



7 April 2020

In the Fair Work Commission

s. 156 – 4 yearly review of Modern Awards

AM2014/283 Registered and Licensed Clubs Award 2010

Expanded Submission

The Professional Golfer Association of Australia (“PGA”)

1. The Professional Golfers Association (“PGA”) is an interested party in the Registered and Licensed Clubs Award 2010.
2. The PGA seeks to expand their submission filed on 16 April 2019.
3. The reason for these expanded inclusions is due to recent structural changes to the PGA Trainee Program to improve student outcomes and the ongoing employability of PGA Professionals within the Australian golf industry. One of these changes centered on the removal of the delivery of the Certificate III in Sport (Career Oriented Participation) as upon review, it was deemed that the qualification did not align with the objectives of the PGA Trainee Program.
4. The Certificate III in Sport (Career Oriented Participation) was previously delivered in Year One of the three-year program, thereby making Year One PGA Trainees eligible for Training Wage via the Miscellaneous Award. The new and improved Trainee Program no longer provides eligibility for the Training Wage and therefore all Trainees (Years One, Two and Three) would fall under the Registered and Licensed Clubs Award.
5. Based on the Trainees roles and responsibilities, it has been deemed applicable for Year One PGA Trainees to fall under Level 1 and Years Two and Three PGA Trainees remain under Level 2.

The expanded inclusions in this submission:

3. Definitions and interpretation

Insert the words 'current Full Member (Vocational)' in the Golf Professional definition.

17.2 Club employees

Level 1 Golf Trainee Year 1

Schedule C—Classification Definitions

C.3.1 1 Golf Trainee Year 1 means a first year Golf Trainee with the Professional Golfers of Australia.

Inclusions (in blue)

3. Definitions and interpretation

3.1 In this award, unless the contrary intention applies:

exempt public sector superannuation scheme has the meaning given by the *Superannuation Industry (Supervision) Act 1993* (Cth)

golf professional means a qualified and current Full Member (Vocational) of the Professional Golfers Association of Australia referred to in clause C.3 of Schedule C – Classification Definitions

golf trainee means an individual formally undertaking the Professional Golfers Association's Trainee Program, for the purposes of becoming a Full Member of the Professional Golfers Association of Australia referred to in clause C.3 of Schedule C – Classification Definitions

maintenance and horticultural employee means an employee engaged in a classification referred to in clause [C.9](#) of [Schedule C—Classification Definitions](#)

4 – Coverage

4.2 To avoid doubt, this award covers the work of bar attendants, [golf professionals](#) or stewards employed in a club situated on a football ground, cricket ground, [golf course](#) or sports ground and persons engaged as greenkeepers, ground attendants, gardeners, propagators, lawn mower and motor roller drivers and general labourers in the construction and

maintenance of bowling greens and golf courses, [golf facilities including but not limited to golf clubs, on-course and off-course golf shops and driving ranges, but does not cover:](#)

4.3 This award does not apply to employees of employers who are covered by the following awards:

- (a) *Hospitality Industry (General) Award 2010*;
- (b) *Cleaning Services Award 2010*;
- (c) *Racing Industry Ground Maintenance Award 2010*;
- (d) *Security Services Industry Award 2010*; or
- (e) [Amusements, Events and Recreations Award 2010](#)

17. Minimum wages

17.2 Club employees

Level	Classification	Minimum weekly wage	Minimum hourly wage	Annual salary (where applicable)
		\$	\$	\$
Level 1	Food and beverage attendant grade 1	762.10	20.06	
	Golf Trainee Year 1			
	Guest service grade 1			
	Kitchen attendant grade 1			
Level 2	Child care worker grade 1	791.30	20.82	
	Clerical grade 1			
	Cook grade 1			
	Doorpersion/ Security officer grade 1			
	Food and beverage attendant grade 2			

Level	Classification	Minimum weekly wage	Minimum hourly wage	Annual salary (where applicable)
		\$	\$	\$
	Front office grade 1			
	Golf Trainees Years 2 and 3			
	Guest service grade 2			
	Kitchen attendant grade 2			
	Leisure attendant grade 1			
	Maintenance and horticultural employee level 1			
	Storeperson grade 1			
Level 5		916.60	24.12	
	Assistant or Teaching Professional			
	Child care worker grade 2			
	Clerical supervisor			
	Cook (tradesperson) grade 4			
	Food and beverage and gaming attendant grade 5			
	Front office supervisor			
	Guest service supervisor			
	Maintenance and horticultural level 4			
Level 12	Level F manager Lead Golf Professional	1164.20	30.64	60,705

Schedule C—Classification Definitions

C. 3 Golf Professionals

C.3 Professional Golfers

C.3.1 1 Golf Trainee Year 1 means a first year Golf Trainee with the Professional Golfers of Australia.

C.3.1 Golf Trainee Level 2 means an employee who has satisfactorily completed the appropriate level of training to be considered a Year 2 or 3 Trainee by the Professional Golfers Association of Australia.

C.3.2 Assistant or Teaching Professional Level 5 means an employee who has completed the appropriate level of training and is engaged in the following activities:

- (a) Assist in the operation of a golf professional shop including retail sales, service, stock-control and club-repair.
- (b) Deliver golf coaching and club-fitting programs.
- (c) Assist in the operation and delivery of club events, time sheets and competition fields.
- (d) Assist in the operation of cart fleets.

C.3.3 Lead Golf Professional Level 12 means an employee who has completed the appropriate level or training and is engaged in the following activities:

- (a) Manage an appropriately stocked golf professional shop, providing retail sales and advice, customer service and golf club repair.
- (b) Manage, develop and deliver golf coaching and club-fitting programs to club members and guests.
- (c) Manage golf professional shop staff including recruitment and rostering, while ensuring club procedures and employee relations policies and implemented.
- (d) Establish and maintain a safe working environment, ensuring WH&S procedures comply with up to date legislation.
- (e) Manage time sheets, competition fields and the handicap system, including the calculation and processing of competition results.
- (f) Manage and maintain the cart fleet and other rental equipment.
- (g) Attend scheduled management meetings and other club meetings as required.

Exclusions

4. Coverage

4.2 (d) employees employed by a ~~employer~~ contracted Golf Professional other than the club, where the employer operates a golf pro shop, driving range or other golfing facility, or provides golf coaching or other similar services, which are accessible to the general public.

Schedule C —Classification Definitions

C.7 Leisure activities

C.7.1 Leisure attendant grade 1 means a person who:

- (a) attends a shop associated with the club's activities, ~~for example a golf pro shop owned and operated by the club.~~

Vicki Crowe

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Professional Golfers Association of Australia