

# RMGC Policies & Procedures

## Policy #4: Golf for Employees

### A. General

Senior Club employees may be authorised to play golf, either as part of their remuneration agreement or as a BOM concession.

### B. Terms & Conditions

The following terms and conditions apply under which an employee may be authorised to use the Club's golfing facilities:

1. The employee must be a member of the Marsa Sports Club.
2. Only the BOM may approve the concession for an employee to utilise the driving range or the golf course. Such concession must be for a specified period of time but may be withdrawn at any time without notice.
3. The concession is given on a "grace and favour" basis and is free of charge to the individual concerned except for lessons and the use of balls at the driving range where the usual fees paid by members will apply.
4. The employee must hold a senior position within the Club whose services are considered vital and of substantial benefit to the Club.
5. Whilst using the course or driving range the employee must abide by the Club's dress code and code of conduct.
6. The employee may not use the driving range or golf course during his/her normal working hours.
7. Entering a Club golf competition is a concession that may from time to time be approved by the Club Captain at his sole discretion. As a non-member the employee (or team if part of one) may not win a prize or the competition in which he/she is playing.
8. Full members of the Club who work as either full or part time employees will maintain the full golfing rights their Club membership permits. However they may not play during their agreed working hours and must strictly abide by the Club's dress code and code of conduct at all times.
9. The employee may book a tee time through the Pro Shop a maximum of one week in advance.
10. Details of any approval by the BOM in accordance with the above terms and conditions will be placed on the Club notice board.

Prepared by BOM: 22<sup>nd</sup> August 2013.

Last reviewed by BOM: 25<sup>th</sup> September 2018