

This table is a summary of proposed variations lodged for this award – updated 8 March 2017.

*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	<a href="#">Sub – 16/11/15</a>	4	<b>Coverage</b> Seeks to vary the existing definition of Club to remove ambiguity around those that are covered by the RCLA award.	Page 1-2	
S2.	CAI	<a href="#">Sub – 16/11/15</a>	26.7 & 28.5	<b>Ordinary hours of work and rostering and overtime</b> Seeks remove clause 26.7 and expand 28.5 which will remove the inconsistent interaction.	Page 2-3	
S3.	CAI	<a href="#">Sub – 16/11/15</a>	10.5 & 29.1	<b>Casual employees and penalty rates</b> Seeks to vary clause so it is clear that the maintenance and horticultural employees can be engaged as casuals.	Page 3-4	
S4.	CAI	<a href="#">Sub – 16/11/15</a>	3	<b>Definitions</b> Seeks to vary existing shift worker definition to provide greater clarity around annual leave entitlement but does not have a finalised position.	Page 4	
S5.	CAI	<a href="#">Sub – 16/11/15</a>	3	<b>Definitions</b> Seeks to vary Club Manager definition to reflect all employees engaged in work within the classifications of clause C.11.	Page 4	

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S6.	CAI	<a href="#">Sub – 16/11/15</a>	24.4	<b>Meal breaks</b> Seeks to vary clause so provision should apply to clubs who employ fewer than 15 employees.	Page 5	
S7.	CAI	<a href="#">Sub – 16/11/15</a>	17.3	<b>Club employees</b> 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	
S8.	CAI	<a href="#">Sub – 16/11/15</a>	Schedule C	<b>Classification definitions</b> Seeks to vary clause so that maintenance and horticultural references be amended to reflect “grades” not “levels”.	Page 6	
S9.	CAI	<a href="#">Sub – 16/11/15</a>	Schedule C	<b>Classification definitions</b> 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	
S10.	UV	<a href="#">Sub – 13/11/15</a>	17	<b>Minimum wages</b> Seeks to vary clause to include a provision for reconciliation.	Page 2	

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S11.	CAI	<a href="#">Sub – 30/07/14</a> <a href="#">Sub – 06/08/14</a> <a href="#">Sub – 10/01/14</a> <a href="#">Sub – 30/01/15</a> <a href="#">Sub – 10/11/14</a> <a href="#">Sub – 02/12/15</a> <a href="#">Sub – 19/12/14</a>	10.4(a) & (b)	<b>Continuation of State-based part-time provisions respectively</b> 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	Interim provision replaced 10.4(b) which came into effect 1 Jan 2015 <a href="#">[PR559561]</a>
S12.	UV	<a href="#">Sub – 13/01/14</a> <a href="#">Sub – 11/01/14</a> <a href="#">Sub – 10/12/14</a>	10.4(a) & (b)	<b>Continuation of State-based part-time provisions respectively</b> Transitional provision should not be maintained past 31 December 2014. Opposed continuation of transitional part-time provisions.	Pages 1 – 2	Interim provision replaced 10.4(b) which came into effect 1 Jan 2015 <a href="#">[PR559561]</a>
S12A.	UV	<a href="#">Sub – 06/10/16</a>	10.5(d)	<b>Casual employment</b> Proposes to delete current clause and replace with alternative wording. Provides draft determination.	Pg 6	
S12B.	UV	<a href="#">Sub – 06/10/16</a>	18.1(b)(i)	<b>Allowances – clothing, equipment, tools</b> Proposes to delete current clause and replace with alternative wording. Provides draft determination. Draft clarifies tool allowance applies to both qualified and apprentices.	Pg 6	

ITEM	PARTY	DOCUMENT	CLAUSE (current award)	SUMMARY OF ISSUE	THEIR REFERENCE	NOTES
S12C.	UV	<a href="#">Sub – 06/10/16</a>	26	<b>Ordinary hours of work and rostering</b> Insert new clause 26.3(g). Provides draft determination.	Pg 6	
S14.	BSA	<a href="#">Sub – 02/03/15</a>	General comment	<b>Expressed general interest in award</b> No specific variations sought but reserved position to do so in future.	Pages 4, 10	
S15.	UV	<a href="#">Sub – 02/03/15</a>	General comments relating to three awards	<b>Overtime/rosters/minimum engagement</b> 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	UV's claim for overtime entitlement for casual employees is being dealt with in the Casual Employment common issue AM2014/197 – see <a href="#">Sub – 06/10/16</a> .

**List of abbreviations (in alphabetical order)**

AIG	Australian Industry Group
BSA	Business SA
CAI	Clubs Australia Industrial
UV	United Voice