

# QHA

# QUEENSLAND HOTELS ASSOCIATION UPDATE NEWSLETTER

14 Feb 2020 Volume 26 Number 02 // CORONAVIRUS // HIGA // LIQUOR COMPLIANCE // EVENTS // TRAINING



## CORONAVIRUS HEALTH ALERT UPDATES

The Australia Government Department of Health are providing updated information every day with the latest medical advice and official reports, via the Health Alert on their website at the following link:

<https://www.health.gov.au/news/health-alerts/novel-coronavirus-2019-ncov-health-alert>

### CURRENT STATUS IN AUSTRALIA

As at 06:00 hrs on 10 February 2020, we have confirmed 15 cases of novel coronavirus in Australia:

- 5 in Queensland
- 4 in New South Wales
- 4 in Victoria
- 2 in South Australia

All of the cases in Australia have come from Wuhan except one in NSW who had contact in China with a confirmed case in Wuhan.

Of the previously reported cases, 5 have recovered. The others are in a stable condition.

### ACROSS THE WORLD

Across the world, there have been about 37,562 confirmed cases of novel coronavirus and 813 reported deaths. The fatality rate is currently 2.16%.

On 30 January 2020, the World Health Organisation declared the coronavirus outbreak a Public Health Emergency of International Concern.

### WHAT IS CORONAVIRUS

Novel coronavirus is a respiratory illness caused by a new coronavirus first reported in Wuhan, Hubei Province, China.

Symptoms can range from a mild illness like a cough to pneumonia. People may experience fever, flu-like symptoms and shortness of breath.

### WHO IS AT RISK

In Australia, the people most at risk of getting the virus are those who have:

- recently been in mainland China
- been in close contact with someone who is a confirmed case of coronavirus

### IF YOU ARE AT RISK

You need to isolate yourself if you are at risk of getting the virus:

- If you have been in Hubei Province in the past 14 days, you need to isolate yourself for 14 days after leaving Hubei Province.
- If you have been in mainland China on or after 1 February 2020, you need to isolate yourself for 14 days after

leaving mainland China.

- If you have been in close contact with a confirmed case, you need to isolate yourself for 14 days after your last contact with that person.

### You do not need to isolate yourself if:

- you left mainland China before 1 February 2020 and did not travel in Hubei Province
- you have only travelled in Hong Kong, Macau and Taiwan

### QHA ASSISTANCE WITH STAFF

If you have any employment relations specific questions associated with this issue, please contact the ER Department to discuss your specific circumstances.

In particular, if an employee has reported to you that they have recently travelled overseas to China, or has otherwise fallen into one of the criteria outlined above, please contact us to discuss your specific situation and how to manage the employee's resulting absence (including payment requirements).

# HIGA: KNOW YOUR AWARD TRAINING IN 2020

**IT'S CONFIRMED! THE HOSPITALITY INDUSTRY (GENERAL) AWARD 2020 ('THE HIGA') WILL COMMENCE ON THE FIRST FULL PAY PERIOD ON OR AFTER 4 MAY, 2020.**

In readiness for HIGA 2020, the QHA's experienced employment relations ('ER') team will be delivering its popular *HIGA: Know Your Award* course in Brisbane on Thursday, 23 April.

During the course, we will provide you with important information on the following:

- Who the HIGA applies to;
  - The sources of employment entitlements
  - When an award covers and applies to an employer and employee
  - The concept of award free employees
- The main HIGA entitlements and conditions – now and from 4 May, 2020;
- National Employment Standards and its interaction with the HIGA;
- Averaging arrangements for overtime cost minimisation, and;
- Wage effective rostering practices.

As well as the answers to the most commonly asked HIGA award interpretation questions!

## Who Should Attend?

This course is ideal for:

- Hotel and Duty Managers
- Heads of Department
- HR personnel
- Payroll administrators
- Anyone with staffing and rostering responsibilities

## Did You Attend a 2019 Course?

This course will cover the same content as the courses held in late 2019, however there will be some new content due to the finalisation of some outstanding variation matters.

## Important Course Info

**Course Time:** 9am to 12.30pm - registration from 8.45am

**Cost per person** (Includes GST):

\$140 – financial QHA members

\$185 – corporate members and QHA partners

\$240 – non-members

**Venue:** The Colmslie Hotel - Wynnum and Junction Rds, Morningside

## What if I'm not close to Brisbane?

*HIGA: Know Your Award* sessions are being planned for other areas. If you are interested in this session, please contact the ER team to raise your expression of interest.

Alternatively, the course can be delivered in-house at your venue for up to 20 attendees. Contact us for further information and pricing.

## How do I Register?

You can register to attend through the QHA website by visiting the URL below:

<https://qha.org.au/employment-relations-courses/>

Or by contacting us by phone or email.

A confirmation letter with course details will be sent to you once your registration has been processed.

## Further Information

Financial QHA members can obtain further information about this training, or seek assistance with reference to any other employment matters by phoning the ER Team on 07 3221 6999 or emailing [er@qha.org.au](mailto:er@qha.org.au).

## HIGA ANNUALISED SALARY CHANGE ON 1 MARCH 2020? NOPE!

The QHA has noticed that a number of consulting, accounting and legal firms have all been promoting webinars and training courses that will prepare employers for the 1 March 2020 changes to the *Hospitality Industry (General) Award 2010* ('HIGA') as well as other modern awards.

With respect to the HIGA, this date is incorrect.

Please be aware that new annualised salary provision (clause 27.1) in the HIGA does not take effect on 1 March 2020.

In its decision of 23 December 2019, the Full Bench of the Fair Work Commission stated that the annualised salary change to HIGA clause 27.1, to the *Restaurant Industry Award 2010* and to the *Marine Towing Award 2010*, would not have effect from 1 March, unlike all of the other modern awards impacted by the annualised salaries common matter. Importantly, clause 27.1 has not yet been finalised by the Full Bench, and submissions on the draft clause were only due on Friday, 7 February.

The Full Bench did not provide a new date of effect – this is currently unknown, however as soon as the QHA hears, we'll tell you.

# LIQUOR COMPLIANCE

## BE AWARE OF ADVERTISING RESTRICTIONS ON DRINKS AND MEALS PACKAGES

If you are planning to offer drinks and meals packages for special events, keep in mind the advertising restrictions on promotions, as set out in the *Liquor Act 1992* (Qld).

### You cannot advertise externally:

1. free liquor or multiple quantities of liquor (e.g. two drinks for the price of one) for on-premises consumption
2. the sale price of liquor for on-premises consumption
3. a promotion that is likely to indicate to an ordinary person the availability of liquor, for consumption on the premises, at a price less than that normally charged for the liquor.

### Advertising certain “drink and meal” packages is acceptable, if the package consists of:

- a meal and one alcoholic beverage, provided the beverage equates to no more than 1.5 standard drinks and the meal is of sufficient substance to ordinarily be accepted as a meal, or
- a package consisting of a meal for two and a bottle of wine, sparkling wine or champagne up to 750ml, and the meals are of sufficient substance to ordinarily be accepted as a meal, or
- a package consisting of accommodation and a bottle of wine, sparkling wine or champagne up to 750ml.

Contact the QHA for any guidance regarding advertising and promotion of liquor or gaming products.



### THE INTRUST SUPER 80 TWENTY HOTEL CONFERENCE IS BACK IN BRISBANE FOR A WHOLE DAY ON THE 26TH OF MARCH 2020 AT THE EMPORIUM HOTEL.

The upcoming event provides attendees with the opportunity to gain valuable insights from accommodation experts and industry leaders. QHA Chief Executive, Bernie Hogan will be on a panel.

The conference is a fantastic forum for senior hotel management, owners and operators to network and expand their industry knowledge. Key topics the program includes optimising performance in a well-supplied market, revenue-driving strategies and evolving market conditions in the hotel space.

**Register now: [www.8020hotelconference.com](http://www.8020hotelconference.com)**

**SPECIAL EARLY BIRD RATE IS OPEN! GET THE OPPORTUNITY TO SAVE**



**V E N T U R E**  
**A C R O S S Q L A N D**  
**E M P T Y**  
 — TUCKER BAG IN HAND —  
 FILL IT UP AS YOU GO  
 A SPREAD SOME DOUGH  
**S U P P O R T**  
 — YOUR MATES —  
 ACROSS THIS GREAT STATE  
 A GET BEHIND THOSE COMMUNITIES  
 — R A V A G E D b y —  
 DROUGHT, FLOOD A FIRE



FOR MORE INFO [QHA.COM.AU](http://QHA.COM.AU)



# TRAINING MAR - APR 2020

## RESPONSIBLE MANAGEMENT OF LICENSED VENUES (RMLV)

**Price:** Member \$395.00  
Non-members \$495.00

### RMLV GOLD COAST

**Date:** 17 March 2020  
**Time:** 8.00am to 6.30pm  
**Venue:** Crowne Plaza Surfers, Gold Coast

### RMLV SUNSHINE COAST

**Date:** 30 March 2020  
**Time:** 8.00am to 6.30pm  
**Venue:** The Sebel, Pelican Waters

### RMLV BRISBANE

**Date:** 19 March 2020  
7 April 2020  
23 April 2020  
**Time:** 8.00am to 6.30pm  
**Venue:** QHA Training Centre, Brisbane

### RMLV TOOWOOMBA

**Date:** 24 March 2020  
**Time:** 8.00am to 6.30pm  
**Venue:** Burke and Wills Hotel, Toowoomba

### RMLV TOWNSVILLE

**Date:** 28 April 2020  
**Time:** 8.00am to 6.30pm  
**Venue:** Hotel Grand Chancellor, Townsville

### RMLV CAIRNS

**Date:** 30 April 2020  
**Time:** 8.00am to 6.30pm  
**Venue:** Holiday Inn, Cairns Harbourside

### VIDEO CONNECT (online)

**Date:** 26 March 2020  
29 April 2020  
**Time:** 8.00am to 6.30pm

### GAMING NOMINEE TRAINING (GNT)

**Price:** Member / Non-members \$495.00

### GNT BRISBANE

**Dates:** 26 March 2020  
16 April 2020  
**Time:** 9.00am to 5.00pm  
**Venue:** QHA Training Centre, Brisbane

### VIDEO CONNECT (online)

**Date:** 31 March 2020  
**Time:** 9.00am to 5.00pm

## BOOK NOW

Visit [www.qha.org.au](http://www.qha.org.au) for any of the training courses mentioned here or contact the QHA Training Dept on (07) 3221 6999 or Email: [training@qha.org.au](mailto:training@qha.org.au)