

This table is a summary of proposed variations lodged for this award – updated 15 April 2019.

Registered and Licensed Clubs Award 2010

Some of the items contained in this summary may be determined by the Group 4 Award Stage—Technical and Drafting Full Bench while others may be referred to a separately constituted Full Bench (to be discussed at a conference before an individual Member of the Commission).

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
S1.	CAI	Sub – 16/11/15	4	Coverage Seeks to vary the existing definition of Club to remove ambiguity around those that are covered by the RCLA award.	Pages 1-2	<u>OUTSTANDING</u>
S1A.	PGA	Sub – 06/10/17	4.2	Coverage Seeks to vary the coverage to include “golf facilities including but not limited to golf clubs, on-course and off-course golf shops and driving ranges, but does not cover:...”	Pages 6-7	<u>OUTSTANDING</u>
S1B.	PGA	Sub – 06/10/17	4.2(d)	Coverage Seeks to vary clause 4.2(d) to read: “employees employed by an employer independently contracted Golf professional;”. This removes reference to “where the employer operates a golf pro shop, driving range or other golfing facility, or provides golf coaching or other similar services, which are accessible to the general public;”	Page 11	<u>OUTSTANDING</u>
S1C.	PGA	Sub – 06/10/17	4.3	Coverage Seeks to insert new subclause (e)	Page 7	<u>OUTSTANDING</u>

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				'Amusements, Events and Recreations Award 2010'		
S2.	CAI	Sub – 16/11/15	26.7 & 28.5	Ordinary hours of work and rostering and overtime Seeks remove clause 26.7 and expand 28.5 which will remove the inconsistent interaction.	Pages 2-3	<u>OUTSTANDING</u>
S3.	CAI	Sub – 16/11/15	10.5 & 29.1	Casual employees and penalty rates Seeks to vary clause so it is clear that the maintenance and horticultural employees can be engaged as casuals.	Pages 3-4	<u>OUTSTANDING</u>
S4.	CAI	Sub – 16/11/15	3	Definitions Seeks to vary existing shift worker definition to provide greater clarity around annual leave entitlement but does not have a finalised position.	Page 4	<u>OUTSTANDING</u>
S4A.	PGA	Sub – 06/10/17	3	Definitions Seeks to include 'golf professional' definitions to expand on the range of duties they undertake.	Page 6	<u>OUTSTANDING</u>
S5.	CAI	Sub – 16/11/15	3	Definitions Seeks to vary Club Manager definition to reflect all employees engaged in work within the classifications of clause C.11.	Page 4	<u>WITHDRAWN</u> See Transcript 10 April 2019 at [PN21].
S6.	CAI	Sub – 16/11/15	24.4	Meal breaks Seeks to vary clause so provision should apply to clubs who employ fewer than 15 employees.	Page 5	<u>OUTSTANDING</u>

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
S6A.	PGA	Sub – 06/10/17	17.2	Minimum wages – Club Employees Seek inclusion of ‘Golf Trainee Year 2’ at Level 1 in the minimum wage classifications; ‘Golf Trainee Year 3’ at Level 2; ‘Golf Professional level 5’ at Level 5; and ‘Golf Professional’ at Level 12.	Pages 9-10	<u>OUTSTANDING</u>
S7.	CAI	Sub – 16/11/15	17.3	Club employees Seeks to vary clause so 20% and 50% exemption is extended to all employees. Seeks to vary clause so employees who receive 50% above the award rate be excluded from leave loading.	Page 5	<u>WITHDRAWN</u> See Transcript 10 April 2019 at [PN22].
S8.	CAI	Sub – 16/11/15	Schedule C	Classification definitions Seeks to vary clause so that maintenance and horticultural references be amended to reflect “grades” not “levels”.	Page 6	<u>OUTSTANDING</u>
S9.	CAI	Sub – 16/11/15	Schedule C	Classification definitions Seeks the inclusion of level 2 and potentially 2 employees who engage as tender boat drivers or deckhands. Seeks to vary clerical classifications. Seeks to expand the classifications and special arrangements for work performed by fitness/swim instructors.	Page 6	<u>OUTSTANDING</u>
S9A.	PGA	Sub – 06/10/17	Schedule C	Classification definitions Seeks to include several Golf Professionals definitions into the Schedule. These include ‘Golf	Pages 6, 10-11	<u>OUTSTANDING</u>

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				Professional Trainee Level 1', and 'Golf Professional Trainee Level 2'. This is to offset PGA Trainees upcoming ineligibility for the Training Wage due to the qualification they are completing. Also seeks to include 'Golf Professional level 5' and 'Golf Professional level 12' definitions.		
S9B.	PGA	Sub – 06/10/17	C.7.1	Classification definitions Seeks to vary the 'Leisure attendant grade 1 definition' to exclude the following words, "for example a golf pro shop owned and operated by the club".	Page 11	<u>OUTSTANDING</u>
S10.	UV	Sub – 13/11/15	17	Minimum wages Seeks to vary clause to include a provision for reconciliation.	Page 2	<u>WITHDRAWN</u> See Transcript 10 April 2019 at [PN47].

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S11.	CAI	Sub – 30/07/14 Sub – 06/08/14 Sub – 10/01/14 Sub – 30/01/15 Sub – 10/11/14 Sub – 02/12/15 Sub – 19/12/14	10.4(a) & (b)	Continuation of State-based part-time provisions respectively Current 10.b(b) & (c) continued to VIC and NSW State-based provisions which continue to 31 December 2013. Sought to convene a conference to consider solution or program for dealing with issue prior to 31 December 2014. Subsequent submissions relate to determining issue and seek interim provisions be made.	Pages 1 – 2	<u>RESOLVED</u> See Transcript 10 April 2019 at [PN26-PN29]. Interim provision replaced 10.4(b) which came into effect 1 Jan 2015 [PR559561]
S12.	UV	Sub – 13/01/14 Sub – 11/01/14 Sub – 10/12/14	10.4(a) & (b)	Continuation of State-based part-time provisions respectively Transitional provision should not be maintained past 31 December 2014. Opposed continuation of transitional part-time provisions.	Pages 1 – 2	<u>WITHDRAWN</u> See Transcript 10 April 2019 at [PN47]. Interim provision replaced 10.4(b) which came into effect 1 Jan 2015 [PR559561]
S12A.	UV	Sub – 06/10/16	10.5(d)	Casual employment Proposes to delete current clause and replace with alternative wording. Provides draft determination.	Page 6	<u>WITHDRAWN</u> See Transcript 10 April 2019 at [PN47].
S12B.	UV	Sub – 06/10/16	18.1(b)(i)	Allowances – clothing, equipment, tools Proposes to delete current clause and replace with alternative wording. Provides draft determination. Draft clarifies tool allowance applies to both	Page 6	<u>OUTSTANDING</u>

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				qualified and apprentices.		
S12C.	UV	Sub – 06/10/16	26	Ordinary hours of work and rostering Insert new clause 26.3(g). Provides draft determination.	Page 6	<u>WITHDRAWN</u> See Transcript 10 April 2019 at [PN47].
S14.	BSA	Sub – 02/03/15	General comment	Expressed general interest in award No specific variations sought but reserved position to do so in future.	Pages 4, 10	
S15.	UV	Sub – 02/03/15	General comments relating to three awards	Overtime/rosters/minimum engagement Overtime provisions may not be meeting modern awards objective as casual employees not eligible for overtime payment. Not consistent with principle of equal pay for equal work. Casual employees not entitled to a roster or 2 hour minimum engagement. Seek changes to clauses above.	Pages 1-3	<u>WITHDRAWN</u> See Transcript 10 April 2019 at [PN47]. UV's claim for overtime entitlement for casual employees is being dealt with in the Casual Employment common issue AM2014/197 – see Sub – 06/10/16 .

List of abbreviations (in alphabetical order)

AIG	Australian Industry Group
BSA	Business SA
CAI	Clubs Australia Industrial
PGA	Professional Golfers Association of Australia
UV	United Voice