

Submission Number: 12 ^A
Date Received: 6/8/08

Cheryl Scarlett
Standing Committee on Employment and Workplace Relations
House of Representatives
PO Box 6021
Parliament House
Canberra ACT 2600

6th August 2008

Dear Cheryl

Thank you for including a representation from Clubs NSW in your survey. The Epping Club willingly participates in the completion of the annual return to EOWA.

Unfortunately EOWA appear to have difficulty believing that my experience at The Epping Club and the club industry as a whole, there appears to be little or no discrimination between the sexes.

The majority of staff are covered by Clubs NSW (State) Award and are paid accordingly. The management team currently consists of 10 members, 5 male & 5 female. All positions are paid based on industry trends for that particular position and are in the form of ITEA.

Addressing the issues outlined in your request:-

- I find when conducting salary research the information available is dated and no longer relevant.
- I agree that there is a need for greater realistic education for trade union officials as often employees seek advice and the information given has no place in the current employment market

The other areas are not relevant to The Epping Club.

I have been working in Human Resources, Finance & Hospitality, for 15 years and my experience when dealing with both males and females in salary negotiations demonstrates a vast difference in the negotiating styles of the sexes.

Men appear to believe they are entitled to their request and present a proposal supporting their request. To my disappointment women do not demonstrate the same confidence nor do they prepare for the negotiation process. Often times expecting that their line Manager or CEO will "look after them". History also reflects that when

women do not achieve the salary increase expected they have to tell their colleagues about it, causing a flow on effect from reduction in moral. Men just deal with it.

This difference in personal confidence needs to be addressed as part of the education of children rather than legislative reform to address this issue.

Unfortunately, I am unable to offer a great deal to your request as I believe The Epping Club does employ equally and does offer a very flexible environment to allow staff to attend to family issues.

Yours truly,

Helena Lorenzon
Human Resources Manager