



Hospitality Recruitment Solutions

Christmas Bonus

The traditional Christmas bonus was given by employers to all their staff each year, to say thank you to their employees for their hard work and loyalty throughout the year. The majority of the bonuses given were mostly monetary based or some employers provided Christmas hampers, cooked ham/turkeys and or a case of beer to enjoy during the festive season. These traditional employee gifts are seen less these days and employees now seem to receive their reward for their hard work in the form of a salary increase in their annual salary review.

The majority of monetary based bonuses now days are required to be earned each year and tend to be linked to the overall performance of an individual or team of employees, therefore connecting any rewards as to the overall performance of the team - which often serves to motivate individual employees.

This time of year always brings comparisons from employees with their friends/families who work for other businesses/industries. What do you do to focus on retention at this time of year?

A large percentage of companies still offer the traditional Christmas party which can be a great opportunity for staff to get together to celebrate the festive season and their achievements throughout the year. It is important to ensure that there is an opportunity for all staff to attend so how do you go about providing coverage for such events?

There are some considerations to be noted with regards to planning Christmas parties and your responsibilities throughout this time. Below are some links to relevant sites which will assist you in your organisation of events.

ATO Guidelines – Tax Implications <http://www.ato.gov.au/General/Fringe-benefits-tax/In-detail/Fact-sheets/FBT-and-Christmas-parties/?default=&page=2>

Fairwork Australia - <http://www.fairwork.gov.au/media-centre/enewsletter/fwo-enewsletter-issue-1/pages/christmas-parties-tips-for-employers.aspx>

Bonus incentives in the past have traditionally been Christmas focused, what does your company do throughout the year to recognise and reward your employee for their efforts?

Below are some of the common incentives used to reward staff:

- Wine;
- Dining experiences;
- Gift Vouchers;
- Cash Bonuses;
- Movie Tickets;
- Personalised gifts, glasses, picnic rugs, beach towels;
- Customer service points programs;
- Additional employer funded training and development opportunities;
- Relaxing and adrenalin-filled experiences;
- Travel (including Qantas Frequent Flyer Points);



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- Run a secret Santa in the office to create a festive vibe (assists in offsetting direct employer costs);
- Health Days, reward staff for not taking sick days by offering a wellness day;
- General health and wellness incentives such as discounts on gym memberships or health insurance.

The hospitality industry increases trading over the Christmas period and for some companies they find themselves managing overtime and time in lieu for employees. It is important to recognise your staff's efforts as in some cases they are doing excessive hours and doubling their efforts whilst their friends and family are enjoying time at the beach, a small gesture in providing this token to say thank you to your employees will go a long way to increase staff morale and retention.

Contact us for some further insight on what others are doing this festive season. If you are in need of casual staff coverage for your Christmas party or high demand periods over the festive season then feel free to contact us to discuss your requirements jobs@hospitalityrecruitmentsolutions.com.au.