

TWO PROPOSED NEW PUBLIC HOLIDAYS IN VICTORIA

**Attachment to Joint Submission to the Department of
Economic Development, Jobs, Transport and Resources**



**Jointly prepared by the National Retail Association, the Hardware Federation
of Australia Inc (in conjunction with the Hardware Association of Victoria and
Tasmania) and the Hair and Beauty Industry Association**

August, 2015

Extracts of Selected Member Comments

- Hi, as a salon owner I think that having a public holiday on the eve of the grand final will impact on our business. Firstly it is on a Friday which is one of our busiest days therefore either being open or closed it will still effect (sic) my income. If I open I will have to pay my team double time if I close there will be less takings for the week. Then we still have to open on the Sat. so it defeats the purpose for a holiday for us. The city will be a buzz whether it is a holiday or not. Melbourne will not be any better off with the holiday in fact it will be worse off because it will be another day of less production.*
- As a business owner I can not (sic) believe that they are considering another public holiday!! Do they know how hard it is to make ends meet as it is in small business without losing a 12hr trading day. If this goes through we not only lose this normally busy 12hr day but also a Saturday (as you can predict staff will want to take the extra day so they can then have a long weekend). I can only hope that common sense prevails and this public holiday does NOT get accepted.*
- Statistically wages are supposed to meet approximately 1/3 of the business takings, I would always go over this margin every financial year. To add another public holiday to my list of wage expenses stretches an already tight budget even further. To add to the already decent list of public holidays a sporting event such as the parade 'prior' to the actual game day is ridiculous. I could perhaps come to terms with a public holiday made for an Olympic Games opening and/or closing ceremony as it is a global event, however a sport that only makes up a 29% Australian population following is absurd. I am sure that another big percentage of this figure is made up of non working (sic) Australians. Pending to that following which team is competing in the Grand Final also further depletes interested parties.
I employ 4 staff members who all support teams in the AFL and to add to the insult that they have a paid day off work they have absolutely no interest in watching the parade.
I would not have any issue in providing my staff with taking this or any day with their accrued annual leave and believe that this should remain the option rather than giving it as a paid, public holiday.
I think this idea is completely ridiculous.*
- I'm glad you're giving us an opportunity to voice our opinion re grand final eve public holiday. As a business owner I will be forced to close the salon for the day as I will not be able to make a profit after paying my staff 2.5 times normal pay which will make it a very quite (sic) (Not profitable) week for us because on top of no trade on the Friday you only ever get a ½ a day's trade out of the Saturday of grand final day.
Saturday is the busiest day off the week for us, so it creates a double effect we go from losing on grand final day to also losing on the eve as well. It's hard enough to make a living out of running a small business these day's (sic) and now the state government which knows nothing about managing finances is being very ignorant towards small business and the effects that making a stupid policy just for some extra votes has on business.
Please make them see reason I would rather the Monday after the Grand Final to be the extra Public holiday this won't effect (sic) small business anywhere near as much because it's a much quieter trading day. People could hang around Melbourne the extra day to celebrate the weekend and everyone's a winner Retailers, service industry and hospitality.*
- The other point to consider is that the Saturday of Grand Final Day is always a quiet day in the salon as every one (sic) is watching the big game. Having a busy Friday helps to offset the quiet Saturday. If we had to close on the Friday as well it would significantly impact our business.*

- *If grand final eve becomes a public holiday it will kill half our weekly trade. Fridays and Saturdays are our busiest days generating half a week's trade over two days. A bustling city will become a ghost town with people taking advantage of a long weekend and getting away, the grand final parade will be abandoned and a distant memory over beers and BBQ's on the Peninsula and likewise.*
- *I am strongly opposed to the AFL grand final public holiday for the following reasons*
 - *my business cannot afford to pay the penalty rates*
 - *my business cannot afford the loss of business income on top of having to pay the staff for a day off.*
 - *my staff would highly likely try to take the Saturday off as well and make it a long weekend.*
 - *I would probably reconsider my employer options and look to casual staff or perhaps not even employ staff at all.*

- *This proposed holiday is a DISASTER for small business in Victoria. We already have a situation where business on grand final day itself is disrupted and well below a normal saturday (sic) trading day because many, many customers disappear from 1.00pm in the afternoon to watch the match. So, the afternoons (sic) trade is adversely affected. We therefore fall approx. 25-30% down on a normal saturdays (sic) takings.*

Now with this proposed new public holiday we are faced with the situation of having to pay excess public holiday wages for what will probably be a normal Friday trading day. Pakenham is a rural and working class town and is 45-50klms from the city so we are unlikely to gain any direct benefit from the AFL GF parade in the city.

Faced with this prospect (PH wages), plus losing 25-30% saturday (sic) trade, I have no alternative but to close on the Friday (the public holiday). There is no way I can afford to pay 3 members of staff public holiday rates by opening for trade for the normal 10 hours.

I will therefore CLOSE THE BUSINESS on this day. I will lose approx. 15-20% takings for the week.

- *Further to the weekly email bulletin last week, I've had our Finance Team pull together some data to support why Grand Final eve should NOT be a public holiday.*

Adding an additional public holiday in Victoria will increase our wage cost for the day by nearly \$60,000. This is quite significant due to the location of our head office (in Melbourne).

We would expect to see a lift in sales of as much as 30%, resulting in a gross margin gain of nearly \$20,000. This results in a direct cost to the business of \$40,000, which is not budgeted for, nor will it result in any productivity gain.

- *[Business name redacted] strongly opposes the government's plan to make Grand Final Eve a Public Holiday in Victoria. We believe that the impact it will have on small business is far too great. Please consider the following opinions in your submission; (sic)*

1. *Many of the [Business name redacted] stores will have to close their salons as retailers and hairdressers paid up to \$60 per working hour – labour costs will be far too high and therefore not viable for their businesses to trade.*
 2. *As we have no history of this particular public holiday, franchisees have no concept as to how to roster for it – will people be out and about shopping, or doing family things, or using the opportunity to go away for a long weekend? We are unprepared for this.*
 3. *Over-rostering may occur resulting in an increased wages spend or under-rostering will affect immediate trade and potential future trade and public perception of the brand.*
 4. *Our national & local area marketing plans are already in place for this time period and cannot be changed.*
 5. *Grand final eve and normal Friday's (sic) are typically a good day for small business and making it a public holiday will turn it to a marginal day profit-wise.*
 6. *Public holidays are generally reduced to a 7-hour opening period, whereas usual Friday's (sic) trade is a 12 hour period that is highly relied on to generate sales. They cannot afford to reduce regular trading hours let adding extra labour costs.*
 7. *If team members want to take leave to attend the AFL Grand final or final parade they are free to do so on their own merit.*
- *I run a small business, hairdressing and to add another public holiday that falls on a Saturday is just making it so hard for me to keep staff employed let alone make any profit. Easter Saturday is already 1 Saturday which then falls into a 4 day paid break for staff. Tis (sic) year Anzac Day fell on Saturday. I cannot afford to lose another Saturday trading day as it costs me upwards of 30% of my weekly sales and coupled with less incentives for apprentices, higher super, small business just keeps getting battered!!! Don't make Grand final day a public holiday.*
 - *I believe that another day off or public holiday would be an other (sic) disaster for a small business like mine. I employ 2 staff as well as myself and find that keeping up with costs such as super, work cover etc when the cash flow is already tight, to add another paid day off is ridiculous. Victorians already get enough Public holidays in my mind and to add one for the eve of a football game...what the! This would probably lead to most staff then taking the Saturday off as sick leave, where dose (sic) that lead to.....an even tighter cash flow. So in my mind it will kill small business.*