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IN AUSTRALIA

Publication No PP227838/003

October 2008
Vol 72, No 197

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- 'Game On' ... Anti-Gambling Debate Hots Up – P14-20
- CMAA 2009 National Bursary Brochure – P29-32
- What's Happening In The Zone – P39-51

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The Club Managers' Association Australia is registered as an industrial organisation of employees in the terms of the Federal Workplace Relations Act, 1996, and The Club Managers' Association is a registered Trade Union in the terms of the New South Wales Industrial Relations Act 1996. The CMAA is affiliated with the Australian Council of Trade Unions (ACTU) and the CMA is affiliated to the NSW State Branch of the ACTU, The Labor Council of NSW.

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Subscription rate is \$55 a year.
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SYDNEY WIDE

PAGES 12&13



Australia's political landscape shifted like an earthquake had rocked the nation during September. In Canberra, former merchant banking multi-millionaire **Malcolm Turnbull** took over the Federal Liberal Party reins from the embattled **Dr Brendan Nelson**, who called a spill to resolve the leadership. In NSW, what seemed to be just another weekend, turned into a 48-hour bloodbath when Labor Premier **Morris Iemma** and some of his closest Cabinet allies were overthrown in a party room coup that installed **Nathan Rees** in the top job and saw former Illawarra Catholic Club President **Kevin Greene** replace **Graham West** as the Gaming and Racing Minister. Across the nation in W.A., the Independents formed an alliance with the Coalition to throw the **Allan Carpenter**-led Labor Government out of power ...

PAGES 14-20

If you've missed the media headlines over poker machines and problem gambling, then you must have been out of the country, or asleep for a long time. Anti-pokies **Senator Nick Xenophon** and his ally, Family First **Senator Steven Fielding**, continue to wage a war against gaming machines, the Club Industry and manufacturers. Their campaign has led to a Productivity Commission national inquiry into problem gambling, **Senator Xenophon** attacked the industry in his Federal Parliament maiden speech while **ClubsAustralia** and **ClubsNSW** boss **David Costello** spoke on behalf of the Club Industry when he addressed the **Senate Standing Committee on Community Affairs** investigating research suggesting that targeted changes can cut rates of excessive gambling, and allow people to play machines with "reduced harm" ...



PAGES 34&35



The **Club Security Management Summit**, staged at the **CMAA Career Development Centre** in late August, was an opportunity to participate in a world-class event with high-quality presenters and content not often captured in an educational context within the Club Industry. The **CMAA** and the **Barrington Group** partnered to bring together a number of the most acknowledged leaders and experts within crime and security in Australia. Barringtons Executive Director **Allen Barry** was Summit Master of Ceremonies and said he was delighted with the result of the Summit that dealt with issues that can occur beyond the scope of normal, day-to-day security and risk management issues. The Summit was a forum for forward thinkers in the risk management field and highlighted the threats to the Club Industry and corporate Australia ...

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United voice essential to tackle industry adversaries

The need for a united industry voice across all states has never been more important.

With the Senate Community Affairs Committee considering the three Bills proposed by Family First Senator Steven Fielding and supported by "Anti-Pokies" Senator Nick Xenophon, the clear message to the Government and the Coalition Opposition must be that Australia's Club Industry is a legitimate player in the hospitality/leisure sector and makes an invaluable contribution to our society and communities across the nation.

The comments by David Costello, Executive Director of *ClubsAustralia* and CEO of *ClubsNSW*, must be supported and endorsed.

David clearly stated to the Senate Committee that convened at the State Library on Sydney on September 12 that the bills are about reducing poker machine gambling - not reducing problem gambling.

The bills - if successful - would destroy the Club Industry across Australia.

Neither Victorian Senator Fielding or South Australian Senator Xenophon have fully considered the negative impact on the bread-winners and families that depend on the Club Industry and the extended negative consequence for the families that benefit from club's providing sporting and community facilities.

Of course, the greatest concern when dealing with the misuse of statistics is that we know that statistic can mislead and even belie the truth and reality.

Facts that Senator Fielding cannot misquote is that he received only 2,519 primary votes out of a formal vote of 2,996,594 in Victoria in the 2004 Federal Election.



David Costello

Throw in the total Family First Party vote in of 56,376 and he claims a mandate to initiate and deliver legislation that impacts on all Australians, including millions outside the state he represents.

That much-quoted and too-often-accurate saying ... "a week is a long time in politics" ... certainly rang true during the first weeks of September. On behalf of the Association, I place on record our appreciation to Graham West, the outgoing Minister for Gaming and Racing and Minister for Sport and Recreation.

Mr West has been moved to the Juvenile Justice, Youth, and Volunteering portfolio in the shake-up delivered by new Premier Nathan Rees in the aftermath of The Labor Party dumping Morris Iemma.

Mr West came to the portfolio during a time of relationship renewal and reconstruction between the Club Industry and NSW Government following the lengthy battle over gaming machine taxation.

Mr West was always open, direct and determined to move forward with reform for the Club Industry.

While there were significant reforms in all areas of his portfolio during his Gaming and Racing tenure, the spirit of his Department in working with the Club Industry for a stronger and better future will be a significant legacy.

Former Premier Iemma lost the support of the Labor Party, resigned as the parliamentary leader and is expected to exit state politics by resigning as Member for Lakemba.

The Club Industry will remember Mr Iemma for bringing the gaming

machine taxation fight to a conclusion in the early days of his premiership and initiating the IPART Review for the industry.

The IPART Report and its 69 recommendations will form the foundation and direction that the club movement in NSW will take into the future.

I'm confident that history will show that this commitment to the long-term sustainability and Industry Plan will be the catalyst for a stronger and more-viable Club Industry in NSW.

I'm also confident that the relationships and trust cultivated over the past few years will continue with the new Premier Nathan Rees and Minister Kevin Greene.

Minister Greene knows the Club Industry from the inside and over a significant period. He has been involved in the Club Movement since he was 19 years old, through the sporting organisation within the Illawarra Catholic Club - a club that proudly boasts almost "iconic" community involvement.

Mr Greene held the position of Club President until he joined the State Cabinet.

Premier Rees may be a relative newcomer in political terms, but he has recognised the work clubs deliver to their communities by publicly supporting clubs from his electorate and other western suburbs clubs at the Clubs Millennium Foundation Day when \$55,000 was raised.

With the Government considering implementing the IPART Report, Minister Greene has recommitted the Government to a strong working relationship with clubs to ensure the industry grows and prospers.

I encourage all club managers to welcome the Minister in his visits to your clubs and tell him what he needs to know to properly advance the goals and future of the Club Industry.



Kevin Greene

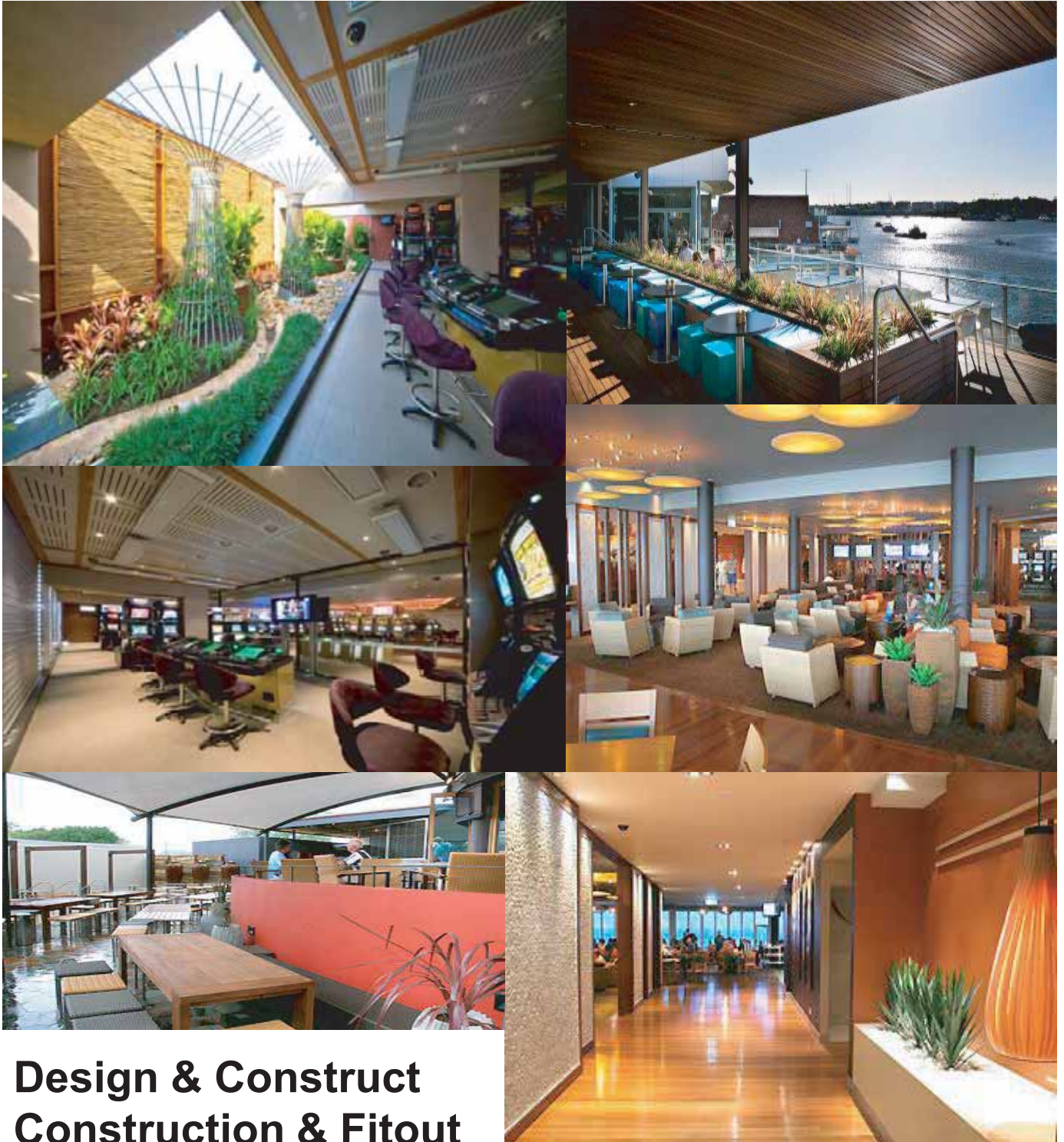


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Never a dull moment in club management

The Club Industry has never shied away from adversity and there has been plenty happening since I last sat down to write this column. We have a new Premier and leadership team in NSW politics, a new leader of the Coalition in Canberra and a Coalition-Independent State Government in W.A. New Premier **Nathan Rees** immediately delivered sweeping changes to the ministry, including **Kevin Greene** replacing **Graham West** as **Gaming and Racing Minister**. **CMAA Federal President Bill Clegg** and **Education Manager Ralph Kober** joined Club Industry stakeholders for a meeting with Mr Greene and senior Government officials in the next step to implement a blueprint for the future of the Club Movement. Bill reports only positive things from both Minister Greene and the discussions, which looked at implementing **IPART's** 69 recommendations. It's a good start with a Minister who well understands the significantly positive contributions clubs make to their communities and the challenges those same clubs face in meeting legislative and governance issues. I want to wish **Graham West** well in his new portfolio and thank him for his time and interest in bringing about change and consultation for the Club Industry. Like everyone in the industry, I was greatly disappointed with the outcome of the **ClubsNSW** legal battle with **NSW Health** over partially covered outdoor areas related to non-smoking legislation. **NSW Supreme Court Justice Peter McClellan** backed **NSW Health's** position, which means some clubs face a difficult time reassessing and changing millions of dollars in work done to accommodate members and the anti-smoking laws. I want to thank **Dubbo RSL Memorial Club General Manager Geoffrey Holland** for his time and diligence in front-running this issue on behalf club managers across NSW. **Senator Nick Xenophon** continued his tirade against gaming machine manufacturers and the Club Industry when he delivered his maiden speech in Federal Parliament and **Senator Steven Fielding** continues to pedal the bandwagon. The **Senate Community Affairs Committee's** inquiry into bills by Senators Fielding and Xenophon convened in Melbourne and Sydney with **ClubsNSW CEO David Costello** professionally and directly presenting the Club Industry's case. The bills, among other things, seek to impose a federal tax on gaming in clubs, impose restrictions on poker machines and ban ATMs from clubs. The Committee's final report will be handed down on

November 10. And **Peter Newell OAM, ClubsNSW Chairman** and **ClubsAustralia President** will address the **National Press Club** in Canberra on Wednesday, October 22, to present the Club Industry's six-point plan for addressing problem gambling. If you can't make it to Canberra, the **ABC** will broadcast the speech live.

I welcome **Greg Russell** and the **Russell Corporate Advisory** team as the latest corporate partner to the **CMAA**. Greg is well-known and respected across the industry for his ethical work in helping clubs address the legislative, legal and fiscal responsibilities of managing a modern organisation. The **CMAA** is proud of the "family" of companies that support the **CMDA Career Development Centre** and **CMAA's National Bursary program** and **Russell Corporate Advisory** fits comfortably into that impressive group.

My congratulations to **Allen Barry**, the **Barrington Group's Managing Director**, on a first-class presentation of the **Club Security Management Summit**. I had the opportunity to sit in on the sessions and was amazed by the level of technical information that the internationally recognised panel brought to the club managers who were privileged to be present – see story on **Pages 34 & 35**. **Allen** is a passionate supporter of the Club Industry and the **CMAA** and he invested a lot of personal time and energy in co-ordinating, packaging and delivering a conference that would not have been out of place in any major international forum. The level of hi-tech and technical expertise that the presenters offered made my head spin, but reinforced the need for the Club Industry and clubs individually to be informed, prepared and advised by expert organisations, such as **Barringtons**, in the strategies to avert and combat corporate crime – particularly internet-related events. **CMAA Education Manager Ralph Kober** is spending a lot of time with his **CMDA** team and experts such as **Allen Barry**, **Ken Burgin** and the team at **Southern Cross University** assessing the needs of club managers to deliver events such as the **Club Security Management Summit**, **Club Food and Beverage Management Summit** and a new tertiary-level program that will be unveiled in **CMA Magazine** next month dealing with the high-level and ever-changing issue of corporate governance. These are exciting new programs and formats for education and career development with the **CMDA** and I

encourage all club managers, despite our challenging times in the industry, to strongly consider the benefits of undertaking these opportunities.

It's been a while since I rolled up a "toucher", but I'm looking forward to a big day out west later this month to support one of the good guys of the gaming and club industry. **Paul Matthewson**, greatly respected within the gaming business, has an enormous challenge on his hands – but he won't be tackling it single-handed. I'm proud to say that club managers across the state have rallied to the appeal and will support the **Benefit Day** for **Paul** – see story on **Page 47**. **Club Mudjee** will be overflowing with good people and good wishes on **October 21** for the lunch, bowls and dinner with an auction. **Jamie Gallen** will take care of the auction, but anything can – and probably will – happen once **Paul's Konami Australia** mates, **Darryl Brohman** and **Gary Freeman**, get hold of the microphone to start the fun and action. **Paul Gordon**, from **Narrabri RSL Club**, is organising the auction, while **Chris Chapman** from **Gilgandra Ex-Services Club** and **Larry Mason** from **Konami** are organising the dinner with **Angela Martin**. See you at **Club Mudjee**.

I'm also looking forward to the annual **ACE Awards** and its move to **Revesby Workers Club** on **October 22**. It's always a sell-out when the Club Industry acknowledges and celebrates its best and most talented entertainers. It will be unusual not to be at **Canterbury Hurlstone Park RSL Club** for the showcase event, but it's bound to be as big, bright and entertaining as always. I want to acknowledge **Shayne O'Leary** and **Peter Byrne** for the behind-the-scenes work they are doing to breathe new life into the club entertainment scene.

Congratulations to Warren Hadley on his 29 years at **Coca-Cola Amatil**. I know he'll be around – and **CCA** and the industry will be happier and better off for Warren's experience and advice – but he has been an example of friendship and professionalism during his time in and around clubs. **Darren Pressley** and his hospitality team are doing a great job and **Darren** makes no secret of the fact that **Warren** has been a great mentor, colleague and friend to him during his rise through the ranks. If **Warren** is looking tanned and fit next time you see him, it's because he and **Maureen** have just had another wonderful trip to **Bali**.



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Russell Corporate Advisory joins CMAA team

Russell Corporate Advisory is a chartered accounting firm that puts energy and discipline into business strategy with creative solutions to ensure clients prosper into the future.

CMAA President Bill Clegg, ACCM, welcomed Russell Corporate Advisory (RCA) Partner Greg Russell to the CMAA's family of sponsorship partners when they caught up at the Australasian Gaming Expo at Darling Harbour. "The CMAA is proud to welcome Greg and Russell Corporate Advisory as an Education Centre Sponsor, joining our impressive array of partners," Bill said.

RCA offers a unique range of products and services that save money, increase the efficiency and effectiveness of operations and provide peace of mind that all regulatory conditions have been met when implementing new proposals.

Greg Russell carries a wealth of experience in the hospitality and gaming sector, managing a team of qualified professionals who provide high-level, effective, commercial solutions.

"We are committed to adding value to our clients' businesses and exploring all options to the benefit of all stakeholders" Greg said. "I'm pleased that we have been able to form this alliance with the CMAA because I have always supported the ethic and structure of the Club Movement. In working closely with clubs over many years, I understand the important and significant contribution that clubs, boards and managers make for the people who are their members within their communities. I look forward to a long and productive relationship with the Association and thank Bill Clegg for his warm welcome."

RCA works for ...

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- distressed businesses that have reached a level where formal insolvency appointments need to be considered. Through creative thinking, these businesses can survive and succeed. It's vital these organisations seek help while resources are still available.
- financiers and other stakeholders with an investment in business profitability who require expert advice on financial issues and business viability.



Greg Russell

RCA acts in consulting and insolvency capacities for clients ranging from small clubs to large multi-million dollar enterprises. "We have the capability to undertake large-scale appointments while providing regular and concise reports to stakeholders," Greg said. "Our work is conducted in consultation with an extensive network of professionals, including solicitors, valuers, property consultants, construction and development companies, financiers, operations and facilities maintenance, insurers, suppliers and regulatory bodies. We have helped a number of clubs to successfully amalgamate and have a practical approach which can substantially reduce costs. We are able to initiate financial outcomes, such as amalgamations and labour force restructuring, which may not otherwise be achievable for our clients."

In challenging times for registered clubs and other labour-intensive industries, including restaurants, accommodation, retail and aged care, RCA delivers effective business decisions to help meet the challenges of a changing operational environment. RCA provides the expertise, information and analytical framework for sound decision-making.

"We work closely with boards of directors and operational managers to create a blueprint for building business success into the future," Greg said. Sound decisions require solid data and

strong analytical skills. If the data is not available, then it must be gathered. This applies to any project - whether a complex new business development, or assessing the effectiveness of a simple promotion.

Decisions should not be made unless they can be justified.

"As part of this process, RCA supplies relevant advice on market trends, government regulations, planning and implementation," Greg added. "Our support services can include operational reviews, feasibility studies, workforce restructuring, asset management [best use of surplus/non-core assets] as well as expert guidance on funding requirements, financial submissions and corporate governance."

Registered clubs face unique planning considerations within the limitations of their not-for-profit status, which requires an understanding of their role in the future so that a balance can be created between social and financial goals. Well-researched

information is the foundation of successful business planning, as is communicating that information to key stakeholders.

RCA provides access to a multi-disciplinary team with a strong reputation as specialists in their fields. Our new product "Business Intelligence Management" helps us to provide our services in a focused and meaningful way. "Collectively, we hold qualifications in accounting, marketing, communications and business strategy," Greg said. "We work closely with clients to ensure we understand the challenges of their businesses. Our association with professional associations helps us remain aware of major updates, trends and current topical issues."

During 2007, RCA was awarded a highly prestigious Australian Research Council Linkage Grant in conjunction with the University of Sydney. The research investigated how gaming machine accessibility and memory of a gaming machine experience might affect irresponsible gambling. Study results will assist in the preparation and evaluation of Local Impact Assessment studies, a proposed requirement for clubs and hotels seeking an increase in gaming machine entitlements. Solid research on the predictors of irresponsible gambling has national implications and will underpin a better assessment process for gaming machine applications.

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Rees overturns lemma as Greene replaces West

It was done and dusted in the space of 12 hours. NSW had a new Labor Government leadership team with Nathan Rees at the helm.

The party room vote overturned Morris lemma, Mr Rees took power and there followed an immediate and major Cabinet reshuffle - including a new Gaming and Racing Minister.

The incumbent Graham West was shifted to Juvenile Justice, Youth, and Volunteering Minister and Kevin Greene took the portfolio that carries so much consequence to the Club Industry.

Mr Greene, the Member for Oatley, in Sydney's south-east, who also will carry the Sport and Recreation portfolio, brings with him some hope for ailing and battling clubs as a former President of the Illawarra Catholic Club.

To add to the furore and chaos of the lemma overthrow, newly appointed Police Minister Matt Brown was sacked three days into the job after admitting his role in a wild Parliament House party where he danced in his underwear and simulated a sex act on a female MP who is a grandmother.

Industrial Relations, Emergency Services and Lands Minister Tony Kelly replaced Mr Brown.

Nathan Rees is a self-styled quintessential "westie", for some time regarded as the man most likely to succeed Morris lemma and take Labor to the next election.

The Member for Toongabbie is well regarded as a straight-talking and down-to-earth minister and sharp-thinking problem solver.

He talks up his "westie" credentials, noting in his maiden speech that he was the only student at Northmead High not to apply to go to university.

When, eventually, he did go, it was only through working nights as a garbo.

His time as Water and Emergency Services Minister has been relatively untainted, although he did work for the shamed paedophile ex-minister Milton Orkopoulos, which has caused the State Government several political headaches in the past 12 months.

Carmel Tebbutt, 44, retains her position as Deputy Premier. Ms Tebbutt, last year, took the unusual step of taking a break from frontline politics at the peak of her powers to spend more time with her six-year-old son, Nathan, and ease his transition to a new school. Her husband is Federal Labor MP Anthony Albanese.

Mr Rees handed the task of turning the state's economy around to two of his most controversial ministers - Treasurer Eric Roozendaal and Finance Minister Joe Tripodi.

After announcing the members of the frontbench, Mr Rees revealed the allocation of portfolios, appointing himself Arts Minister.

- John Della Bosca survived the "Iguana Joe's" restaurant controversy to return as Health Minister, replacing Reba Meagher who quit Cabinet the night before the coup.
- David Campbell (Transport Minister) and Verity Firth (Education and Training Minister) received substantial promotions.
- John Hatzistergos remains Attorney-General.
- Frank Sartor's Planning Minister responsibilities moved to Kristina Kenally following Mr Sartor's frontbench sacking.
- Ms Tebbutt is Minister for Climate Change and Environment as well as Commerce Minister.
- Maroubra MP Michael Daley was



Nathan Rees

handed the high-profile Roads portfolio.

- Jodi McKay is Tourism Minister
- Virginia Judge is Fair Trading Minister.
- Former Parramatta Mayor David Borger is the Housing Minister.
- Philip Costa is responsible for Water, Rural Affairs and Regional Development.
- Tony Stewart is Small Business and Science and Medical Research Minister and assists the Health Minister on cancer.
- Linda Burney was elevated to Community Services.
- Ian Macdonald remains Primary Industries, Energy and Mineral Resources, and State Development Minister.
- Barbara Perry is Local Government Minister and assists the Health Minister on Mental Health.
- Paul Lynch is Minister for Aboriginal Affairs, Ageing and Disability Services.

Mr Rees said his new team had a "great deal of work to do" both in restoring public confidence in the government, and retaining the state's all-important triple A credit rating.

Lieutenant-Governor Jim Spigelman swore in the new NSW Cabinet in a ceremony at Government House in Sydney.



Malcolm Turnbull

Turnbull takes Libs leadership from Nelson

Millionaire and former merchant banker Malcolm Turnbull wants to be seen as a man of the people after wresting the Federal Liberal Party leadership from Brendan Nelson in a party room vote in mid-September. Mr Turnbull claimed the post in a 45-41 result - only slightly better than his previous bid for the leadership. He used his first press conference as leader to talk up his credentials as someone who had lived through tough times and understood the plight of cash-strapped Australians. "I do not come to the position of the leader of the Liberal Party from a lifetime of privilege. I know what it's like to be

very short of money, I know what it's like to live in rented flats, I know what it is like to be raised by a single parent," Mr Turnbull said. "I know Australians are doing it tough and some Australians, even in the years of greatest prosperity, will always do it tough. Our job as Liberals is to ensure that our society is a fair one, a society of opportunity, a society where people can, like my father and I can take those opportunities. We are a party of opportunities and this, my friends, is a land of opportunities. We can do anything. Labor believes government knows best ... we are not so vain as Mr Rudd."

New Minister brings clubs heritage to portfolio

Newly-appointed Minister for Gaming and Racing and Sport and Recreation Kevin Greene, MP, is no stranger to clubs and sport - as a participant, an official or an avid fan.

The father of six and former school principal is a keen cricketer and President of the St George District Cricket Association. Mr Greene also manages his youngest son's soccer team, the Forest Rangers, and has coached various junior cricket, soccer and netball teams. He is also a strong supporter of the St George Illawarra Dragons National Rugby League team.

"Over the coming months I will visit clubs across the State to hear what people on the ground have to say about the future of their clubs - from staff to patrons and managers," Mr Greene said. "The NSW Government has helped secure the future of clubs through practical law reform to reduce red tape and improve club management, and by allowing clubs experiencing financial difficulties to defer payment of gaming machine tax. I look forward to continuing the Government's strong working relationship with clubs to ensure the industry grows and prospers."

Mr Greene follows Graham West into the new Ministry after Mr West was shifted to the Juvenile Justice, Youth, and Volunteering portfolio.

Mr Greene's Gaming and Racing portfolio covers several agencies ...

- Casino, Liquor and Gaming Control Authority
- Club Industry Advisory Council
- Liquor Administration Board (LAB)
- Bookmakers Revision Committee
- Department of the Arts, Sport and Recreation
- Greyhound and Harness Racing Regulatory Authority
- NSW Lotteries

The Member for Oatley, Mr Greene has been a Member of the NSW Parliament since he was elected in 1999.

During his time in Parliament he has served as ...

- Legislative Assembly representative on the Senate of the University of Sydney
- Member of the Joint Standing Committee Upon Road Safety (StaySafe)
- the Chairman of the Public Works Committee

Prior to he was elected, Mr Greene was the Principal of St Brendan's Primary



Gaming and Racing Minister Kevin Greene

School and had been a teacher for 18 years. A former President of the Illawarra Catholic Club at Hurstville, Mr Green is an active member of his community and is the patron of many local organisations, including the Mortdale RSL Sub Branch and Oatley RSL Youth Club.

Mr Greene also has a passion for charities and serves as the Co-ordinator of the Southern Regional Red Shield Appeal - Salvation Army, Chairs the Hurstville Council's Golf Day Ceremony, which raises money for prostate cancer and is an active Lions Club Member.

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Costello presents Club Industry's

A Senate Inquiry into the impact of poker machines on problem gambling heard submissions from a variety of groups during sittings in Sydney and Melbourne last month. The inquiry, by the Senate's Standing Committee on Community Affairs, is looking into research suggesting that targeted changes can cut rates of excessive gambling and allow people to play poker machines with "reduced harm". The Committee also investigated Family First Senator Steven Fielding's Poker Machine Harm Minimisation Bill, introduced in February, which would place limits on ATM withdrawals in gambling venues to \$100 a day per person. The Committee is expected to hand its report to the Senate on November 10. ClubsAustralia Executive Director and ClubsNSW CEO DAVID COSTELLO addressed the Inquiry in Sydney on September 12, this is Mr Costello's submission on behalf of the Club Industry ...

Madam Chair, Senators, I would like to thank the Committee for the opportunity to speak today about the impact of these three bills on the Club Movement.

I am the Executive Director of ClubsAustralia and CEO of ClubsNSW, the industry associations representing 4,000 licensed and registered clubs and 10 million memberships in every state and territory of Australia.

I would like to begin by stating that the Club Movement is united in its total opposition to these bills. They are based on wrong information, the process for dealing with the issues is completely irresponsible and the impact would be disastrous.

These bills ignore the successful work already done by State Governments and industry, which have reduced problem gambling by around 50% in the last 10 years. And the bills ignore the positive steps taken by the current Federal Government. Those steps include the re-formation of the Ministerial Council on Gambling and an updated study of all gambling by the Productivity Commission.

ClubsAustralia congratulates the Government on its resolve to look at the facts. We are glad that the Government and Opposition do not expect industry to take a "suck it and see" approach, which would wipe out the jobs of around 70,000 Australians - just one of the impacts of the Bills tabled by Senators Fielding and Xenophon. That's a lot of families from all over Australia, who would be without an income.

The bills before this Committee are based on misrepresentation of the facts. Senator Fielding claimed in his Second Reading speech that around 52% of problem gamblers had

borrowed money and not paid it back. The 1999 Productivity Commission inquiry found the figure was 20%. Senator Fielding claimed 36% of problem gamblers had sold property to raise money to bet. The Productivity Commission found the figure was 10%.

Perhaps most misleading is Senator Fielding's and Senator Xenophon's claim, often also quoted by others, that one-in-seven, or two million Australians, are affected by the behaviour of a problem gambler. This figure was based on a survey which asked counsellors how many people they estimated had some adverse effects by a problem gambler. The Productivity Commission noted it was an estimate.

ClubsAustralia deals every day with this type of false and misleading use of statistics. That's why we support an evidence based approach to policy making.

Now I respond to the rationale behind the bills, that gambling is a social evil that is out of control.

Clubs in some states have operated poker machines since 1956. They are a legitimate and extremely popular form of entertainment for millions of Australians. We know this because clubs are community organisations, built on membership. Around Australia, clubs have 10 million memberships and growing.

Australians like to gamble. If it not on Poker Machines, it will be on other forms of gambling: including, wagering, casino table games such as roulette and blackjack, sports betting, or at home unsupervised on the



ClubsAustralia Executive Director and ClubsNSW CEO David Costello.

internet, where substantial inducements are offered to people to entice them to gamble.

State Government studies over the last 10 years have found that the proportion of poker machine problem gamblers has reduced by 50%, while revenue has increased.

In other words, more people are gambling and a lesser proportion of people are problem gamblers.

Poker machine gambling is entertaining, it is popular and it is better managed in clubs now than ever before.

ClubsAustralia believes the bills before this Committee are about reducing poker machine gambling, not reducing problem gambling.

The Poker Machine Harm Reduction Tax (Administration) Bill would end the major source of revenue for thousands of clubs.

The Poker Machine Harm Minimisation Bill would have a similar impact, by making the operation of machines financially unviable and such poor entertainment, that no-one would play them.

All the evidence shows that prohibition does not work.

"The bills before the Committee will not work because they are based on misinformation and have nothing to do with reducing problem gambling ...

position

Making poker machines financially unviable for clubs or removing the entertainment value from them will lead to an increase in less-regulated forms of gambling. Internet gambling, where there are no staff with Responsible Conduct of Gambling training, no social interaction, no tax revenue and no community benefit will be the ironic beneficiary of these bills.

Clubs are unique to Australia: not-for-profit organisations built by people with common interests and open to the public to apply for membership. Clubs have 65,000 volunteers, people who believe in their club and freely give their precious time to it. They are the meeting place for local communities, the home of the Returned Servicemen and women to remember fallen comrades and they provide a place for affordable entertainment and socialising for our aging population.

For nearly 60 years, clubs have been earning revenue from poker machines and applying the proceeds to the public good. Unlike casinos or hotels, this revenue is reinvested into local communities, providing services and facilities that private business will not, and in some cases, governments cannot.

We are unapologetic that we want people coming to clubs and if they choose to gamble, we would rather have them spend their gambling money in clubs, where the money goes back to the community, than wind up in individuals' pockets as profit or dividends, which would be the outcome if Senator Fielding's Poker Machine Harm Reduction Tax (Administration) Bill was passed.

The NSW Independent Pricing and Regulatory Tribunal recently found that

clubs in NSW make an annual social contribution of \$811 million. Nationally, that figure would be at least \$1.2 billion per year. In NSW, alone, clubs provide a wide range of sporting amenities including, but not limited to 1,547 bowling greens, 366 golf courses, 81 gyms, 66 swimming pools and 165 sporting fields.

The clubs borrow against revenue to buy new land and build new facilities. By legislating to ban poker machines and reducing the revenue clubs can earn from them, clubs will be unable to meet their liabilities and these invaluable assets will be lost forever from the community.

What does that mean for the people of the ACT, or Queensland with their surf lifesaving clubs, for our returned servicemen and women across Australia, for the game of rugby league in NSW and AFL in Victoria and meeting places all over the nation?

The bills before the Committee will not work because they are based on misinformation and have nothing to do with reducing problem gambling.

I would like to turn, very quickly, to the issue of Automatic Teller Machines, which are dealt with by both Senator Fielding's and Senator Xenophon's Bills.

Let's be clear where Senator Xenophon is coming from. He has commented publicly that he wants to shut down pubs and clubs for good. This is not the stance of someone who cares what the latest evidence shows, who cares about the entertainment of choice for millions of Australians, or who cares about a not-for-profit Club Movement that, for decades, has provided a massive contribution to Australia's social fabric and its economy.

Clubs are cash businesses ... they sell drinks and meals and people do

like to gamble. If a member does not have cash, under Senator Xenophon's plan they would have to do an EFTPOS transaction for a \$2 coffee. If they forgot they also wanted a \$3 sausage roll, that's another transaction. A club like Penrith Panthers has 40,000 members through its doors every week. How are clubs like that supposed to provide EFTPOS facilities in a timely manner for that many people?

There have been a number of studies specifically into this issue and all of them have found that the link between removing ATMs and reducing problem gambling is intangible. Problem gamblers will get money before they get to the club. I quote from this year's Tasmanian Socio-Economic Impact Study into gambling: *"ATMs are not available in hotels or clubs in Tasmania, so it appears that people may be using ATMs very close to venues before they begin gambling."*

Around 25% of Australia's 25,000 ATMs are in a club or a hotel.

Respondents in an ACT Government study said club ATMs were safer than withdrawing money on the street, conveniently placed and did not require them to walk the street at night with cash on hand.

Removing ATMs will not work to reduce problem gambling but will severely affect recreational gamblers and non-gamblers in clubs.

ClubsAustralia has provided a six-point plan to further reduce problem gambling using evidence from around the world about what is effective and building upon more than a decade of collaborative efforts with state and territory governments.

But we can not accept the devastating impact on the Club Movement that is presented by these bills.

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Banks say bills will add costs and hurt consumers

The Australian Bankers' Association (ABA) has outlined the consequences of proposals to regulate access to cash.

The ABA appeared before the Australian Senate's Community Affairs Committee to provide comments on two proposed bills:

- 1 - Senator Steve Fielding's Bill which seeks to impose a \$100 per day limit on withdrawals from cash facilities (ATMs and EFTPOS) located in gaming venues;
- 2 - Senator Nick Xenophon's Bill which seeks to remove all ATMs and impose restrictions on access to cash from EFTPOS in gaming venues.

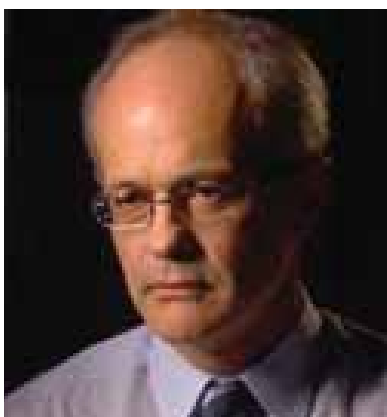
The ABA has identified three potential outcomes resulting from the two Bills ...

Option 1: Remove ATMs from gaming venues ...

Outcome: This will mean banks have to remove 57⁽¹⁾ ATMs.

Option 2: Impose a \$100 per day limit on cash facilities (ATM and EFTPOS) in gaming venues via the customer's account ...

Outcome: This will place upward pressure on foreign ATM fees⁽²⁾ due to



ABA Chief Executive Officer David Bell

significant technology compliance costs. This will also likely result in the removal of EFTPOS from gaming venues, given that current technology does not enable limiting access at certain merchants while enabling full access to other merchants.

Option 3: Impose a \$100 per day limit on cash facilities (ATM and EFTPOS) in gaming venues via these machines ...

Outcome: This will place upward

pressure on ATM direct charges (starting in March 2009) as it will impose technology compliance costs on the ATM deployer and ATM acquirer.

ABA Chief Executive Officer David Bell said the ABA was concerned that further restrictions on access to cash in gaming venues would transfer costs from the sectors that benefit from gaming venues to banks and ultimately all their customers.

The ABA noted that this process was happening outside the Council of Australian Governments (COAG) process, which has requested that the Productivity Commission update its 1999 research into gambling.

COAG, through the Ministerial Council on Gambling, also has started investigating identifying strategies to help individuals set their limits.

(1) The vast majority of ATMs in gaming venues are not operated by banks, but by third party ATM deployers. Less than 1% (57) of ATMs in gaming venues across Australia are bank-branded.

(2) Interchange fees are being removed in March 2009. Imposing ATM withdrawal limits at certain ATMs will partly offset savings from zero interchange, creating upward pressure on foreign ATM fees.

Gaming machine makers seek new approach

Gaming machine manufacturers have called for a new approach to the development of research and regulations controlling the gaming industry in Australia.

Addressing the Senate Community Affairs Committee Public Hearing in Sydney, Gaming Technologies Association (GTA) Chief Executive Officer Ross Ferrar said Australia's gaming jurisdictions are widely regarded as the most regulated in the world.

"The companies that manufacture gaming machines work in a highly regulated and strenuously audited, total-compliance environment," Mr Ferrar said. "No gaming machine products enter the marketplace in Australia without undergoing comprehensive testing and technical review.

"We have no complaint about the level of Government scrutiny that our members are subjected to. On the contrary, we believe that these high standards are important and that we can very confidently state that this industry operates with great probity and integrity."

Mr Ferrar said much of what is described as "harm minimisation strategy" in the various Australian jurisdictions has not actually achieved anything positive. He said many of the measures introduced in the late 1990s and early 21st century around Australia

were not based on real evidence and have, subsequently, been proven to be useless.

"Australians deserve better than this," Mr Ferrar said. "They deserve policy which will provide help if and when it's needed – and leave the rest of the Australian public to enjoy a legitimate, legal form of entertainment."

The GTA is pleased that the Government has announced the Productivity Commission will review its 1999 Report into Australia's Gambling Industries.

"We believe that this review will reinforce the various analysis conducted by state and territory governments since 1999, which have shown a decline in problem gambling in the community," Mr Ferrar added. "We hope that this will result in the use of current data on the incidence of problem gambling, instead of 10-year-old statistics."

Mr Ferrar called for a new on-going national research body, funded by federal, state and territory governments, to conduct a more-comprehensive and objective research program. It should involve operators, manufacturers and related private sector businesses, as well as community and counselling sectors and regulatory authorities.

"This new body should examine all aspects of gaming in Australia, including the effectiveness of current regulatory

regimes, harm minimisation strategies, the efficacy of counselling and support services and possible future features of gaming machines," Mr Ferrar told the Senate Committee. "There should be evidence-based research on the economic and social impact of gaming in Australia - positive and negative. All research should be required to be conducted transparently and objectively.

"The result would be a body of knowledge that all stakeholders could have confidence in and on which all governments could build policy and regulation to protect and promote the interests of the whole community.

"We would all be protected from the false opinions and claims of self-interested individuals whose motivations appear to us to lie in seizing a greater share of government expenditure on research for their own personal financial benefit."

Gaming Technologies Australia Chief Executive Officer Ross Ferrar.



Xenophon introduces ATM restriction Bill

South Australian Senator NICK XENOPHON has introduced the “ATMs and Cash Facilities in Licensed Venues Bill 2008” to the Federal Parliament. The purpose of the Bill is to limit and reduce the installation of automatic teller machines and cash facilities in licensed venues. This is the Explanatory Memorandum associated with the reading of this Bill ...

Part 1 – Preliminary

Part 1 of the Bill relates to preliminary matters, including the Bill's commencement, objects, application and relationship with State and Territory law. It also provides for definitions. The Bill is intended to commence at the end of 28 days after the day on which it receives the Royal Assent. It is not intended to exclude or limit the concurrent operation of any law of a State or Territory, unless the contrary intention appears.

Part 2 – Automatic teller machines and other cash facilities

Part 2 of the Bill applies to any financial institution, constitutional corporation and person, body corporate or corporation that uses an eligible communications service to provide cash facilities. It provides that the above-mentioned entities must not install or operate an automatic teller machine or other cash facility, or allow an automatic teller machine or other cash facility to be installed or operated on its behalf, at a licensed venue that allows a cardholder to obtain cash by means of that automatic teller machine or cash facility. The Bill does extend to private and franchised ATM operators. Entities which breach those provisions may be liable to pay a civil penalty of up to 2,000 penalty units. Section 4AA of the *Crimes Act 1914* provides that a penalty unit is \$110. That equates to a maximum penalty of \$220,000 for a breach of those provisions. **Part 2** of the Bill also provides for certain exceptions to the provisions outlined above. Those exceptions apply where the terminals or facilities do not permit cash withdrawals by, or cash advances to, a cardholder or, where the Minister has provided an exemption because there are no other cash facilities within a 5-kilometre radius of the licensed venue. Any body that contravenes the exemptions may also be liable to pay a civil penalty of up to 2,000 units (or \$220,000).

Part 3 – Civil Penalties

Part 3 of the Bill relates to civil penalties. It provides that the Minister may apply to the Federal Court for an order that a wrong-doer pays the Commonwealth a pecuniary penalty within six years of a contravention of a civil penalty provision. Further, it provides that where a Court is satisfied that the wrong-doer has contravened a civil penalty provision, the court may order that person to pay to the Commonwealth the pecuniary penalty that the Court determines appropriate for each contravention, but not more than the



relevant amount specified for the provision. In determining the pecuniary penalty, the court must have regard to all relevant matters including, the nature and extent of the contravention, the circumstances in which the contravention took place and whether the person has previously been found to have engaged in any similar conduct in other proceedings under the Bill. Where the conduct constitutes a contravention of two, or more, civil penalty provisions, the Bill provides that proceedings may be instituted against a person in relation to the contravention of any one or more of those provisions. However, the person will not be liable to pay more than one pecuniary penalty in respect of the same conduct. For the purposes of this Bill, contravening a civil penalty is not an offence. The Bill further provides that a person must not aid, abet, counsel or procure or, induce by

threats, promises or otherwise, or, be in any way directly or indirectly knowingly concerned in, or party to, a contravention of a civil penalty provision, or conspire to contravene a civil penalty provision. If the Federal Court orders a person to pay a pecuniary penalty the Bill provides that the provision is payable to the Commonwealth and the Commonwealth may enforce the order as if it were a judgment of the Court. The Bill also provides for enforceable undertakings relating to contraventions of civil penalty provisions. These provisions apply where the Minister considers that an action taken by a body corporate after the commencement of Clause 14 contravened one, or more, civil penalty provisions. It provides that the Minister may, instead of instituting proceedings in the Federal Court (as described above), accept a written undertaking given by an executive officer on behalf of the body corporate in relation to the action, in which the body corporate undertakes to pay a specified amount within a

specified period to the Commonwealth or any other undertaking in connection with a contravention. It also provides that the executive officer, on behalf of the body corporate, may withdraw or vary the undertaking at any time with the consent of the Minister. If the Minister considers that an executive officer who gave an undertaking or the relevant body corporate has breached any of the terms of that undertaking, the Court may direct the executive officer or the body corporate to comply with that term of the undertaking or make any other order the Court considers appropriate.

PART 4 – Miscellaneous

Part 4 of the Bill provides for the making of regulations prescribing matters required or permitted by the Bill or necessary or convenient to be prescribed for carrying out or giving effect to the Bill.

The 'X Factor' puts Senate on notice

Mr President, before I begin, let me offer you my sincere congratulations on your election to the office of President of the Senate. I look forward to your independent, wise and even-handed guidance in this chamber.

Whilst this is my first speech in Federal Parliament, it is not actually my first speech in a parliament. Eleven years ago I decided to run as an Independent for the upper house of the South Australian parliament to highlight the devastating impact poker machines were having in my state. I never expected to win. Unlike so many poker machine players, I knew the odds and the odds were against me. But I ran to make a point and, thanks to an improbable series of preference deals, I was elected.

I well remember making that first speech in the South Australian upper house. Back then I was awed by the task ahead, and today I have the same feelings. A six-year term can seem like a long time but, after a decade in the South Australian Parliament, I know all too well there is never enough time to do everything that needs to be done. Especially while fighting for the rights of asbestos victims, I was painfully aware of the limitations of time.

So as I stand here making my first speech I am actually thinking a lot about what I am going to say in my last speech. Will I have made a difference? Will I have fought the battles that needed fighting and helped those who needed helping? Will I have sought every opportunity to make life a little better for people, a little fairer for people and maybe even a little easier for people?

A lot of people ask me where I am on the political spectrum: am I conservative, or progressive? Apart from a youthful indiscretion while at uni where I flirted briefly with the Young Libs, for most of my life and in my political career I have tended not to see things in terms of Left or Right. Instead, I try to think about what is right and what is wrong.

On the issue of poker machines, that is not hard to do. Poker machines are an unsafe product that causes untold harm to the most vulnerable in the community. Today in this country there are hundreds of thousands of Australians who in some direct way have been damaged by the poker machine industry. In my former life as a lawyer and since, I have seen so many good people whose lives have been ruined by these machines. I could not stand by and say nothing.

In his maiden speech, Senator Nick Xenophon said he expected he would be treated as "mad and dangerous" in the short term. He said he expected his new peers may, in the short term, think he was off-centre until his views were shared by the majority. The South Australian independent Senator declared that his vote is "not for sale" and issues at the top of his agenda include the state of the Murray-Darling Basin, abolition of poker machines and maintaining funding for the CSIRO, but claims he will not get involved in "horse-trading" to achieve his goals. Senator Xenophon will continue the fight he started while in the South Australian Parliament to rid Australia of poker machines. The following is excerpts from Senator Xenophon's maiden speech in the Federal Senate of Australia ...

This cartoon in The Australian newspaper satirised Senator Nick Xenophon's arrival in the Federal Parliament.



According to the industry's own figures, poker machines make more than 50% of their revenue from problem gamblers. For a long time I have debated with the industry, quoting studies, experts and reports that quantify the devastating effect these machines have on those who become addicted. But I now realise this has played in a way into the gambling industry's hands. I quote an expert and then all they do is quote some other expert with some dubious figures in order to muddy the waters.

The industry does this not because they want to win the argument - they know they cannot; their position is untenable. Instead, all they really want to do is to keep the argument going, because as long as they can do that they can keep their machines running and take money from problem gamblers and their families. Their arguments and their

denials all echo the tactics used by the tobacco industry in decades past. I say enough is enough. The debate is over. These machines are unsafe and need to be removed from the community.

State governments have also become addicted to these machines, thanks to the \$4 billion a year they receive from poker machine taxes. My decision to run for the Senate was triggered on 11 September last year, when I read about the then-Opposition Leader's views on poker machines. He said he hated them and that he knew something of the impact they have on families. I was encouraged. Not only was the now Prime Minister right; the Australian people knew he was right on this and many other issues. My message to the Prime Minister is simple: I want to work constructively with him, his Government, the crossbenchers and the Opposition

to eradicate this scourge from our suburbs as well as internet gambling from our lounge rooms. As Tim Costello says: *"With online gambling, it's now possible to lose your home without ever actually having to leave it."* Poker machines are a litmus test of good government. If governments are willing to sacrifice their own citizens for gambling taxes, what else are they getting wrong?

When I first made it into the upper house in South Australia, a lot of politicians - state and federal - approached me in the same sort of way I suspect they would have approached the village idiot. I remember meeting the Hon. Philip Ruddock at a community event in Adelaide in 1998, where he asked me what party I was from. I replied I was an Independent who had run on a 'no pokies' platform. He looked at me stunned and said words to the effect: *"You actually got voted in on that?"* His reaction and the initial reaction of a number of my state parliamentary colleagues reminded me of Tony Benn, the old left-wing warhorse of the British Labour Party, who once said: *"It's the*

same each time with progress. First they ignore you, then they say you're mad, then dangerous, then there's a pause and then you can't find anyone who disagrees with you."

This was my experience in state politics, and I hope on key issues I will experience the same here. So the poker machine industry can consider itself put on notice.

I also want to work constructively with the Government, and indeed all my colleagues, on what I believe is the biggest crisis facing our nation and my state in particular - that is, the crisis facing the Murray-Darling Basin. It is too big and too important to be treated as a partisan issue. This crisis not only reflects environmental failures but also represents a failure of Federation.

A lot of people talk about the power of this senator, or that senator, but none of us have any power other than the power entrusted in us by the people, the voters.

They give us this power and they can take it away. That is why I do not swear allegiance to a party and that is why I do

not owe allegiance to any one ideology. That is what I believe Independents must do. An Independent must take every issue as it comes and ask, *"If we change things, who might it hurt and who will it help?"* and then hopefully make the right choice. I also do not believe in horse-trading. Horse-trading implies a willingness to vote for something you do not believe in in order to get something else you want. When people do try to horse trade they can end up with a donkey or, worse still, end up making an ass of themselves.

The task ahead will not be easy. It is going to be hard work, but I have been given the job and I am ready for the responsibility. I am acutely aware of the expectations and obligations that face me.

Anyway, I have probably said enough for now. I am conscious of never taking more of the Senate's time than I need to have my say. I have got the next six years to get to know everyone here, but if you want the *Reader's Digest* version of my approach to this job, here it is: I would rather go down fighting than still be standing because I stayed silent.

Qld Govt clamps down on all-hours gaming

The Queensland Government has introduced legislation that will prevent play on poker machines before 10am. Clubs and hotels have until December 31 to conform and the Government has promised to crack down on clubs and hotels that operate as virtual 24-hour casinos in city suburbs.

The *Sunday Mail* newspaper reported that eight venues in Brisbane, Logan, the Gold Coast and Townsville have licences to operate pokies until 5.30am. Their opening times vary from 8am to 10am.

Another two in Brisbane and one on the Gold Coast stay open until 4.30am or 5am, with opening times between 8am and 10am.

Another 118 across the state are open for gambling between 8am and 3.30am. That means some non-casino gaming lounges are open for up to 21.5 hours each day.

Treasurer Andrew Fraser, the minister responsible for liquor licensing, said laws introduced into Parliament during September would severely reduce the hours spent on poker machines.

"We don't believe the community supports drinking or gambling before breakfast," Mr Fraser said. "That's why, as a major component of our liquor and gaming reforms, no pub or club anywhere in Queensland will be permitted to have their poker machines turned on before 10am."

The Treasurer confirmed clubs and hotels have until December 31 to conform.

"The major reforms passed through the Parliament in mid-September and have overhauled the entire licensing system with the introduction of Elevated Risk Permits for serving alcohol after midnight, with two separate regimes for the midnight to 3am period and 3am to 5am period.

"The requirements for trading in the early hours are now tougher and many establishments have indicated publicly that they will not be pursuing the new permits," Mr Fraser said. "As gaming machines can only be operated when the liquor licence is operating, this will reduce gaming machine times also."



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One-armed opportunism

With problem gamblers, our focus should be on the individual - not the machine - wrote *ClubsAustralia* President PETER NEWELL.

Also the *ClubsNSW* Chairman, Mr Newell was invited to contribute to the *Sun-Herald* newspaper's "By Invitation Only" section where people of influence have their say. The article, in early September, responded to sensational claims by South Australian independent Senator Nick Xenophon and Family First Senator Steven Fielding in their campaign to rid Australia of gaming machines in clubs.

The following is the text of Mr Newell's article ...

A NEW cynical form of politicking has, virtually without detection, been creeping across Australia. I refer to it as pokie opportunism.

A political aspirant calls a press conference, makes numerous claims using phrases such as "pokies are on every street corner" and then attacks state governments for having the gall to tax the machines and use the money to fund the construction of billions of dollars of public infrastructure.

The first and by far most unashamed pokie opportunist is Nick Xenophon, who was sworn into the Senate last month. His earlier success in the South Australian Parliament has inspired dozens of imitators, although none have

converted their glib anti-pokie statements into sufficient votes to win a seat in Parliament.

A more recent convert to pokie opportunism is Family First Senator Steve Fielding. Elected to the Senate more than three years ago, he managed to go the first 32 months of his parliamentary career without speaking in Federal Parliament about gambling or poker machines.

The two refuse to publicly acknowledge that the incidence of problem gambling has fallen by more than 50% in the past decade. Instead, they have focused on modifying the behaviour of problem gamblers by changing the rules relating to machines.

Restricting machines to casinos and race tracks, slower reel speeds, cards that limit how much you can gamble in a day and banning ATMs in clubs and pubs are some of their quick-fix ideas. To suggest that problem gamblers are incapable of modifying their behaviour to compensate for technology-based attempts to limit their gambling goes against local and overseas research.

When maximum bets are imposed, problem gamblers play faster. When machines are slowed, they play longer. When ATMs are removed, they arrive with money from a bank ATM. And when poker machines are not available, they turn to another form of gambling.

Does this mean we do nothing but wait for people to admit they need help? Of course not. Under current laws, gambling venues are under no legal obligation to

refer a patron to a counselling service if approached by a member of their family. While ultimately it should remain the individual's right as to how they spend their money, a family member's suspicion should be sufficient to require the venue to approach the gambler.

Similarly, laws should prevent gambling operators from allowing known or admitted problem gamblers to re-enter a venue until they have been formally released by their counsellor.

If our focus should be on the individual and not the machine then we need to ensure venue staff are provided the best training. While no amount of training will teach staff how to detect a problem gambler due to the lack of physical symptoms, staff can be taught how to best react when approached for help.

The NSW and Victorian state governments have mandated such training. National standards need to be introduced. Betting with a credit card is certainly the future of gambling if left unrestricted. It is also the present for many problem gamblers. Operators should not be able to take bets from people who are using someone else's money. Put simply, credit card gambling must be banned.

Quick-fix solutions advocated by opportunists are clearly not the only option available to state and federal governments. The Prime Minister has already indicated his preference for evidence-based action by asking the Productivity Commission to report on gambling in Australia.

This will be the first such study in more than a decade and will, at the least, force pokie opportunists to update their 10-year-old data.

The steps I have outlined might not be glamorous but are based on independent, robust research. They provide our political leaders with proven measures that support problem gamblers while not instigating restrictions that punish the 99% of adults who gamble responsibly and within their means.

- **PETER NEWELL, OAM**, is President of *ClubsAustralia* and Chairman of *ClubsNSW*.

"Quick-fix solutions advocated by opportunists are clearly not the only option available to state and federal governments. The Prime Minister has already indicated his preference for evidence-based action by asking the Productivity Commission to report on gambling in Australia ..."



ClubsAustralia and ClubsNSW boss Peter Newell, OAM.

OLGR amends hardship application criteria

The Office of Liquor Gaming and Racing and *ClubsNSW* has moved to clarify conditions governing clubs applying for hardship concessions from the NSW Government. *ClubsNSW* recently circulated a memo regarding clubs receiving incorrect information from a consulting firm covering the August 2008 quarter and beyond.

ClubsNSW Circular 08:120 advised that it's more than 12 months since the indoor smoking ban was introduced and the hardship eligibility assessment criteria, previously based on a quarterly comparison of gaming machine revenue, has been revised.

The information supplied to clubs incorrectly stated the eligibility criteria involved comparison between corresponding quarters, rather than the annual comparison explained in *Circular 08:120*. The change from quarterly comparison to annual comparison is necessary so that months negatively impacted by the indoor ban are not included in the comparison. *ClubsNSW* CEO David Costello advised that clubs should review the information contained in *Circular 08:120* before applying for taxation hardship.

The OLGR also issued advice regarding the rules change for clubs applying for the tax deferral concession.

Subsequent to a previous newsletter, the OLGR has reviewed and altered the previous quarterly concession arrangement relating to clubs applying for the concession.

New applicant clubs with a gaming machine revenue downturn of 15% or more for the 12 months ending August 31, 2008, compared to the corresponding 12-month period ending May 31, 2007, as assessed by the Centralised Monitoring System are eligible to apply for the concession.

Clubs already approved for a deferral in the May quarter should send an email to the OLGR regardless of whether turnover is down 15% for the August 2008 quarter and it will be approved automatically. This automatic deferral for approved clubs will apply until the scheme is finalised.

What assistance is provided?

Clubs eligible to apply can pay gaming machine tax in three equal monthly installments - without interest charges for late payment - e.g. the Office of State Revenue (OSR) will debit eligible clubs for August quarter tax assessments in three equal installments

on September 21, October 21 and November 21. The concession applies for each club premises as each is assessed for gaming machine tax separately. This concession does not mean a reduction in a venue's gaming duty obligations, but allows for an alternate payment schedule

What documentation is necessary to support new applications?

- A signed statement from a suitably qualified auditor/accountant that, due to the impact of smoking bans and/or increase in tax liability, the club's solvency and ongoing financial viability is threatened
- A three-year profitability analysis that shows the club's financial performance over time and quantifies the bottom line impact of the smoking ban and increased tax payments
- The club's undertaking that business solutions designed to ensure long-term sustainability are being pursued
- A copy of the latest Annual Report containing audited annual financial statements.

Clubs should act quickly in collating the information, organising a suitably qualified auditor/accountant to analyse its affairs to obtain the necessary certification and lodge the application by the due date. While clubs need to undertake considerable work in preparing the initial application, they need only to obtain this evidence to support their initial application - subsequent applications. For subsequent quarters, clubs can re-apply for the concession but do not need to provide the same documents or expert certifications.

Although the concession provides short-term relief, it won't solve a venue's ongoing viability problems. The failure of a club's board and management to consider and address the underlying business plan of the venue and develop appropriate strategies may lead to the increased exposure of directors.

Issues facing Clubs & auditors/accountants in preparing hardship applications

The issue many Clubs and their auditors/accountants face is analysing the data and determining the precise impact of smoking bans/increases in gaming taxes in the past, and in the future, on the venue's trade. The club and auditor/accountant preparing the

application should identify the following factors:

- Whether the club's downturn is directly related to the introduction of smoking bans and/or increases in gaming taxes.

It will be necessary to:

- Prepare a historical financial analysis for the past three years to show the impact of smoking bans and/or increases in gaming taxes on the club's financial performance
- Ensure the clubs undertakes business solutions designed to ensure long-term sustainability

While one of these matters is relatively easy to calculate - the impact of gaming tax increases - other areas require specific knowledge and research data. For many clubs, auditors and accountants, to prepare the necessary Hardship Application, they will need an intimate knowledge of:

- > The Club Industry.
- > The impact of changing player visit patterns to venues due to the smoking bans.
- > The expected long-term impact of smoking bans on player visit patterns.
- > Know the relatively differing smoking impacts on venues depending upon:
 - * The venue's geographical location, e.g. coastal, country and metro venues have experienced differing impacts
 - * Venue size, e.g. venues of differing sizes have experienced differing impacts
 - * Whether the strategies and rectification actions the venue undertakes are achievable in terms of the potential projections used in the application and whether these actions are sufficient to ensure the venue's future sustainability

As the application is required to be lodged with the NSW OLGR, there are areas of exposure for Directors, auditors and accountants in not fully considering the factors outlined, particularly in making an incorrect assessment of the club's on-going and future solvency, due to the venue adopting incorrect rectification strategies. For more information, clubs should contact the *ClubsNSW* Member Inquiry Centre - 1300 730 001, or the OLGR - 02 9995 0468, or go to www.olgr.nsw.gov.au

NSW disclosure laws change for political donations, gifts

The NSW Government has amended laws governing the disclosure of political donations and gifts when it comes to Development Applications (DAs). In this article, Thomson Playford Cutlers Associate AMANDA KIELY explains how a political gift or donation is defined; who the new act applies to; what planning applications the act applies to; and how disclosure must be made ...

To give, or not to give ... that is the dilemma.

From September 15, 2008, if anyone intends to lodge an application for development, a planning approval, or to make written submissions opposing or supporting a Development Application (D.A.), it's essential to disclose any reportable political donations or gifts made by any person who has a financial interest in the relevant planning application. On September 15, 2008, the Local Government and Planning Legislation Amendment (Political Donations) Act 2008 (NSW) (the Act) came into effect. The Act amends the Environmental Planning & Assessment Act 1979 (EP&A Act) and the Local Government Act 1993.

The aims of the legislation

The Act requires applicants or persons making submissions in relation to relevant planning applications, to disclose any political donations or gifts.

The object of the amendments is to require the disclosure of relevant political donations or gifts when planning applications are made to minimise the perception of undue influence by:

- requiring public disclosure of the political donations or gifts at the time planning applications (or submissions relating to them) are made
- providing the opportunity for appropriate decisions to be made about the person who will determine or advise on the determination of the planning applications

The purpose of the legislation is to:

- improve the transparency and accountability of government
- reduce corruption
- minimise the perception of bias
- identify any potential or actual conflicts of interest in the planning approval process

Political donations or gifts are not relevant to the determination of any such planning application, and the making of political donations or gifts does not provide grounds for challenging the determination of any such planning application.

How is a political donation or gift defined?

A "reportable political donation" is a donation made to a local councillor (or a candidate for election to council) totaling \$1,000, or more in a financial year.

A "gift" to a local councillor or council employee includes a disposition of property, a gift of money or other valuable or the provision of a service for no consideration or for inadequate consideration.

Who does the Act apply to?

The Act imposes obligations of disclosure of political donations and gifts on:

- councils
- elected councillors
- applicants for development
- development-related matters
- persons who make written submissions in support of or in opposition to a development application or planning proposal
- any person who has a financial interest in a relevant planning application, including the applicant, the person on whose behalf the application is made, the owner of the site and any associated person or entity.

A disclosure must be made by any person who has a financial interest in a planning application and who has made a reportable political donation in the two years before a planning application is made and/or determined.

What planning applications does the Act apply to?

"Relevant planning applications" include applications made to the Minister, Director-General or a Council for:

- an environmental planning instrument
- a development control plan

- declaration as State significant development or Part 3A project
- a concept plan or modification
- a Part 3A project
- development consent under Part 4 or modifications of consent

The new requirements for disclosure of political donations or gifts do not apply to applications for a complying development certificate or an application or request made by or on behalf of a public authority.

How must disclosure be made?

A disclosure statement of a reportable political donation or gift must accompany a planning application or submission if the donation or gift is made before the application or submission is made.

If the donation or gift is made afterwards, a disclosure statement must be sent to the relevant consent authority within seven days after the donation or gift is made.

Disclosures of reportable political donations and gifts are to be made available to the public within 14 days after the disclosures are made on a website maintained by the Council or Department of Planning.

Non-disclosure or false disclosure - offences under the EP&A Act

A person is guilty of an offence if the person fails to make a disclosure of a reportable political donation or gift if the persons knows, or ought reasonably to know, that the donation or gift was made and should make a false disclosure statement.

The maximum penalty for any such offence is \$22,000, or 12 months imprisonment - or both.

What steps should be taken?

From September 15, 2008, if you intend to lodge an application for development or planning approval, or if you wish to make written submissions opposing or in support of a development application, you must ensure that your application or submission is accompanied by a statement disclosing any reportable political donations or gifts made by you or any associated person who has a financial interest in the relevant planning application.

For questions regarding your obligations under this new legislation, contact any of the Thomson Playford Cutlers professionals listed below ...

- Melinda Graham, Partner: 02 8248 3410
melinda.graham@thomsonplayfordcutlers.com.au
- Genevieve Staff, Partner: 02 8248 3403
genevieve.staff@thomsonplayfordcutlers.com.au
- Amanda Kiely, Associate: 02 8248 3408
amanda.kiely@thomsonplayfordcutlers.com.au

Clubs lose covered outdoor areas case

The Club Industry - under pressure from anti-gambling, anti-drinking and gaming taxes - could do with a win.

But it didn't come in the NSW Supreme Court over partially covered outdoor areas related to non-smoking legislation introduced more than a year ago.

Justice Peter McClellan handed down his decision - that supported the NSW Department of Health's position - that some construction of outdoor smoking areas that clubs have undertaken do not meet legislation guidelines.

ClubsNSW decided to challenge the NSW Health position and the case went to the NSW Supreme Court earlier this year with Dubbo RSL Memorial Club and its General Manager Geoffrey Holland running the test case on behalf of *ClubsNSW* and the Club Industry.

Justice McClellan heard evidence in Sydney before convening the Court in Dubbo on September 11 and heard final submissions back in Sydney on September 12.

ClubsNSW was represented by Dr

Christopher Birch SC, Terence Lynch SC and John Ralston from Pigott Stinson.

Mr Birch, SC, acting for Dubbo RSL Memorial Club, told the Dubbo hearing that the regulation defined "roof" broadly and the club should not be in breach of the laws.

"It's clear, for example, that umbrellas can constitute roofs in certain circumstances," Mr Birch told the court. "If you had a completely open area with no roof in the commonly accepted sense, but an awning over part of it, or umbrellas over part of it, that could constitute a public space."

Justice McClellan said he would have to consider the intent of the laws, which were aimed at providing a smoke-free environment for the majority of patrons.

ClubsNSW Deputy Chief Executive Officer Wayne Krelle said at the Dubbo hearing that many clubs had interpreted outdoor areas in the same way as Dubbo RSL Memorial Club and health inspectors were set to prosecute a large number of clubs if the *ClubsNSW* action failed.

"I think the inspectors are pretty busy out there at the moment," Mr Krelle said.

Although the finding was not expected until the end of October, Justice McClellan released his decision on September 19.

ClubsNSW CEO David Costello said he was disappointed with the decision handed down in the Supreme Court.

"*ClubsNSW* believes that the successful introduction of the indoor smoking ban can be largely attributed to the establishment of outdoor areas," Mr Costello said.

"Clubs that wish to give their patrons an area where it is legal to smoke in many cases have built partially covered outdoor areas to provide some protection from the elements."

Mr Costello added that, despite the Court's decision, clubs remain committed to the indoor smoking ban which was always intended to provide people with the opportunity to sit inside their local club without breathing in second-hand smoke.



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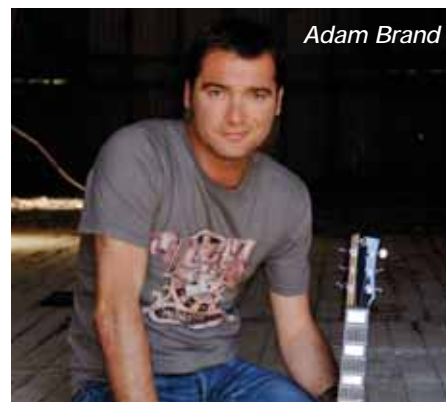
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Guy Sebastian



Sara Storer



Adam Brand

Fiona shines spotlight on 2008 show

Talented performer and choreographer **Fiona Gage** will be the producer for the 2008 ACE Awards,

The annual event will be presented at **Revesby Workers Club** on **October 22**. This will be the first time that the ACE Awards have been held away from its "spiritual home" at **Canterbury Hurlstone Park RSL Club**.

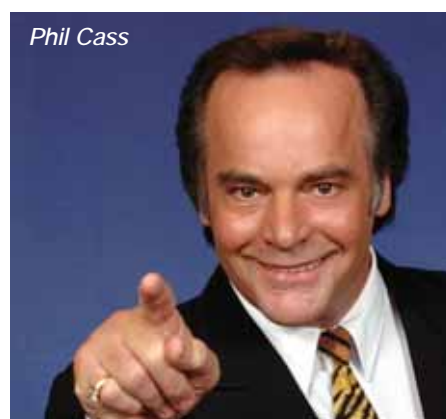
There will, no doubt, be many challenges ahead for Fiona in her high-profile role as producer.

With her vast experience - from musical

theatre through to "Clubland" – Fiona is sure to construct a truly spectacular show.

Fiona has been one of the most consistent and successful dancers, choreographers and producers in the entertainment industry having worked alongside **Paul Martell** and **Jane Scali** as well as **Stephen Fisher King** and **Danny Elliott** for many years.

It's sure to be another remarkable night of entertainment and a showcase of the finest acts and performers in the business.



Phil Cass

The full list of nominees ...

- **Male Vocal Performer:** David Campbell, Fallon, Stephen Fisher-King, Mike Mathieson, Tony Pantano, Adam Scicluna
- **Female Vocal Performer:** Belinda Adams, Karen Beckett, Lisa Crouch, S Eamus Earley, Marcia Hines, Deanna Vitagliani
- **Comedy Act:** Darren Carr, Calvin DeGrey, Kenny Gr Aham, Il Dago, Liz Layton, Paul Martell
- **Children's Show:** Marty & Emu Krazy Kids Show – Marty Morton, Hi-5, The Hooley Dooleys, Murray Raine Puppets, Montana Magic - Brendan Montana, New McDonald's Farm
- **Vocal Group:** The Robertson Brothers, The Shy Guys, Mahogany, Triple Treat, Double Exposure, Cotton, Keays & Morris
- **Variety Production Show:** Carlotta's Priscilla Show, Frogs On Toast, From Tamworth To Tennessee: David Bond & Paula Watt, Hot Opera: Stephen Fisher King, Italian Delight - Joey Fimmano, Magic To The Max - Brendan Montana
- **Showband:** Jellybean Jam, Salsa Kingz, The Delltones, Kami, The Shy Guys, The Zips
- **Tribute Show:** Abbalanche - The Australian Abba Show, Farnham Experience - Fallon, Elton Jack - Lance Strauss, Forever Diamond - Peter Byrne, Orbison: The Tribute: Dean Bourne, The Tom Jones Experience - Jacques Renay
- **Versatile Variety Act:** Darren Carr, Danny Elliott, Joey Fimmano, Marty Morton, Liz Taylor, Shelly White
- **Sight Act:** Rex Allison & Wendy, Rick Allison, Darren Carr, Phil Cass, Brendan Montana, Murray Raine Puppets
- **Best New Talent:** Melanie Askew, Betty Dargie, Christian Guerrero, Daniel Isaac-Jones, Robert Jeffrey, Juliana Melfi
- **Country Male Performer:** Adam Brand, Troy Cassar-Daley, Travis Collins, Adam Harvey, Wayne Horsburgh, John Williamson
- **Country Female Performer:** Donna Boyd, Kel-Anne Brandt, Beccy Cole, Melinda Schneider, Sarah Storer, Felicity Urquhart
- **Country Group / Band:** Buckshot, Chasing Bailey, Feral Swing Katz, The Flood, The McClymonts, The Wolverines
- **Solo Piano / Vocalist:** Michael Bellemore, Brian King, Robbie Krupski, Di Solomon, Franky Valentyn, John Watson
- **Solo Guitar / Vocalist:** Chris Connolly, Fallon, Brian Gillett, Dean O'Leary, Franky Valentyn, Ziggy Zapata
- **Covers Band (2 or 3 person):** Joey & The Boy, Just Jammin, Dean O'Leary Duo/Trio, The Robertson Brothers, Take Two, The Williams Brothers
- **Covers Band (4 or more person):** Dig This, Jellybean Jam, Dean O'Leary Band, Pyjama Party, Kami, The Shy Guys
- **Original Music Group:** Evermore, Mental As Anything, Noiseworks, The Angels, The Radiators, Thirsty Merc
- **Original Music Performer:** Jimmy Barnes, Brian Cadd, Richard Clapton, Shannon Noll, Doug Parkinson, Guy Sebastian
- **Technical Support:** Noel Lightfoot & Bill Pringle (Bankstown Sports Club), Danny Zamor, Jack Zamor, Graham Harbour & Bill Cawthorn (Blacktown Workers Club), Toni Venditti (Petersham RSL Club), John Adams (Campsie RSL Club), Richard Smith, Paul Kirk & Larry Sadler (Souths Juniors), Michael Burton, Will Sweet, Ian Gerrard & Michael Orland (Canterbury Hurlstone Park RSL Club)
- **Accompanying Band:** All Star Trio (Blacktown Workers Club), Western Front (Mounties), Greg Hooper's Patchwork, Michael Bellemore Band, Trojans (Petersham RSL Club), Graeme Fisher Allstars (Smithfield RSL Club)
- **Most Outstanding Club Performer Of The Year:** David Campbell, Darren Carr, Lisa Crouch, Stephen Fisher-King, Marcia Hines, Il Dago, Paul Martell, Mike Mathieson, Melinda Schneider, Adam Scicluna, Guy Sebastian, The Shy Guys



Conference Keynote Speaker
Dr Allan Hawke.

Deputy PM raises curtain at 'A New Tomorrow'

More than 200 delegates attended the RSL & Services Clubs Association National Conference at Twin Towns Services Club in late July.

Delegates came from RSL and services clubs in NSW, Victoria, Queensland, Tasmania and South Australia to discuss issues of national importance to RSL and services clubs.

Aristocrat Technologies was the major sponsor for the event, supported by Reed Hospitality, Bidvest, Tooheys, De Bortoli Wines and Coca-Cola Amatil.

The conference was hosted by the Twin Towns Services Club and conference partner, the RSL & Services Clubs Association (NSW).

RSL & Services Clubs Association Chief Executive Officer Graeme Carroll said the conference coincided with a regular meeting of the National Forum of the RSL and RSL & Services Clubs from the five states provided a report back to conference delegates during the course of the program.

Titled, "A New Tomorrow", the program featured a strong line-up of international and nationally recognised

speakers on a wide range of topics relating to management, human resources issues, tourism, diversification in to aged care projects, the increasing competition from hotels, the changing face of gaming, reciprocal rights and creating the most popular food in town.

Keynote speeches were delivered by the Deputy Prime Minister, Julia Gillard, MP, on the "New Workplace Environment" and what it will mean for the hospitality industry and Dr Allan Hawke, the Chancellor of the Australian National University and former Secretary of the Department of Defence and Department of Veterans Affairs, who addressed delegates on future management practices.

Rounding out the conference was Tony Mowbray, the fastest Australian to sail solo non-stop and unassisted around the world, who, in an emotionally charged presentation, demonstrated the power of commitment required to achieve those goals and how they can be applied to your business.

> Julia Gillard's Keynote Speech: P26&27



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Gillard captures spotlight at RSL Clubs

Australia's Deputy Prime Minister JULIA GILLARD was a Keynote Speaker at the RSL & Services Clubs Association National Conference at Twin Towns Services Club in late July. Ms Gillard - the Minister for Education, Minister for Employment and Workplace Relations and Minister for Social Inclusion - chose the topic, "New Workplace Environment", saying service clubs provide great enjoyment and entertainment for millions of Australians and jobs for many thousands. Ms Gillard also spoke about providing economic certainty, protecting working and low-income families; workplace relations reform and prosperity; industrial relations transition and modernisation; the new workplace relations system and building trust through consultation. This is the text of Ms Gillard's speech to the Conference ...

It's always terrific to be associated with Australia's service clubs. They provide great enjoyment and entertainment for millions of Australians and jobs for many thousands. Not only is every Australian welcome to join, all Australians can afford to join. And, of course, they're run by and for their members to the benefit of past and present servicemen and women and their dependents - and the whole community. This makes service clubs democratic places in every sense of the word - and an important part of Australia's culture and social fabric.

Providing economic certainty, protecting working and low-income families

Like all parts of the hospitality industry, our clubs are highly dependent on discretionary family income - especially the incomes of working families. And this means you're sensitive to the general fluctuations of the economy. This is something we, the Australian Government, are very aware of, especially in the current economic environment. That's why our economic policies are geared to continuing Australia's stable economic growth and why maintaining the living standards of working

families is paramount in everything we do. Protecting working families is the key to ensuring both that we have an equitable economy and that businesses like yours can maintain their turnover and employment. To achieve this, the federal budget this year contained a \$55 billion Working Families Support Package - with tax relief, help with education costs, a Child Care Tax Rebate, help for homebuyers and renters and other forms of assistance. As a result, a typical young family will be \$51.54 per week better as a result of the Budget initiatives that kicked in on July 1. And it's why we're maintaining a strong safety net and implementing innovative Social Inclusion policies.

As you know through your own community assistance efforts, many low-income Australians need extra help. For pensioners and those unable to work, we're maintaining the value of welfare payments and other financial assistance. And for those whose disadvantage has deeper causes, our aim is always to give them the education, skills and other capacities they need to reconnect with the mainstream economy. Like you, we're into community building as well as helping deserving individuals.

Workplace relations reform and prosperity

Of course, whilst clubs are great social and community assets, you are also businesses. Therefore you need certainty not only about the economy and the welfare of their customers, but about important business matters like workplace relations. Our workplace relations reforms have been designed to give you this certainty and to promote Australia's most important economic objective - of lifting national productivity. Labour productivity has been the key to raising living standards in Australia for the last 40 years. It enables businesses to stay competitive domestically and globally and to generate more wealth for employers and employees alike. It is the key to building long-term prosperity. But recently productivity has stalled. Workplace reform is essential to getting it going again. As you know, we went to the last election with a clear intention of replacing Work Choices, including AWAs. And we've delivered on that promise. In the Government's view, we simply have to move beyond the destructive conflict-based model of workplace relations that was Work Choices and instead build a productive new workplace relations system based on promoting consultation and cooperation at the enterprise level. Our intention has never been to tilt the balance unfairly in the opposite direction to Work Choices. It is to put the workplace relations pendulum where it should be - the middle. Australia's service clubs are all about recognising that quintessential Australian concept of a 'fair go' - our workplace relations reforms are built on exactly the same concept. And that's what we've done and what we're doing.

Transition and modernisation

And we're doing it in a sensible and measured way. In March, 2008 the Workplace Relations Amendment - *Transition to Forward with Fairness Act* - commenced operation. The Transition Act guarantees the sensible transition arrangements we committed to before the election, namely:

- Businesses that entered into workplace arrangements in good faith would not be penalised as a result of the new workplace relations system;
- There is a stability in undertaking significant changes to the system;
- Everyone will have sufficient time to adjust to the changes that will be eventually introduced.

And I'm happy to say that by-and-large, employers, employees and commentators have given the Government full points for delivering on our commitments. The main features of this Act include:

- Preventing the making of any new Australian Workplace Agreements (AWAs);
- Providing that Individual Transitional



Deputy Prime Minister Julia Gillard delivers her Keynote Address at the RSL & Services Clubs Association National Conference at Twin Towns Services Club in late July.

Conference

Employment Agreements (ITEAs) are available for those employers who employed a worker on an AWA as at December 1, 2007, to ensure a smooth transition to the new system in which there will be no provision for statutory individual agreements of any kind;

- Establishing a genuine no-disadvantage test for workplace agreements to provide better protection for employees.

The Act has also enabled the Australian Industrial Relations Commission to start the process of modernising industrial awards. The modernisation of awards is a key Government objective – and a reform I know many of you – as employers and as an organisation – are keenly monitoring. As you will be aware, the AIRC has identified hospitality as a priority industry for the purposes of the award modernisation process. Public consultations are scheduled before the AIRC for this industry in the second week of August. The Government believes firmly that award modernisation will create a strong and simple safety net to accommodate the flexibility that businesses and their employees both need and expect in the 21st Century.

The new workplace relations system

The new workplace relations system will be fully operational by January 1, 2010. To bring this about, a substantial workplace relations reform Bill will be introduced into Parliament later this year. In the very broadest terms, the new workplace relations arrangements will be a simple, balanced system that allows employers to get on with business and employees to get on with their jobs. Its component parts are straightforward.

The first is a fair and simple safety net comprising National Employment Standards and modern awards. In the new system, all employees will have the benefit of strong and enforceable protections which can't be stripped away. Both employees and employers will have the benefit of a safety net that is simple and flexible – easy-to-understand and easy-to-apply. The 10 legislated National Employment Standards announced in June will protect important conditions like hours of work, public holidays and redundancy entitlements as well as annual, personal, parental and long service leave. Importantly these National Employment Standards usher in a new era of family friendly flexibility giving mums and dads the right to sequence their unpaid parental leave so that they can have a parent at home for the first two years of their child's life. Mums and dads will also have the ability to request a return to flexible and part time work to better balance work and family life. The Rudd Labor Government will also provide \$12 million to assist small businesses develop innovative new ways to balance work and family life. Employees who earn \$100,000 or less will also be protected by modern simple awards that

will contain up to ten other minimum conditions such as overtime and penalty rates of pay. When a collective agreement is made under the Government's new workplace relations system, it will only be approved by the independent umpire, Fair Work Australia, if it meets or exceeds the National Employment Standards and leaves the employees under the agreement "better off overall" when compared with an applicable modern award. Individual common law arrangements will continue to be available. However, these arrangements may only build on the safety net rather than undermine it.

The second is collective, enterprise-level bargaining underpinned by good faith bargaining obligations. Employers and employees will be free to bargain collectively, in good faith, without excessive rules and regulations which tilt the balance in favour of one side or the other. Employees will be represented in collective bargaining if they so choose, but they will also be able to represent themselves and reach agreement directly with their employer, if that's what they prefer. It will be prohibited for anyone to pressure an employee about that choice.

The third is ensuring that everyone in the workplace is treated fairly and decently and that, when things go wrong, matters can be dealt with quickly and effectively. This will include a simpler unfair dismissal system which balances the rights of employees to be protected from unfair dismissal, with the need for employers, including small business, to manage their workforce, and to ensure a faster, less costly and less complex process for all. The system will also protect employees from unlawful dismissal on grounds such as family responsibilities, pregnancy and disability. There will be strong protections for freedom of association. It will be unlawful to dismiss a person for belonging to a union or for participating in collective bargaining, just as it will be unlawful to discriminate against them for not belonging to a union.

The fourth is an independent umpire – Fair Work Australia – to oversee the system and maintain the safety net. Our new umpire will be a 'one stop shop', to provide practical information, advice and assistance to deal with workplace issues and to ensure compliance with workplace laws. For example, Fair Work Australia would be able to provide employers and employees with assistance and advice as to how they can collectively bargain. Fair Work Australia will also have particular responsibility for encouraging the adoption of family-friendly work practices. And all appointments to Fair Work Australia will be made through a transparent selection process.

The fifth and final component of the new workplace relations system is strong compliance measures to ensure all participants comply with their obligations under the law and to ensure stability of operations at the workplace. If they don't, they will face stiff penalties. Under the new system, industrial action will only be protected when taken during good faith

bargaining for a collective agreement and only once it has been approved by a mandatory secret ballot. Unprotected industrial action will be dealt with swiftly and effectively. And secondary boycotts will continue to be regulated by the Trade Practices Act.

Building trust through consultation

Our aim is to show the way to a more consultative workplace relations system by practising what we preach. The development of the new workplace relations legislation is being based on genuine consultation with all stakeholders. We've established an extensive consultation mechanism that includes all the major workplace relations players, from the largest corporations, to small businesses, to unions and the unemployed. We have representatives of the Australian Hotels Association on our Business Advisory Group, representatives of Accommodation and Restaurants Association and COSBOA on our Small Business Working Group. The Government has made it very clear that we are prepared to:

- Meet with as many people as it takes;
- Work as hard as we need to ... in order to achieve our workplace relations goals.

It's what we did to get the award modernisation process underway and to develop the 10 National Employment Standards, which I released last month. There is more consultation to take place before we can settle our new workplace relations system. But one thing you can be sure of is that the changes will be sensible and will be considered in the light of feedback we receive. Most importantly, our changes will reflect the values of the Australian people.

Conclusion

I want to conclude with this point. As we strive to create a stronger national economy – and especially to ensure the gains from the resources boom continue well into the future – we need a comprehensive approach to modernise our economy and utilise the skills of every Australian. The Government has a massive investment plan to do just this. But:

- No matter how much we invest in human capital ...
- No matter what new infrastructure we create ...
- Or what regulatory reforms we guide through the Council of Australian Governments ...
- If we, as a nation, fail to get workplaces operating at maximum efficiency, we will fail to maximise national productivity and reach our full economic potential.

The workplace relations system we are ushering in, in consultation with bodies like yours, will help us achieve this important economic goal. It's a massive opportunity for Australia and one to which we must rise if we are to continue to increase national prosperity and provide all Australians with the high living standards they deserve in the coming decades.

Aristocrat grapples with tough conditions

Aristocrat Leisure, the world's second-largest maker of gaming machines, said first-half profit slumped 44% as U.S. casinos cut purchases and a rising Australian dollar lowered the value of overseas sales.

Business Today at smh.com.au reported net income fell to \$70.4 million, or 15.2 cents per share, in the six months ended on June 30 from \$125.9 million - or 26.8 cents - a year earlier.

An attempt to spur profit by investing more on developing new games is failing to counteract a stalled U.S. economy discouraging casinos from buying new equipment.

Former **CEO Paul Oneile** said that in Australia, **Aristocrat** is facing customers who are spending more adjusting to smoking bans, instead of buying machines.

"The first half of 2008 has been particularly challenging with replacement demand in our key markets running at historic lows," said Mr Oneile, who left the company on September 29.

Gains in the Australian dollar cut earnings by about \$10 million during the half, the company said. The currency rose 8.2% against the U.S. dollar this year, the fourth-best performer among the 16 most-traded currencies. The dollar reached a 25-year high of U.S.98.27 cents on July 15.

The result beat the company's July 29 earnings forecast of \$70 million.



Earnings before interest and tax from North America, which accounts for almost half of **Aristocrat's** sales, fell 30% to \$78.7 million.

Casino revenue in Las Vegas, the largest U.S. gambling centre, fell 5.2% to \$U.S.3.2 billion (\$A3.7 billion) this year through June, according to Nevada's Gaming Control Board.

The slump comes as U.S. consumers struggle with higher fuel and food prices, declining home values and job losses.

Australian earnings fell 37% to \$25.2 million as smoking bans, record fuel prices and the highest interest rates since 1996 curbed consumer spending and prompted fewer orders from clubs and hotels.

Japanese earnings rose to \$26.6 million from a year ago when demand was curbed following the introduction of new rules governing the industry, known as Regulation Five, in 2006.

"Unit volumes were the key driver with a total of 32,280 units sold, up from 11,063 in the prior corresponding half," **Aristocrat** said of the Japan scenario.

Paul Oneile, hired in December 2003, said last month he would not renew

his contract when it expires at the end of the year.

Aristocrat is the largest maker of poker machines behind U.S.-based **International Game Technology (IGT)**, which, on July 17, forecast earnings that trail its previous estimates and warned that economic conditions are reducing gaming activity into 2009.

Earnings from the rest of the world, which includes Macau, Europe and South Africa, fell 63% to \$16.5 million.



Former **Aristocrat Leisure** Chief Executive Officer Paul Oneile

Aristocrat settles \$144.5m class action

Australia's largest shareholder class action has been formally settled for \$144.5 million in the Federal Court after plaintiff law firm **Maurice Blackburn** and its target, **Aristocrat Leisure**, jointly asked Justice **Margaret Stone** to approve a deal they struck in May.

Business Today at smh.com.au reported the settlement outstrips the \$112 million agreement struck by **GIO** shareholders in 2003.

Unlike **GIO**, which settled before hearings began, the **Aristocrat** case was settled after a full trial in October.

Another difference is that the **Aristocrat** case was supported by a litigation funder, **IMF (Australia)**, which

paid the legal fees and took the risk of an adverse costs order.

In return, **IMF** expects to receive about \$37 million from the settlement proceeds.

In the **GIO** case, the lead shareholder, **Shane King**, ran the risk that costs would be awarded against him.

The settlement involves **Aristocrat** paying \$109 million to clients of **Maurice Blackburn** who signed a funding agreement with **IMF** and \$27 million to other shareholders.

The company will also pay \$8.5 million in legal costs.

This compares with \$97 million in compensation and \$15 million in legal

costs in the **GIO** case.

Aristocrat told the **Australian Securities Exchange** in May: "Under the terms of the proposed settlement, the group would incur a net cost after expenses and tax of up to \$40 million, which will be funded by cash and available facilities".

Aristocrat declined to disclose where the balance of the settlement funds would come from, but it is assumed to be covered by insurance.

Former **Aristocrat CEO Paul Oneile** said the \$40 million expense had not been recognised in the June accounts, "given its contingent nature".

It will be recognised in the second half.

CMAA National Bursary Program 2009*

*For current CMAA financial members only who have been a financial member for at least the last 12 months (September 2007-September 2008)

PETER CLAREBROUGH MEMORIAL GAMING BURSARY*

TWO bursaries to attend the **Global Gaming Congress in Las Vegas**, tours of IGT's Reno plant/facilities, casino tours and 1 week of paid tuition with the **University of Las Vegas** in November 2009. Includes all travel (economy class), twin share accommodation, conference registration, and paid tuition at the UNLV. Each recipient is also entitled to US \$1,000 in spending money.

**Recipients of an overseas tour award in the last 3 years (2006-2008) at any CMAA level are ineligible as are previous winners of this bursary.*

ELIGIBILITY All senior management positions in particular Gaming /Poker Machine Managers.

ACTIVITY A minimum of 40 points required within the last 12 months.

Bursary sponsored by
International Game
Technology



82nd WORLD CONFERENCE ON CLUB MANAGEMENT BURSARY*

ONE bursary to attend the **82nd World Conference on Club Management**, taking in New Orleans & Las Vegas. Bursary includes travel (economy class), twin share accommodation, conference registration, hospitality dinner & shows. The recipient is also entitled to US \$1,000 in spending money.

**Recipients of an overseas tour award in the last 3 years (2006-2008) at any CMAA level are ineligible.*

ELIGIBILITY All senior management positions.

ACTIVITY A minimum of 40 points required within the last 12 months.

Bursary sponsored by
KPMG



ASIAN GAMING CONFERENCE & EXPO BURSARY*

SIX bursaries for a study tour to the **MACAU Gaming Conference & Expo** in June 2009. Includes travel (economy class), twin share accommodation, conference registration costs, hospitality dinner and shows. Each recipient is also entitled to US \$500 in spending money.

**Recipients of an overseas tour award in the last 3 years (2006-2008) at any CMAA level are ineligible.*

ELIGIBILITY All senior management positions.

ACTIVITY A minimum of 40 points required within the last 12 months.

Bursaries sponsored by
Stargames,
Russell Corporate Advisory,
Global Coffee Solutions,
LPK Cleaning,
GJW Consultancy and
ILG



CHICAGO NATIONAL RESTAURANT HOTEL-MOTEL SHOW STUDY TOUR BURSARY*

ONE bursary to attend America's leading Hospitality Conference & Trade Exposition in Chicago May 2009. The winner will join the six day Profitable Hospitality New Trends Study Tour, for an experience of a lifetime. Taking in the **National Restaurant Hotel-Motel Show** this bursary includes return airfares, six nights accommodation, educational content, sight seeing tour, and full meal allowance.

**Recipients of an overseas tour award in the last 3 years (2006-2008) at any CMAA level are ineligible.*

ELIGIBILITY Executive/Sous Chefs, Operations, Restaurant, Catering/F&B Managers.

ACTIVITY A minimum of 40 points required within the last 12 months.

Bursary sponsored by
Profitable Hospitality



* Bursary winners are required under the Rules & Conditions of the Bursary Awards 2009 Program to take up their bursary at the time and to the destination stipulated within the bursary, and to be also financial members of the CMAA at the time of taking up the bursary.

CLUB GAMING MANAGEMENT EDUCATION BURSARY*

THREE bursaries to attend the CMDA's Gaming Management Program in 2009 at CMAA Auburn. Non Sydney metropolitan winners may apply for up to \$800 per bursary to cover travel, accommodation and other course expenses incurred in undertaking the program.

**Recipients of an overseas tour award in the last 3 years (2006-2008) at any CMAA level are ineligible.*

ELIGIBILITY All management positions in particular Gaming/Poker Managers.

ACTIVITY A minimum of 20 points required within the last 12 months.

Bursaries sponsored by
maxgaming

maxgaming
maxgaming.com.au

PROFESSIONAL DEVELOPMENT EDUCATION BURSARY*

TWO bursaries valued at \$2,000 each to attend CMDA courses or seminars at the CMAA Career Development Centre. Bursary covers registration fees only.

**Recipients of an overseas tour award in the last 3 years (2006-2008) at any CMAA level are ineligible.*

ELIGIBILITY All management positions.

ACTIVITY A minimum of 20 points required within the last 12 months.

Bursaries sponsored by
CMAA



BACHELOR OF BUSINESS IN CLUB MANAGEMENT DEGREE BURSARY*

TWO bursaries to the value of \$3,000 each to undertake studies in the Southern Cross University Bachelor of Business Club Management Degree.

**Recipients of an overseas tour award in the last 3 years (2006-2008) at any CMAA level are ineligible.*

ELIGIBILITY All management positions.

ACTIVITY A minimum of 20 points required within the last 12 months.

Bursaries sponsored by
The Barrington Group



CMAA VISIONARY LEADERSHIP PROGRAM BURSARY*

TWO bursaries to attend the CMAA's Executive Leadership Development Program. Includes travel, accommodation, meals and registration fees.

**Recipients of an overseas tour award in the last 3 years (2006-2008) at any CMAA level are ineligible.*

ELIGIBILITY All senior management positions.

ACTIVITY A minimum of 20 points required within the last 12 months.

Bursaries sponsored by
Scott & Broad



CMAA EXECUTIVE LEADERSHIP CONFERENCE BURSARY*

TWO bursaries to attend the CMAA Executive Leadership Conference at Conrad Jupiter's, Gold Coast in July 2009. Includes travel, accommodation, conference registration, and \$500 spending money.

**Recipients of an overseas tour award in the last 3 years (2006-2008) at any CMAA level are ineligible.*

ELIGIBILITY All management positions.

ACTIVITY A minimum of 20 points required within the last 12 months.

Bursaries sponsored by
enterprise development
network



CLUB BUSINESS MANAGEMENT BOOTCAMP BURSARY*

SIX bursaries to attend the CMAA Creating Synergy 'Club Business Management Bootcamp' scheduled for May 2009 at the CMAA Career Development Centre, Auburn.

ELIGIBILITY All management positions.

ACTIVITY A minimum of 10 points required within the last 12 months.

Bursaries sponsored by
Creating Synergy



Submitting your Application

Applications for bursaries **are to be submitted no later than Friday 7 NOVEMBER 2008**

Applications should be marked: **Private and Confidential** and forwarded to:

C/O The Education Manager, CMDA Board of Management Studies,
Club Managers Association Australia
PO Box 845, AUBURN 1835 NSW
Telephone: (02) 9643 2300 Facsimile: (02) 9643 2400 Email: ralph@cmaa.asn.au

Winners are required under the Rules & Conditions of the Bursary Awards 2009 Program to take up their bursary at the time and to the destination stipulated within the bursary and to be financial members of the CMAA at the time of taking up the bursary. Applicants must meet the eligibility criteria and complete the application requirements.

Rules and Conditions

An independent Selection Panel will assess an application on the basis of how successfully it meets the application criteria. The selection of award winners will be based on the merit of the application. The decision of the Selection Panel will be final and NO further correspondence or communication will be entered into. The awards are **NOT** transferable.

The CMDA Board of Management Studies reserves the right to cancel or re-issue any bursary that cannot be undertaken by an award recipient. Other conditions may apply. Contact the CMDA for further clarification on any of these matters on (02) 9643 2300. Details of bursaries are accurate at the time of printing, but may change without notice.

Successful applicants are required to be present for the Award Ceremony at Darling Harbour during the CMAA Annual Conference in March 2009.

Application Criteria

For current CMAA financial members who hold a minimum 12 months membership from the launch of the Bursary program.

Applicants can apply for a maximum of two (2) awards of which only one (1) can be an Overseas Bursary.

Provide the following information in this sequence

Note that applications will be deemed incomplete if any of the criteria are not addressed as required.*

**Refer to the Sample Bursary Application Layout*

CRITERIA - SECTION 1 – NOMINATION

Include a letter from your General Manager / Secretary Manager or President indicating that the information submitted is correct. The letter should also indicate the level of support undertaken by the club i.e. that ***the club will assist you*** initially as an award winner ***with the financial costs and time from work to attend the CMAA Annual Conference Award Presentation Ceremony at Darling Harbour in March 2009 to receive the award***, and importantly with the financial support and time from your workplace to undertake the bursary.

CRITERIA - SECTION 2 – APPLICATION STATEMENT

Overseas Bursaries

1. Applicants can apply for **1 overseas bursary** only
2. A **separate application statement** must accompany any overseas bursary applied for (clearly identify the Bursary)
3. **Describe** in up to 500 words:
 - i) How winning the bursary will assist you and your role within the club; and
 - ii) The implications of your winning the bursary to your club operation and its future.

Non Overseas Bursaries

1. If you are applying for more than **1 non-overseas bursary**, indicate your bursary order of preference on your non-overseas bursary application statement
2. You can use the same application statement for more than **1 non-overseas bursary** applied for.
3. **Describe** in up to 500 words:
 - i) How winning the bursary will assist you and your role within the club; and
 - ii) The implications of your winning the bursary to your club operation and its future.

CRITERIA - SECTION 3 – EMPLOYMENT

1. **Describe** briefly your current role and attach your job description to all applications. List in chronological order from present to past your employment history – include titles, name of clubs, positions, levels, tenure, dot point summary of your duties and responsibilities; and
2. **Insert** a current organisation chart of your club's management structure and **highlight your position** on it.

CRITERIA - SECTION 4 - INDUSTRY and EDUCATION ACTIVITY

List and provide evidence of your professional development activities over the last three years with regard to:

1. Industry activities – e.g. conferences, seminars, CMAA meetings, industry consultation meetings; and
2. Education activities – e.g. attendance on CMAA approved accredited and non-accredited courses.

Sample Bursary Application Layout

In order for you to submit a complete application that meets all the CMAA 2009 Bursary Awards criteria, you are encouraged to format your application similar to the layout summarised below.

Note that each Criteria – Section should be addressed on a separate page.

REFER TO THE FULL APPLICATION CRITERIA

Note: You Can Apply for a **Maximum of TWO** Bursaries only.

If you are applying for an Overseas Study Bursary as well as a Non Overseas Bursary you will need to write and submit **a separate** application statement to support each application.

Page 1	Page 2	Page 3	Page 4
NOMINATION	APPLICATION STATEMENT	EMPLOYMENT	INDUSTRY & EDUCATION ACTIVITY
<p>Ensure that you have, on club letterhead, a signed statement from your General Manager or President verifying the information within your application is correct.</p> <p>Ensure that the letter has clearly highlighted the level of support* your club will provide you as an award winner as per the full nomination criteria.</p>	<p>NON OVERSEAS BURSARIES: Rank in order of preference the awards you want to apply for if you are applying for two non overseas bursaries e.g.:</p> <ol style="list-style-type: none"> 1. Professional Development Education Bursary. 2. maxgaming Club Gaming Management Bursary. <p>OVERSEAS BURSARIES: You must submit a separate application statement supporting your application for the overseas bursary. Remember you can only apply for one overseas bursary.</p> <p>Any application statement you submit must meet the following criteria:</p> <p>Describe, in no more than 500 words, how winning the bursary will assist you and your role within the club AND be specific* as to what are the implications i.e. the results of your winning an award to your club's operations and it's future.</p>	<p>Describe your current role briefly and verify it by supplying your job description. If you do not have a formal job description to hand you will be required to create one.</p> <p>List, underneath your description of your current job role, in order from present to past, your employment history as per the full employment criteria.</p> <p>Attach your club's current management or organisational chart structure and ensure you highlight with a marker pen your position within that management structure.*</p>	<p>Create two headings; one 'Industry Activities' the other 'Education Activities'.</p> <p>Under each heading list your attendance at these activities. Ensure you include dates, activity descriptor, and provider name. List the activities in order, most recent to past.</p> <p>Examples of 'Industry Activities'* include CMAA Zone meetings, industry consultation meetings, CMAA office bearer e.g. Zone President & Zone Education Officer.</p> <p>Examples of 'Education Activities'* include training with CMAA or other accredited providers such as TAFE, attendance at industry conferences, seminars and workshops.</p>
<p>*TIP – make sure the level of support is clearly defined otherwise you could find that you may not be able to take up the award without the club's support, financially or otherwise.</p>	<p>*TIP – be very specific in your explanation.</p>	<p>*TIP – you can draw your management structure if you do not have access to a computer generated organisation chart.</p>	<p>*TIP – to work out your Industry/Education activity points for eligibility for any of the bursaries; refer to page 3 of the CMAA 2009 Bursary Awards.</p> <p>You can confirm your activity points by logging on to the CMAA website www.cmaa.asn.au. Click onto Member Services and enter in your password (if you don't have one contact Gerry Sarlemyn at the CMAA (02) 9643 2300). Access your member file and click on to the Other Info button. Click on to the CCM History button. Your activity will be recorded as will the points allocated to each activity. Note that it is up to members in the first instance to ensure that the CMAA is advised of any activities that are undertaken for entry onto your file.</p> <p>If you feel your CCM record does not reflect your activity contact Narelle Harrison at the CMAA (02) 9643 2300.</p>

2009 Training Calendar will meet member, Zone needs

By RALPH KOBER,
CMAA Education Manager

The CMDA team continues to work at ensuring CMAA members across Australia have access to professional development opportunities and activities. Here's a few items for your information ...

➤ CMDA 2009 Training Calendar

The CMDA is in the process of compiling the **2009 Training Calendar**. Due for release by end November, the **Training Calendar** will feature courses scheduled for delivery at the **CMAA's Career Development Centre** at Auburn along with selected regional and interstate venues in 2009. Having had limited success in filling a significant amount of regional courses due to lack of numbers and support during the past year, the **CMDA** welcomes Zones - through their Education Officers - to contact **CMAA Education Manager Ralph Kober** at the **CMDA** to request specific courses to be delivered in their Zones at venues and dates to best suit clubs within the Zone. This approach will ensure that more courses will run successfully and that members' education and professional development needs will be addressed. If you, as a Zone member, want specific **CMDA** courses to be made accessible to you and your staff - particularly if they are **ACCM Education Units** - then contact your Zone Education Officer and Zone Committee members to ensure your requests are lodged now - in time to be scheduled in 2009. The **CMDA** endeavours to make its training courses available to all members, however the **CMDA** cannot facilitate these heavily subsidised training courses at a loss. To maintain this financial responsibility in offering courses, the **CMDA** must ensure minimum number requirements per course are met. The **CMDA** asks that members and their Zone Committees, as much as possible, support the **CMDA's** capacity to make professional development course essential for career

progression more accessible.

Contact **Ralph Kober 02 - 9643 2300** or ralph@cmaa.asn.au to discuss your Zone's requirements.

➤ Customised Club Training & Development Plans

The **CMDA** can assist clubs who require guidance and advice on how to implement a club-wide training and development plan. A number of clubs have utilised the **CMDA's** knowledge and ability to customise and deliver training from line level through to management-level courses. Growing in interest and focus for clubs is the **Food and Beverage (F&B)** sector where opportunities to create new, or refresh existing, revenue streams is becoming more evident in the face of gaming revenue downturn and customer desire to have clubs be more of an entertainment destination. Partnering with **Profitable Hospitality Managing Director Ken Burgin**, the **CMDA** brings specialist knowledge and relevant information to a club that will grow profits and ensure that staff and management working in these areas are equipped to meet the demands of the modern customer. Here is an excerpt of a testimonial from **Wynnum Golf Club Assistant Manager Damon Moody** about how effective the **CMDA - Profitable Hospitality** courses were in his club ...

*"For me, the day was a wonderful success. The staff got a lot out of it and I have seen a marked improvement in the effort and quality of service from our staff. I have also charged our stand-out staff with ensuring all new staff are trained to follow the same standards and procedures - AND they want to do it. In summary, I recommend both the **Profitable Functions Workshop** and the **Supervisor (two-day) Bootcamp**, but - if you can - definitely get **Bill [Shirley]** out to your venue for a whole day. Your staff will love you for it and, more importantly, you will get results. Money well spent in my view."*

If you would like to have an obligation-free discussion with the **CMDA** and **Profitable Hospitality** on how best to improve your F&B operations, contact **Ralph Kober 02 - 9643 2300** or ralph@cmaa.asn.au

➤ ACCM Unit Manage Workplace Relations

The **CMDA** is offering the **THHGLE10B Manage Workplace Relations** course from September until the end of the year in an abridged format in response to member requests. The revamped three-day course will run over two days pre-2009 and the third day post-January, 2009 when the legislative changes to the **Award Modernisation** process and

the Industrial Relations context will have been determined. Participants will be required to complete all three days to receive the nationally recognised **Statement of Attainment**. The **CMDA** acknowledges that there are many aspiring **ACCM** applicants waiting to complete this course to satisfy the **ACCM** award **Education Criteria** and that this movement forward will help achieve that goal. Contact **CMAA Career Development Co-ordinator Narell Harrison** on narell@cmaa.asn.au or **02 - 9643 2300** for dates and details.



Members of the CMDA's Board of Management Studies recently attended one of a series of briefing sessions, presented by Roman Gaster at the CMAA's Training Centre at Auburn to invite feedback on the Association's Purpose, Values and Behaviour Matrix. Board Members (from left) Cameron Provost, Tracey Van Rossum, Stuart Jamieson, Tony Lykakis, Chairman David O'Neil with Roma Gaster and CMAA Education Manager Ralph Kober enjoyed a productive session.

High-impact crime highlights global threat

Delegates at the recent **Club Security Management Summit** are among some of the luckiest club managers in the industry. Why? The Summit, staged at the **CMAA Career Development Centre** in late August, took up the opportunity to participate in a world-class event with high-quality presenters and content not often captured in an educational context within the Club Industry.

The **CMAA** and the **Barrington Group** partnered to bring together a number of the most acknowledged leaders and experts within crime and security in Australia.

Barringtons Executive Director Allen Barry was outstanding in his role as Summit Master of Ceremonies.

Allan facilitated the workshops and presentation sessions, asking a series of insightful and high-level questions of each presenter, which added value and consequence to the information offered.

Allen said he was delighted with the result of the Summit that dealt with issues that can occur beyond the scope of normal, day-to-day security and risk management issues.

"Much of the topic base was low-frequency but high-impact issues and scenarios for the Club Industry," Allen said.

"Most of the speakers highlighted the changing nature of the commercial and technological world, showing through case studies and scenarios



CMAA Executive Officer Terry Condon, CCM, welcomed Summit delegates and presenters to the CMAA's Education Centre at Auburn.

how organisations can be infiltrated and impacted.

"The Club Industry's reality, like all industries and organisations, is that an organised crime network in Russia can damage or harm a business in Australia without moving away from a computer keyboard."

Allen said the Summit was a forum for forward thinkers in the risk management field and highlighted that threat to the Club Industry and corporate Australia are much bigger than organisations are prepared for.

"The presenters – all world-class experts in their respective fields - drew attention to addressing the next level of operational risk management that clubs need to be thinking about," he added.

"We are facing the consequences of serious global economic threats because of high-level connectivity and the fact that organised crime – even terrorists – are using the internet to carry out crime and harm.

"Local criminals are no longer the only immediate threat and these hi-tech criminals are much harder to contend with.

"The Summit illustrated that risk managers around the world, not just in Australia, need to broaden their horizons.

"The challenge is greater than ever before and the Summit delivered concepts and solutions to tackle the risk and threat."

This is an overview of the **Club Security Summit** ...

➤ **Dr Michael Kennedy, Senior Lecturer in Policing Studies, School of Social Science of the University of Western Sydney** delivered an extremely interesting presentation on *'The Shaping of Crime & Deviance'*.

Dr Kennedy's extensive first-hand experience as an investigating police officer for numerous Royal Commissions into organised crime in NSW and as an academic placed well to ask the question; Does ultimate power corrupt?

During his presentation Dr Kennedy discussed the development of criminal behaviour and criminal cultures within organisations. He shared with some of his vast experience in dealing with organised crime, from an investigative role and dealing with corruption from within, specifically from within the organisations that have been established to combat this cancer.

➤ **Deputy Commissioner Nick Kaldas APM of the NSW Police Force** followed Michael Kennedy and enthralled the audience with his take on *'The History of Terrorism'* and its place within the modern Australian context.

Terrorism is now a part of our lives and Deputy Commissioner Kaldas has been at the forefront of the fight against this modern day phenomenon.

Mr Kaldas provided a background to



Barrington Group Managing Director Allen Barry facilitated the Summit presentations.



Dr Michael Kennedy

to industry

terrorism and how we have come to be where we are now.

He discussed the current world situation and how it impacts on the western world, including Australia.

He also discussed the roles and relationships that must be in place between business and government to ensure that the fight against terrorism continues.

- Moving towards a more organisational-specific area, **Paul Maihi, Head of Crisis & Security Management of the Westpac Banking Corporation**, provided participants with how the banking industry faces the challenges of *'Financial Fraud'*.

Mr Maihi detailed the fight against organised crime, specifically in money laundering, identity fraud and credit card fraud.

- **Konrad Buczynski, CPP, CPRM, Chief Security Officer Business Continuity at Thales Australia** delivered his presentation on *'Business Continuity'*.

Konrad Buczynski is recognised around the world as an expert in this discipline.

An essential part of any risk management strategy is business continuity.

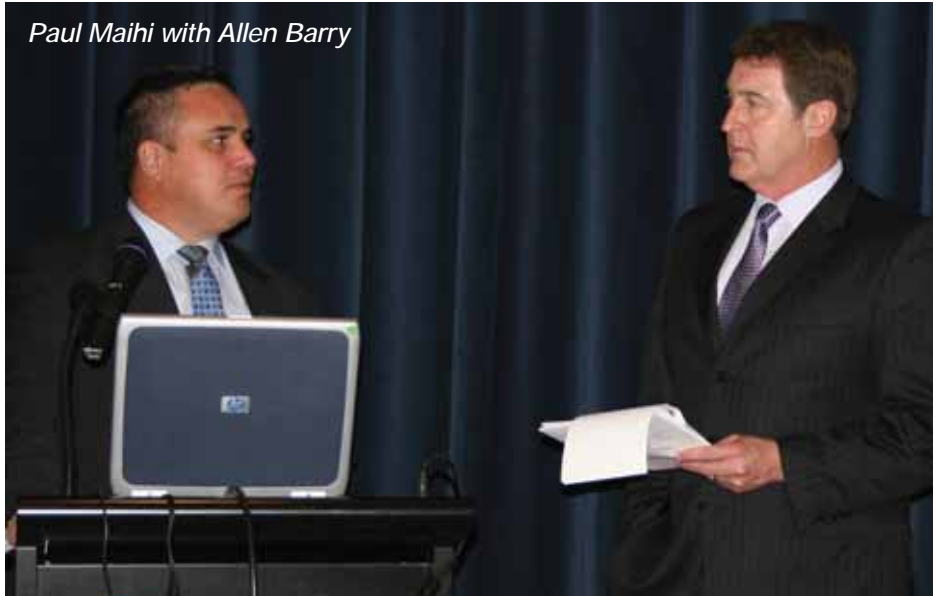
The message was clear: if you don't have a crisis management plan, then your business is really in CRISIS!

- **Gary Coulthart, from Maxwell Coulthart & Associates** provided a rare insight into *'Computer Forensics'* and how it is evolving as the vehicle that individual and



Commissioner Nick Kaldas

Paul Maihi with Allen Barry



"Much of the topic base was low-frequency but high-impact issues and scenarios for the Club Industry. Most of the speakers highlighted the changing nature of the commercial and technological world, showing through case studies and scenarios how organisations can be infiltrated and impacted ..."

organisational fraud and crime can be pursued and brought to account.

Mr Coulthart explored the intricate network of recovering electronic evidence, whether it be data and password retrieval, analysis of data, hard drive imaging, email tracking.

How much information do our mobile phones and blackberries hold?

Mr Coulthart showed how information is retrieved from these devices and the latest techniques used to combat industrial sabotage.

- The day concluded with a presentation on *'Drug Testing In the Workplace'* presented by **Civil Liberties Council NSW President Cameron Murphy**.

Drug testing in the workplace is gaining momentum.

Have you stopped to think about the consequences?

Have you considered what civil liberties might be breached by undertaking drug testing?

Mr Murphy discussed these provocative questions from a civil liberties perspective and asserted that it is very difficult to rely conclusively on any form of drug testing methodology and that it in its self is an infringement of a person's rights.

All in all, a rigorous and interesting day and one that the participants will not forget.

The following is an excerpt of

feedback from one of the Club Security Summit participants - **Michael Ruggeri, Duty Manager at Club Merrylands Bowling and Sports Club:**

"Ralph, I am writing to express my thanks for the exceptional quality of The Club Security Management Summit which I attended last week. I was impressed at the ambition of the scope of subjects and the calibre of presenters in attendance. I was able to gain insight into areas that I didn't even know I knew nothing about. Thank you for your continual delivery of the highest level of training at the CMA."

Regards, Michael Ruggeri

Cameron Murphy



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CMAA Executive Officer Terry Condon, CCM, presents Orange Ex-Services Club General Manager Cameron Provost with his ACCM award and pin.



St Johns Park Bowling Club Customer Service Manager/Senior Duty Manager Ian Martin accepts his ACCM award and pin from CMAA Federal Vice President Danny Munk.

Another six of the best realise career ambitions

It has been another big month with six CMAA members achieving the Active Certified Club Manager awards.

And CMAA Career Development Administrator Narell Harrison reports that many more Association members are closing in on the coveted achievement.

The latest list includes ...

- **HELLEN RYAN, ACCM** - Assistant Manager and Human Resources Manager at Hervey Bay RSL & Services Memorial Club
- **NEALE VAUGHAN, ACCM** - Operations Manager at Blacktown Workers Club
- **IAN MARTIN, ACCM** - Customer Service Manager and Senior Duty Manager at St Johns Park Bowling Club
- **IAN WILLS, ACCM** - Secretary Manager at Maclean & District Bowling Club
- **CAMERON PROVOST, ACCM** - General Manager at Orange Ex-Services Club
- **LUKE WALKER, ACCM** - General Manager - Hunter Region of the Panthers Entertainment Group

Neale Vaughan said he was grateful to the CMAA for the opportunity to achieve his ACCM status. "It was a challenge, but one that I enjoyed and was able to learn much from," Neale added. "Thanks to the CMAA and the CMDA for the great training program they have which allows managers to study for this award.

Although Chatswood RSL Club Operations Manager



Blacktown Workers Club Group Operations Manager Neale Vaughan, ACCM.

Andrew Hoschke's ACCM was announced in the August edition of *CMA Magazine*, he formally received his award and pin when he attended the Manly Northern Suburbs Zone meeting at Ryde Eastwood Leagues Club on July 24.

A "who's who" of the Association was on hand to congratulate Andrew on his achievement with Federal Executive Member and Board of Management Studies Chairman David O'Neil, CMAA Executive Officer Terry Condon, Division A Federal Councillor Mario Machado and Zone President Ray Agostino on the spot. Tony Snowsill, Andrew's proud General Manager at Chatswood RSL Club, also attended the Zone meeting and presentation.

Cameron Provost, a member of the CMDA Board of Management Studies realised a major career ambition when he received his ACCM award and pin from Terry Condon at the CMAA's Head Office at Auburn last month.

Cameron was in Sydney to attend a CMAA Purpose, Values and Behaviour workshop and said he was proud to have joined so many high-profile managers who have achieved the award.

"I strongly believe in the ethic of education and professional development and I believe that the ACCM is a major achievement for any manager in the Club Industry," Cameron said. "I made a commitment to improving the education opportunities for all club managers when I joined the Board of Management Studies and encourage all managers who have not yet started to make the first step in achieving their ACCM."



Chatswood RSL Club Operations Manager Andrew Hoschke (centre) receives congratulations on achieving his ACCM award and pin from Terry Condon, CCM, David O'Neil, ACCM, Ray Agostino, ACCM and Mario Machado, ACCM.

October - November 2008

For full content details of each of the programs contact the CMDA or refer to the 2007 calendar on our website.

Phone: (02) 9643 2300 www.cmaa.asn.au Email: training@cmaa.asn.au

COURSES	OCTOBER	NOVEMBER
Provide Responsible Service of Alcohol (THHBF09B) (LAB approved) ACCM Unit - 1 Day	M 13 (City Tatts) W 22 (Mounties)	M 3 (Tradies) W 5 (Wests Ashfield) W 19 (Mounties)
Provide Responsible Gambling Services (THHADG03B) (LAB approved) ACCM Unit - 1 Day	T 14 (City Tatts) Th 23 (Mounties)	T 4 (Tradies) Th 6 (Wests Ashfield) Th 20 (Mounties)
Business & Report Writing - 1 Day		Th 6
Deal with Conflict Situations THHGCS03B - 2 Days For anyone who has to lead teams, resolve conflict with staff, customers and their peers.	T 21 & W 22	
Duty Management Development Program - 2 x 3 Day Sessions Content includes: HR Fundamentals, Cost Control, Leadership, Compliance/Risk Management. Participants receive a self paced Computer Skills CD-ROM and a comprehensive Effective Business Writing workbook. This program targets Duty Managers and Senior Supervisors.	(S1) M 20, T 21 & W 22	(S2) M 17, T 18 & W 19
Food & Beverage Management Development Program - 2 x 3 Day Sessions For Supervisors & Managers who want to learn about F&B Mgt, Cost & Stock Control, Menu Design, Preparing Tenders, F&B Reporting, Managing Food Safety, Managing Wine & Espresso Coffee Service, Combating F&B Fraud, Managing Poor Customer Service and more.		(S1) M 24, T 25 & W 26 Continues Dec.
Analyse & Report on Gaming Machine Data THHADG01B ACCM Unit - 2 Days (Prerequisite for Gaming Management Development Program THHADG02A) Deals with the collection, analysis, reporting of EGM data per statutory requirements & variances through cash flow analysis.		W 12 & Th 13
Financial Management ACCM Units - 5 Days (Prepare and Monitor Budgets THHGLE14B & Manage Financial Operations THHGLE15B) * Financial Fundamentals is the prerequisite for this program.	(S1) W 29 & Th 30	(S2) M 10, T 11 & W 12
Marketing Fundamentals - 1 Day (Prerequisite for Develop & Manage Marketing Strategies THHGLE12B)		M 10 & T 11
Roster Staff THHGLE05B - ACCM Unit - 1 Day Assists Managers in creating cost efficient base rosters that utilise the flexibility the award provides. Ideal for all managers.	W 22	
Recruit and Select Staff THHGLE07B - ACCM Unit - 2 Days This unit deals with the skills and knowledge required to recruit and select staff within the framework of overall human resource plans.	M 13 & T 14	
OHS Consultation - (Workcover Approved) ACCM Unit - 2 x 2 Day Sessions (Establish & Maintain a Safe & Secure Workplace THHGLE04B) Meets the training requirements for OH&S Committees/OH&S Representatives, as stated in the OH&S Regulation 2001. Compulsory training for all OH&S Committee members.		(S1) M 24 & T 25 Continues Dec.
Legal Knowledge Required for Business Compliance THHGLE20B ACCM Unit - 6 Days Covers the range of legislative compliance issues including: Trade Practices, OH&S, Privacy, RSA, RCG and more.	(S1) T 7 & W 8	(S2) W 5 & Th 6 Continues (S3) Dec.
Manage Quality Customer Service THHGLE11B ACCM Unit - 1 Day Deals with the skills and knowledge required to manage customer service quality in the workplace, focusing on the need to develop pro-active approaches to service quality issues.		M 17
Manage Workplace Relations THHGLE10B ACCM Unit - 3 Days This unit deals with the skills and knowledge required to manage workplace relations, from an industrial relations perspective.	M 13 & T 14 (Day 3 in 2009)	W 26 & Th 27 (Day 3 in 2009)

Regional Training

COURSES	OCTOBER	NOVEMBER
Provide Responsible Service of Alcohol (THHBF09B) (LAB approved) ACCM Unit - 1 Day		Tweed Heads W 12
Provide Responsible Gambling Services (THHADG03B) (LAB approved) ACCM Unit - 1 Day		Tweed Heads Th 13
Train the Trainer - 1 Day (THHGT01B Coach Others In Work Skills) Ideal for supervisors & managers who are responsible for on-the-job training of other staff members. Deals with planning & preparing for coaching sessions, conducting sessions in the workplace and following up to monitor participant progress.	Belconnen (ACT) T 7	Nambour T 25
Deal with Conflict Situations THHGCS03B - 2 Days For anyone who has to lead teams, resolve conflict with staff, customers and their peers.		
Plan & Establish Systems & Procedures THHGA08B - 1 Day This unit enables participants to identify, plan, develop, establish and review workplace systems and procedures assisting in operational requirements for their club.	Corrimal W 15	Ulladulla T 18
Analyse & Report on Gaming Machine Data THHADG01B ACCM Unit - 2 Days (Prerequisite for Gaming Management Development Program THHADG02A) Deals with the collection, analysis, reporting of EGM data per statutory requirements & variances through cash flow analysis.	Coffs Harbour M 27 & T 28	
Marketing Fundamentals - 1 Day (Prerequisite for Develop & Manage Marketing Strategies THHGLE12B)	Nambour M 27 & T 28	
Roster Staff THHGLE05B - ACCM Unit - 1 Day Assists Managers in creating cost efficient base rosters that utilise the flexibility the award provides. Ideal for all managers.	Albury W 1	
Monitor Staff Performance THHGLE06B ACCM Unit - 2 Days Deals with the skills and knowledge required to monitor staff performance, includes skills in performance appraisal and counselling.	Gosford M 20 & T 21	
Recruit and Select Staff THHGLE07B - ACCM Unit - 2 Days This unit deals with the skills and knowledge required to recruit and select staff within the framework of overall human resource plans.	Melbourne M 27 & T 28	Tweed Heads T 18 & W 19
Manage Quality Customer Service THHGLE11B ACCM Unit - 1 Day Deals with the skills and knowledge required to manage customer service quality in the workplace, focusing on the need to develop pro-active approaches to service quality issues.	Coffs Harbour M 13	Albury M 10

Courses featuring a code prefixed by either BSB or THH are nationally recognised & accredited training units. Upon successful completion of assessment requirements, participants will be issued with a Statement of Attainment and/or a Qualification. For further information contact Estelle McDonald-Birch at the CMDA, either: Phone: (02) 9643 2300 or Fax: (02) 9643 2400.



Steve Condren with Stephen Byfield, Jan Walters and Tim McAleer.



Dermot McEnroe with Sharlene Hall and Rob Aldous.

Zones combine for forum, meeting, workshop, lunch

Tim McAleer and Stephen Byfield stirred plenty of debate and conversation during their Members Forum at the Brisbane and Gold Coast Combined Zones Meeting in early September.

Tim, the CMAA Federal Executive Member and General Manager of Tradies at Gynea in Sydney, with Stephen, the CMAA Division D – Hunter Zone, Central Coast Zone and Great Lakes Zone – Federal Councillor and General Manager of diggers@ the entrance on the NSW Central Coast, flew to Brisbane for the meeting at Wynnum Manly Leagues Club.

More than 50 members attended the Forum, Zone Meeting and free Education Workshop, presented by Ian Harvey, who was one of the top-line presenters at the Mid Year Conference at Conrad Jupiters in July.

Gold Coast Zone President Steve Condren, also the CMAA Division G – Gold Coast Zone, Brisbane Zone,

Ipswich Darling Downs Zone, Sunshine Coast Zone and Central and Northern Queensland Zone – Federal Councillor, with Brisbane Zone President Jan Walters convened the General Meeting where CMAA Communication Services Manager Peter Sharp presented the Head Office Report.

During the Report, Tim McAleer spoke about the CMAA's Purposes, Values and Behaviour Matrix and invited input from all members during the finalisation stages of the process.

Jan reported that Brisbane had decided to change the format of its Zone Bursary program, focusing on sending more members to conferences in Sydney and the Gold Coast, rather than one member going overseas.

Steve took the opportunity to say how disappointed he was at the small representation of Queensland-based managers at the Mid Year Conference and he reminded members that the

event was moved north to offer Queensland members the opportunity of a world-class conference without extensive travel.

Steve also congratulated members of both zones on the success of the annual Charity Race Day at the Gold Coast Turf Club that was rained out again in 2008, but raised more than \$30,000 for their preferred charities – Bravehearts and the Gold Coast PCYC.

Ian's workshop, *"Little Things Make a Big Difference"*, delivered the message that success is a function of habit and that we can re-program ourselves for success.

The Queensland Bursary Presentations - with the Brisbane Zone Christmas Meeting and Luncheon - will be at Broncos Leagues Club on Wednesday, November 26.

Gold Coast Zone's Christmas event will be at Burleigh Bears Club on Tuesday, December 9.



More than 50 Association members attended the CMAA Forum presented by Tim McAleer and Stephen Byfield.



Ian Harvey captured the attention of the members at the free Education Workshop.

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Zone President Lary Dorman with new members (from left) Ellie Fei, Elenoa Faani and Grace Lydon.



Ralph Kober with Bondi Icebergs Club Operations Manager David Power and Lary Dorman.

Spectacular backdrop and a buzz about politics

There was a buzz around the room as members gathered for the City Eastern Suburbs Zone Quarterly Meeting at Bondi Icebergs Club.

As the big seas pounded Bondi Beach on a perfect Spring morning, Zone President Lary Dorman called to order the meeting of 28 members, including CMAA Federal President Bill Clegg and three new members – all from City of Sydney RSL Club. Lary welcomed the inner-city club trio - Gaming Co-ordinator Ellie Fei, Human Resources Manager Elenoa Faani and Relief HR Manager and Keno Co-ordinator Grace Lydon – to the meeting and invited them to stay for the luncheon.

The buzz was about the overthrow of NSW Premier Morris Iemma just a few days earlier along with questions and speculation about new Premier Nathan Rees immediately replacing Graham West with Kevin Greene as Gaming and Racing Minister.

In the Head Office Report, CMAA Education Manager Ralph Kober focused on the Association's education and professional development opportunities - 2008 National Bursary Program - and the Purpose, Values and Behaviour Matrix, while Communication

Services Manager Peter Sharp looked at industrial relations and media coverage of binge drinking and problem gambling issues.

Bill Clegg also addressed members about the Association's Strategic Plan, the IPART Report and offered his insights into new state Premier Nathan Rees and new Minister Kevin Greene, who he expected would bring a broader understanding of the Club Industry to the portfolio as a past President of the Illawarra Catholic Club.

"I look forward to working with Mr Rees and Mr Greene as they settle into their new roles and responsibilities and we investigate ways of stabilising and strengthening the Club Industry in NSW," Bill told the meeting.

Education Officer Graeme Tonks reported the Zone would again support two \$750 CMDA bursaries and two bursaries to attend the CMAA's Mid Year Conference on the Gold Coast in 2009. There was also discussion on the Zone's Customer Service Course, co-ordinated through the CMDA, that Zone Vice President Rocky Massaria would host at the NSW Bowlers Club in late September.

David Anderson, from Energy

Management Solutions Australia, made a 10-minute presentation on strategies to reduce electricity usage across commercial properties to close the meeting.

Bondi Icebergs Operations Manager David Power, who attended the meeting, welcomed more than 80 guests to the spectacular luncheon.

The Zone Christmas luncheon will be at Randwick Labour Club on Tuesday, November 25.



Federal President Bill Clegg addresses his "home" Zone Committee and members on the CMAA's Strategic Plan.



The City Eastern Suburbs Zone Committee listens to reports during the Quarterly Meeting at Bondi Icebergs Club.

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(Catering & Workbook supplied. **Participants are to bring their own calculators**)



Location	Venue	Date
NSW	NSW	NSW
North West State	Narrabri RSL Club	Mon 20 October
Illawarra	Dapto Leagues Club	Mon 10 November
Sydney	CMAA Career Centre Auburn	Mon 17 November
Mid State	Dubbo RSL Club	Mon 24 November
Riverina	Griffith Ex Services Club	Mon 1 December
Great Lakes	Taree Leagues Club	Mon 8 December
QUEENSLAND	QUEENSLAND	QUEENSLAND
Sunshine Coast	Nambour RSL Club	Mon 13 October



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Busy schedule for managers at Yamba

There was a full complement of the Zone Committee for the Far North Coast Meeting at Ballina RSL Club in early September.

Zone President Jon McGregor and host club manager Bill Coulter welcomed 25 members for the Zone Meeting that followed a free Education Workshop, presented by "Big Dave" Straughton, and Members Forum facilitated by CMAA Federal Executive Member Tim McAleer and CMAA Division D – Hunter Zone, Central Coast Zone and Great Lakes Zone – Federal Councillor Stephen Byfield.

The meeting also welcomed two new members – Yamba Golf and Country Club General Manager Greg Acret and Woodburn Evans Head RSL Club Assistant Manager Daniel Fox.

Perhaps the most travelled of all CMAA Federal Councillors, Division E – Far North Coast Zone, North West State Zone, Mid State Zone and Mid North Coast – Councillor Gordon Rhodes, also the Zone Secretary, commented to the meeting on the success of the Members Forum, titled *"Ensuring the CMA is relevant now and into the future"*, and paid tribute to Tim McAleer's energy and determination in delivering on the CMAA's Strategic Plan's goals and initiatives.

Big Dave's workshop focused on *"doing everything you can with what you've already got ... how to make the most of your club in tough times"* and investigated strategies for making more sales, getting more members and have more fun.

John Newson, Sales Manager for Maxgaming, the CMAA's Career Development Centre major sponsor, spoke to members about the



The Far North Coast Zone Committee (from left) Mark Bannerman, Gordon Rhodes, Jon McGregor, Phil Mallon, Darren Schipp and Nathan Whitehead.

company's newest range of products – *"Maximize"* and *"Wheel of Fortune"* - designs, game performance and purchasing arrangements.

The Far North Coast Zone's next Meeting and Christmas Luncheon returns to Yamba and the Bowling Club on Wednesday, December 10.



Zone President Jon McGregor (centre) with new members Greg Acret and Daniel Fox.



Jon McGregor with Big Dave Straughton and John Newson.

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Where, When and How?

Date: October 23/24 and November 20/21 2008

This is a four day program - it is essential to attend all four days to benefit from this experience

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Venue: CMA Education, Auburn

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Ralph Kober 61 2 9643 2300

“To say that the Visionary Leadership Program had a profound effect on my professional development would be to sadly underestimate its significance. I was so taken by the influence of this program on my professional and personal life that I embarked on the ambitious course of offering it to all 150 Tradies' staff (permanent, part time and casual)”- **Tim McAleer, ACCM, General Manager, Sutherland District Trade Union Club, Club of the Year 2003 / 2004, Winner CEO Award AHRI 2006**



Media workshop builds on ACT network

Showcasing the Club Industry's vast and positive contribution to communities around Australia was the focus of a media workshop at Belconnen Soccer Club in early September.

The "Communications and Media Relations" Workshop was the product of a joint venture between the CMAA's ACT Zone and ClubsACT.

ACT Zone President Geoff Long and ClubsACT CEO Bob Samarcq joined forces to bring together three media consultants to discuss the challenges of securing media coverage and the strategies to establish a media network.

CMAA Communication Services Manager Peter Sharp facilitated the three-hour workshop for 30 club managers and directors with Canberra-based media executives David Pembroke and Phil Lynch discussing ACT-peculiar issues.

David, who runs his own media consultancy, had just returned from the Beijing Olympic Games where was media co-ordinator for Australia's rowing and kayak teams, while Phil is a veteran of four Olympic Games as a basketball commentator and was host of the Seven Network's coverage of the Papal Mass at Randwick Racecourse during World Youth Day celebrations.

Geoff Long described the workshop as a major milestone for the Zone and an important networking and relationship venture with ClubsACT.

"We are working hard to reinvigorate the CMAA in the ACT and quality workshops such as this is a positive and constructive way of bringing club managers and directors together to discuss industry issues and build the network," Geoff added.



CMAA ACT Zone President Geoff Long (left) congratulates ClubsACT CEO Bob Samarcq on the success of their joint venture at Belconnen Soccer Club.





CMAA Federal Vice President Danny Munk addresses members at the Nepean Zone Quarterly Meeting at St Marys Leagues Club.



CMAA Nepean Zone President John Turnbull (centre) with four of the seven new members who attended the Quarterly Meeting.

Full house for St Marys League Club events

It was almost a "full house" when more than 80 members packed the St Marys Leagues Club Auditorium for the Nepean Zone Quarterly Meeting last month.

There were seven new members among the 83 who signed the meeting register and more than 160 guests later sat down to the Zone Luncheon.

Zone President and Treasurer John Turnbull convened the meeting and got unanimous support for his proposal to maintain the Zone's Bursary program

that allows members to spend their \$1,500 bursary allocation to CMDA education course or to attend the CMAA Mid Year Executive Leadership Conference at Conrad Jupiters on the Gold Coast.

CMAA Federal Vice President Danny Munk, a Zone member, supported Communication Services Manager Peter Sharp in presenting the Head Office Report, while Division C – Nepean Zone – Federal Councillor Michael Wiezel also attended.

Danny addressed the Association's Strategic Plan along with the CMAA's Purposes, Values and Behaviour Matrix and steered fellow managers to

consider rewarding and encouraging staff to further their education and professional development through CMDA courses.

Danny also presented St Johns Park Bowling Club Customer Service Manager and Senior Duty Manager Ian Martin with his Accredited Certified Club Manager (ACCM) Award and pin.

Club Plus Superannuation State Members Services Manager Charlie Sala also briefly addressed the members before the meeting closed.

The Nepean Zone Christmas Luncheon will be at Club Marconi on Thursday, December 11.



Mitchell Brandtman

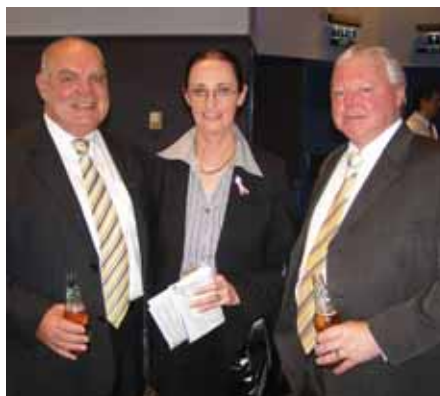
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Mates roll up to help Paul take on challenge

The Club Industry has again embraced "one of its own" with a Benefit Day for Konami Australia representative Paul Matthewson.

Paul, 45, has been diagnosed with a form of bone cancer and recently had surgery before beginning full treatment.

On top of Paul's situation, his wife Lyn suffers from Multiple Sclerosis and requires ongoing treatment.

Some of Paul's closest friends have organised a Benefit Bowls Day, Dinner and Auction to raise much-needed funds for Paul, Lyn and their two daughters.

"Paul is a bloke well-known to most people in the Club Industry and we are asking for financial, in-kind and moral support to help Paul and his family tackle this challenge," Narrabri RSL Club General Manager and CMAA North West State Zone Vice President Paul Gordon said.

The events will be held at Club Mudgee on Tuesday, October 21 with a barbecue lunch from 12 o'clock and bowls to follow.

Club Mudgee is the venue for the Dinner and Auction from 6pm where Paul's Konami mates Darryl Brohman and Gary Freeman will be Masters of Ceremonies, while Jamie Gallen will wield the auctioneer's gavel after dinner.

Cost for the day, which includes barbecue lunch, bowls, dinner and some refreshments, is \$150 per person

Paul Matthewson



with all proceeds benefiting Paul and his family.

"The response already has been terrific but we are looking to book out all the accommodation in Mudgee and offer Paul all the financial support and best wishes that our industry is famous for," Paul Gordon added.

Konami Australia's NSW and ACT Sales Manager Peter Black said he had visited Paul recently in Orange after Paul was in Sydney for the AGE and more medical treatment.

"He's in very good spirits and appreciates all of the calls and messages of good luck from the many people who have come to know Paul during his 25 years in various roles of the industry," Peter said. "All gaming manufacturers have indicated they will support all of the day's events, including the auction, so that's an indication of

Paul's status and respect within the industry."

CMAA Executive Officer Terry Condon, CCM, and Communication Services Manager Peter Sharp will be in Mudgee for the events.

"I'm proud to say that many club managers have contacted me already making a commitment to support Paul, which shows that, even in these challenging time for everyone associated with the Club Industry, what a generous band of people club managers are," Terry said. "I'm sure it will be an important and successful event for Paul, Lyn and their children."

If you want to donate an auction item, or make a cash donation, contact **Paul Gordon** at **Narrabri RSL Club** on **02 6792 1844** or **paul@narrabrirsl.com.au**

To register for the Paul Matthewson Benefit Day, RSVP or make accommodation inquiries, contact **Angela Martin** at **Club Mudgee** on **02 6372 1922** or **angela@clubmudgee.com.au** by Tuesday, October 7.

Cheques should be made payable to **CMAA Mid State Zone**.

For more information about supporting this event, contact **Chris Chapman** at **Gilgandra Services Club** on **02 6847 2135** or **chrisc@gilsservices.com.au** and **Larry Mason** at **Konami Australia** on **0409 365 531** or **lpmason_54@hotmail.com**

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Tim presents Values Matrix summary

CMAA Federal Executive Member Tim McAleer presented a full briefing on the Association's Purpose, Values and Behaviour Matrix at the St George Cronulla Zone Meeting in early September.

Tim spoke to 38 members at Club Engadine about the significance of the Values Matrix becoming "much more than a wall plaque".

To start the day, popular industry presenter Paul Lyons took 25 managers through some of the interesting scenarios that they encounter on daily basis dealing with the vast range personalities and dispositions of their staff – and how to manage those personal and professional challenges.

Zone President and Division B – St George Cronulla Zone and Inner West Zone – Federal Councillor Ian Todd convened the meeting, welcoming CMAA Life Member and past Federal President Les Evenett before CMAA Education



Manager Ralph Kober and Communication Services Manager Peter Sharp presented the Head Office Report.

In his President's Report, Ian touched on the success of the CMAA's Mid Year Conference at Conrad Jupiters, the Zone's Neville Worton Golf Day and the CMAA's Values Matrix. The meeting also resolved Zone Meeting dates and venues for 2009.

Before the meeting adjourned for lunch where 90 guests enjoyed networking, Brett Jones,

from ClubData Online, offered a presentation on the latest statistics reflecting industry gaming trends since non-smoking legislation was introduced.

The Zone Christmas Meeting and Luncheon will be at St George Sailing Club on Tuesday, December 2.

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Paul Lyons with Ian Todd and Ralph Kober.



Gary Baudinette with Stuart Jamieson and Ian Todd.



Les Evennett, Alicia Upton and Arthur Anderson at the barbecue and coffee stop during the Neville Worton Memorial Golf Day.



Les keeps the troops happy on wet golf day

Les Evennett's sausage sandwiches were as important as the birdies during the annual Neville Worton Memorial Golf Day at Kogarah Golf Club last month.

The late September weather had been perfect leading up to the St George Cronulla Zone's major fund-raiser for 2008, but a wild windstorm with 100km/h winds that swept across south-western NSW overnight delivered showers and cooler temperatures than President and Division B Federal Councillor Ian Todd was hoping for.

Zone Publicity Officer Alicia Upton

looked after things back at the clubhouse, while CMAA Life Member and Past President Les Evennett and his off-sider Arthur Anderson manned the barbecue and Amore Coffee machine to provide warming snacks and refreshments for the weather-worn players.

But golfers are a hardy lot and 145 players – club managers, directors and industry trade supporters – teed off at 8.30am in the four-person Ambrose event.

"Despite the weather changing so dramatically overnight, we've had a wonderful response, lots of laughs and fun on the course and a very successful day raising funds for our Zone education and bursary program," Ian said.



Victoria Zone tees up for charity

The CMAA's Victoria Zone has teed up a Charity Golf Day next month to support Ronald McDonald House.

Sandhurst Golf Club is the venue and Monday, November 10, is when club managers, directors and industry partners take to the fairways and greens.

The Victoria Zone Meeting, scheduled for Greensborough RSL Club on Wednesday, November 12, makes way for the charity golf day.

The event – a four-person stableford Ambrose – starts at 7.30am with registration and breakfast before a "shotgun" tee-off and post-golf barbecue lunch at 2pm.

Golf, cart, lunch, raffle tickets and beverages are included in the cost of \$119 (individual) or \$470 (team) with sponsorship support from Foster's Group, the CMAA, Reed Hospitality and Angove Wines.

Victoria Zone Secretary Kevin Morland is the golf event organiser and anyone interested in participating or supporting the event can contact Kevin at Numurkah Golf and Bowls Club – f: 03 5862 1265 – by October 31.

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Conference attracts 10 new members



The CMAA's Central Coast Zone's inaugural Conference was a major success for everyone involved. More than 100 delegates attended the two-day event, staged at Crowne Plaza, Terrigal. Apart from delivering quality speakers and workshops, the Conference also attracted 10 new members, including Matt Taperall, Aimee Tubnor, Lynn Butterworth, Simon Walshaw and Daniel Pinkstone from Mingara Recreation Club; Danny Coghlan, Mitch Quinn and Andrew Parkinson from Wyong RSL Club; Ron Stone from Norah Head Bowling Club; and Luke Stephenson from Ettalong Bowling Club.



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**Tracey Van Rossum ACCM
General Manager
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ILG announces new Queensland management team

Independent Liquor Group (ILG) has announced a new management team for its Queensland operations. Experienced Queensland liquor trade executive **Roger LeSauvage** has been appointed ILG's Queensland Manager, with **John Rush** and **Dale Ledger** joining him as Business Development Executives. Roger took up his appointment on August 18, while John and Dale started two weeks earlier. They will be based at ILG's Queensland warehouse and distribution centre in Boundary Street, Richlands. ILG is a co-operative that supplies liquor to 176 shareholder members in hotels, clubs and liquor stores in Queensland, trading mainly under the **Liquorstop** banner. It also has the important **TABcorp** account as preferred liquor wholesaler to the **Conrad Treasury Casino** in Brisbane, **Conrad Jupiters** on the Gold Coast, **Jupiters Townsville** and **Star City Casino** in Sydney. ILG has a further 700 members with more than 1,000 outlets in NSW, and last financial year generated sales of \$247 million. **ILG Executive Chairman Bob Bourne** said the new Queensland management team had been appointed to build on ILG's success in the Sunshine State in recent years. "Roger, John and Dale are all experienced executives who understand the Queensland



market well," Bob said. "Roger has 25 years experience in the industry and has sound relationships with liquor suppliers and retailers across Queensland. He was previously Queensland Trading Manager for **Australian Liquor Marketers** and is returning to the industry after a 12-month break. Roger is widely respected and we're very excited to

have him at the helm of our Queensland operation. "He'll be well supported by John Rush and Dale Ledger. John owned and operated hotels around Queensland for many years and has spent the last decade in liquor wholesaling, while Dale has spent almost 20 years in the industry, including time as a licensee." Bob Bourne said ILG's Queensland operation was positioned well for strong growth in 2008-09. "Our Queensland shareholder members are passionate about their role in providing customers with a competitive alternative to the major liquor chains, and will get every support from the new management team to build on their success," he said. "These appointments are part of a restructure of ILG that involves a much stronger focus on promotional activities to help our Queensland shareholder members generate even stronger sales in the coming financial year."

Aruze builds first casino in Manila

Japanese game maker **Aruze** has announced plans to open its first casino resort in Manila by 2010. The *London Financial Times* reported that the **Philippine Amusement and Gaming Corp (Pagcor)** granted **Aruze** a provisional gaming license last month. **Aruze** has acquired a 30-hectare property in Manila worth \$300 million, signalling it will move ahead with plans to build its first casino resort estimated to cost at least \$1 billion. The project includes a 2,000-room hotel and a ferris wheel. The project is estimated to have a budget of \$15 billion and is expected to increase tourism numbers from under 3,000,000 a year to 15 million when the project is completed after five years. **Pagcor** also granted a provisional gaming licence to **Travellers International Hotel Group**, a joint venture of Philippine property developer **Alliance Global** and **Star Cruises**, the world's third-biggest cruise ship operator.

Clubs must address money laundering compliance

It's seven months since the **Anti-Money Laundering and Counter-Terrorism Financing Act (AML/CTF)** commenced. This legislation requires registered clubs and others to report to **AUSTRAC**. It appears that **AUSTRAC** is serious in policing the legislation and has, in recent times, started site audits of clubs.

These site audits are the start of an audit program that will encompass 80% of the Club Industry. Additionally, **AUSTRAC** has started sending out non-compliance letters that carry the threat of breach notices. In December 2007, the Anti Money Laundering and Counter-Terrorism Financing Act (AML/CTF) legislated by the Australian Government in 2006 was detailed to the Club Industry. At that time, the **CMAA** and **Barringtons** issued a briefing paper outlining the impact of this Act on individual clubs, as reporting entities providing "designated services".

AUSTRAC, the managing government body policing this legislation, sought to receive its first report from entities before March 31, 2008.

The briefing paper pointed out that there is an obligation on organisations to implement certain actions to satisfy the report before submission.

These include but are not limited to:

- The assessment of risks associated with providing "designated services"
- Developing a Compliance Program to

collect and verify the identity of patrons receiving "designated services"

- Staff inducted for their responsibilities and requirements under the Act

Barrington Corporate Risk has developed a program specifically for clubs to ensure compliance with the new AML/CTF Legislation.

That program includes facilitating:

- Developing procedures to collect and report information regarding "suspicious activities"
- Develop procedures to collection and report information on "threshold transactions"
- Develop procedures to maintain records collected to comply with the AML/CTF Act ensuring privacy, secrecy, recording and storage compliance
- Train staff in procedures to mitigate risk associated with providing "designated services"
- Develop a management plan, including nominating a "compliance officer"
- Assistance with preparing a Compliance Report to be submitted to **AUSTRAC**

If a club does not comply with AML legislation, requires assistance developing and/or implementing a compliance program, or wants to discuss obligations under the legislation, contact the **Barrington Group's Corporate Manager Vince Valente** - 0409 481 305 or vv@barringtongroup.com.au

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CMAA 2008 Diary

Day	Date	Meeting	Venue	Zone
OCTOBER				
Tuesday - Saturday	11 - 14/10/2008		Gold Coast Convention Centre	ClubsNSW Annual Conference
Friday	24/10/2008	11:00	Bribie Sports Club	Sunshine Coast Zone Charity Bowls Day
Friday	24/10/2008	11:00	Dapto Leagues Club	Illawarra Shoalhaven Zone AGM
Sunday - Wednesday	26 - 29/10/2008		Hyatt Hotel, Canberra	RSL & Services Clubs Association Annual Conference
Thursday	30/10/2008	09:30	Auburn	CMAA Executive Meeting
NOVEMBER				
Thursday - Sunday	06 - 09/11/2008		Sheraton Mirage Resort, Gold Coast	Leagues Club Association Annual Conference
Monday	10/11/2008	07:30	Sandhurst Golf Club	Victoria Zone Golf Day
Tuesday	11/11/2008	10:00	North Beach Bowling Club	Mid North Coast Zone Meeting
Tuesday - Thursday	18 - 20/11/2008		Las Vegas Convention Centre	Global Gaming Expo - G2E www.ccmtravel.com.au
Tuesday	25/11/2008	09:30	Randwick Labor Club	City Eastern Suburbs Zone Meeting
Wednesday	26/11/2008	11:00	Cardiff RSL Club	Hunter Zone Meeting
Wednesday	26/11/2008	09:30	Broncos Leagues Club	Brisbane Zone Meeting & Queensland Bursaries
Friday	28/11/2008	09:00	Brighton Le Sands	CMAA Executive Meeting
Friday	28/11/2008	10:30	Brighton Le Sands	CMAA Federal Council Meeting
Friday*	28/11/2008	12:00	Brighton Le Sands	CMAA Sponsors Appreciation Luncheon
DECEMBER				
Tuesday	02/12/2008	09:00	St George Sailing Club	St George / Cronulla Sutherland Zone Meeting
Tuesday	02/12/2008	11:00	Caloundra RSL Club	Sunshine Coast Zone Christmas Luncheon
Wednesday	03/12/2008	09:30	Tamworth Club	North West State Zone Meeting
Wednesday	03/12/2008	09:30	Norths Leagues Club	Manly Northern Suburbs Zone Christmas Meeting
Wednesday	03/12/2008	09:30	North Haven Bowling Club	Great Lakes Zone Meeting
Friday	05/12/2008	15:00	Cruise	Inner West Zone AGM
Friday	05/12/2008	10:00	Doyalson Wyee RSL Club	Central Coast Zone Meeting
Friday	05/12/2008	11:00	Collegians Balgownie	Illawarra Shoalhaven Zone Meeting
Tuesday	09/12/2008	18:00	Burleigh Bears	Gold Coast Zone Meeting
Tuesday	10/12/2008	09:30	Yamba Bowling Club	Far North Coast Zone Meeting
Thursday	11/12/2008	12:00	Club Marconi	Nepean Zone Christmas Luncheon
Thursday	11/12/2008	09:30	Narooma Sports & Services Club	Far South Coast Zone Meeting
Thursday	18/12/2008	09:30	Auburn	CMAA Executive Meeting

Warren takes his bows among closest friends

Warren Hadley doesn't like to create a fuss, so it was no surprise when he marked his retirement with a small, private farewell.

After 29 years working with *Coca-Cola* – now *Coca-Cola Amatil* – the greatly respected sales executive has decided it's time to, at least, slow down.

CCA's Clubs and Hotels Team Manager Darren Pressley hosted a party of Warren's family, friends and industry colleagues at The Epping Club in early September.

There were presentations and enough laughs and stories to keep Warren and his wife, Maureen, entertained for many hours.

A highlight for Warren was an international call – and musical tribute – from long-time friend Terry Condon, the CMAA's Executive Officer.

But Warren's wealth of knowledge and experience has not been lost to CCA, Darren, or the hospitality industry because – after his 20th holiday in Bali with Maureen – Warren returns to

CCA's Northmead offices a few days a week for some time, yet.

"I have enjoyed my 29 years with Coke and, although I'm not finished just yet, feel that I am blessed to have had the support of Maureen and my family along with the many good people that I have worked with during that time," Warren told the gathering.



Darren Pressley pays tribute to Warren Hadley during his retirement gathering at The Epping Club.



Warren Hadley with his retirement "trophy".

ACCM UNIT

MANAGE WORKPLACE RELATIONS

THHGLE10B



The CMDA will be offering the **THHGLE10B Manage Workplace Relations** course from October till the end of 2008 in an abridged format in response to member requests. The revamped three day course will run over two days pre 2009 and the third day post Jan 2009 when the legislative changes to the Award Modernisation process and the IR context will finally be determined. Participants will be required to complete all three days to receive the nationally recognised Statement of Attainment. The CMDA acknowledges that there are many ACCM applicants waiting to complete this course in order to satisfy the Education Criteria of the ACCM award and that this movement forward will help to achieve their goal.

This unit deals with the skills and knowledge required to manage workplace relations from an industrial relations perspective. It focuses on the skills and knowledge needed by managers and human resource specialists and deals with the skills and knowledge required to perform the following:

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Dates:

Course 1	Day 1 & 2 - Mon 13 th , Tue 14 th October / Day 3 – TBA in 2009
Course 2	Day 1 & 2 – Wed 26 th & Thu 27 th November / Day 3 – TBA in 2009
Course 3	Day 1 & 2 – Tue 9 th & Wed 10 th December / Day 3 – TBA in 2009

Where: CMA Career Development Centre,
67-73 St Hilliers Road (Cnr Hall Street), Auburn

Hours: 9:30 am to 4:30 pm.

Cost: \$690 (CMA Member), \$790 (Non-Member) (GST exempt).

Award: Participants will be granted a Statement of Attainment on successful completion of the assignment and all three days of the course.

For further information please contact Narell Harrison.
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Murphy's man to revamp Coles liquor

THE defection of one of Woolworths' most senior liquor executives to its rival, Coles, is tipped to trigger a price war as he brings tried-and-tested discount drinks strategies to the ailing retailer. **Business Day** on smh.com.au reported that at Coles, now owned by Wesfarmers, he will oversee more than 10 times as many stores than at Woolies. Industry watchers were surprised by the announcement that **Tony Leon**, the former General Manager of Woolworths' liquor chain **Dan Murphy's**, would become Coles liquor boss. Mr Leon only announced his departure from Woolworths three months ago and he had not hinted at a move to its rival. It's believed he accepted the offer because he is ambitious and "loves a challenge", not because he was unhappy at Woolworths. The job of revamping the Coles liquor business, which includes the **Liquorland**, **1st Choice** and **Vintage Cellars** outlets, is a daunting task. It is believed that Mr Leon, 50, aims to replicate the strategies he used to build the Dan Murphy's chain of low-priced, buy-by-the-case stores with his business partner, the late Dan Murphy. One industry figure said Coles was planning to take Woolworths on by opening more large-format liquor stores under its 1st Choice brand. "There is going to be a huge price war, no doubt," he said. When Mr Murphy and Mr Leon sold their five stores to Woolworths a decade ago, Dan Murphy's annual turnover was \$100 million. Mr Leon stayed with Woolworths, building the brand to 89 stores across the country, with plans for 155 within the next three years. His new job at Coles will expand his responsibility to 767 stores.

Foster's profit fall

BREWING and wine major **Foster's Group** has posted a massive 88% fall in annual profit, with the company taking a \$603 million "hit" to the value of its global wine business while offering investors little assurance that things will improve this year.

The Australian newspaper's **Business** section reported net profit for the 12 months ended June 30 was \$111.7 million after tax - down from \$966.2 million a year earlier.

Excluding \$602.9 million in one-off charges relating to write-downs on U.S. and Australian wine assets, net profit was down only 0.4%.

Chairman David Crawford made no attempt to defend the company's performance, which claimed **Chief Executive Trevor O'Hoy's** scalp in June when the wine write-downs were foreshadowed. "These results do not meet our own expectations," Mr Crawford said.

The strength of the Australian dollar, which rose 13% against the U.S. dollar over the course of the financial year, cut \$70 million from the wine division's earnings. "Currency has been a factor in the deterioration of our wine performance, both from a financial perspective and from the impact a strengthening currency has had on the competitiveness of Australian products in the main export markets," Mr Crawford said. "But we are where we are, and in dealing with all of the issues we can see that we might have done better."

Beer, cider and spirits earnings in the core Australia and Asia-Pacific region were up 8%, despite price increases and a sharp fall in sales of pre-mixed spirits following a 69% rise in excise on "alcopops".



David Crawford

Acting CEO Ian Johnston, called up from the board in July until a permanent boss can be found, said the company had failed to integrate the **Southcorp** and **Beringer** wine acquisitions into its brewing business.

"Despite the things that we've done to shoot ourselves in the foot, we're still holding our share, we've still got fantastic brands, we've got wines that win medals ... we have to translate that into sales," he said.

Mr Crawford, who is leading a review of the wine division, said all options were being considered, including a structural separation or sale of the wine business, as well as the possibility of acquiring more wine assets.

He said a number of investors and analysts had asked the company to consider acquisitions at the time the wine review was announced, on the grounds that asset prices were currently very low.

Constellation Brands, owner of the **Hardy's** and **Banrock Station** labels, announced plans to dispose of more than \$200 million of winery and vineyard assets in Australia.



Victoria opens Keno licence applications

The Victoria Government has started a key stage in restructuring the Victorian gaming industry. The Government, in mid-September, invited Registrations of Interest (ROI) for a post-2010 Keno Licence. Applicants will be short-listed and invited to apply for the licence. Gaming Minister Tony Robinson said this was an important stage in Victoria's gaming industry reforms, announced in April.

"We have established Keno as a stand-alone licence and opening it up to competition for the first time, which will allow it to be fully developed as an alternative entertainment option for Victorians," Mr Robinson said. Keno is offered in approximately 300 clubs and hotels in Victoria that are

approved gaming venues. The Victorian gaming industry reforms include offering Keno as a single, stand-alone 10-year licence through a competitive licensing process with the potential to extend Keno to hotels, clubs (with full club and restricted club liquor licences) and wagering outlets that express an interest.

The Gambling Licences Review (GLR) is focusing on the wagering licence ROI - released later this year - and gaming machines arrangements legislation to be tabled in Parliament. Mr Robinson said the probity and integrity of the GLR process is paramount, with the Review subject to two levels of monitoring. Potential applicants planning to register their interest should go to the Victorian Government Tenders website - www.tenders.vic.gov.au

Clubs In Our Communities

Tuesday, August 12, 2008 might have been a normal day for most people, but to Wenty Leagues Club members, this date marks one of the club's most significant milestones.

It was 50 years to the day that marked the club's incorporation.

Like many clubs of its kind, Wenty Leagues had humble beginnings and relied on volunteer working parties, traditional chook raffles and sponsorship from local businesses to establish and maintain revenue.

From 46 members in September, 1958, the club has grown to boast more than 28,000 members a half-century down the track.

Although it's been 50 years since the Wenty Leagues clubhouse got the go-ahead, it's been much longer since the concept had its origins.

Between 1951 and 1952, club members first became interested, then keen, to build a place where they could socialise in a relaxed environment.

At a time when few registered clubs existed – but many were being “born” – the idea of an exclusive clubhouse did not prove popular within the community and, subsequently, lapsed through lack of committee support.

In 1957, when players were being signed away by neighbouring clubs with better payments and benefits, the need to provide financial support for a Wenty Leagues clubhouse became obvious.

Sales from lifetime memberships resulted in a bank account being opened and further funds from barbecues, raffles and other fund-raising efforts allowed Wenty Leagues Club to register as a Limited Liability Company, on August 12, 1958.

Through sheer determination and



Wenty celebrates 50 years of success and memories

countless fund-raising events over the coming months, Wenty Leagues Club raised enough money to purchase the block of land on Smith Street.

Wenty Leagues President Trevor Oldfield, AM, said that to be the club's President when celebrating such a major milestone was a proud moment.

“Over the last 50 years, Wenty Leagues has achieved an enormous amount for its members and the whole local community ... it's an honour to have been part of it,” Trevor said.

“Wenty Leagues has diversified greatly

from its start as a rugby league club and the changes over the last 50 years have been unbelievable.

“On behalf of the Board of Directors, I am confident our club is now an integral part of the community and in a strong position to continue to provide club facilities and community services that are relevant to all generations,”

Wenty Leagues Club's next milestone will be early in 2012 when it celebrates 50 years since former Australian Prime Minister Gough Whitlam opened the clubhouse in 1962.



Marconi Museum opening marks 50th anniversary

Club Marconi marked its 50th Anniversary with a Gala Ball and official opening of the Marconi Museum.

Club Marconi celebrated on Saturday, August 2, in the club's auditorium with a Gala Dinner shared over live entertainment.

Hostess Maria Venuti added to the night's celebrations, chatting with many members of the crowd and creating an extravagant buzz in the room.

Many V.I.P. guests participated in festivities and celebration across the evening, including Club Marconi Foundation Members, Honorary Life Members, current and past Board members, Fairfield City Councillors along with local and state politicians.

The evening was capped off with the

official launch of Club Marconi's commemorative 50th Anniversary book, which is a historical recap of the club's emergence and growth.

The book included images and interviews with people involved in Club Marconi's growth and advancement.

The book is on sale at club reception with the soft-cover version available for \$34.95 and a limited-edition hard-cover version for \$79.95.

A "gold collector's version" of the commemorative book was auctioned at the end of the night and fetched \$5,500.

During the star-studded evening, the club's Marconi Museum was officially opened in the Elettra Lounge.

Club Marconi President Tony



Campolongo unveiled the nostalgic walk down memory lane and the club's rich and diverse history was brought to life with a myriad of memorabilia on display.

The 50th Anniversary celebrations continued throughout the week with members and seniors functions marking the milestone.

The events were a tribute to the people who have, from its beginnings, supported and assisted Club Marconi's foundation, achievements and development.

"It was a night to be remembered by all, where many old friends came together to celebrate countless great historical moments," President Tony Campolongo said of the historical evening.



AGE gaming event generates strong sales leads

The annual Australasian Gaming Expo welcomed just under 10,000 visitors at the three day exhibition and conference, staged at Darling Harbour last month.

Gaming Technologies Association (GTA) – formerly Australian Gaming Machine Manufacturers Association (AGMMA) – Chief Executive Officer Ross Ferrar said that initial feedback from the Expo was “extremely positive”.

“Exhibitors were encouraged by the attendance of quality buyers during the show,” Ross added.

While attendance figures were down slightly on the 2007 event, Ross said he was not surprised, given the current global and local economic downturn.

“We are pleased that exhibitors received strong sales leads from this year’s event,” he said. “Expo visitors enjoyed the conference and networking



opportunities to catch up with their industry peers and colleagues.”

Ross said his tours of the Expo reflected that suppliers at the 2008 event are generally upbeat about the future of the gaming and hospitality market and confident that the Asia Pacific region is at the forefront of technology.

The 2009 AGE - scheduled for August

16 to 18 - is the 20th anniversary of Australasia’s premier trade show for the gaming industry.

GTA, which organises and hosts the event, promises a spectacular gaming show next year.

“The gaming industry is global, with the Asia-Pacific region leading the charge for future growth while providing the experience and knowledge gained from decades of successful operations,” Ross said.

The 2008 AGE showcased more than 200 exhibitors over three halls at the Sydney Convention and Exhibition Centre, along with the AGE Gaming Conference.

GTA hosts and operates the annual Australasian Gaming Expo (AGE) and the New Zealand Gaming Expo.

For more information about the AGE, go to www.austgamingexpo.com

Clubs property rental spike sparks approach to NSW Govt

ClubsNSW has asked the NSW Government to intervene in tense rent negotiations between some of its members and the NSW Lands Department.

In line with former Treasurer Michael Costa’s edict that private enterprise on crown land must pay market rent, the department wants to dramatically increase the rent received from the 350 clubs which fall into this category, according to *ClubsNSW*.

Sydney’s *Sun-Herald* newspaper reported that, in the case of the Yamba Golf and Country Club, rent would increase from \$7,000 a year to \$75,000.

At nearby Ballina, the bowling club is facing an increase of \$59,000 - from \$11,000 to \$70,000.

Munmorah United Bowling Club’s looking at forking



Michael Costa

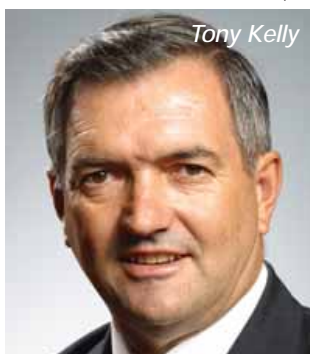
out \$40,800, up from \$18,480.

ClubsNSW argues that not-for-profit clubs should be charged less than commercial enterprises, given that they provide valuable community facilities like bowling greens and golf courses.

Former Lands Minister Tony Kelly said he was bemused by the situation. He says *ClubsNSW* agreed to the rent policy last year.

“While 23 larger clubs will lose (rent) rebates, it is important to note that more than 60 smaller clubs will receive rebates for the first time,” Mr Kelly’s representative

said. “The NSW Government believes smaller clubs with little, or no, gambling revenue should receive more assistance than clubs who generate more than \$1 million in poker machine revenue alone each year.”



Tony Kelly

Fraternity Club returns to receiver

The Fraternity Club, near Wollongong, is again in the hands of a receiver.

Robert Brennan, the club’s administrator when it went into \$9 million worth of debt in 2005, has been appointed receiver and manager of the club by Banksia Financial Group, which loaned the club more than \$5 million.

The *Illawarra Mercury* newspaper reported Mr Brennan said he would go over the club’s financial details. “The club will continue to trade while we do an assessment of its finances and future,” he said.

The Fraternity Club’s Chief Executive Albert Palamera said the club would close its doors for good unless members endorsed a \$9 million offer to buy and redevelop the land. The club’s so-called saviour was 75-year-old developer Frank Capocchano, who had offered to develop land next to the club into retirement villas or student accommodation. He would buy the club’s land, then lease it back.

Club members have received a letter with details of the \$9 million offer and informing them of a General Meeting on September 9 to vote on the deal.

The offer was endorsed by the majority of the club’s board, but needed to be rubber-stamped by members to go ahead.

Mr Brennan declined to comment on where the proposal stood now.

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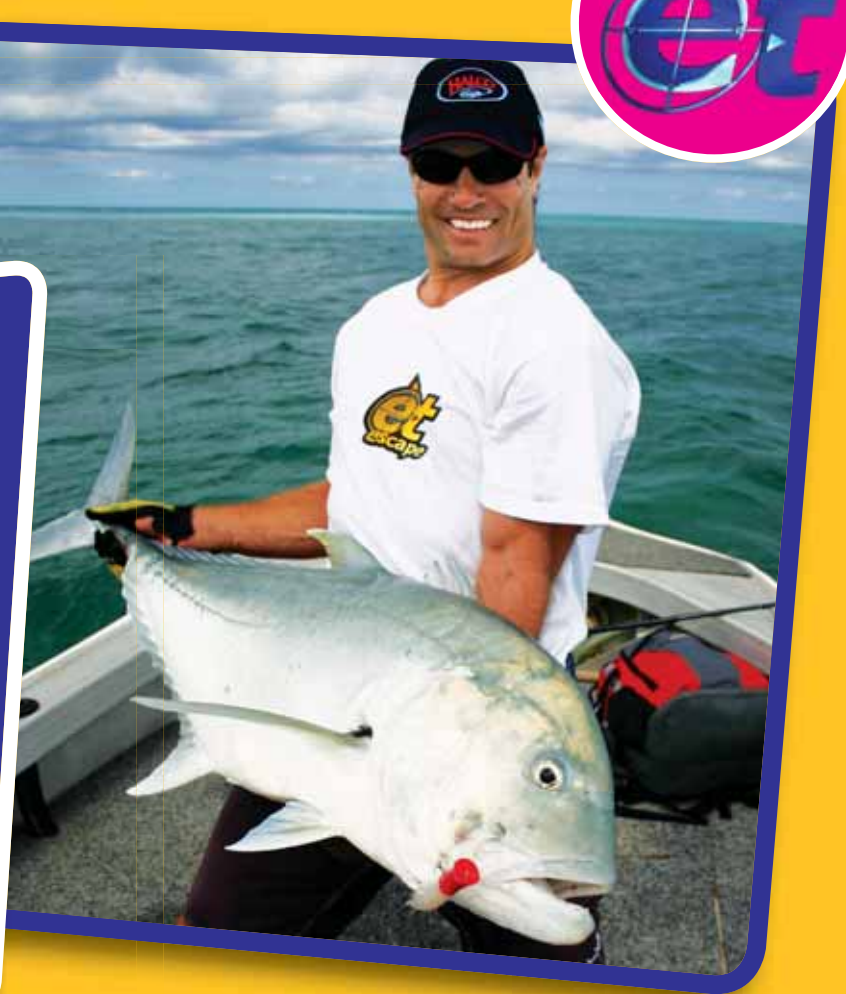
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