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15 May 2020,

AMOD@fwc.gov.au

Justice Ross
Fair Work Commission

Re: AM2014/283 Registered and Licensed Clubs Award 2010

Dear Justice Ross,

We are writing to you as the Chairman of the Board and the General Manager of the Harrington Bowling Club, trading as Club Harrington in relation to the Clubs Australia proposed "Cessation of Annual Leave Loading for Managers receiving 20% and 50% Exemption Rates".

The Clubs position is that we certainly **do not** support the application made by Clubs Australia. We do not believe simply because of the economic climate surrounding the COVID-19 shut down are grounds to strip the leaders with-in our organisations of long standing and reasonable entitlements. Perhaps had it not been for the hard work of those leaders with-in our organisation we may very well not have been able to survive this crisis at Club Harrington.

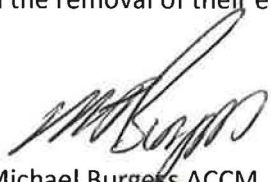
With mental health issues a growing problem within our communities reducing holidays / rest periods from our managers current entitlements may only serve to create a more profound problem. These rest periods are vital to ensuring our managers are refreshed both physically and mentally. This also provides an opportunity to ensure the work / personal life balance can be met from what can be at times, demanding positions within our organisations.

We value our managers and leaders and we feel at a time the industry and our Club more than ever needs their skills to ensure we have not only a Club for the future, but these community assets in our local areas for many years to come, removing such entitlements seems counter productive and most certainly unfair to those leading and driving our organisations forward.

We do not wish to see our team effectively face a pay cut through the removal of their entitlements.

Regards


Kerry McDonald
Chairman of the Board


Michael Burgess ACCM, JP
General Manager

*"Our community,
your club"*