

| MT CHEESEMAN SKI CLUB INC. - SNOWLINE ALCOHOL POLICY REVIEW               |   |  |  |
|---|---|--|--|
| <b>PURPOSE:</b>   | "Friendly, family, fun, alpine experience – winter and summer"  |  |  |
| <b>SITUATION:</b>   | The Club currently has no effective means of controlling alcohol consumption in Snowline Lodge  |  |  |
|   | In the Committee's view this represents an unacceptable level of both legal and operational risk that requires significantly more robust risk management.                                   |  |  |
| <b>TARGET</b>   | 1. Minimise the risk of harm to any member, visitor or employee to the Club   |  |  |
|   | 2. Ensure the Committee has appropriately managed its legal obligations under the Health and Safety at Work Act   |  |  |
|   | 3. Ensure the Club's operational realities are fully considered and embedded within any proposal  |  |  |
| <b>PROPOSAL:</b>  | 1. Review the Club's current alcohol policy, consider alternative options and the various impact and considerations associated with each  |  |  |
|   | 2. Review to include how other Ski Clubs manage alcohol (as a point of reference) and engaging with the District Licensing Committee as to appropriate licensing and management of alcohol. |  |  |
|   | 3. Review to include member consultation process with decision to be made prior to commencement of 2020 Season by new Committee, following 2019 AGM   |  |  |
| <b>CURRENT POLICY/LICENCE:</b>  | Forest Lodge - 12 months - No licence - Guest BYO - Host responsibility managed by leasee, Sam Moore  |  |  |
|   | Snowline Lodge - 12 months - No licence - Guest BYO - Winter Host Responsibility - Summer Guest responsibility  |  |  |
|   | Day Lodge/Cockayne Café - Winter Club Licence to purchase and consume on premises - No BYO allowed by licence   |  |  |
|   | Day Lodge/Cockayne Café - Summer - No licence - Guest BYO - Guest responsibility  |  |  |
|   |   |  |  |
| OPTION  | PRO'S   | CON'S  | OTHER CONSIDERATIONS   |
| <b>1. STATUS -QUO</b>   | - Enables long standing member rights to continue unabated  | - Doesn't deal with the issue.<br>- Committee exposed to material legal risk of breach of obligations under HSWA<br>- Club would need to incur additional cost to ensure management of this risk - After hours H&S officer | 1. Amend current policy limit hours and/or place of consumption ie: Dorm rooms<br>2. Quantify additional costs to manage in addition to Snowline Manager<br>3. Control the storage of Alcohol and consider associated costs<br>4. Cost of removing bottles off the hill are hidden |
| <b>2. BAN ALCOHOL FROM SNOWLINE LODGE</b>                                 | - Most effective means of mitigating / removing risk  | - Likely to meet significant resistance from members<br>- Potential to detract other guests from staying at Snowline<br>- Out of step with other Ski Club policies   | we need to focus on our primary operation as a ski field not a bar   |
| <b>3. LICENCE SNOWLINE LODGE</b>  | - Provides the Club with a safe and responsible means of controlling alcohol consumption with a strong focus on intoxication, minors, server intervention and host responsibility.          | - Additional role /costs associated with this role of Snowline Manager cannot be extended to include after hours H&S risk officer/bar staff)   | 1. Limit sale of alcohol to strict timeframes:<br>Sun - Thu - 5 - 6 pm<br>Fri - Sun - 5- 8pm<br>2. % discount for members? (note maximum 25% discount per the Sale and Supply of Alcohol Act 2012)   |
|   | - Means of funding additional costs to manage risk  | - Impact of staff culture if required to abide by same policy  | For the sale of alcohol we need a trained duty bar manager (DBM) that would need to be there until closing. Likely we would need 2 people with their DBM certificate, one for relief duty's. Need to additional quantify cost.   |
|   |   | - the club would have a vested interest in promoting drinking due to greater revenue from selling more alcohol.  | Management of Storage & Security of stocks<br>Management of sales space and servicing Eftpos at Snowline?  |
|   |   | - If only lounge & guest areas licensed, potential to create divide in the interaction between staff and guests where the staff only come upstairs for dinner, and then return downstairs immediately there after          | First and foremost we are an operational ski field in an alpine environment.   Cheeseman "Family, Friendly, Fun"   |
|   |   | - Uncertainty of member support and impact on lodge culture  | How it will work operationally (such as staffing, venue, supply and stock)   |
|   |   | - Limited stock offering   |  |
| <b>4. ALL FOOD &amp; BERERAGE (INCL ALCOHOL) OPERATION FROM DAY LODGE</b> | F and B operation are in one place reducing double handling and constraining booze to one area where people were not sleeping but drinking in a responsible way with food served as well    | Problems with this are very operational...Staff cross over and no escape space for them  |  |
|   | People with young kids were left to the dry area after dinner at Snowline or could hang out in the lower zone at the day lodge  | Day visitors crossing into dinner Breakfast/lunch operation  |  |
|   | cook would be able to help the cafe staff out and vice versa potentially allowing for the clean up operation being voluntary or paid.   | Burden of the capacity within the day lodge. We could offer the Snowline lounge during the day to our day guests with young children   |  |
|   | concentrates our staff to be more effective and raises team spirit through helping one and other  | Requirement to make the kitchen bigger— this could be handled with better equipment and some internal building changes. the relocation of the pool table ETC   |  |
|   |   |  |  |
|   | shows our day visitors a glimpse at our over night operation. cross over will help our demand for over night ski week stays and club membership   |  |  |
|   | proposed option is a "soft " introduction to Cheeseman alcohol only as we say that this is the only place you can drink on the hill   |  |  |