



26 August 2016

The Associate to
Vice President Hatcher
Fair Work Commission

By email

Dear Associate

Part time and casual employment common issue- AM 2014/196 and 197- additional material - final submissions.

We note the comment of the Vice President that parties should file any additional material which is a response to a question taken on notice by 26 August 2016.

We attach a document that contains some references in relation to oral submission made on 18 August 2016 concerning the *Hospitality Industry (General) Award 2010, Registered and Licenced Clubs Award 2010 and Restaurant Industry Award 2010* on 18 August 2016. This material is in response to the Vice President's query on 18 August 2016 to the undersigned at PN3376 'Where's the material on this that you're referring to?'

In relation to the comments of Vice President made during the hearing on 18 August 2016 (at PN3340 to PN3345) concerning clause 10.5(b) of the *Children Services Award 2010* and the draft casual conversion clause proposed, the ACTU seeks the maintenance of the limitation on casual employment contained in clause 10.5(b) of the *Children Services Award*.

United Voice reserves its position in the event that the Full Bench considers that such a limitation cannot exist with a casual conversion clause as proposed. United Voice would seek to be heard further on this issue and we note that similar issues arise with the *Cleaning Services Award 2010*. United Voice does believe that a casual conversion clause as proposed by the ACTU will provide a secure pathway for casual employees to permanent work.

Yours faithfully,

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AM2014/196 & 197: Casual & Part time Employment Common issue

Hospitality Industry (General) Award 2010

Registered and Licenced Clubs Award 2010

Restaurant Industry Award 2010

1. This material is supplied in aid of oral submission made on 18 August 2016 concerning the ACTU's claims in relation to the *Hospitality Industry (General) Award 2010*, *Registered and Licenced Clubs Award 2010*, and *Restaurant Industry Award 2010* (collectively: 'the Hospitality Awards').
2. A copy of the Fair Work Commission's research paper 5/2013 '*Accommodation and food services industry profile*' is provided. We note that this document is publically available:

<https://www.fwc.gov.au/documents/sites/wagereview2013/research/report5.pdf>

Extraordinary rates of casualisation

3. We produce at annexure marked **A** to this submission 2 tables containing employment status by industry group from the most recent HILDA and ABS data sets. These tables were prepared for United Voice by Dr Damian Oliver, Deputy Director, Centre for Management and Organisational Studies, University of Technology and the source of empirical data for submissions made concerning comparative levels of casualisation on 18 August 2016.

Trading characteristic, profit and labour utilisation

4. This material is a written version of our oral submission and is provided as it is referenced. In June 2011, 83,741 businesses were operating in the Accommodation and Food Services ('AFS')¹. By June 2015, this number had grown to 87,555 businesses.² In the year to June 2015, the number of businesses operating in the industry grew by 2,044 or a growth of 2.4 per cent. For comparison, all industries grew by just one per cent in the year to June 2015 and only the Education and

¹ ABS, *Counts of Australian Businesses, including Entries and Exits, Jun 2011 to Jun 2015*, Catalogue No. 8165.0 (***ABS Counts of Australian Businesses***).

² *ABS Counts of Australian Businesses*.

Training, Health Care and Social Assistance and Financial and Insurance Services divisions grew more quickly.³

5. The hospitality industry is also profitable, even if it does not make the extraordinary profits of the mining, real estate, or education and training industries.⁴ The AFS sector accounted for approximately 1 per cent of all investment and 2.5 per cent of all profit in Australia.⁵ In the year to June 2014, 74 per cent of AFS businesses made a profit.⁶ The AFS sector had a profit margin of 9 per cent in 2014.⁷ While lower than the all-industry profit margin (11.5 per cent), the AFS profit margin compares well to Wholesale Trade (3.9 per cent), Administrative and Support Services (8.6 per cent), Manufacturing (4.7 per cent) or Construction (9 per cent).⁸ In the *2014-2015 Annual Wage Review Decision*, the Expert Panel noted that AFS company gross operating profits increased significantly over the year to the December Quarter of 2014.⁹ This is reflected in ABS data which shows a 17 per cent increase in gross operating profit between the 2008–2009 and 2013–2014 financial years.¹⁰
6. Darren Brown, the general manager of the Shore Line Hotel ‘*a large suburban pub*’ in Tasmania agreed with the proposition as ‘*correct*’ that ‘*there are unpredictable features of hospitality (and) that probably the only reliable way to plan is by looking at the historical pattern of labour. So you have to roster people on the basis that some days they may not be as busy as other days.*’¹¹
7. Paul Stocks, the managing director of Kelly’s Motor Club Hotel in outer suburban Melbourne, also indicated that as a manager he has examined the monthly labour costs of his business and these cost did not vary much from month to month.¹²
8. Mr Darren Brown noted:

*If labour is not being utilised to do what we’re there for, which is to make a profit, then yes, of course they’re sent home.*¹³

³ ABS Counts of Australian Businesses.

⁴ ABS, *Australian Industry, Australia, 2013-14, Catalogue No. 8155.0 (ABS Australian Industry 2013-14)*. For instance, the rental, hiring and real estate services division shows a profit margin of 41.9 per cent.

⁵ FWC Industry Profile, 4. See Table 3.

⁶ ABS Australian Industry 2013-14.

⁷ ABS Australian Industry 2013-14. See Table 4 Industry performance by industry division.

⁸ ABS Australian Industry 2013-14.

⁹ *Annual Wage Review [2015]* FWCFB 3500, [19].

¹⁰ ABS Australian Industry 2013-14.

¹¹ PN10479

¹² PN10610

9. Ms Joanne Blair, a director of a company that owned and operated 3 hotels in NSW response when asked whether an increase in labour costs of between \$600 to \$700 a month that may be occasioned by increasing rostered shifts that were less than 4 hours to 4 replied was: *'every dollar counts and every manager has a costing to abide by'* and (the increase) *'won't make it (the business) unprofitable but it will impact on your profits.'*¹⁴

Casual conversion

10. Joanne Blair, an experience proprietor and director of a company that runs 3 large hotels noted that while she was aware of the ability of casual employees to seek to be converted to permanent employment she had never in her experience seen a conversion take place.¹⁵
11. Darren Brown, general manager of the Shoreline Hotel, Tasmania noted that he has *'refused requests for conversion to part time employees principally because of the part time provisions of the Award'*¹⁶ Mr Brown's evidence was a clear example of the ability of employers to in essence maintain a veto over any request by the use of the very broad *'reasonable grounds'* provision in the award.
12. Paul Stocks, another experienced manager in hospitality and the proprietor of the Kelly's Motor Club Hotel employed 54 casual employees and 28 of these casual employees had lengths of service greater than 5 years.¹⁷ Mr Stocks had also never in his experience had a request from a casual for conversion to a permanent position and *'it has never arisen as an issue.'*¹⁸ The evidence of Mr Stock and the profile of casual staff at the Kelly's Motor Club Hotel provide anecdotally compelling justification for more robust casual conversion mechanisms. 11 of the casual employees employed had periods of service greater than 20 years. The longest serving casual employee was a lady called Gillian who had worked in the kitchen and had done so continuously for 28 years. On 23 March 2016 before the Full Bench, when Mr Stocks gave his evidence, Gillian was on extended sick leave and without the benefit of any sick leave entitlement.¹⁹

¹³ PN10478
¹⁴ PN10241 and PN10244
¹⁵ PN10304
¹⁶ Exhibit 126, para. 15
¹⁷ Exhibit 130, Kelly's Hotel Staff Document
¹⁸ PN10600
¹⁹ PN10591 to PN10593.

Annexure A

Employment status by Industry group (modified ANZSIC group), 2013 (%)

Industry	Casual Employee	Part-time employee	Full-time employee	Employer or Self-employed	Total
Agriculture, Forestry and Fishing	16.6	4.3	20.5	58.6	100.0
Mining	10.1	6.6	82.0	1.2	100.0
Manufacturing	15.3	10.2	61.3	13.2	100.0
Electricity, Gas, Water and Waste Services	7.6	23.4	69.0	-	100.0
Construction	13.7	4.9	46.4	35.0	100.0
Wholesale Trade	9.4	10.4	64.8	15.4	100.0
Retail Trade and Takeaway Food	42.9	25.3	24.4	7.4	100.0
Hospitality	62.2	10.1	19.8	8.0	100.0
Transport, Postal and Warehousing	18.5	11.2	58.8	11.5	100.0
Information Media and Telecommunications	13.3	21.7	55.1	9.8	100.0
Financial and Insurance Services	3.6	18.8	70.1	7.5	100.0
Rental, Hiring and Real Estate Services	13.9	22.1	50.8	13.2	100.0
Professional, Scientific and Technical Services	8.1	15.0	52.6	24.3	100.0
Administrative and Support Services	20.7	19.4	33.8	26.1	100.0
Public Administration and Safety	5.6	22.5	71.1	.8	100.0
Education and Training	16.0	35.8	42.1	6.1	100.0
Health Care and Social Assistance	13.2	42.7	37.0	7.1	100.0
Arts and Recreation Services	35.8	21.7	28.7	13.8	100.0
Other Services	13.7	12.6	40.7	32.9	100.0
Total*	18.9	20.7	46.2	14.2	100.0

Note: Total includes could not be coded to an industry group.

Source: HILDA, wave 13

Employees with and without paid leave entitlements by industry (ANZSIC), 2014

Industry of main job	With paid leave entitlements		Without paid leave entitlements		Total
	N	%	N	%	N
Agriculture, forestry and fishing	57.1	51.0	53.2	47.5	57.1
Mining	204.3	90.5	24.9	11.0	204.3
Manufacturing	652.7	81.2	152.3	18.9	652.7
Electricity, gas, water and waste services	117.9	93.2	11.0	8.7	117.9
Construction	472.0	76.0	148.4	23.9	472.0
Wholesale trade	297.1	86.0	50.5	14.6	297.1
Retail trade	690.2	62.5	415.8	37.6	690.2
Accommodation and food services	254.2	36.8	435.2	63.0	254.2
Transport, postal and warehousing	392.0	77.7	111.7	22.1	392.0
Information media and telecommunications	162.0	82.4	35.4	18.0	162.0
Financial and insurance services	355.3	95.2	21.4	5.7	355.3
Rental, hiring and real estate services	132.5	82.4	27.8	17.3	132.5
Professional, scientific and technical services	587.2	87.1	87.5	13.0	587.2
Administrative and support services	177.4	67.5	83.6	31.8	177.4
Public administration and safety	634.6	89.8	70.8	10.0	634.6
Education and training	697.5	79.1	183.6	20.8	697.5
Health care and social assistance	1,047.6	81.4	240.6	18.7	1,047.6
Arts and recreation services	92.5	53.5	80.3	46.5	92.5
Other services	252.9	76.2	78.5	23.7	252.9
Total	7,279.0	75.9	2,305.6	24.1	7,279.0

Note: Columns do not add to 100%

Source: ABS Cat No 6333.0, August 2014, Table 3.1.

Tables prepared by Damian Oliver, 11 August 2016



FAIR WORK
COMMISSION

Research Report 5/2013

Accommodation and food services industry profile

RSRT & Minimum Wages Research Team, Tribunal Services Branch—Fair Work Commission

February 2013

The contents of this report are the responsibility of the researchers and the research has been conducted without the involvement of members of the Fair Work Commission.

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All research undertaken by the Fair Work Commission for the Annual Wage Review 2012–2013 has been agreed by the Research Group. The Research Group comprises a Chair from the RSRT & Minimum Wages Research Team, Tribunal Services Branch of the Fair Work Commission, and representatives nominated by:

- Australian Chamber of Commerce and Industry (ACCI);
- Australian Industry Group (Ai Group);
- Australian Council of Social Services (ACOSS);
- Australian Council of Trade Unions (ACTU);
- Australian Government; and
- state and territory governments.

A draft of the report was circulated to the Research Group prior to finalisation. The RSRT & Minimum Wages Research Team would like to thank the Research Group for its comments.

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1 Industry Overview

1.1 Economic indicators

Table 1.1: Contribution of Accommodation and food services to the Australian economy, 2011–12

	Accommodation and food services	Percentage of total
Gross value added (\$m)	33 564	2.5
Sales (\$m)	73 539	3.2
Employment ('000s)	763	6.7
Actual hours worked per week ('000s)	21 253	5.5
Wages and salaries (\$m)	20145	3.2
Gross fixed capital formation (\$m)	2984	0.7
Net capital stock (\$m)	56 251	1.3

Note: Gross value added is expressed in original and real terms, from chain volume estimates. Sales is the sum of quarterly estimates from September 2011 to June 2012. Sales is expressed in real terms from chain volume estimates. Employment and actual hours worked per week figures are averaged over the four quarters from August 2011 to May 2012. Actual hours worked per week is expressed in original terms. Wages and salaries (\$m) data are collected from the *Australian System of National Accounts* and are expressed in original and nominal terms, from current price estimates. Gross fixed capital formation and net capital stock is expressed in original and real terms, from chain volume estimates.

Source: ABS, *Australian System of National Accounts, 2011–12*, Catalogue No. 5204.0; ABS, *Business Indicators, Australia, Sep 2012*, Catalogue No. 5676.0; ABS, *Labour Force, Australia, Detailed, Quarterly, Nov 2012*, Catalogue No. 6291.0.55.003.

1.2 Earnings

Table 1.2: Average hourly cash earnings of full-time non-managerial adult employees in Accommodation and food services, by subdivision, August 2008, May 2010 and May 2012

Industry subdivision/group	2008	2010	2012
Accommodation	20.70	21.80	23.50
Food and beverage services	21.80	23.00	24.00
Accommodation and food services	21.50	22.60	23.90
All Industries	30.10	32.20	34.70

Source: ABS, *Employee Earnings and Hours, Australia, various*, Catalogue No. 6306.0.

2 Industry structure and performance

2.1 Industry structure

Table 2.1: Industry value added by Accommodation and food services subdivisions, 2008–09 to 2010–11

	2008–09		2009–10		2010–11	
	Value added (\$m)	% of industry value added	Value added (\$m)	% of industry value added	Value added (\$m)	% of industry value added
Accommodation	6979	23.4	7149	22.8	7046	21.1
Food and beverage services	22 820	76.6	24 202	77.2	26 389	78.9
Accommodation and food services	29 798	100.0	31 351	100.0	33 435	100.0

Source: ABS, *Australian Industry, 2010–11*, Catalogue No. 8155.0.

Table 2.2: Wages and salaries by business size, 2008–09 to 2010–11

	Percentage of industry total		
	2008–09	2009–10	2010–11
Accommodation and food services			
Small	44.5	42.3	39.7
Medium	32.4	33.3	35.6
Large	23.1	24.4	24.7
Total selected industries			
Small	29.5	31.4	29.5
Medium	28.3	26.7	27.7
Large	42.1	41.9	42.8

Note: Small businesses employ fewer than 20 persons, medium businesses employ between 20 to 199 persons and large businesses employ 200 or more persons. Total selected industries excludes Financial and insurance services.

Source: ABS, *Australian Industry, 2010–11*, Catalogue No. 8155.0.

Table 2.3: Sales and service income by business size, 2008–09 to 2010–11

	Percentage of industry total		
	2008–09	2009–10	2010–11
Accommodation and food services			
Small	46.7	44.9	44.8
Medium	31.4	32.3	33.2
Large	22.0	22.8	22.1
Total selected industries			
Small	31.9	33.6	31.9
Medium	24.8	24.4	25.4
Large	43.3	42.0	42.7

Note: Small businesses employ fewer than 20 persons, medium businesses employ between 20 to 199 persons and large businesses employ 200 or more persons. Total selected industries excludes Financial and insurance services.

Source: ABS, *Australian Industry, 2010–11*, Catalogue No. 8155.0.

Table 2.4: Industry value added by business size, 2008–09 to 2010–11

	Percentage of industry total		
	2008–09	2009–10	2010–11
Accommodation and food services			
Small	45.3	43.5	41.5
Medium	33.0	34.2	34.4
Large	21.8	22.2	24.1
Total selected industries			
Small	34.0	35.2	33.7
Medium	23.6	22.5	23.4
Large	42.5	42.3	42.9

Note: Small businesses employ fewer than 20 persons, medium businesses employ between 20 to 199 persons and large businesses employ 200 or more persons. Total selected industries excludes Financial and insurance services.

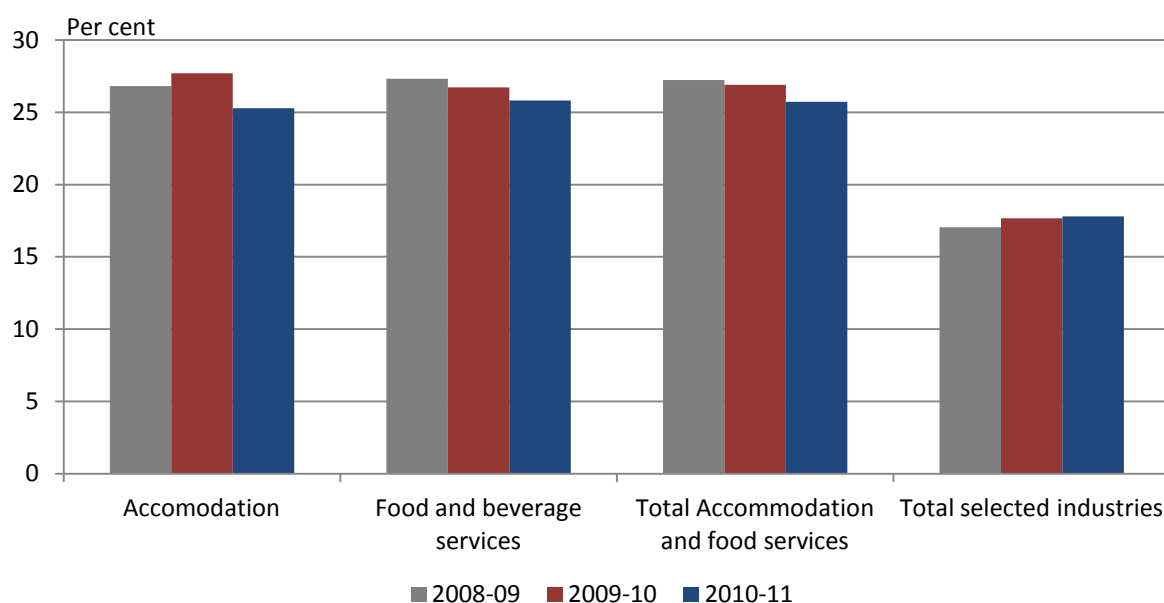
Source: ABS, *Australian Industry, 2010–11*, Catalogue No. 8155.0.

Table 2.5: Industry gross value added by Accommodation and food services, by state/territory, 2011–12

	Percentage of national Accommodation and food services value added	Percentage of Accommodation and food services value added by state/territory
New South Wales	36.6	3.0
Victoria	21.8	2.5
Queensland	20.7	2.6
South Australia	6.3	2.5
Western Australia	8.8	1.3
Tasmania	2.1	3.0
Northern Territory	1.1	2.2
Australian Capital Territory	2.5	2.8
Australia	100.0	2.5

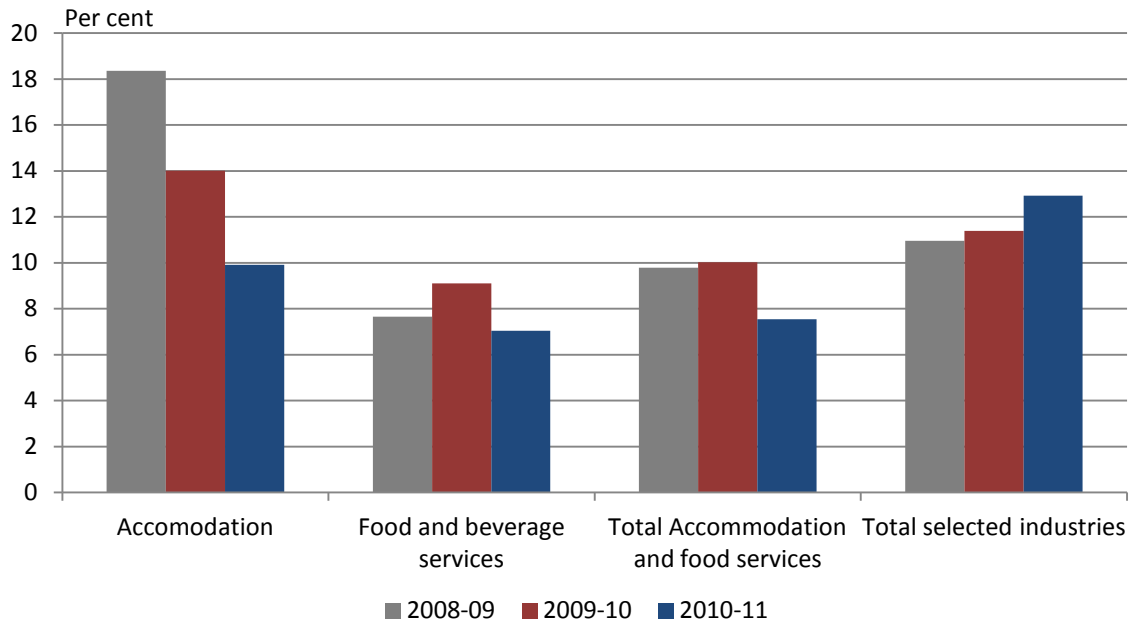
Source: ABS, *Australian National Accounts: State Accounts, 2011–12*, Catalogue No. 5220.0.

2.2 Income and cost structure

Figure 2.1: Wages and salaries as percentage of total expenses, by subdivision, 2008–09 to 2010–11

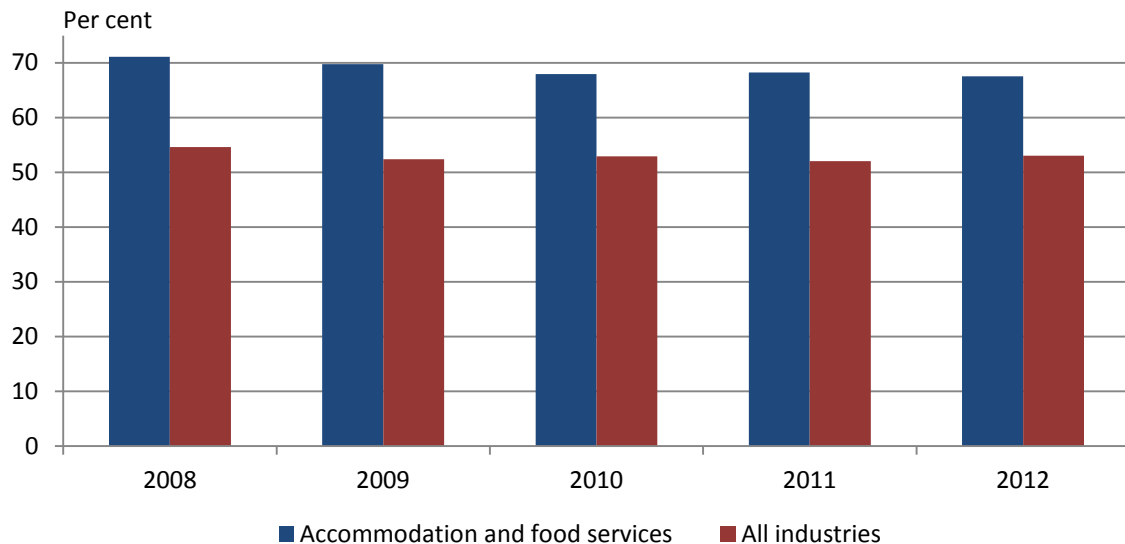
Note: Total selected industries excludes Financial and insurance services.

Source: ABS, *Australian Industry, 2010–11*, Catalogue No. 8155.0.

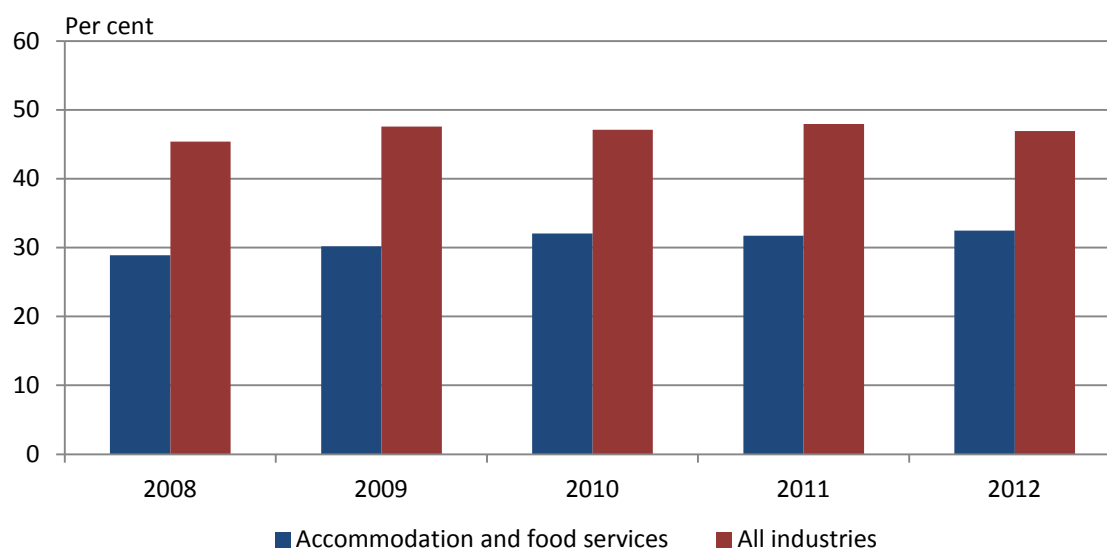
Figure 2.2: Profit margins by subdivision, 2008–09 to 2010–11

Note: Profit margins are calculated as the percentage of sales and service income available as operating profit before tax. Total selected industries excludes Financial and insurance services. The estimate of operating profit before tax in Food and beverage services in 2008–09 has a relatively large standard error of between 25 and 50 per cent and should be interpreted with caution.

Source: ABS, *Australian Industry, 2010–11*, Catalogue No. 8155.0.

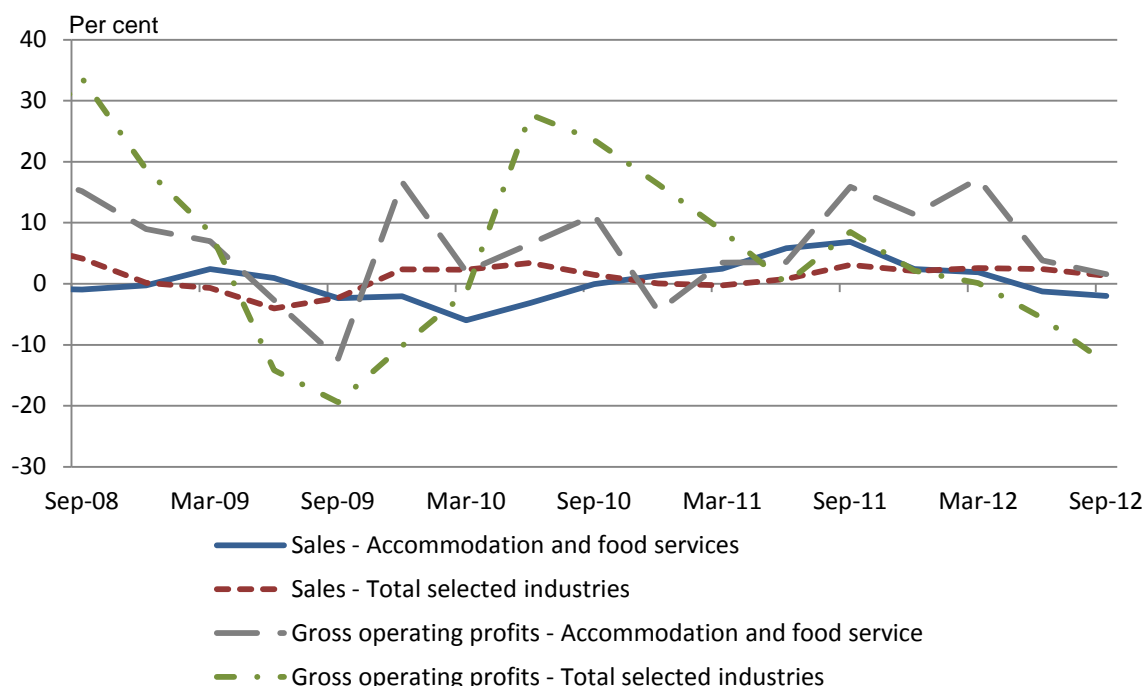
Figure 2.3: Wages share of total factor income, June 2008 to June 2012

Source: ABS, *Australian System of National Accounts, 2011–12*, Catalogue No. 5204.0.

Figure 2.4: Profit and gross mixed share of total factor income, June 2008 to June 2012

Source: ABS, *Australian System of National Accounts, 2011–12*, Catalogue No. 5204.0.

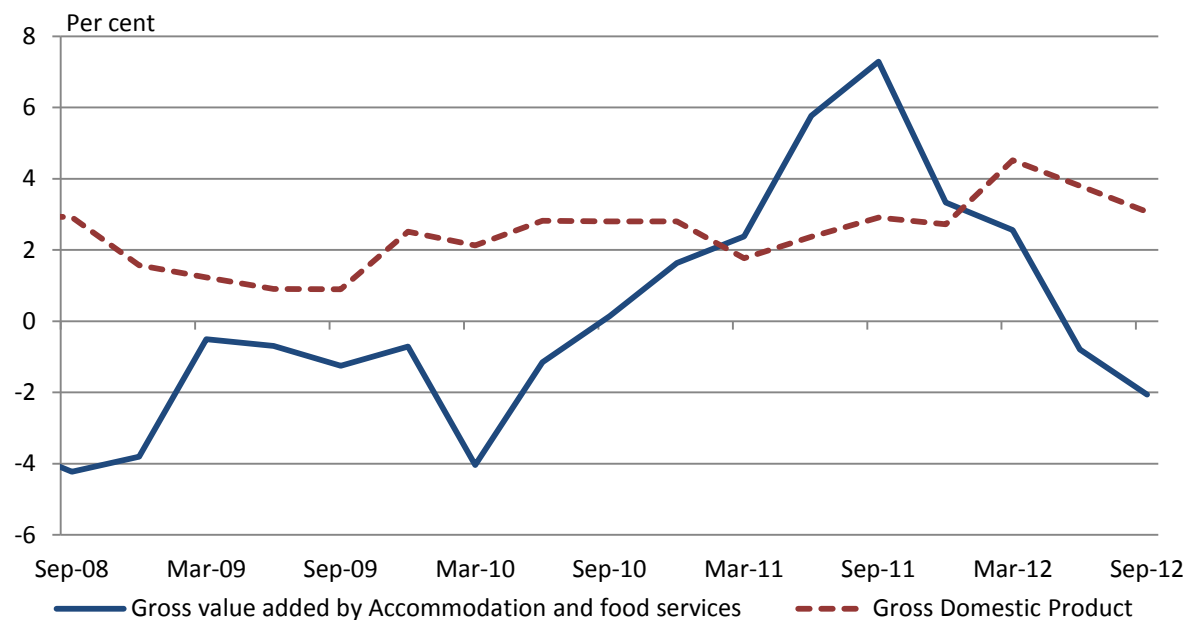
2.3 Industry performance

Figure 2.5: Sales and company gross operating profits in Accommodation and food services, annual percentage change, September 2008 to September 2012

Note: Sales of goods and services and gross operating profit estimates are not available for Education and training and Health care and social services, as well as Depository financial intermediation and Insurance superannuation funds subdivisions from Finance and insurance services. Sales is expressed in real terms from chain volume estimates. Gross operating profits is expressed in nominal terms from current price estimates.

Source: ABS, *Business Indicators, Australia, Sep 2012*, Catalogue No. 5676.0.

Figure 2.6: Growth in real output, annual percentage change, September 2008 to September 2012



Note: All data are expressed in real terms from chain volume estimates.

Source: ABS, *Australian National Accounts: National Income, Expenditure and Product, Sep 2012*, Catalogue No. 5206.0.

3 Labour market structure and trends

3.1 Industry workforce

Table 3.1: Employed persons by gender and employment status, November 2012

	Accommodation and food services		All industries
	No. ('000s)	Percentage of industry employment	Percentage of total employment
Male			
Full-time	190.8	24.4	45.7
Part-time	155.5	19.8	8.5
Female			
Full-time	156.5	20.0	24.9
Part-time	280.6	35.8	20.9
Total	783.4	100.0	100.0

Note: All data are expressed in original terms.

Source: ABS, *Labour Force, Australia, Detailed, Quarterly, Nov 2012*, Catalogue No. 6291.0.55.003.

Table 3.2: Employed persons by age, November 2012

Age (yrs)	Accommodation and food services		All industries
	No. ('000s)	Percentage of industry employment	Percentage of total employment
15–19	191	24.4	5.7
20–24	150	19.2	10.3
25–34	164	20.9	22.7
35–44	98	12.5	22.4
45–54	99	12.6	21.4
55–59	40	5.1	8.4
60–64	24	3.1	5.7
65 and over	17	2.2	3.4
Total	783	100.0	100.0

Note: All data are expressed in original terms. Estimates of the number of employees are rounded.

Source: ABS, *Labour Force, Australia, Detailed, Quarterly, Nov 2012*, Catalogue No. 6291.0.55.003.

Table 3.3: Composition of employed persons by subdivision, November 2012

Subdivision	Total employment		Percentage of total subdivision employment							
	No. ('000s)	%	Male		Female		Total		Total	
			FT	PT	FT	PT	Male	Female	FT	PT
Accommodation	106.2	13.6	27.9	9.6	30.9	31.6	37.5	62.5	58.8	41.2
Food and beverage services	677.3	86.4	23.8	21.5	18.3	36.5	45.3	54.7	42.1	57.9
Accommodation and food services	783.4	100.0	24.4	19.8	20.0	35.8	44.2	55.8	44.3	55.7
All industries	11531.1		45.7	8.5	24.9	20.9	54.2	45.8	70.6	29.4

Note: All data are expressed in original terms. Estimates of employed persons in Other Accommodation and food services are subject to high sampling variability too high for use and, as a result, not included. FT = full-time, PT = part-time.

Source: ABS, *Labour Force, Australia, Detailed, Quarterly, Nov 2012*, Catalogue No. 6291.0.55.003.

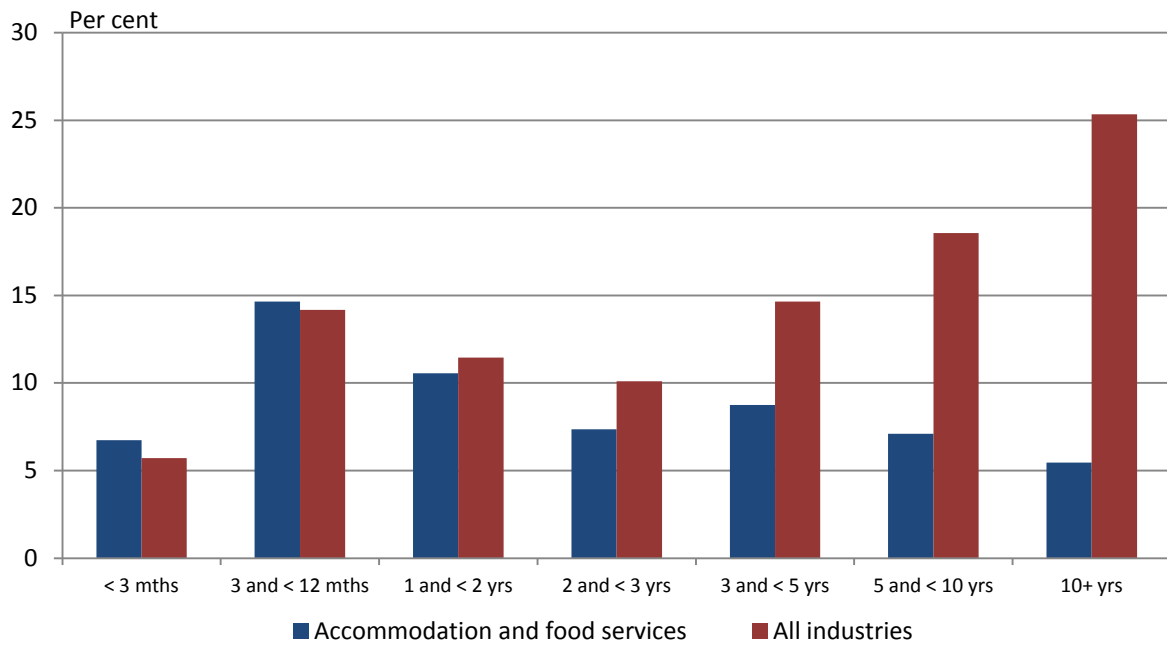
Table 3.4: Employed persons by major occupational group, November 2012

	Accommodation and food services		All industries
	No. ('000s)	Percentage of employment in occupation	Percentage of total employment in occupation
Managers	136	17.4	12.5
Professionals	6	0.8	22.1
Technicians and trade workers	101	12.9	14.6
Community and personal service workers	235	30.0	9.7
Clerical and administrative workers	29	3.7	14.6
Sales workers	98	12.5	9.4
Machinery operators and drivers	11	1.4	6.8
Labourers	168	21.5	10.1
Total	783	100.0	100.0

Note: All data are expressed in original terms. Estimates of the number of employees are rounded.

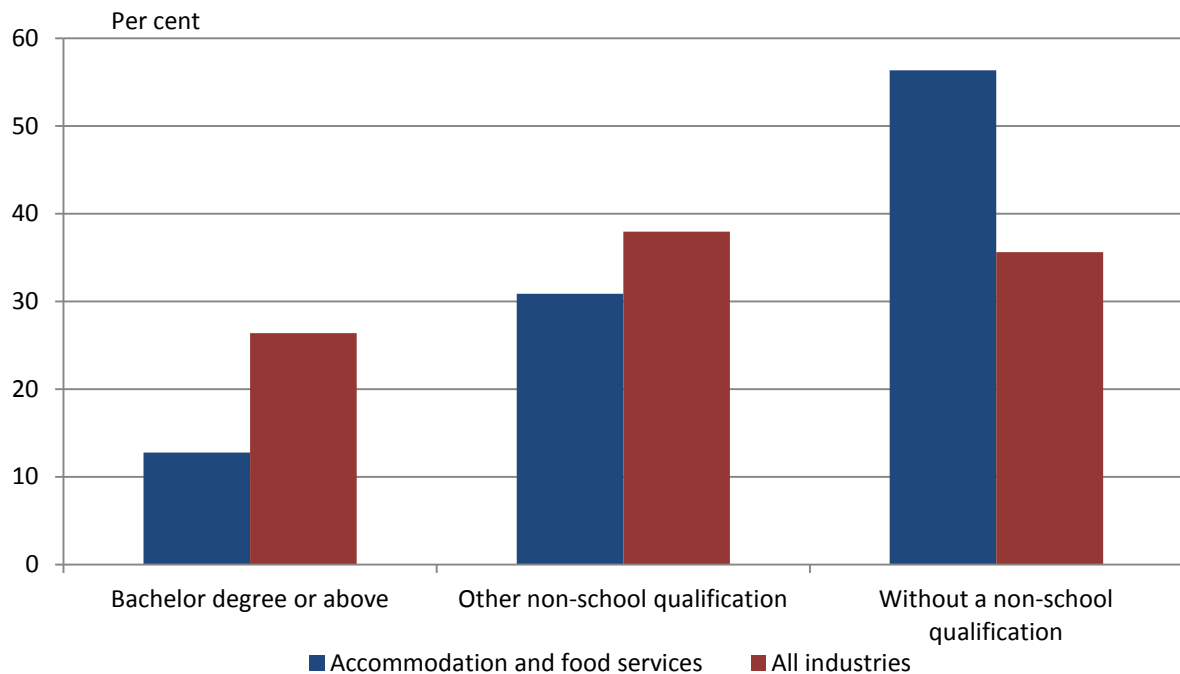
Source: ABS, *Labour Force, Australia, Detailed, Quarterly, Nov 2012*, Catalogue No. 6291.0.55.003.

Figure 3.1: Duration of employment with current employer/business in Accommodation and food services, February 2012



Source: ABS, *Labour Mobility, Australia, Feb 2012*, Catalogue No. 6209.0.

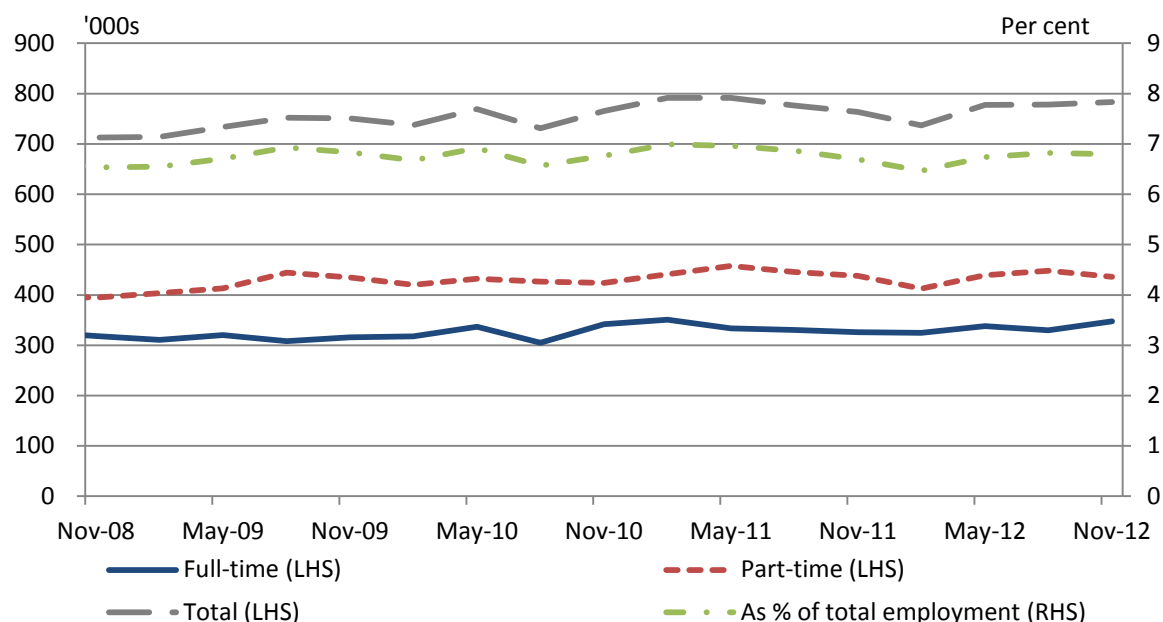
Figure 3.2: Employed persons by level of educational attainment, May 2012



Source: ABS, *Education and Work, Australia, May 2012*, Catalogue No. 6227.0.

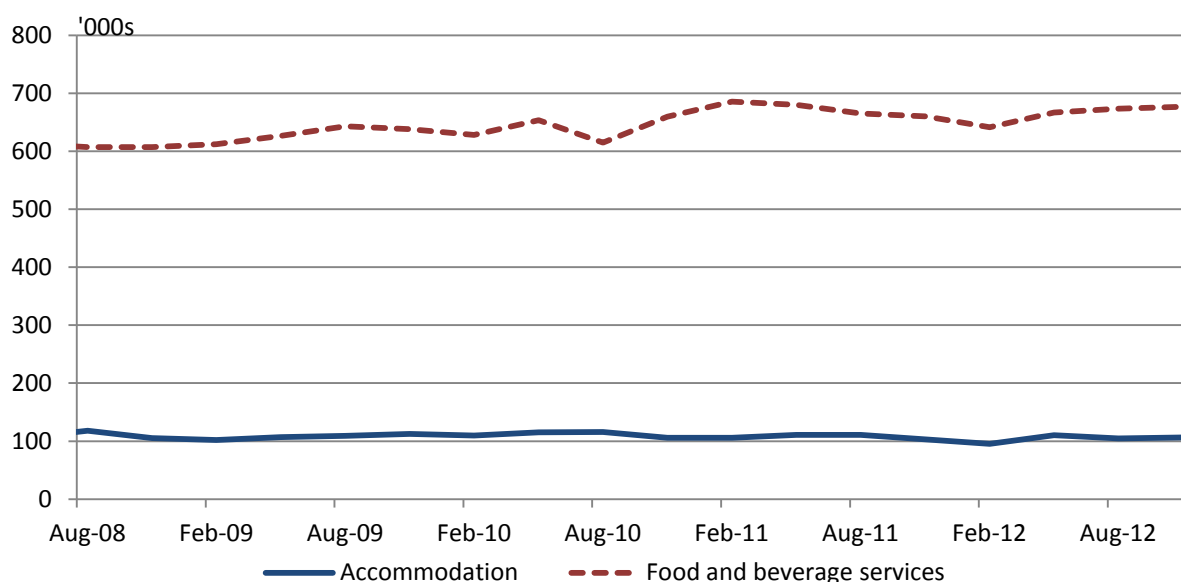
3.2 Labour market trends

Figure 3.3: Persons employed in Accommodation and food services and Accommodation and food services as a proportion of total employment, November 2008 to November 2012



Source: ABS, *Labour Force, Australia, Detailed, Quarterly, Nov 2012*, Catalogue No. 6291.0.55.003.

Figure 3.4: Persons employed in Accommodation and food services by subdivision, November 2008 to November 2012



Note: All data are expressed in original terms.

Source: ABS, *Labour Force, Australia, Detailed, Quarterly, Nov 2012*, Catalogue No. 6291.0.55.003.

Table 3.5: Persons previously employed in Accommodation and food services, November 2012

	Accommodation and food services		All industries
	No. ('000s)	Percentage of industry previously employed	Percentage of total previously employed
Male	15.8	47.0	58.4
Female	17.7	52.7	41.6
Total	33.6	100.0	100.0

Note: All data are expressed in original terms. Persons previously employed cover unemployed persons who had worked for two weeks or more in the last two years in the industry.

Source: ABS, *Labour Force, Australia, Detailed, Quarterly, Nov 2012*, Catalogue No. 6291.0.55.003.

Table 3.6: Persons underemployed in Accommodation and food services, November 2012

	Accommodation and food services		All industries
	No. ('000s)	Percentage of industry underemployed	Percentage of total underemployed
Male	51.3	37.5	39.8
Female	85.6	62.5	60.2
Total	136.9	100.0	100.0

Note: All data are expressed in original terms.

Source: ABS, *Labour Force, Australia, Detailed, Quarterly, Nov 2012*, Catalogue No. 6291.0.55.003.

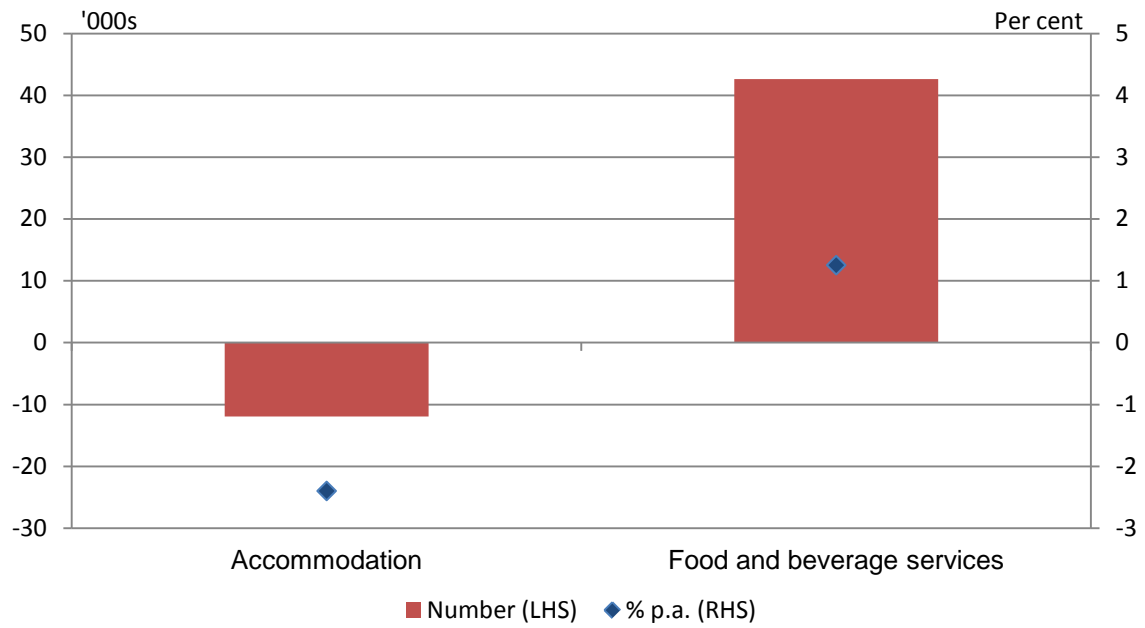
Table 3.7: Average annual growth rates of labour and multifactor productivity, 2003–04 to 2011–12

	Accommodation and food services		Total market sector	
	Labour productivity	Multifactor productivity	Labour productivity	Multifactor productivity
	%	%	%	%
2003–04 to 2007–08	1.3	0.5	1.1	–0.6
2007–08 to 2011–12	–0.6	–0.2	1.6	–0.6

Note: The 2007–08 to 2011–12 growth cycle is incomplete. Labour productivity measures the amount of output per unit of labour which is measured in terms of gross value added per hour worked. Multifactor productivity measures the ratio of growth in output to growth in two or more factor inputs and represents that part of the change in output that cannot be explained by changes in the inputs. Multifactor productivity, in this case, is based on the gross value added of capital and labour in production. The total market sector comprises all industries except for Public administration and safety, Education and training and Health care and social assistance.

Source: ABS, *Estimates of Industry Multifactor Productivity, 2011–12*, Catalogue No. 5260.0.55.002.

Figure 3.5: Projected employment growth in Accommodation and food services by subdivision, five years to 2016–17



Source: DEEWR, *Employment Projections by Industry, Occupation and Regions, 2012*, <http://www.deewr.gov.au/LMIP/default.aspx?LMIP/Publications/IndustryEmploymentProjections>.

4 Earnings and wage instruments

4.1 Earnings

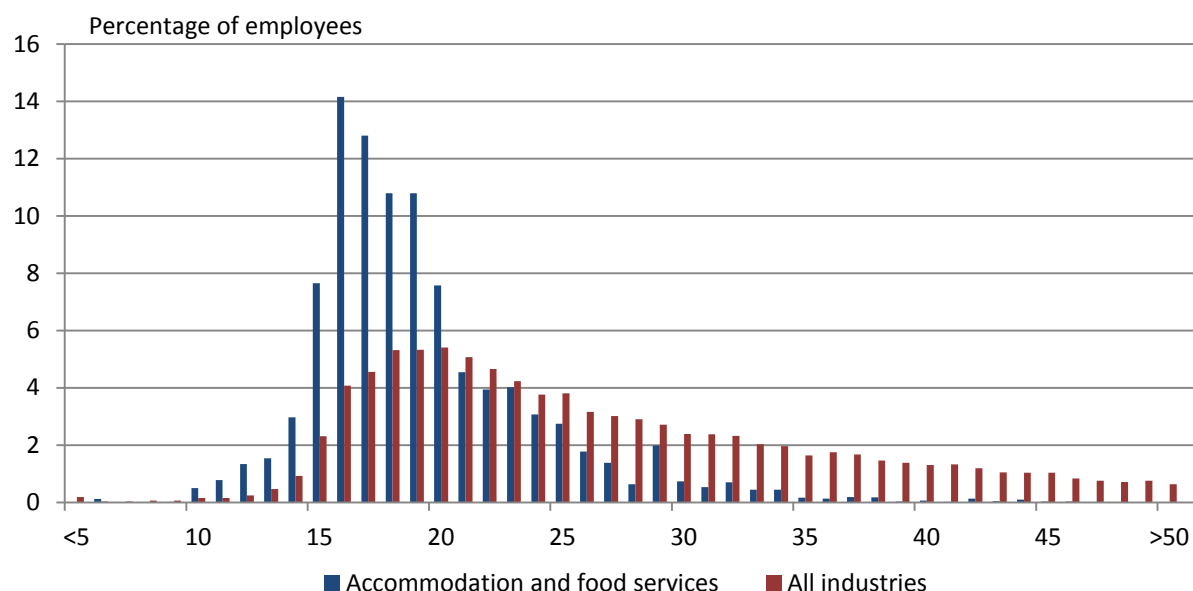
Table 4.1: Average weekly earnings, November 2012

	Accommodation and food services	All industries	Ratio of Accommodation and food services relative to all industries
	\$	\$	%
Average weekly earnings, all employees	530.30	1081.30	49.0
Average weekly ordinary time earnings, full-time adult employees	992.80	1396.00	71.1
Average weekly ordinary time earnings, full-time adult male employees	1012.30	1491.80	67.9
Average weekly ordinary time earnings, full-time adult female employees	959.50	1230.10	78.0

Note: All data are expressed in original terms.

Source: ABS, *Average Weekly Earnings, Australia, Nov 2012*, Catalogue No. 6302.0.

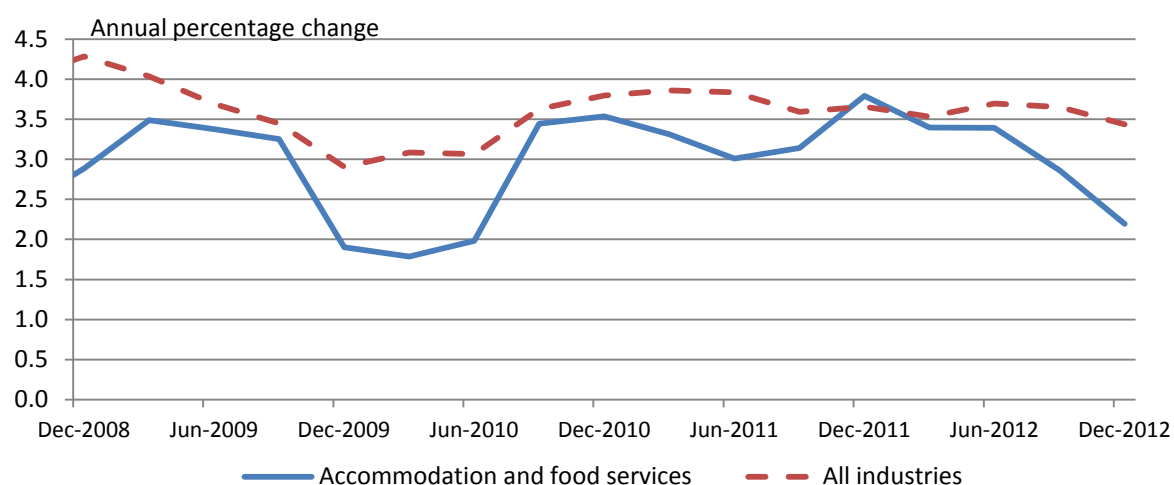
Figure 4.1: Distribution of hourly total cash earnings (\$1 intervals), adult employees, May 2010



Note: Earnings are presented using \$1 intervals (e.g. \$15 includes amounts over \$14 per hour and equal to or less than \$15 per hour).

Source: ABS, *Employee, Earnings and Hours, Expanded CURF, May 2010*, Catalogue No. 6306.0.55.001.

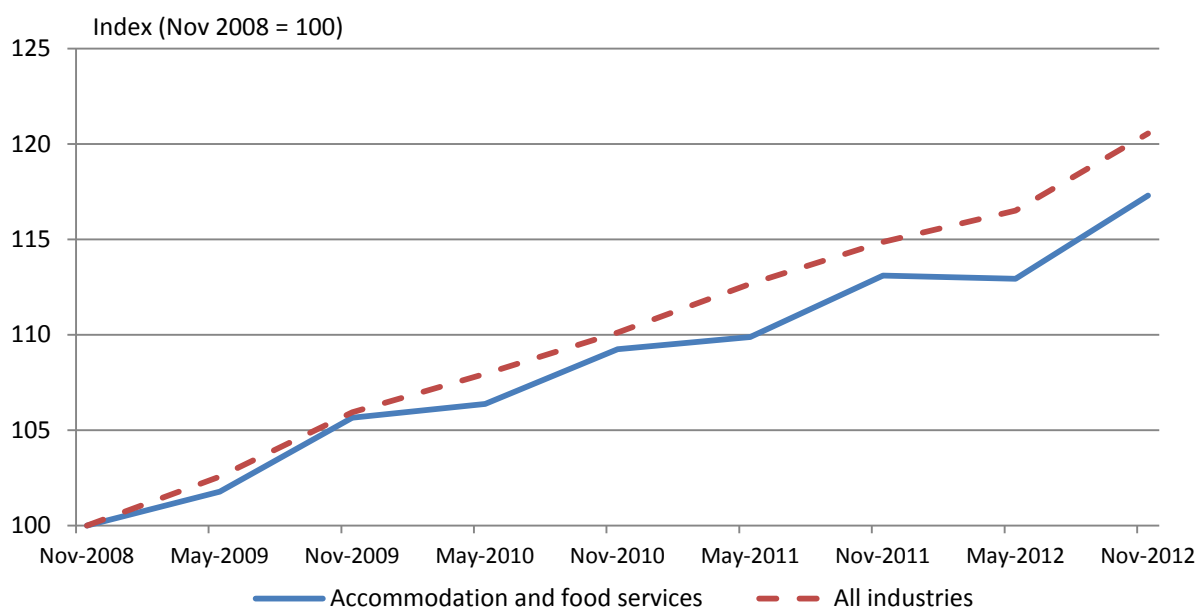
Figure 4.2: Rate of growth in total hourly rates of pay excluding bonuses, December 2008 to December 2012



Note: All data are expressed in original terms.

Source: ABS, *Wage Price Index, Australia, Dec 2012*, Catalogue No. 6345.0.

Figure 4.3: Average weekly ordinary time earnings of full-time adult employees, November 2008 to November 2012



Note: All data are expressed in original terms.

Source: ABS, *Average Weekly Earnings, Australia, Nov 2012*, Catalogue No. 6302.0.

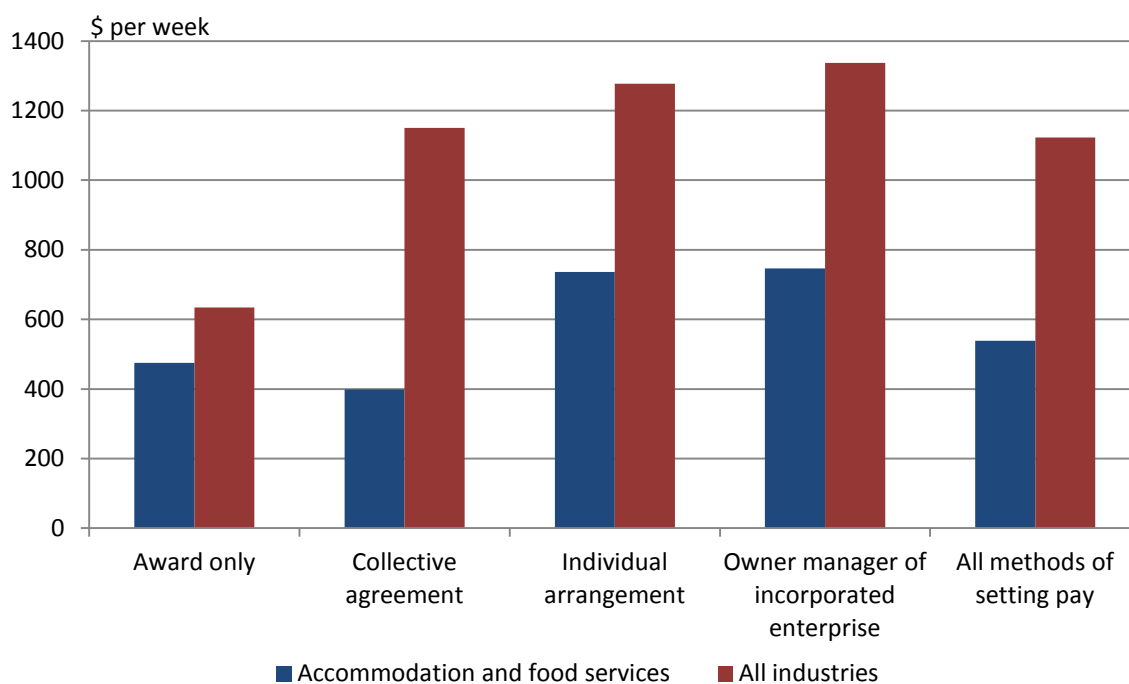
4.2 Wage instruments and bargaining

Table 4.2: Method of setting pay, May 2012

	Accommodation and food services	All industries
	%	%
Award only	44.8	16.1
Collective agreement	23.8	42.0
Individual arrangement	29.6	38.7
Owner manager of incorporated enterprise	1.7	3.3
All methods of setting pay	100.0	100.0

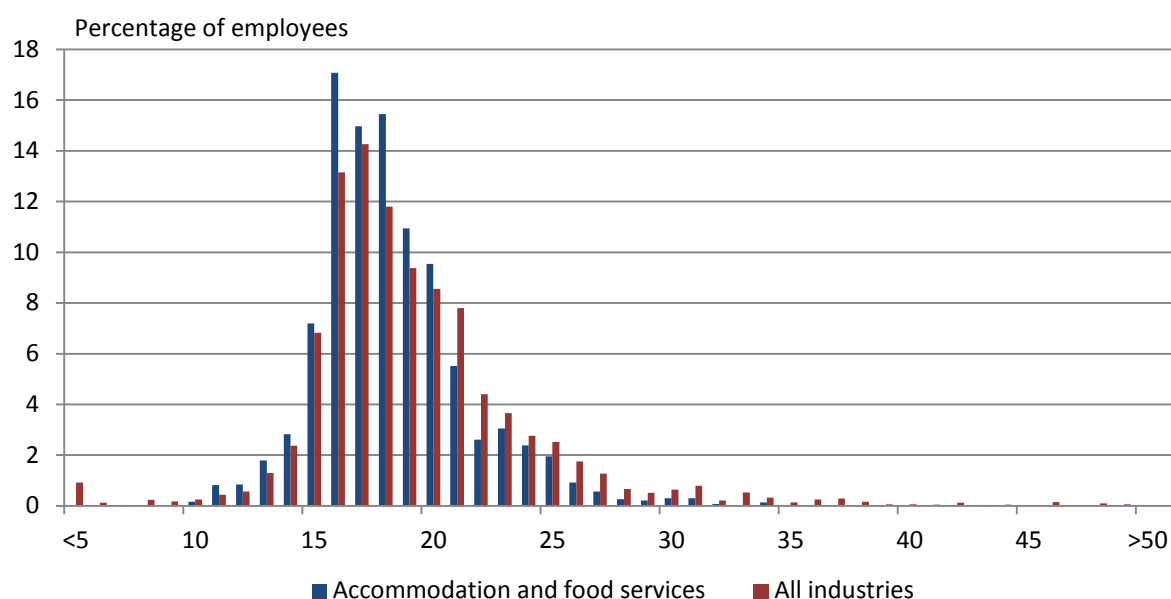
Source: ABS, *Employee Earnings and Hours, Australia, May 2012*, Catalogue No. 6306.0.

Figure 4.4: Average weekly total cash earnings by method of setting pay, May 2012



Source: ABS, *Employee Earnings and Hours, Australia, May 2012*, Catalogue No. 6306.0.

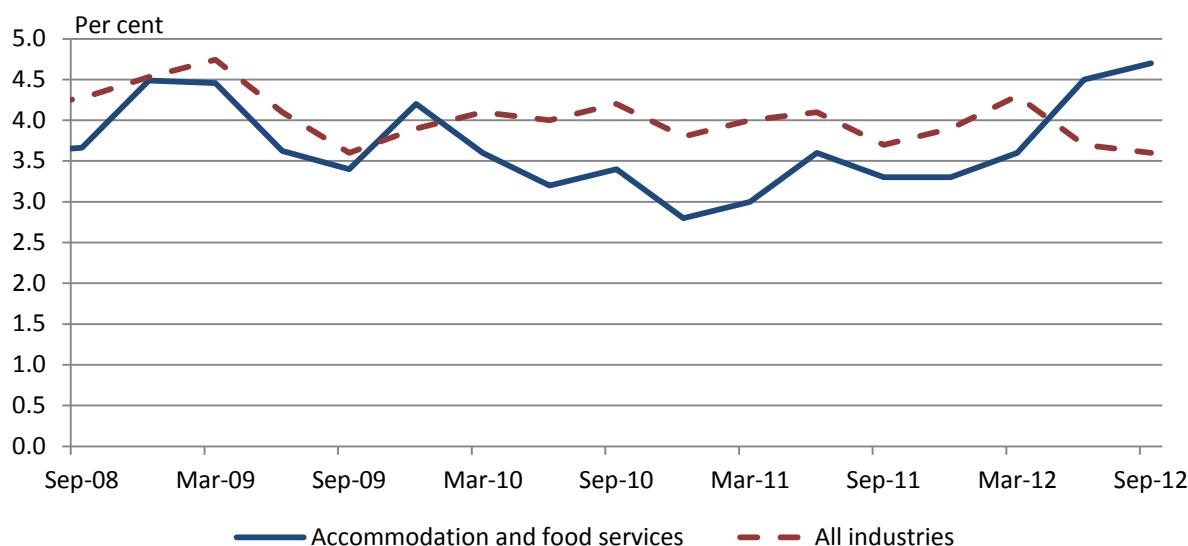
Figure 4.5: Distribution of hourly total cash earnings (\$1 intervals) for award-reliant adult employees, May 2010



Note: Earnings are presented using \$1 intervals (e.g. \$15 includes amounts over \$14 per hour and equal to or less than \$15 per hour).

Source: ABS, *Employee, Earnings and Hours, Expanded CURF, May 2010*, Catalogue No. 6306.0.55.001.

Figure 4.6: Average annualised wage increases for federal enterprise agreements certified in the quarter, September 2008 to September 2012



Source: Department of Education, Employment and Workplace Relations, *Trends in Federal Enterprise Bargaining*, September 2012, <http://foi.deewr.gov.au/node/30419>.

5 Forms and conditions of employment

Table 5.1: Employment type by gender, November 2011

	Accommodation and food services			All industries		
	Men	Women	Persons	Men	Women	Persons
	%	%	%	%	%	%
Employees with paid leave entitlements	35.2	29.0	31.7	61.7	63.4	62.5
Employees without paid leave entitlements	51.4	61.9	57.3	16.6	23.8	19.9
OMIE	5.1	3.5	4.2	9.1	4.3	6.9
OMUE	8.4	5.6	6.8	12.6	8.5	10.7
Total	100.0	100.0	100.0	100.0	100.0	100.0

Note: OMIE = owner-manager of incorporated enterprise. OMUE = owner-manager of unincorporated enterprise. All data are expressed in original terms.

Source: ABS, *Australian Labour Market Statistics, Jul 2012*, Catalogue No. 6105.0.

Table 5.2: Forms of employment by gender, November 2011

	Accommodation and food services			All industries		
	Men	Women	Persons	Men	Women	Persons
	%	%	%	%	%	%
Employees	86.9	91.0	89.2	77.6	86.9	81.8
Independent contractors	0.8	1.8	1.4	12.0	5.4	9.0
Other business operators	12.2	7.2	9.4	10.4	7.7	9.2
Total	100.0	100.0	100.0	100.0	100.0	100.0

Source: ABS, *Forms of Employment, Australia, Nov 2011*, Catalogue No. 6359.0.

Table 5.3: Employees with and without paid leave, November 2011

	Full-time		Part-time		All employees	
	With paid leave	Without paid leave	With paid leave	Without paid leave	With paid leave	Without paid leave
	%	%	%	%	%	%
Accommodation and food services	72.5	27.5	14.3	85.7	35.9	64.1
All industries	89.5	10.5	46.4	53.6	76.3	23.7

Source: ABS, *Forms of Employment, Australia, Nov 2011*, Catalogue No. 6359.0.

6 References

- ABS, *Australian Industry, 2010–11*, Catalogue No. 8155.0.
- ABS, *Australian Labour Market Statistics, Jul 2012*, Catalogue No. 6105.0.
- ABS, *Australian National Accounts: National Income, Expenditure and Product, Sep 2012*, Catalogue No. 5206.
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- ABS, *Business Indicators, Australia, Sep 2012*, Catalogue No. 5676.0.
- ABS, *Education and Work, Australia, May 2012*, Catalogue No. 6227.0.
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