



South of Perth Yacht Club

Staff and relatives access to and use of Club facilities and amenities

Purpose:

South of Perth Yacht Club is a family orientated recreational yacht club providing boating and social services and facilities to members of the Club. SoPYC employs staff to assist members in the utilisation and enjoyment of the services and facilities provided by the Club.

The purpose of the policy is to define the level of participation and involvement that staff and their relatives may have within the Club under the terms of their employment and this relationship within the philosophy espoused by SoPYC as a family organisation encouraging participation by all its stakeholders.

Policy

- No employee of SoPYC may apply to join the South of Perth Yacht Club as a Member.
- Employees may apply to join SoPYC as a Member at the conclusion of their employment under the same terms and conditions as any other person applying to join SoPYC. The character and employment history shall be taken into account when considering an application by a past employee to join SoPYC as a Member.
- Any existing Member who becomes an employee of SoPYC shall have their Membership suspended for the duration of their employment and all rights and privileges set aside. Membership rights and privileges may be reinstated upon by the Management Committee upon the employee ceasing to work for SoPYC.
- SoPYC may permit a spouse or children of an employee to join the Club as Members and enjoy the services and facilities under certain conditions.

Employee Privileges

With the consent of the General Manager, an employee may:

- Be the guest of an adult Member and participate in activities and social functions conducted by SoPYC;
- Employees without the consent of the General Manager to participate in an event or attend a function may be directed to cease their participation or leave the event and the leave the premises

Whilst a guest of the Member the following conditions apply:

1. The employee must conduct themselves responsibly and acknowledge that behavioural breaches or breaches of the Liquor Act, Constitution, Rules and By-laws and Club policies may have a deleterious impact upon their employment. For example, becoming intoxicated or abusive toward other members and guests would be considered a breach and may have serious consequences upon their ongoing employment.

2. The Member inviting the employee as their guest shall have the same obligations and responsibilities imposed upon them as currently exist in the Constitution, Rules and By-laws.
3. Employees may not enter the Licenced areas of the Club and consume liquor as a guest during periods that are generally considered to be within working hours. For example, having participated as a guest aboard a vessel during Wednesday afternoon sailing.
4. Employees and relatives may attend organised special social functions such as Concert on the Swan.
5. With the exception of Centreboard functions and prize night, employees and relatives may not attend SoPYC general functions or consume liquor on the premises as the guest of a minor.

Conditions and exclusions of staff with member relatives

SoPYC may permit a spouse or children of an employee to join the Club as Members and enjoy the services and facilities under certain conditions.

It is a condition of permitting children and relatives to be Members of SoPYC that staff do not have direct contact with their children and relatives who participate in organised activities and events conducted by SoPYC. The purpose of this condition is to prevent conflict arising between members, children of members and employees and children and relatives of employees being exposed to disapproval, criticism, censure or denigration that may affect the morale of members, children of members and employees and children and relatives of employees or the well-being and harmonious environment of SoPYC as a family orientated recreational yacht club or a harmonious and safe work place in the case of employees.

To achieve these ends, employees may not:

- Directly teach or coach their children or relatives when participating in learn to sail programmes, intermediate or elite sailing events or coaching sessions;
- Approach, coach or advise their children or relatives whilst their children or relatives are on the water competing in events conducted by SoPYC or another yacht club;
- Be a team supervisor, leader, coach or manager of a team or crew where their children are members or crew of the team
- Approach or direct their children or relatives whilst they are under the supervision or control of another coach or instructor unless directly invited to assist the coach or instructor or in an emergency or at a time when no other person capable of conducting the training session or event is available. In this situation, the employee is to inform the General Manager of the circumstances or, in the event of the General Manager's unavailability, a Flag Officer or Race Officer of the Club prior to taking charge. In an emergency, the Race Officer or senior responsible person must be informed at the earliest opportunity and in accordance with the safety and risk management plans in place for the activity or event.

General

Only with the consent of the General Manager may the Members and children of Members and the children and relatives of employees be engaged as employees of SoPYC. These individuals' rights and privileges as members will be suspended for the term of their employment.

The rights and obligations of an employer employee relationship will prevail over those of Membership of SoPYC.

A Member may, in extraordinary circumstances, be engaged as an employee of SoPYC by the General Manager. Their engagement shall be consistent with Club policies and on the basis of:

1. not being able to find another employee to fill the position
2. a casual nature for limited periods of time
3. contracted for a specific task or project and
4. filling in for the absence of an employee who may be on annual leave or sick leave and the job is considered to be an essential service within the Club.

In the circumstances listed above, the Member shall not lose their privileges of Membership but shall be responsible and accountable to the General Manager in the same manner as all other employees engaged by SoPYC.

Review

This policy is subject to review from time-to-time. The review shall be carried out by the General Manager and Management Committee and shall be formally adopted by the Management Committee in accordance with the Constitution, Rules and By-laws and policies of South of Perth Yacht Club.