



Clubs Australia Submission Social Services Legislation Amendment (Workforce Incentive) Bill 2022

Clubs Australia welcomes the opportunity to provide feedback on the Social Services Legislation Amendment (Workforce Incentive) Bill 2022.

Clubs Australia represents 6,440 not-for-profit licensed and registered clubs which employ 130,000 people.

Workforce shortages are an ongoing challenge for the club industry and have been exacerbated by the pandemic. Clubs in regional and metropolitan areas have been heavily impacted by local workers leaving for industries less likely to be shut down. Domestic and international border closures have also prevented visa holders from occupying skilled and unskilled positions across the hospitality workforce.

These challenges have forced clubs to reduce dining capacity, cancel functions and, in some cases, significantly reduce their opening hours.

A recent survey of 187 NSW clubs found that 60 per cent of clubs had observed their staff leave hospitality for industries who had more stability during COVID-19. The same survey found 55 per cent of clubs traded on reduced or no hours over the 2021-22 holidays.

Given these challenges, Clubs Australia supports the Bill as it will enable age pensioners and certain veterans' entitlement recipients to work in clubs without jeopardising their entitlements.

Clubs employ people across every age demographic. More than 27 per cent of club employees across Australia are aged 45 or over. Regional clubs are more reliant on older Australian workers, with 33 per cent of regional employees aged 45 or over.¹

The measures in the Bill will give clubs a better opportunity to retain staff who are approaching retirement and interested in remaining in the workforce.

Should you wish to discuss this submission further, please contact Simon Sawday, Manager of Policy and Government, on

¹ Club Census 2015, KPMG, August 2016.