



Australian Hotels Association (WA) e-Newsletter



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Upskill Floor Staff with an Approved Manager Course through the AHA(WA) today: [Register staff online here!](#)



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HOSPITALITY NEWS

Perth Dubbed "Future Economic Hotspot"

An Oxford Economic report has shown that Perth is likely to be one of the world's economic hotspots in the next decade and beyond. The report found that Perth will do more to boost the global GDP than both Sydney and Melbourne over the next 14 years.

This would see the city become one of the 50 biggest urban contributors to growth, along with major economic hotspots like New York, Shanghai and Los Angeles. The Oxford Economics report also warns that relying on income from natural resources is a substantial threat to our economic future.

The AHA(WA) believes while the mining boom is slowing in WA, the tourism and hospitality sectors can step up and fill the gaps.

Read more about the Oxford Economics Report [here](#).

AirBnB's New Year's Horror Stories

The lure of making money from holiday-makers has turned into a nightmare for some Airbnb hosts after wild New Year's parties.

Home-owners in Britain, US and Canada were alerted by concerned neighbours forcing them to return home to throw-out unruly revellers. Homes were trashed and Airbnb hosts have reported property stolen and damage caused by guests.

These stories highlight the dangers of allowing short-term letting sites to operate without regulation or protections against risks or liability for hosts.

The AHA(WA) is continuing to campaign for more stringent checks and balances of unregulated accommodation websites in WA.

Click [here](#) to read the smh article.

Click [here](#) to read the Guardian article.

Re-Igniting the E-Cigarette Debate

The use of E-Cigarettes in WA is clouded by the lack of regulation. While the State Government has determined that the sale of e-cigarettes is illegal, the use has caused confusion.

The WA Health Department suggests that owners and managers can choose to implement a policy applying to their premises, which prohibits the use of e-cigarettes similarly to smoking.

However there are calls by some agencies to debate whether e-cigarettes should be considered in the same way as tobacco. An opinion piece published in *The Australian*, written by a former advisor to a Federal health minister notes that Brittain has taken a far different approach.

It says, "Public Health England, a peak government health promotion agency, released a report last August that reviewed the latest evidence and concluded ECs were up to 95 per cent safer than smoked tobacco. Britain's National Health Service now embraces ECs as valuable smoking cessation aids."

The AHA(WA) supports further clarification from Government for licensees and managers.

Read the opinion piece [here](#).

Further information on the control of E-Cigarettes in WA is available on the Department of Health Website and can be accessed [here](#).

QLD Government Reconsiders Tough Liquor Laws

The Queensland Government is looking at introducing tough new liquor laws following the alleged one-punch death of teenager Cole Miller. The 18 year old was attacked in the early hours of Sunday morning in Brisbane's Fortitude Valley. Two men have been charged.

The tragic death has renewed calls by QLD's State Government to introduce lock-out laws from pubs and clubs. The laws would see last drinks brought forward from 5am to 2am. Some venues would be allowed to apply to serve last drinks until 3am, but patrons would not be allowed to enter those venues from 1am onwards.

The QLD Government claims that per hour or restricted trade would see a 17 per cent reduction in alcohol-related violence.

Lock-outs in WA are applied as a condition of license. The AHA(WA) continues to monitor any push to introduce blanket lock-outs in entertainment precincts. It is appropriate that this is applied on a case-by-case basis.



Complete the Licensed Premises Self Audit Report



Complete the Employment and Award Self Audit Toolkit (Hotels & Bars that are Constitutional Corporations)

A red banner advertisement for NAB. The text reads "lending \$1 billion a month" in white and black, with "more 'yes' for business" below it. A "Find out more" button is on the right. The NAB logo (a red star) and the letters "nab" are in the top right corner.

lending **\$1 billion** a month

more 'yes' for business

Find out more

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WORKPLACE RELATIONS AND REGULATIONS

Unfair Dismissal: The Importance of Playing Fair

A recent case before the Fair Work Commission (FWC) has provided AHA members with a timely reminder of the risks involved with terminating an employee for serious misconduct.

In the case of *Degasperi v Cardadvice.com.au*, a journalist was awarded \$6,800 in compensation after his employer was found to have unfairly dismissed him.

In this case, the journalist was dismissed for serious misconduct after he crashed a \$90,000 sports car which had been provided to his employer for the purposes of a test drive. The car was very rare (one of only two of its kind in Australia), and the repairs were extremely costly. Further, the incident damaged the employer's relationship with one of its key clients.

The FWC found that the business had a valid reason to dismiss the journalist. The car accident had serious implications for the company and was largely caused by the fact that the journalist had deactivated some of the car's safety features while he was driving it.

However, the business failed to provide the journalist with an opportunity to respond to the allegations against him and also failed to advise him of the true purpose of the meeting where he was dismissed. This meant that the journalist was unable to bring a support person to the meeting and unable to prepare adequately.

These procedural errors meant that the journalist was denied procedural fairness and made the dismissal unfair.

Unfair dismissal cases are determined by considerations of substantive and procedural fairness. That is, there must be a legitimate reason for dismissing an employee and they must be afforded procedural fairness at all stages of the process.

As this case demonstrates, the costs of getting it wrong can be high.

Members should always contact the AHA(WA)'s Workplace relations team on 9321 7701 before dismissing an employee.