

From: Vicki Crowe <vcrowe@pga.org.au>
Sent: Thursday, 20 February 2020 4:13 PM
To: Chambers - Hatcher VP <Chambers.Hatcher.VP@fwc.gov.au>
Cc: Geoff Stewart <gstewart@pga.org.au>
Subject: Matter No AM2014/256 Amusement Events and Recreation Award

Dear Associate

Please see attached the Professional Golfers Association (PGA) substantive claim for the Amusements Events and Recreation Award.

If it pleases the Commission, the PGA would be happy to have our claim dealt with on the papers or to attend a hearing if the Commission seeks further information regarding the claim.

There have been no objections to our claim that I am aware of.

Kind regards



Vicki Crowe

HR Manager (People & Culture)

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Professional Golfers Association of Australia Ltd | www.pga.org.au



20 February 2020

Fair Work Commission

Via email: Chambers.Hatcher.VP@fwc.gov.au amod@fwc.gov.au

Group 4 awards – Substantive Issues – Amusement, Events and Recreation Award 2010

[MA000080] - **AM2014/256**

1. This Submission is filed in accordance with the Decision of the Full Bench on 29 January 2020.
2. The Professional Golfers Association (PGA) has been an interested party in the Amusement, Events and Recreation Award 2010 4 yearly review of modern awards since September 2015. This submission relates to the references in the exposure draft to inclusions of Golf Professionals and facilities still to be determined in AM2019/7.
3. The PGA represents over 2,800 Golf Professionals, encompassing 2,500 Vocational Members working in and servicing the industry.
4. The golf industry in Australia employs over 25,000 people in various roles. The PGA is seeking to provide those working in the industry with greater clarity of award coverage. Due to the complexity of finding the 'best fit' award, many Golf Professionals still remain award free.

Inclusions appear in **blue** text

Item 3 - Definitions and Interpretation

3.1 In this award, unless the contrary intention appears:

exhibition employees means employees of employers engaged in the supply, preparation, marking out, fabrication, installation, erection or dismantling of exhibition stands or associated componentry for the trades and public promotions industry.

golf professional means a qualified and current Full Member (Vocational) of the Professional Golfers Association of Australia.

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golf trainee means an individual formally undertaking the Professional Golfers Association's Trainee Program, for the purposes of becoming a Full Member of the Professional Golfers Association of Australia.

MySuper product has the meaning given by the *Superannuation Industry (Supervision) Act 1993* (Cth)

Item 4 – Coverage

4.2 Definition of amusement, events and recreation industry

(a) **Amusements, events and recreation industry** means the operation of:

- (i) leisure and recreation facilities and centres;
- (ii) sporting, exhibition, convention and amusement complexes
- (iii) theme parks;
- (iv) heritage, tourism and cultural centres;
- (v) museums and galleries;
- (vi) zoos, animal parks and aquariums;
- (vii) agricultural and horticultural shows;
- (viii) carnivals and amusement parks;
- (ix) ten pin bowling venues
- (x) go-kart racing venues;
- (xi) amusement arcades, including video game and pinball parlours; and
- (xii) **golf facilities including but not limited to golf clubs, on-course and off-course golf shops and driving ranges.**

(d) For the purpose of this clause, the amusement, events and recreation industry also includes the provision of services within the primary venue such as photographic services, the sale of food, beverages and merchandising, and also activities undertaken by an employer covered by this Award which are ancillary to the conduct of the primary venue, such as road or water transport at, to or from, or away from, the primary venue, sightseeing tours, travel arrangements, and wildlife research, conservation and collection conducted away from the primary venue.

(e) For the purpose of this clause, the amusements, events and recreation industry also includes **golf facilities including but not limited to golf clubs, on-course and off-course golf shops and driving ranges.**

4.3 Exclusions

(c) This award does not cover an employer bound by the:



- (i) *Building and Construction General On-site Award 2010;*
- (ii) *Electrical, Electronic and Communications Contracting Award 2010;*
- (iii) *Joinery and Building Trades Award 2010;*
- (iv) *Registered and Licensed Clubs 2010*
- (v) *Travelling Shows Award 2010; or*
- (vi) *Fitness Industry Award 2010*

14. Minimum wages

14.1 Adults

Classification	Weekly \$	Hourly \$
Grade 9	1094.90	28.81
Grade 10	1164.20	30.64

Schedule B – Classification Structure

B.2 Grade 1

B.2.3 An employee at this level may include a Cleaner, Maintenance person, Gardener, Handyperson, Animal attendant, Ride attendant, Tour guide, Customer Service Officer, Meet and Greet/Concierge, Photography attendant, Host/Presenter, Car part attendant, Parking attendant (not handling cash), Door attendant, General Attendant, Admissions/Entrance attendant level 1, Gateperson (not on major gates), Bowling attendant, Usher and Event day attendant, [Golf Trainee Year 1](#).

B.3 Grade 2

B.3.2 An employee at this level performs work above and beyond the skills of an employee at Grade One and to the level of their skills, competence and training. An employee at this level may in addition to the roles in Grade 1 may also include an Assistant to construction technician and/or erector (including persons engaged in maintenance and utility duty) Ticket seller, Counter attendant, Security Officer, Receptionist, Programme seller, Cashier, General hand (exhibition employees), Game warden [and a Golf Trainee Years 2 and 3](#).

B.7 Grade 6

An employee at this level may include a Head technician maintenance person, Restoration officer, Museum technician, Senior animal attendant or trainer. [An employee at this level may also include an Assistant or Teaching Golf Professional who has completed the appropriate level of training and is engaged in assisting in the](#)



operation of a golf professional shop, delivering golf coaching, club-fitting and assisting in the operation and delivery of club events.

B.11 Grade 10

An employee at this level may include a Golf Professional who has completed the appropriate level of training and is engaged in managing stock in a golf professional shop, retail sales and advice, developing and delivering golf coaching and club fitting programs, managing golf shop staff and managing time sheets, competition fields, cart fleets and the handicap system.

Yours faithfully

A handwritten signature in blue ink that reads 'Vicki Crowe'. The signature is written in a cursive style and is underlined with a thin blue line.

Vicki Crowe
HR Manager
Professional Golfers Association of Australia