported to have mentioned that this would compensate employees for the Federal Government reducing weekend penalty rates.

Whilst this is the case for hospitality workers in restaurants and hotels, it is not the case for employees of licensed clubs. As you may know, Clubs Australia, mounted a case in the Fair Work Commission, which if successful, would have absorbed the Registered & Licensed Clubs Award into the Hospitality Award. This would have resulted in the reduction in penalty rates, in line with other hospitality workers.

Greenbank RSL Services Club and its Board of Directors were adamant that they did not want their employees to be disadvantaged in this way and we had no hesitation in formally objecting to the application. Greenbank RSL was involved in the objection process with the FWC and was pleased when the Full Bench of the FWC voted against the Amalgamation of the Awards and the reduction in penalty rates for the Club Industry.

In view of this declaration, I write to you regarding the proposal to make Christmas Eve, after 6 p.m. a public holiday, with public holiday penalties being applicable for employees that work after that time. This will add 150% of the pay rate to all employees between 6pm and midnight on Christmas Eve.

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On this occasion, we must place on record our objection for this penalty applying to community clubs who rightly so compensate our members (in comparison to hotels and restaurants) for working on the weekends and existing public holidays at the full public holiday rate, viz double time and a half.

If the Government brings in this provision, it should only apply to the employees not covered by the Registered & Licensed Clubs Award.

The industry is under considerable stress at the moment and this will only increase when Queen's Wharf Global Tourism Hub, Cairns Global Tourism Hub and the debate on the second Casino on the Gold Coast is finalised. These impacts on the clubs returning to the community will only be exacerbated by further wage impacts.

We appreciate the Government's position in wanting to compensate those employees working in the hospitality and retail industry that have been disadvantaged by the Fair Work decision, but with respect, this is not the case for community clubs and the Club Industry.

Our clubs should be exempted from this proposal should it proceed.

We look forward to hearing from you in due course.

Yours Sincerely,

Timothy Wright ACCM MAICD
GENERAL MANAGER

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