

Baking Association of Australia



A.B.N. 65 142 608 204

Friday August 30, 2019

Minister the Hon Grace Grace
Minister for Education and Industrial Relations
1 William Street
Brisbane QLD 4000

Dear Minister Grace,

I write to you on behalf of the Baking Industry in Queensland in, response to the Regulatory Impact Statement and the meeting recently held with regards to Proposed Christmas Eve Part Public Holiday.

As indicated at the meeting by many industry groups there is no simple or justifiable reason to declare the Christmas Eve a part public Holiday. Basically it will bring the state to a standstill from 6pm not only in the metropolitan area but in many regions of the state.

The RIS provides no evidence what so ever and is flawed because of its lack of up to date data. The data provided is at least 10 years old and has been cut and pasted to try and suit the state government supposed promise to certain parties.

The RIS does not include the further impact of on-line shopping nor does it cover and what you seem to have missed the wage increases that occur every year in July. You stated at the meeting that wages have not increased?????

The RIS does not cover the effects the South Australian retail industry, have suffered since the installment of the Christmas Eve Part Public Holiday. Members of the Baking Association of Australia have struggled because they cannot afford to pay the staff the public holiday rates even for just the clean up as the margins are very small on baked products when trying to compare to the major supermarkets.

Members in South Australia have tried rigorously to have the shopping centre contracts changed so they will not be in breach of trying to close before the public holiday time zone kicks in.

In short we can inform you that if anything the retail businesses of South Australia have completely stopped rostering staff to work into the public holiday time zone.

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The Baking Association as a national body deals with situations of contracts and employment issues daily.

Since this proposal we have canvassed 2143 bakeries made up of franchises/ independent/ manufacturers/ bakeries with cafes. The response to this proposal so far indicates from the 83% that responded.

75% Would close before the 6pm

15% Would not roster any staff in the afternoon at all

8% Would try and close before the 6pm

2% Indicated that it was beyond the worry to open and would close over the part public holiday and public holidays of the Christmas period.

Public Holiday Wages usually increase by \$1000 for the day as opposed to a normal day rate.

Bakery owners have indicated like many in the retail world that they are hurting if not bleeding and it was impossible to put a surcharge on items and staff, were abused when surcharges were previously used.

The responses all pointed to one answer that not one employee would be better off.

Many small business owners have indicated that that will just simply blame the Queensland State Government for the reason they cannot offer shifts to staff because they cannot possibly afford to cover costs.

In closing this proposal will only create less work and bring the state to a standstill.

Regards

Tony Smith

Executive Officer BAA

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