



EMPLOYMENT RELATIONS UPDATE

6 June 2017

FAIR WORK COMMISSION WAGE DECISION

AWARD WAGE RATES TO INCREASE

On Tuesday 6 June at 11am the Fair Work Commission's *Expert Panel* (Panel) handed down its Annual Wage Review Decision for 2015-16.

Following a fairly extensive consultation period, which included submissions from our national body, the AHA, the Panel granted an increase:

- Of **3.3%** to ADULT modern award wages
- To the National Minimum Wage (for award/Agreement free employees). The weekly NMW will be \$694.90 per week for a full time employee or \$18.29 per hour. This represents a weekly increase of \$22.20 per week or 59 cents per hour.

The above increases will affect all employers from the first full pay period on or after 1 July 2017.

With regard to the operative date, where an employer's pay period commences prior to 1 July, for example, on 30 June, the increase provided in the above Decision will not affect wages until the next pay cycle. This is due to the pay cycle commencing *prior to* 1 July – the Decision states it applies to a full pay cycle that commences (ie the first day of the cycle) either on, or after, 1 July.

OBTAINING THE UPDATED WAGE SHEETS

If you would like to receive wage sheets as they are finalised (which will not be before 23 June), please send an email to Jason Sammon, Employment Relations Officer at jsammon@qha.org.au

When emailing us, please provide the following details:

1. Your Name
2. The Name of the Hotel (for QHA member status verification)
3. The Wage Sheet/s you Require – please see below

Wage Sheets

The following wage sheets are available from the QHA:

- Hospitality Industry (General) Award 2010
- Restaurant Industry Award 2010



- Wage Rates for:
 - Apprentices
 - Trainees
- Hair and Beauty Industry Award 2010
- Joinery and Building Trades Award 2010
- Manufacturing and Associated Industries and Occupation Award 2010
- Plumbing and Fire Sprinklers Award 2010
- Registered and Licensed Clubs Award 2010
- Vehicle Manufacturing, Repair, Service and Retail Award 2010.

UPDATED RATES FOR COLLECTIVE AGREEMENTS

Members with existing Collective Agreements (or other formally ratified documents) can seek for the rates payable in accordance with the Agreement to be updated in line with the Decision.

Where the QHA has drafted your Agreement, we can update your wage schedules for a nominal fee of \$250.00 inc GST- this includes up to 5 wage schedules. A higher fee will apply for a larger number of wage schedules.

For Agreements drafted by an external party, the QHA can assist you to update your wage schedules. Please contact the Department for more information and an estimate of fees.

Non QHA members can also access this service at the non member consultancy rate of \$275.00 plus GST per hour.

DO YOU RECEIVE QHA'S ER BULLETINS AND ALERTS?

The ER Bulletin is a semi regular e-newsletter containing employment relations based information.

Financial QHA Members who do not currently receive the electronic ER Bulletin can apply to subscribe by emailing their name and hotel to er@qha.org.au.

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