



20th June 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 Board of Directors of Ettalong Diggers in relation to Clubs Australia Industrial's proposed removal of the 17.5% loading for leave of managers receiving a 20% or 50% exemptions. We feel that this proposal to strip managers of their loading is disrespectful, especially at a time such as now.

The club relies on its managers to steer the club through difficult times and its disheartening to think we would ask them to step up while they are paid less. They are paid exemptions as they are expected to work overtime consistently and the 17.5% is recognition towards this. It also ensures we can attract the right talent to our business as the wage is fair.

We would support a measure of removing then entitlement for those paid in excess of \$100,000 p.a. but for those below, we believe this is misguided and would like to reject the proposed change.

Yours sincerely,

For and on behalf of the Board of Directors,
Ettalong Beach War Memorial Club Ltd T/A Ettalong Diggers,

A handwritten signature in black ink that reads "John Wood". The signature is written over a horizontal line.

John Wood
Chairman

Ettalong Beach War Memorial Club Ltd, trading as "Ettalong Diggers"

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