



Welcome to the ClubsNSW E-Circular

Dear Member Clubs,

Select the circular name under Circular Index to be automatically directed to the circular within this email. This is now bookmarked.

Select the Circular No link for circular print format.

**Need a Back Issue?** All circulars are available on our website [www.clubsnsw.com.au](http://www.clubsnsw.com.au)  
Please note: recipients of e-circulars will no longer receive printed circulars in the mail.

**In This Issue:**

[Circular Index-](#)

11-196	13-12-11	<u><a href="#">CLUB CENSUS: FINAL DEADLINE</a></u>
11-197	14-12-11	<u><a href="#">CORPORATE GOVERNANCE WORKING GROUP ESTABLISHED</a></u>
11-198	14-12-11	<u><a href="#">RED TAPE SURVEY- HAVE YOUR SAY</a></u>
11-199	14-12-11	<u><a href="#">ClubsNSW MEDIATION SERVICE</a></u>

---

Subject                      **CLUB CENSUS: FINAL DEADLINE**

---

Circular No                [11-196](#)

---

Date                         **13 December 2011**

---

Appropriate for        **Directors                      CEO**

---

Further to circulars [11:181](#), [11:187](#) and [11:194](#), Member Clubs should be aware that the final closing date for the 2011 Club Census is now **Monday 19 December 2011.**

ClubsNSW would like to highlight that collection of every Member Club's Census data is especially critical at this time given the many challenges faced by our industry, none more urgent than that posed by the threat of mandatory pre-commitment.

If you have not yet completed your Club's Census or require assistance completing the survey, please contact the Members Enquiry Centre immediately: phone: 1300 730 001 or email:

[ograham@clubsnsw.com.au](mailto:ograham@clubsnsw.com.au).

ClubsNSW would once again like to extend a sincere thank you to the clubs who have submitted completed Census forms.

Anthony Ball  
Chief Executive Officer

---

Subject                   **CORPORATE GOVERNANCE WORKING GROUP ESTABLISHED**

Circular No            [11:197](#)

Date                    **14 December 2011**

Appropriate for      **Directors            CEO            Gaming Mgr**

ClubsNSW has formed a working group ('the group') to assist in the development of the corporate governance reforms contained in the Clubs, Liquor and Gaming Machines Legislation Amendment Act 2011 ('the Act'). [Circular 11:191](#) provided details on this legislation.

As mentioned in our earlier circular, there will now be a period of consultation with clubs and the government that will lead to the development of enabling regulations.

As a first step, ClubsNSW has formed a working group to review the legislation and evaluate the potential impact on the industry.

The group consists of representatives of the Club Managers Association Australia (CMAA), Leagues Clubs Australia, Golf NSW, RSL & Services Clubs, Bowls NSW, the Federation of Community, Sporting and Workers Clubs as well as directors and managers from regional and metropolitan areas. Senior legal personnel and representatives from ClubsNSW will also be participating.

Membership of the group is as follows:

**Industry Associations-** Ralph Kober, Ed Camilleri, Greg Helm, Greg Mills, Graeme Carroll, Peter Turnbull

**Directors and Managers-** Ian McCann, Greg Pickering, John Millar, Matt O'Hara

**Legal-** John Ralston, Brett Boon, David Kennedy

**ClubsNSW-** Wayne Krelle, Anne Fitzgerald, Rob French, Lorin Muhlmann.

The group will be meeting early next year. Submissions will then be prepared and provided to the NSW Government.

We emphasise that with respect to corporate governance changes, the Act does not take effect until Regulations are proclaimed. Effectively, the government has created reserve powers so that at a later stage, if required, it can introduce enabling legislation.

The MOU with the NSW Government contained a commitment to implement key governance recommendations of the 2008 Independent Pricing and Regulatory Tribunal (IPART) Report entitled 'Review of the Registered Club Industry in NSW'. Specifically, it committed to the implementation of "key measures of the IPART Report...introducing appropriate training for club directors and managers and improvements to club corporate governance structures."

Making changes to corporate governance arrangements over time could be challenging for clubs and this has been acknowledged by the Government which has committed to extensive consultation before changes are made.

We will advise clubs and seek feedback as the reforms progress.

Anthony Ball  
Chief Executive Officer

---

Subject **RED TAPE SURVEY- HAVE YOUR SAY**

Circular No [11-198](#)

Date **14 December 2011**

Appropriate for **Directors CEO Marketing Mgr**

ClubsNSW would like to member invite clubs to participate in a survey commissioned by Federal Shadow Tourism Minister, Bob Baldwin MP.

The Federal Coalition is seeking the views of industry to ascertain how to reform the tourism and hospitality sector to make business easier, particularly to encourage small businesses. The survey will take less than ten minutes to complete and seeks input from clubs on any regulatory barriers faced by the industry, at any level of government, which makes conducting business slower or more difficult.

Results of the survey will inform both the Coalition's *Industries for Australia's Future* review as well as the Coalition's *Deregulation Taskforce* (which will report mid-2012).

The survey can be found [here](#).

Anthony Ball  
Chief Executive Officer

---

Subject **ClubsNSW MEDIATION SERVICE**

Circular No [11-199](#)

Date **14 December 2011**

Appropriate for **Directors CEO HR Mgr**

ClubsNSW has recently identified the need for a mediation service for our members. This service will commence from 1 January 2012 and can be conducted on site at the club, at ClubsNSW or another venue as determined appropriate.

In the past, the Workplace Relations team has assisted clubs with the conciliation of various types of workplace relations disputes. However, mediation is a process in which participants, with the support of a mediator, identify issues, develop options, consider alternatives and make decisions about future actions and outcomes. The mediator acts as a third party to support participants to reach their own decision.

The mediation process allows participants to have a certain level of 'ownership' over the outcomes reached, which can lead to greater satisfaction with the future situation. Mediation can also be much more cost effective than legal action, both financially and in terms of timeliness.

Mediation can be appropriate not just between employees but also between an employee and a manager and also between directors that are struggling to work together. Mediation may also be considered for commercial issues the club may be experiencing.

The new mediation service is \$3,000 for the first day of mediation, with subsequent days charged at \$2,500. In piloting the service this year, all matters were resolved within one day and to the participants' satisfaction.

If you need further information on this service or to discuss whether or not mediation is appropriate for a particular situation, please contact the MEC on 1300 730 001 or email: [enquiries@clubsnsw.com.au](mailto:enquiries@clubsnsw.com.au).

Anthony Ball  
Chief Executive Officer

---

If you are having trouble printing the pdf document please contact -  
Andrew Politzer: [apolitzer@clubsnsw.com.au](mailto:apolitzer@clubsnsw.com.au)

**Have you had a Board or Staff Change?** Update your details with [Manage My Membership](#). You will need a Master Logon to update this. Please contact [Andrew Politzer](#) if you do not have a master logon.



To unsubscribe from this list simply reply with 'REMOVE' in the subject line.