

**From:** Vicki Crowe <vcrowe@pga.org.au>  
**Sent:** Tuesday, 3 December 2019 3:41 PM  
**To:** Chambers - Sams DP <Chambers.Sams.DP@fwc.gov.au>; AMOD <AMOD@fwc.gov.au>  
**Cc:** Geoff Stewart <gstewart@pga.org.au>  
**Subject:** AM 2014/256 Amusements, Events and Recreation Award

Dear Associate

I understand a brief hearing was held on 19 November to deal with AWU's claim to insert annual leave loading into the Amusements, Events and Recreation Award.

The Professional Golfers Association (PGA) still have a substantive claim unresolved concerning Coverage. Our initial claim was lodged with the Commission in September 2015 and the PGA was listed in the Summary of Submissions published by the Commission in March 2017.

We respectfully seek to gain an understanding of how the Commission plans to proceed with our claim. There have been no objections that I know of, and our claim has never been withdrawn.

If it pleases the Commission, the PGA would be happy to have our claim dealt with on the papers without a separate hearing.

Our submission is attached and we would be happy to provide the Commission with further information, if required.

Kind regards



**Vicki Crowe**

HR Manager (People & Culture)

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Professional Golfers Association of Australia Ltd | [www.pga.org.au](http://www.pga.org.au)





29 November 2019

Fair Work Commission

Via email: [amod@fwc.gov.au](mailto:amod@fwc.gov.au) ; [chambers.sams.dp@fwc.gov.au](mailto:chambers.sams.dp@fwc.gov.au)

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

**Re: [2018] FWC 6107 - AM2014/256**

**BACKGROUND**

1. The Professional Golfers Association of Australia (“PGA”) initially lodged a substantive claim on 28 September 2015.
2. The PGA seeks to revise our original submission due to a recent change in eligibility of the Training Wage.
3. The PGA represents over 2,800 Golf Professionals, encompassing 2,500 Vocational Members working in and servicing the industry.
4. Golf Professionals have traditionally not been covered by a specific Modern Award and there is no ‘golf industry’ award per se in the modernised award system. Due to the complexity of finding the ‘best fit’ award, many Golf Professionals remain award free.
5. Data from a PGA salary survey conducted in March 2018 of 726 Golf Professionals found that 47.68% are covered by the *Amusement, Events and Recreation Award* and the *Registered and Licensed Clubs Award* and that 40.87% were ‘not sure’ or ‘not covered by and award’.
6. As such, many remain greatly disadvantaged by underpayments or not receiving penalty rates or other award entitlements.

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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

**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.

(c) For the purpose of this clause, the amusement, events and recreation industry also includes employers engaged in the supply, preparation, marking out, fabrication, installation, erection or dismantling of exhibition stands or associated component for the trades and public promotions industry.



(d) 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*

### **Schedule B – Classification Structure**

#### **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 PGA Trainee

#### **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



## 14. Minimum wages

### 14.1 Adults

Grade 9	1094.90	28.81
Grade 10	1164.20	30.64

Yours faithfully

A handwritten signature in blue ink, which appears to read '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