

ROBERTSON BOWLING CLUB LTD.

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STAFF GAMBLING AND/OR CONSUMING ALCOHOL ON PREMISES POLICY

EFFECTIVE FROM MONDAY, 2 AUGUST 2021

1. Introduction

This policy sets out the rules for all staff to follow if they wish to gamble or consume alcohol whilst on Robertson Bowling Club (the Club) premises. This policy is an addition to Section B of the Club's Code of Conduct and all staff are obliged to comply with its responsibilities

This policy is consistent with the Club's responsible conduct of gambling and responsible service of alcohol obligations

2. Policy

1. All employees, on the days that they are rostered on for duty, cannot play gaming machines, bet on TAB or Keno or any other gambling activity provided by the Club (except for raffles) before, during or after a shift, whether in Club uniform or not
2. All employees, on the days that they are rostered on for duty, cannot consume alcoholic beverages purchased from the Club (or brought onto the premises with the permission of the Club) before or during a shift, whether in Club uniform or not. An employee may consume alcoholic beverages on Club premises after his/her shift, provided he/she is not in Club uniform
3. When employees are rostered on for duty, a day is defined as all the time the Club is open for business on that day and includes any time prior to opening or after closing the employee is required to work
4. For example, if the Club is open from 12 Midday to close and the employee commences his/her shift from 10:00 am, then this policy applies from 10:00 am to the time the Club closes that day, even if the closing time is after the end of the employee's shift
5. For example, if the Club is open from 12 Midday to close and the employee commences his/her shift from 4:00 pm, then this policy applies from 12 Midday to the time the employee is finished work, even if the finish time is after the closing time of the Club
6. All employees, on the days that they are not rostered on for duty, may play gaming machines, bet on TAB or Keno or any other gambling activity at the Club, provided he/she is not in Club uniform and is a current member of the Club
7. All employees, on the days that they are not rostered on for duty, may consume alcoholic beverages at the Club, provided he/she is not in Club uniform and is a current member of the Club
8. All employees, whether rostered on or not, may participate in Club raffles, members draw and the like
9. A breach of this policy is regarded as a breach of the Club's Code of Conduct and may result in disciplinary action
10. This policy is effective from 2 August 2021

A handwritten signature in blue ink, appearing to be 'L. Smith', is written over the text 'The Board of Directors'.