



## **MEMORANDUM OF UNDERSTANDING BETWEEN THE OFFICE OF THE FAIR WORK OMBUDSMAN AND THE AUSTRALIAN HOTELS ASSOCIATION**

### **1. Parties**

1.1. The parties to the Memorandum of Understanding (MoU) are:

- a) the Office of the Fair Work Ombudsman (FWO), which promotes harmonious, productive and cooperative workplaces and compliance with Commonwealth workplace laws; and
- b) the Australian Hotels Association (AHA), which provides advice, assistance and representation to members in the hospitality sector, reflecting its membership in hotels, resorts, casinos, taverns, wine saloons, licensed retailers and other hospitality businesses (the hospitality sector).

1.2. The relationship between the AHA and the Fair Work Ombudsman will be based on the principle of no-surprises, constructive engagement, working collaboratively to create and maintain fair and productive workplaces and ensuring a level playing field for all businesses in the hospitality sector.

### **2. Purpose**

- 2.1. The purpose of this MoU is to provide a framework for both parties to enhance existing relationships and work together to improve compliance with Commonwealth workplace laws through the provision of accessible, reliable and credible information to workplace participants.
- 2.2. The MoU is not intended to restrain the FWO in the way it deals with any matter, how it takes decisions to pursue matters to Court or apply other compliance outcomes.
- 2.3. The MoU does not restrain or discourage the FWO from making public statements about the state of workplace relations compliance in the hospitality sector, or how such compliance may be improved.
- 2.4. The AHA acknowledges the role of the FWO includes building and enhancing relationships with other industry bodies (including competitors of the AHA or its members), with unions and other relevant organisations.
- 2.5. Nothing in this MoU prevents, or discourages the building and maintenance of such relationships, including documenting the relationship in MoUs such as this.

2.6. The FWO respects the role of the AHA in the representation of the interests of its members and nothing in this MoU prevents or discourages the undertaking of this role.

### 3. Framework

3.1. Each party will nominate senior representatives to meet at least twice per annum. Meetings will be hosted on an alternating basis.

3.2. Meetings may include, but not be limited to, the following issues:

- a) campaign proposals, progress, feedback and common issues for promoting compliance;
- b) inquiries and investigations - common issues for promoting compliance;
- c) enforcement activities - common issues for promoting compliance;
- d) review of advice arising from state/branch relationship meetings and provided to the AHA at state/branch level concerning any legal proceedings and/or enforceable undertakings in the hotel industry or against known AHA members;
- e) AHA feedback on FWO processes and procedures;
- f) AHA feedback on strategies for future FWO educative and compliance activities;
- g) steps taken by the AHA to assist their members to comply with Commonwealth workplace laws;
- h) how to jointly promote best practice;
- i) how to promote a shared understanding of the application of Commonwealth workplace laws, such as annual wage rates, allowances and variations to the Hospitality Industry (General) Award 2010;
- j) ideas to address issues common to all employers in promoting compliance; and
- k) ideas to address issues specific to workplaces in the hospitality sector

3.3. Each party undertakes to feedback to their relevant branches the outcomes of each meeting and encourage them to support agreed initiatives.

3.4. Ad hoc meetings may be called if matters of importance to the FWO or the AHA need to be addressed.

3.5. A table of relevant FWO and AHA key contacts is set out at Schedule 1.

#### **4. Collaboration**

- 4.1. Collaboration will occur primarily through exchanges between AHA and FWO representatives listed in Schedule 1.
- 4.2. Both parties agree to work collaboratively to equip workplace participants with the information they need to understand their responsibilities and rights under Commonwealth workplace laws. This may occur through consultation on the FWO's website and mobile products tailored for the hospitality sector as well as co-production of education, promotion and communication activities.
- 4.3. These initiatives may include but not be limited to:
  - a) on-line education products;
  - b) employer and employee fact sheets and guides and other educative information for distribution by the AHA and the FWO;
  - c) development of mutually agreed award interpretation and wage rate documentation;
  - d) provision of speakers for appropriate conferences and other events;
  - e) contributions to newsletters, AHA Yearbooks and electronic communication channels; and
  - f) communication campaigns.

#### **5. Privacy**

- 5.1. It is understood that the FWO can only provide the AHA with compliance information where doing so is not inconsistent with s718 of the *Fair Work Act 2009* and the *Privacy Act 1988*.
- 5.2. Unless provided for by this MoU, neither the AHA nor the FWO will provide third parties with information provided by the other party without the written consent of that other party.
- 5.3. The Fair Work Ombudsman and the AHA may share relevant information on Commonwealth workplace relations laws with the Department of Employment and the Fair Work Commission.

#### **6. Expiry and Review**

- 6.1. This MoU will operate for a period of three years from the date of agreement, will be subject to joint review annually, and at least three months prior to the expiry date a final review will be undertaken jointly as the basis for the parties to consider its continuation, amendment or discontinuation.

6.2. Changes or amendments to this MoU shall be given effect by an exchange of letters between the parties to this MoU.

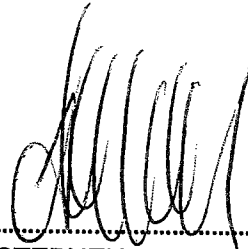
**7. Nonbinding nature of MoU**

7.1. This MoU does not constitute or create, nor is it intended to constitute or create, any legally binding or enforceable obligations on the part of any party or relationships between the parties.



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MICHAEL CAMPBELL  
Deputy Fair Work Ombudsman - Operations

18 September 2017



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STEPHEN FERGUSON  
Chief Executive Officer  
Australian Hotels Association

18 September 2017

## SCHEDULE 1

### Fair Work Ombudsman and AHA Key Contacts

<b>Fair Work Ombudsman</b>	<b>AHA</b>
Michael Campbell – Deputy Fair Work Ombudsman - Operations	Stephen Ferguson – Chief Executive Officer
Steven Ronson – Executive Director, Dispute Resolution and Compliance	John Sweetman – Workplace Relations Director (Victoria)
Cletus Brown – Director, Dispute Resolution and Compliance	Phillip Ryan – Director, Legal and Industrial Affairs (New South Wales)
Bruce Whyte – Assistant Director, Dispute Resolution and Compliance ( <b>National Liaison Officer</b> )	Joanna Minchinton – Employment Relations Manager (Queensland)
	Merv Saltmarsh – IR and HR Manager (Tasmania)
	Trevor Evans – IR and HR Manager (South Australia)
	Elizabeth Maclean – Legal Counsel / Workplace Relations Manager (Western Australia)
	Des Crowe Chief Executive Officer (Northern Territory)
	Jo Broad – General Manager (ACT)