



# Northern Territory Branch AUSTRALIAN HOTELS ASSOCIATION



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## **MEDIA RELEASE:** **Hospitality Award Penalty Rates Reform**

“The Fair Work Commission’s (FWC) decision to reform Sunday and Public Holiday penalty rates is seen as a first step towards an industrial award reflecting a contemporary hospitality industry” said AHANT CEO Des Crowe.

“The reduction in Sunday and public holiday penalties reflects societies changing attitudes towards work being carried out on those days. The AHA argument sought to reduce penalty rates and not to remove them and our evidence supported these reductions.”

The evidence provided by the AHA and tested by FWC and the Union organisations highlighted the restrictions of hours, reduced staffing levels, reduced services and the additional workload upon owner operators under the existing penalty structure.

FWC concluded that the existing penalty rates were neither fair nor relevant and within the Hospitality Award reduced them accordingly by:

- Reducing Sunday penalty rates for full time and part time workers from 175% to 150% of the base Monday-Friday rate;
- Reducing Public Holiday penalty rates for full time and part time workers from 250% to 225% of the base Monday-Friday rate; and
- Reducing Public Holiday penalty rates for casual workers from 275% to 250% of the base Monday-Friday rate.

“The decision highlights the impact that Sundays and Public Holidays have on the hospitality industry. This burden on employers has been further increased in the Territory in recent times with the introduction of part time public holidays for both Christmas Eve and New Year’s Eve.”

Whilst all details have not been fully finalised the preliminary decision has been received by the hospitality industry as a positive step towards a fairer and more relevant industry awards.

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