



27 March 2020

Fair Work Commission

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**s. 156 – 4 yearly review of Modern Awards**

**AM2014/256 – Amusement, Events and Recreation Award 2010**

**Submissions of the Professional Golfer Association of Australia (“PGA”)**

1. This submission is filed in accordance with the Directions in the Statement<sup>1</sup> issued on 20 March 2020. The PGA is an interested party in the Amusements, Events and Recreation Award 2010
2. The PGA filed an expanded submission with the Commission on 20 February 2020.
3. The PGA apologises to the Commission for expanding this submission without providing any relevance as to the reasons for the additional inclusions.
4. The expanded inclusions in the submission were:

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<sup>1</sup> [2020] FWCFB 1530 at [7]



#### 4.1 Definitions and Interpretation

##### 4.1.1 golf trainee

#### 4.2 Schedule B Classification Structure

##### 4.2.1 Grade 1 Golf Trainee Year 1

##### 4.2.2 Grade 2 Golf Trainee Years 2 and 3

- 5 The reason for these inclusions was 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.
  
- 6 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 Amusement, Events and Recreation Award.
  
- 7 Based on the Trainees roles and responsibilities, it has been deemed applicable for Year One PGA Trainees to fall under Grade 1 and Year Two and Three PGA Trainees to fall under Grade 2.

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