

EMPLOYMENT IN RESTAURANT AND CATERING BUSINESSES

On 20 March 2002 the Federal Senate referred the matter of small business employment to the Senate Employment, Workplace Relations and Education References Committee for inquiry. The committee is to report by 19 November 2002.

To assist in framing a Restaurant & catering Australia submission to the Senate Enquiry and in presenting to that submission, your response to this survey would be greatly appreciated. **Please send by return Email or Fax Back to (02) 9280 0855.**

1. If you achieved exactly the same turnover BUT made more profit would you employ more staff? YES / NO If so how many ? __
2. Are you currently looking for staff? YES / NO If yes, how many ? ____
3. Please rate the following factors as to how much of a direct deterrent to employment they are (1 - no deterrent at all, 2 - somewhat of a deterrent but outweighed by others, 3 - as much of a deterrent as anything else, 4 more of deterrent than most, 5 the largest deterrent to taking on additional employees).

Business Factors		Labour Market Factors	
Level of Turnover		Lack of Applicants with the Right Attitude	
Level of Profitability		Lack of Trained Applicants	
Industrial Factors		Lack of Applicants	
Wage Rates (incl. Penalty Rates)			
Unfair Dismissal Arrangements		Occupational Health and Safety	
Working Hours			

4. Please rate the following in terms of impact on both turnover and profitability (1 – Little or no impact, 2 - Marginal Impact, 3 – No more impact than anything else, 4 – More impact that most, 5 – the Greatest Impact)

Industrial Factors	On Turnover	On Profits
Wage Rates (incl. Penalty Rates)	1 2 3 4 5	1 2 3 4 5
Unfair Dismissal Arrangements	1 2 3 4 5	1 2 3 4 5
Working Hours	1 2 3 4 5	1 2 3 4 5
Occupational Health and Safety	1 2 3 4 5	1 2 3 4 5
Taxation Factors		
GST	1 2 3 4 5	1 2 3 4 5
FBT	1 2 3 4 5	1 2 3 4 5
PAYG	1 2 3 4 5	1 2 3 4 5
Payroll Tax	1 2 3 4 5	1 2 3 4 5
Local Government		
Rates	1 2 3 4 5	1 2 3 4 5
Waste Requiements	1 2 3 4 5	1 2 3 4 5
Outdoor Seating Arrangements / Charges	1 2 3 4 5	1 2 3 4 5
Other (incl. Planning arrangements)	1 2 3 4 5	1 2 3 4 5
Cost Areas		
Rising Food Costs	1 2 3 4 5	1 2 3 4 5
Rising Labour Costs	1 2 3 4 5	1 2 3 4 5
Rising Tenancy Costs	1 2 3 4 5	1 2 3 4 5

5. On the table below, rate the following characteristics in terms of importance to your organisation in the recruitment process and the level of satisfaction you have found with applicants that have presented to you for employment ??

	Importance to my Business	In applicants that have presented
Qualifications	1 2 3 4 5	1 2 3 4 5
Attitude	1 2 3 4 5	1 2 3 4 5
Appearance	1 2 3 4 5	1 2 3 4 5
Experience	1 2 3 4 5	1 2 3 4 5

6. Indicate which of the following services you have used and the level of satisfaction with each (The Job Network New Apprenticeship Centre Private Personnal agency Internet based recruitment service Advertising in local Print media Walk ins or referrals or other staff) :-

Service	Satisfaction (if not used leave blank)
The Job Network	1 2 3 4 5
New Apprenticeship Centre	1 2 3 4 5
Private Personnal agency	1 2 3 4 5
Internet based recruitment service	1 2 3 4 5
Advertising in local Print media	1 2 3 4 5
Walk ins or referrals or other staff	1 2 3 4 5

