

12 May 2026

**VEHICLE ALLOWANCES – APPLICATIONS TO VARY MULTIPLE AWARDS (AM2026/10
AND OTHERS)**

CLUBS AUSTRALIA SUBMISSION

INTRODUCTION

1. Clubs Australia welcomes the opportunity in response to the applications seeking to vary vehicle allowances across multiple modern awards (the Application).
2. Clause 19.3(3) of the *Registered and Licensed Clubs Award 2020* (the Clubs Award) provides that:
“An employee who is required by their employer to use their own vehicle in or in connection with the official business of the employer must be paid an allowance of \$0.99 each kilometre of authorised travel. An employer may require an employee to record full details of all such official travel requirements in a logbook as a pre-condition for the employee qualifying for the allowance.”
3. Accordingly, Clubs Australia has a direct interest in these proceedings, as the Application will impact the Clubs Award.

BACKGROUND ON THE CLUB INDUSTRY

4. Clubs Australia represents over 5,000 not-for-profit licensed clubs across the country which directly employ more than 140,000 people.
5. Clubs have a diverse workforce which includes hospitality workers such as bar attendants and chefs, as well as those working in areas ancillary to the hospitality operations, such as greenkeepers, leisure attendants, fitness instructors and childcare workers.
6. All clubs are owned by their members and take various forms and sizes, including sporting, returned service and bowling clubs.
7. Clubs offer a safe and inclusive environment for employment, work experience, apprenticeships and traineeships.



THE APPLICATION

8. Clubs Australia submits that the Application in its current form would impose a significant administrative burden on clubs, particularly smaller clubs with limited payroll capability.
9. The proposed mechanism in the Application would require clubs to monitor award rates and external indices on a monthly basis, increasing the risk of error and inadvertent underpayment. This is inconsistent with broader policy objectives of simplifying award compliance and reducing payroll complexity.
10. The proposed rise only model for ongoing adjustment appear unreasonable and is not reflective of actual market practice or vehicle cost movements experienced across the sector.
11. Clubs Australia submits that any adjustment should be on a “one-off” basis (without incremental increases), simple, transparent and time limited, with a clear review point, rather than an open ended or automatic escalation mechanism.
12. Clubs Australia would be prepared to support a small, proportional and explicitly temporary increase to the vehicle allowance at a maximum of 3 to 5 cents for a period of 3 to 6 months only, to address short term market volatility rather than embed a permanent structural change.
13. Clubs Australia considers that a “one-off”, short term, modest increase to be a more balanced and proportionate response that addresses immediate concerns without creating long term compliance and cost risks for clubs.

UNITED WORKERS UNION (UWU) SUBMISSION

14. Clubs Australia acknowledges the UWU position regarding the vehicle allowance and recognise cost pressures associated with vehicle use, particularly given the current environment and rising costs of fuels.
15. As noted above, Clubs Australia considers that any adjustment should be a “one-off” adjustment, modest in scale and explicitly temporary, designed to respond to short-term market volatility rather than embed an ongoing structural increase.

AUSTRALIAN CHAMBER OF COMMERCE SUBMISSION (ACCI) SUBMISSION

16. If the Commission does not accept Clubs Australia’s proposal, Clubs Australia supports and adopts the submission of ACCI.