



Community Club Sustainability Program

Player Payment Rules and Guidelines

– Presentation for League and Clubs



Presentation Structure

1. Objective of Player Payment Rule
2. Structure of Framework
 - To be adopted by Metropolitan League or Region Commission
 - Player Payment Rules – Process, Reporting and Enforcement provisions
 - Guidelines - to assist with interpretation of Rules
 - Best Practice recommendations – How clubs ought to administer and manage player payments
3. Player Payments Summary - Rules and Guidelines
 - Allowable Player Payments - Payments to players shall not exceed the Allowable Player Payments for a Club for a Football Year
 - Payment to Players - Payments made by club (or an associate of a club) to a player (or an Associate of a player) to all players registered with the club
4. Reporting Requirements
5. Investigation and Enforcement Provisions

Objectives of Player Payment Rule and Structure of Framework

- Part of Community Club Sustainability Program
- Developed to maintain support and grow Australian Football at community Football level
- Focus on competition's being evenly matched and having financially viable clubs
- assist and support clubs and volunteers
- Designed to work in conjunction with and compliment the Player Points system

Structure of Framework

- To be adopted by Metro League or Region Commission
- Allowable Player Payments (APP) for a competition is determined
- Club not to exceed Allowable Player Payments
- APP includes any payment or benefit made to a player or an associate of a player by a club or an associate of a club
- Includes conduct of a Club Official and Player or any person at the direction or with their knowledge consent, agreement, authorisation (both express and implied) of a Club Official or player

Player Payment Summary - Rules and Guidelines

What's included in Salary Cap

- Payments made by club (or an associate of a club) to a player (or an associate of a player) to all players registered with the club
- Includes payments to all Players registered with a Club - Seniors. Reserves , Underage.

Two categories of payment to be defined by Metropolitan League / Regions Commission

- Allowable Player Payments (APP) for a competition - The maximum amount a club may pay in relation to a Football Year
- Individual Player Payment (IPP) threshold determines the reporting of that players details (i.e. whether a player contract is required) and is included in the APP calculation.
- Anticipated this may be set at approx. \$50 - \$100 per match or may be set at \$0 by Metropolitan League or Region Commission

Player Payment Summary – Rules and Guidelines

Clubs may apply for Increase in a competition APP based on clubs specific factors

- Location, relative to population base
- Significant hardship or lack of on filed success
- Age of Club or recently merged
- Access to underage teams

Coaching Payments

- Non Playing Coaching payments not included - all coaches
- Playing Coaches included in APP calculations
 - 50 % to a maximum of \$20,000 excluded form APP calculations (Pro-rata if more than one coach is appointed)
 - Player that is also a Coach of a Reserves or the Oldest Underage Team – up to \$3000 may be excluded from APP calculations.
 - All Payments made to Playing Assistants Coaches are included in APP calculations

Player Payment Summary – Rules and Guidelines

- Reporting of Match Awards
 - Cash – included in APP calculation
 - Non Cash Awards - to the value of \$300 per week per club up to \$100 per player does not have to be included.
 - If above those amounts – Full amount to be reported and included in APP calculation.
- Rulings – Club may apply on a case by case basis for exemptions - Employment arrangements
- Finals appearances – will be included in all APP calculations
- Employment Conditions – all detail to be reported but may be excluded from APP calculation
 - e.g Playing coaches exclusion consistent with Guidelines
 - Employment excluded under a Ruling
- Insurance – on a team basis not included in APP calculation
- Travel and Accommodation– on a team basis not included in APP calculation
- Implementation Season - 2017 – Education over Enforcement Provisions

Player Payment Rules - Reporting Framework of Club

Player Contract – for individual players

- Any player that is paid unless less than Individual Player Payments (IPP) threshold
- Lodged prior to 30th April OR
- Within 7 days of entering into an agreement with the club if after 30th April
- Signed by player and either President, or Secretary or Treasurer or Football Manager
- Contract Format provided
- Pre existing Contracts will be recognized

Non Contract Player Summary sheets – Player under IPP threshold

- Lodged by 30th April for club OR
- Within 7 days of entering into an agreement (i.e. where arrangement is made with the player after 30th April lodgement)
- Includes player expected to or have played Seniors and not receive any Payment.
- Signed by the players and either President, or Secretary or Treasurer or Football Manager



(Similar to match day team sheet)

Player Payment Rules - Reporting Framework of Club

- Player Payment Budget – Lodged by 30th April (and updated as necessary)
 - Detail of all payments EXPECTED to be made to players for the Football year
 - Include Players that are expected to play Senior (Firsts) but not expected to be paid
 - Includes exempt payments under Guidelines and Rulings
 - Amended version may be required (> 10% increase or as requested)
 - Assists with Club Budgeting process
 - Signed by President and one of Secretary / Treasurer / Football Manager
- Player Payment Actual – Lodged by 31 October
 - Detail of all payments ACTUALLY MADE or COMMITTED TO BE MADE to players for the Football Year
 - Include Players that are expected to play Senior (Firsts) but not expected to be paid
 - Should be consistent with Actual Payments made in Club Annual Financial Statements
 - Signed by President and one of Secretary / Treasurer / Football Manager

Player Payment Rules – Investigation and Enforcement Provisions

Integrity Officer - accredited by AFL Victoria and appointed by Metropolitan League /Region Commission.

- Has full and free access to a club records, files, documents etc. as relevant to enquiries
- Has full and free access to a players records files, documents etc. as relevant to enquiries
- Player and/or Club shall ensure attendance of persons (including associates) to meet with Integrity Officer as requested.
- Integrity Officer determines the value of any benefit or payment provided to the player.
- Payment or benefit may be included if explanation from club or player is deemed unsatisfactory.

Charge may be laid by Metropolitan League / Region Commission

Any charge to be heard by Disciplinary Committee that is appointed by each by Metropolitan League / Region Commission

Hearing scheduled with at least 7 days notice to that hearing

Club or Player provided with Notice of Charge and Statement of Grounds for the laying of the charge

Player Payment Rules – Investigation and Enforcement Provisions

Penalties may be applied – 2 types – Procedural and Breach of Allowable Player Payment amount.

- Procedural Breach
 - Failure to lodge reports as required
 - Failure to cooperate / provide detail to Integrity Officer
 - Not provide full and free access to files and documents - Club and Player
 - Provide false or misleading information

- Maximum Penalties – applies to Club and Player
 - Monetary Sanction - MAXIMUM of up to \$15K and/or
 - Player Suspension

Player Payment Rules – Investigation and Enforcement Provisions

Summary of Sanctions - Breach of Allowable Player Payment amount

Applies to a club and/or a player

- Reprimand
- Monetary Sanction
- Player not registered – Unlimited or specified period
- Club Official not registered - Unlimited or specified period
- Loss or Ineligibility of
 - Premiership points for past or future matches
 - Total Team Points for past , current or future seasons

Club or Player may be excused (in part or in full) for Cooperation

Appeals – Club , Player or Metropolitan League / Region Commission may appeal to AFL Victoria Appeal Board in respect of a determination by a Disciplinary Committee.

Best Practice Recommendations

- Advice provided by AFL Victoria on Best Practice Recommendations
 - Expected to expand over time as framework evolves
- Sign on Fees not recommended - Making of payments to players not yet registered with your club or not yet participated in a game
- Written agreements recommended
- Education –Volunteer, Players Coaches
 - ATO Product Ruling
- Player Transfers - can now be lodged from 1 November – 30 November and 1 February – 30 June