

From: Phil Ryan <philr@culburrabowling.com.au>

Sent: Thursday, 14 May 2020 4:37 PM

To: AMOD <AMOD@fwc.gov.au>

Subject: IN THE FAIR WORK COMMISSION. MATTER # AM2014/283 Registered and Licenced Clubs Award 2010 ATTN: JUSTICE ROSS

Dear Sir, In regards to the above FWA matter currently under consideration I submit that a reduction in annual leave entitlements, and the leave loading associated with this leave is both without justification and unfair to Club Managers employed under this Award.

Leave loading is a long standing entitlement, whether for general or Management staff. On what basis is there a justification to reduce current entitlements and to create a "division" among levels of employee?.

I feel very strongly regarding this, as from my observations over thirty years of Club Management in various roles , it is apparent that even a 50% exemption does not cover the overtime and weekend work carried out in many cases.

If Club Boards are concerned at this employee entitlement is being abused, surely that is a matter for each individual Board to address.

Regardless of being paid the relevant exemption rate under the Award, the additional weeks leave granted to Managers is also a long standing entitlement, and in the circumstances I have outlined above it would appear to be an onerous penalty to impose prescribed minimum eligibility of forty days work to receive a current entitlement.

Is Clubs Australia Industrial (CAI) proposing an award variation to ensure paid time away from work on weekdays to compensate for these unjustifiable reductions to working conditions, costs which have always been factored into Club's budgets.

Thank you for your considerations.

Phil Ryan

Secretary Manager

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