



# Australian Hotels Association (WA) e-Newsletter



## HOSPITALITY NEWS

- AHA Calls for Increase in Destination Marketing for Regional WA
- AFL Finals 2015: Time to Gear Up for Influx of Fans for Dockers-Eagles Games
- Sunday Trading and the Rugby World Cup
- Are you U.G.L.Y.?

## WORKPLACE RELATIONS AND REGULATIONS NEWS

- Fair Work Audit to Kick-Off in Southern Suburbs of Perth
- Harm Minimisation - Venue Management Plan

### **BECOME AN APPROVED MANAGER!**

COMPLETE YOUR **MLP1 COURSE** WITH THE AHA TODAY

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AHA Member Discounts on  
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- Venue Training 101
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## HOSPITALITY NEWS

### AHA Calls for Increase in Destination Marketing for Regional WA

The AHA(WA) called for the State Government to increase its destination marketing budget to benefit regional WA.

You can watch the full interview by clicking [here](#).



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### AFL Finals 2015: Time to Gear Up for Influx of Fans for Dockers-Eagles Games

WA pubs, taverns, hotel accommodation, small bars and the general hospitality industry should be ready for an economic boost of around \$100 million.

The anticipated direct expenditure for each final game played in Perth is about \$9.3 million along with the creation of some 115 jobs.

Travelling fans will be eating out, staying in hotels and shopping and we need to make them as welcome as possible.

AHA(WA) CEO Bradley Woods has spoken to the media and said "Perth is more than able to accommodate the influx of visitors expected..

"This means at least two great weekends of food and beverage demand, not only for Perth CBD bars and restaurants, but also out in the suburbs.

"Bars and pubs will be gearing up to accommodate a range of teams and their fans should be easily able to identify which venues are flying the colours of their teams."

Members should expect a higher level of activity in the city around finals time than in previous years.

The AHA recommends you roster and plan accordingly.

For further information on AFL finals games in Perth, contact AHA Media Executive, Adam Le Lievre, AHA Receptionist, Emma Dalton or AHA Senior Workplace Relations & IR Adviser, Simon Barry.

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## Sunday Trading and the Rugby World Cup

Licensees are reminded that an Extended Trading Permit is still required if they are intending to screen Rugby World Cup matches on a Sunday after 10pm, and at all other times outside regular trading hours.

Applications should be lodged at least 14 days prior to the required date.

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## Are you U.G.L.Y.?

A quick reminder to register to take part in this year's U.G.L.Y Bartender of the Year Competition!

Everyone knows U.G.L.Y. Bartenders are a fabulous bunch with big beautiful hearts.

Register now to show you're U.G.L.Y. by raising money in your bar and help the Leukaemia Foundation support people with blood cancer.

U.G.L.Y. Bartender of the Year is The Leukaemia Foundations Hospitality Fundraiser to raise funds for people living with blood cancer.

### HOW TO SHOW YOU'RE U.G.L.Y.

**Being U.G.L.Y. is easy.** Plan to have heaps of fun for this serious cause from 1 October to 16 November 2015.

Be as creative as you like, and host fun and engaging fundraisers in your venue – talent nights, drag shows, paintball, quiz nights, auctions, cocktail classes, garage sales, mini-marathons, BBQ's, car washes, Melbourne Cup events and much, much more. The Leukaemia Foundation's U.G.L.Y. Crew will be on hand to help you raise as much as you can and have a blast while being U.G.L.Y.!

In recognition of your fundraising the Leukaemia Foundation, with the support of our fantastic sponsors, are offering you some great prizes for being U.G.L.Y.!

- The highest fundraiser in each state will win a \$3,000 travel voucher to plan the Ultimate U.G.L.Y. Getaway
- The winning bar can choose from either a Hoshizaki Ice Machine or Lancer Beverage Systems products and services to the value of \$7,500 – let your venue manager know about this amazing prize!

And there are great prizes for everyone who raises over \$1,000, with our new U.G.L.Y. Thank You Incentive Prizes:

- Simply raise over \$1,000 and you'll receive the stunning Überbartool™ Kit
- Raise over \$5,000 and \$500 worth of JB Hi-Fi Vouchers are coming your way
- Raise over \$10,000 and you'll be heading off on the U.G.L.Y. VIP Cruise

Register to take part today [www.uglybartender.org.au](http://www.uglybartender.org.au)

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A red banner advertisement for NAB. The text reads "lending \$1 billion a month" in large white font, with "more 'yes' for business" below it. A "Find out more" button is on the right. The NAB logo is in the top right corner.

lending **\$1 billion** a month

more 'yes' for business

Find out more

nab

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## WORKPLACE RELATIONS AND REGULATIONS

### Fair Work Audits to Kick-Off in Southern Suburbs of Perth

Members in Perth's southern suburbs should be aware that the Fair Work Ombudsman (FWO) will shortly commence a random audit of up to 150 businesses as part of a new campaign targeting the hospitality industry.

The three-month campaign will focus on businesses located in and around the suburbs of **Kwinana, Rockingham** and **Armadale**. The FWO will randomly select a number of businesses to participate in this campaign.

As part of this campaign, the FWO Inspectors will review business and employment records to determine whether they are complying with their legal obligations in relation to a number of areas of workplace relations, including:

- Rates of pay (including whether employees are being paid all relevant minimum hourly rates of pay, penalty rates, allowances and loadings);
- Rostering (to determine whether employers are complying with their obligations in relation to hours of work and meal breaks); and
- Record-keeping and pay slip obligations.

The FWO has advised AHA that its inspectors will make a number of face-to-face visits to the businesses that are selected to participate. The focus of these visits will be to check for compliance and also to raise awareness of employer obligations in these areas. Further, the FWO has stated that its preference will be to work with businesses to ensure that any instances of non-compliance are rectified quickly and not repeated in the future. However, members should still be aware that non-compliance with the law in this area is viewed seriously and in some instances, may lead to legal proceedings and financial penalties.

The AHA's Workplace Relations team can assist members with compliance in this area, so any members (particularly those in the suburbs which are the focus of the FWO audit) should contact us for help on 9321 7701 or [iradmin@ahawa.asn.au](mailto:iradmin@ahawa.asn.au)

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### Harm Minimisation - Venue Management Plan

One of the primary objects of the Liquor Control Act 1988 (*the "Act"*) is to minimise harm or ill-health to people, or any group of people, due to the use of liquor.

It is a requirement under the Act that all liquor licensed venues (except Wholesaler's & Occasional Liquor License holders) must address Harm Minimisation by developing the following documents:

1. **House Management Policy**, which is a generic statement on how the venue will operate;
2. The **Code of Conduct**, which is a document which identifies the licensee's commitment to a range of practices such as controlling intoxicated persons, responsible service of alcohol (RSA) practices and resolving complaints; and
3. The **Management Plan**, which is a detailed document identifying how the House Management Policy and Code of Conduct will be implemented at the venue. This is a working document and therefore the content will change as your business changes.

The seven (7) key areas the Management Plan must cover include;

- Staff Training
- Responsible Service of Alcohol practices adopted by venue
- Display of RSA posters at the venue
- Crowd Controller requirements
- Juveniles
- Intoxicated persons & refusal of service
- Complaints.

You can access the Director of Liquor Licensing's policy on Harm Minimisation here - [http://www.rgl.wa.gov.au/docs/default-source/rgl/harm\\_minimisation.pdf?sfvrsn=0](http://www.rgl.wa.gov.au/docs/default-source/rgl/harm_minimisation.pdf?sfvrsn=0)

It is important that time and thought is placed into developing and addressing these key points of the Management Plan, as it is something that may assist any future application being approved. A well-developed Management Plan identifies and addresses how your venue deals with the 7 issues above. Further, your compliance with the management plan should be highlighted when making submissions for one-off or permanent applications.

If you require assistance in developing a House Minimisation Policy, Code of Conduct and Management Plan, you can purchase a CD template from AHA(WA) via this link

[https://www.ahawa.asn.au/payment/book\\_manual\\_list.php](https://www.ahawa.asn.au/payment/book_manual_list.php)

Remember, the House Management Policy, Code of Conduct and Management plan must be available for inspection to an **Authorised Officer** or **patron** (*if requested*). The information can be paper based or stored electronically.

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