



16 April 2019

Fair Work Commission  
Matter No. AM2014/283  
By email: [amod@fwc.gov.au](mailto:amod@fwc.gov.au)

**4 yearly review of modern awards – Award stage – Group 4 awards – Substantive Issues –  
*Registered and Licensed Clubs Award 2010***

**Re: Statement** - [2019] FWC 2467

1. This submission is pursuant with President Ross’s Statement of 10 April 2019.
2. Accordingly, the Professional Golfers Association of Australia (“PGA”) would like to press the following substantive variations.

**Background**

1. The PGA is a members association and the peak professional body for the sport of golf in Australia, representing 2,800 members across Australia and overseas. The Association’s Members comprise all Australian professional golfers and includes:
  - (a) Trainees;
  - (b) Assistant Professionals;
  - (c) Teaching Professionals;
  - (d) Golf Shop Managers; and
  - (e) Tournament Professionals
2. The PGA made a substantive variation submission in October 2017 and has updated this submission with the current minimum wages.
3. Predominantly, Golf Professionals are covered under two awards. The *Registered and Licensed Clubs Award 2010* (“Clubs Award”) and the *Amusement, Events and Recreation Award 2010*.
4. Golf Professionals are classified in the Clubs Award as *Leisure Attendants, attending a shop associated with the clubs activities, for example a golf pro shop owned and operated by the club*.
5. However, Golf Professionals are career employees and they undertake a far greater range of duties than *attending a shop*.

6. Golf Professionals have not been covered in any Modern Award and there is no ‘golf industry’ award per se, in the modernised award system. Due to the complexity of finding a ‘best fit’ award, many have been deemed to be award free, and as such, have been greatly disadvantaged by not receiving penalty rates and other award entitlements.
7. The PGA’s aim in making this submission is to provide greater clarity and eliminate any possibility of Golf Professionals being disadvantaged in the future.

## Substantive Variations Proposed

### Inclusions (in blue)

#### 1. Definitions and interpretation

##### 1.1 In this award, unless the contrary intention applies:

**exempt public sector superannuation scheme** has the meaning given by the *Superannuation Industry (Supervision) Act 1993* (Cth)

**golf professional** means a member of the Professional Golfers Association of Australia referred to in clause C.3 of Schedule C – Classification Definitions

**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 referred to in clause C.3 of Schedule C – Classification Definitions

**maintenance and horticultural employee** means an employee engaged in a classification referred to in clause C.9 of Schedule C—Classification Definitions

##### 4.2 To avoid doubt, this award covers the work of bar attendants, **golf professionals** or stewards employed in a club situated on a football ground, cricket ground, **golf course** or sports ground and persons engaged as greenkeepers, ground attendants, gardeners, propagators, lawn mower and motor roller drivers and general labourers in the construction and maintenance of bowling greens and golf courses, **golf facilities including but not limited to golf clubs, on-course and off-course golf shops and driving ranges, but does not cover:**

##### 4.3 This award does not apply to employees of employers who are covered by the following awards:

(a) *Hospitality Industry (General) Award 2010*;

(b) *Cleaning Services Award 2010*;

(c) *Racing Industry Ground Maintenance Award 2010*;

(d) *Security Services Industry Award 2010*; or

(e) *Amusements, Events and Recreations Award 2010*

**17. Minimum wages**

**17.2 Club employees**

<b>Level</b>	<b>Classification</b>	<b>Minimum weekly wage</b>	<b>Minimum hourly wage</b>	<b>Annual salary (where applicable)</b>
		<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory		719.90	18.93	
Level 1		739.90	19.47	
	Food and beverage attendant grade 1			
	Guest service grade 1			
	Kitchen attendant grade 1			
Level 2		768.30	20.22	
	Child care worker grade 1			
	Clerical grade 1			
	Cook grade 1			
	Doorperson/ Security officer grade 1			
	Food and beverage attendant grade 2			
	Front office grade 1			
	<a href="#">Golf Trainee Years 2 &amp; 3</a>			
	Guest service grade 2			
	Kitchen attendant grade 2			
	Leisure attendant grade 1			
	Maintenance and horticultural employee level 1			
	Storeperson grade 1			
Level 3		794.70	20.91	
	Clerical grade 2			
	Cook grade 2			
	Food and beverage and gaming attendant grade 3			
	Forklift driver			
	Front office grade 2			

Level	Classification	Minimum weekly wage	Minimum hourly wage	Annual salary (where applicable)
		\$	\$	\$
	Guest service grade 3			
	Handyperson			
	Kitchen attendant grade 3			
	Leisure attendant grade 2			
	Maintenance and horticultural employee level 2			
	Storeperson grade 2			
	• Timekeeper/ Security officer grade 2			
Level 4		837.40	22.04	
	Clerical grade 3			
	Cook (tradesperson) grade 3			
	Food and beverage attendant (tradesperson) grade 4			
	Front office grade 3			
	Guest service grade 4			
	Leisure attendant grade 3			
	Maintenance and horticultural level 3 (tradesperson)			
	Storeperson grade 3			
Level 5		889.90	23.42	
	<a href="#">Assistant or Teaching Professional</a>			
	Child care worker grade 2			
	Clerical supervisor			
	Cook (tradesperson) grade 4			
	Food and beverage and gaming attendant grade 5			
	Front office supervisor			
	Guest service supervisor			
	Maintenance and horticultural level 4			

Level	Classification	Minimum weekly wage	Minimum hourly wage	Annual salary (where applicable)
		\$	\$	\$
Level 6	Cook (tradesperson) grade 5  Club manager of a club with a gross annual revenue of less than \$500,000  Child care worker grade	913.70	24.04	
Level 7	Level A manager	936.70	24.65	48,842
Level 8	Level B manager  Maintenance and horticultural management level 1	976.30	25.69	50,907
Level 9	Level C manager	989.30	26.03	51,585
Level 10	Level D manager	1025.60	26.99	53,478
Level 11	Level E manager  Maintenance and horticultural management level 2	1063.00	27.97	55,428
Level 12	Level F manager <a href="#">Lead Golf Professional</a>	1130.30	29.74	58,937
Level 13	Level G manager	1152.40	30.33	60,089

**Schedule C—Classification Definitions**

**C. 3 Golf Professionals**

**C.3 Professional Golfers**

**C.3.1 Golf Professional Trainee Level 2** means an employee who has satisfactorily completed the appropriate level of training to be considered a Year 2 or 3 Trainee by the Professional Golfers Association of Australia.

**C.3.2 Assistant or Teaching Professional Level 5** means an employee who has completed the appropriate level of training and is engaged in the following activities:

- (a) Assist in the operation of a golf professional shop including retail sales, service, stock-control and club-repair.
- (b) Deliver golf coaching and club-fitting programs.
- (c) Assist in the operation and delivery of club events, time sheets and competition fields.
- (d) Assist in the operation of cart fleets.

**C.3.3 Lead Golf Professional** means an employee who has completed the appropriate level of training and is engaged in the following activities:

- (a) Manage an appropriately stocked golf professional shop, providing retail sales and advice, customer service and golf club repair.
- (b) Manage, develop and deliver golf coaching and club-fitting programs to club members and guests.
- (c) Manage golf professional shop staff including recruitment and rostering, while ensuring club procedures and employee relations policies and implemented.
- (d) Establish and maintain a safe working environment, ensuring WH&S procedures comply with up to date legislation.
- (e) Manage time sheets, competition fields and the handicap system, including the calculation and processing of competition results.
- (f) Manage and maintain the cart fleet and other rental equipment.
- (g) Attend scheduled management meetings and other club meetings as required.

## **Exclusions**

### **4. Coverage**

4.2 (d) employees employed by a ~~employer~~ contracted Golf Professional other than the club, 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.

### **Schedule C —Classification Definitions**

#### **C.7 Leisure activities**

**C.7.1 Leisure attendant grade 1** means a person who:

- (a) attends a shop associated with the club's activities, ~~for example a golf pro shop owned and operated by the club.~~

Vicki Crowe  
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PGA of Australia