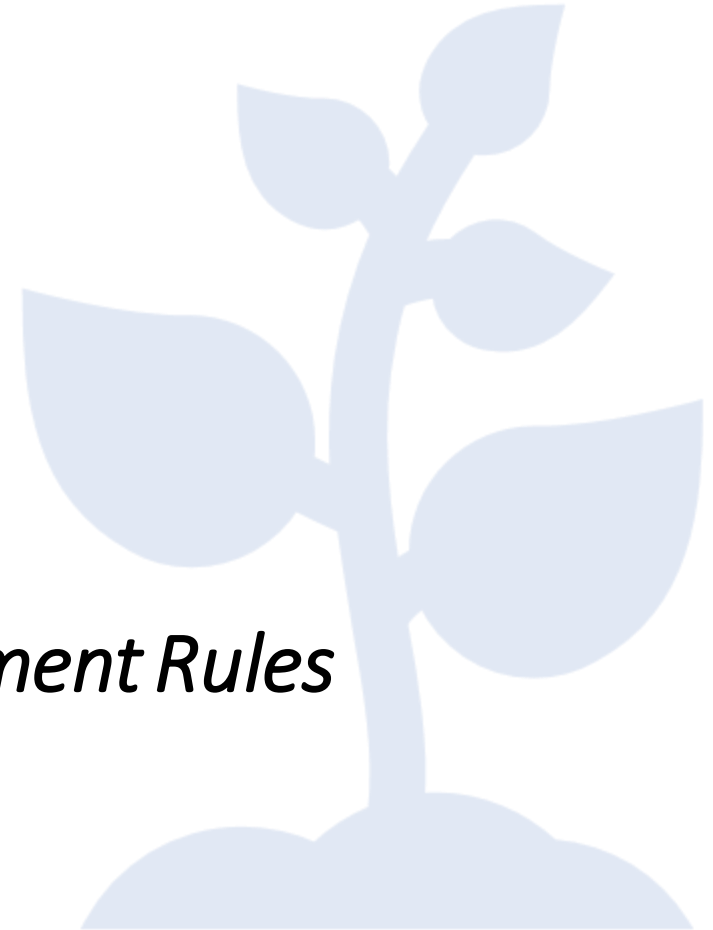


# *Club Sustainability*

*Player Points Policy & Player Payment Rules*



# CLUB SUSTAINABILITY



## *Objective*

- To maintain, support and grow Australian football at the community football level it is important that teams are as strong and well matched as possible.
- The opportunity for players to develop and display their skills depends upon competitions being conducted between evenly matched and financially viable Clubs.
- Critical that stronger Clubs do not obtain an unfair proportion of the best Players at the expense of the weaker Clubs, and that there is sufficient stability in the membership of Club teams to enable team spirit and public support to be maintained.
- Club sustainability assists in attracting and maintaining the interest of players, supporters, officials, sponsors and volunteers, all of whom are essential for community football competitions and Clubs.
- To assist in achieving these objectives, the Eastern Football League has adopted the AFL Victoria Player Payment Rules and Player Points System Policy.



## *Club Sustainability – Key Deliverable Dates*

## Key Club Personnel

*\*Football Manager\**

*President*

*Treasurer*

*Secretary*

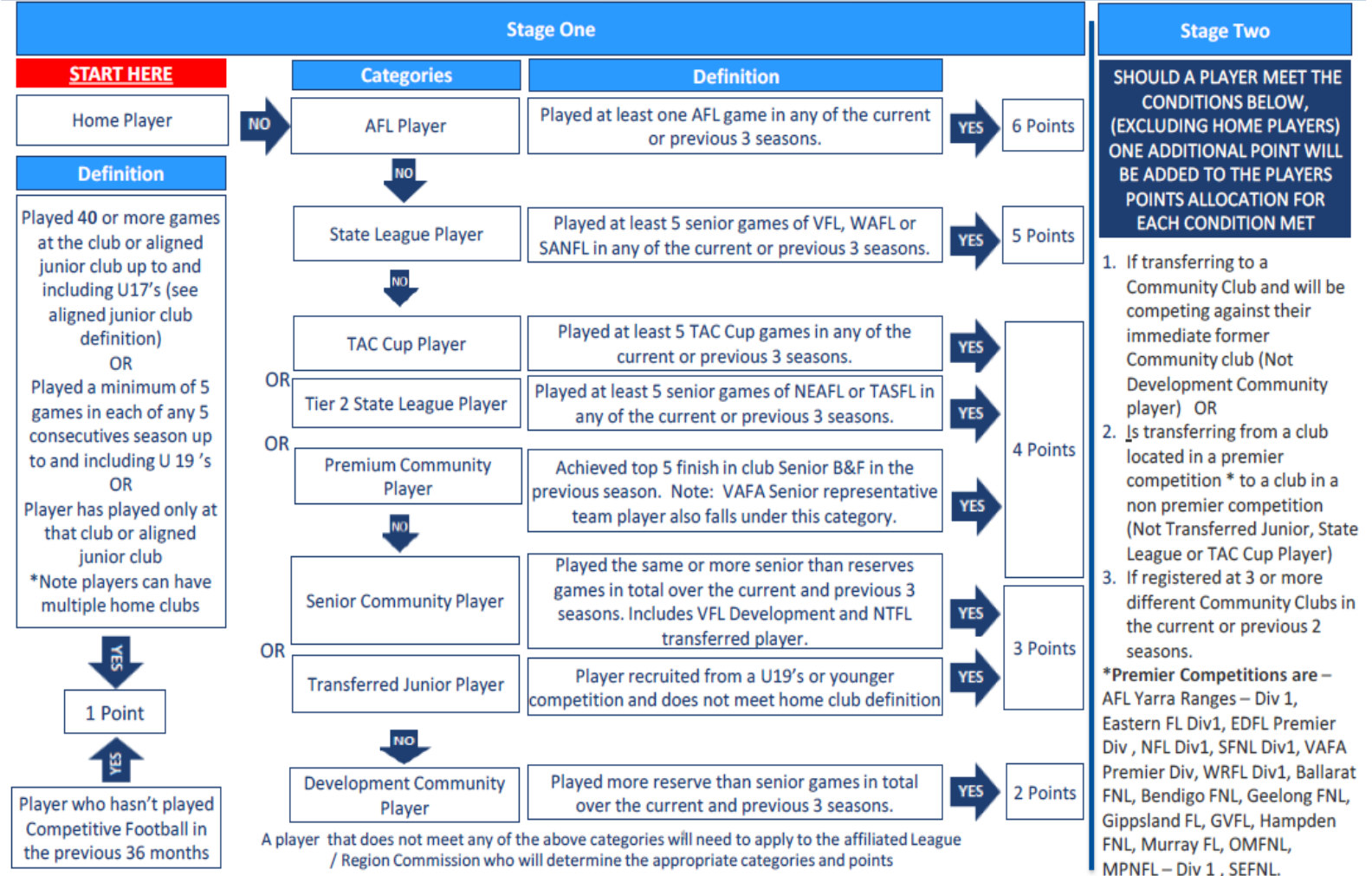
## Key Player Point & Payment Documents

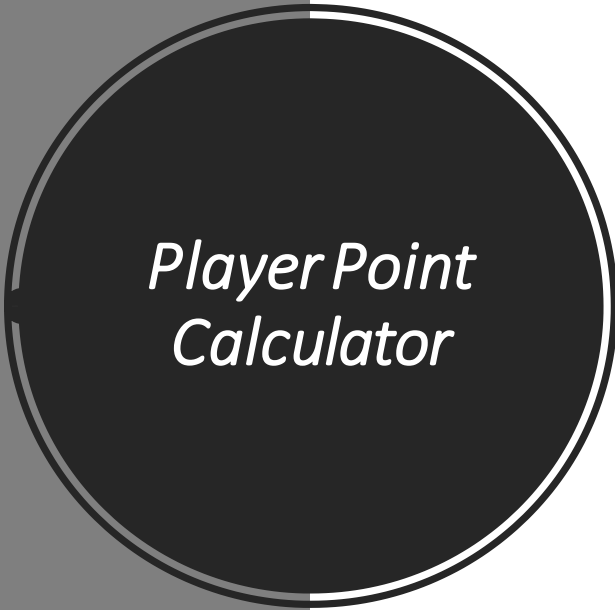


### 12.3 – Player Points Assessment Flowchart

To assist in allocating points to players, the following flow chart has been developed to assess players based on their playing history prior to being recruited to a community club. After point allocations, a Season of Service Deduction may then be applied.

**Player Points Assessment Flow Chart**  
(Football Manager)





<b>2019 PLAYER POINTS</b>	<b>CLUB: Waverley Blues</b>		
<b>Player names</b>	<b>2018</b>		<b>2019</b>
Billy Bobs	5		4
Maggie Magpie	n/a		3

**Run Player Point report from your Club login in Sports TG  
Members  
Advanced Member**



STANDARD PLAYER DECLARATION (Rule 4(a))

NAME, CLUB AND LEAGUE

This Declaration is made by: ..... ('the Player')
Of: ..... Football Club ('the Club')
An affiliated club of the: ..... Football League ('the League')
Affiliated with: ..... ('State Football Body')

VALIDITY PERIOD Valid until: ..... / ..... / .....

PLAYER PAYMENTS For Home and Away matches (strike through where not applicable)

Per senior match won: \$ ..... Per senior match lost or drawn: \$ .....
Per non-senior match won: \$ ..... Per non-senior match lost or drawn: \$ .....
Incentives: \$ ..... for .....
Deductions from match pay: Annual subs: \$ ..... Detail: .....
Social functions: \$ ..... Detail: .....
Club property: \$ ..... Detail: .....
Other: \$ ..... Detail: .....
Coaching (if applicable): \$ ..... for .....
Other payments: \$ ..... for .....

DATE FOR PAYMENT [ ] Weekly [ ] Monthly [ ] Other (describe): .....

ACKNOWLEDGEMENTS (strike through where not applicable)

- I volunteer in the football and other Club activities as a hobby or pastime.
Any services I provide to the Club are provided as a hobby or pastime.
I do not rely on the above payments (if applicable) for my regular personal income.
I have (if applicable) submitted a 'statement by a supplier' to the Club (available at https://www.ato.gov.au/forms/statement-by-a-supplier-not-quoting-an-abn/)

(Note: It is the responsibility of the Player to satisfy themselves that the above acknowledgements are true and correct. Players are encouraged to obtain their own tax advice in respect of the payments they receive in connection with AFL football).

By signing this Declaration, Player and Club confirm they will comply with all applicable rules, regulations and policies including the National Player Transfer Regulations, National Deregistration Policy and applicable State Football Body rules.

SIGNED By the Player: ..... Date: ..... / ..... / .....
By parent or legal guardian ..... Date: ..... / ..... / .....
(where Player is under 18 years of age)
For the Club: ..... Date: ..... / ..... / .....
Position: President | Secretary | Treasurer | Football Manager (delete inapplicable titles)



(Insert Name) FOOTBALL CLUB (Rule 4(b))

NON DECLARED PLAYER STATEMENT

	Surname	First name	Signature
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			

*Non Declared  
Player  
Declaration  
Statement 4b*

In signing this document, the Player hereby confirms and declares that he or she and their Associates will:

- (a) receive Player Payments for the 2019 season less than the individual threshold of \$0 for the Eastern Football League; or
- (b) not receive any Player Payments for the 2019 season and is expected to, or has played in the Senior Team in the current season,

and is not required to sign a Player Declaration in accordance with the provisions of the Eastern Football League Player Payment Rules.



XXXXXX (INSERT CLUB NAME HERE) FOOTBALL CLUB - PLAYER PAYMENTS  
 (Rule 4(c) & (d))  
 2019 PLAYER PAYMENTS - BUDGET / FINAL DECLARATION DOCUMENT

ENTER DATA IN GREEN CELLS ONLY



1 2 3 4 5 6 7 8 9 10	PLAYERS NAME		SENIOR GAMES PLAYED	SENIOR - RATE \$	AMOUNT PAID \$	NON SENIOR GAMES PLAYED	NON SENIOR - RATE \$	AMOUNT PAID \$	TOTAL MATCH PAYMENTS
	Surname	First name							
1			0	\$ -	\$ -	0	\$ -	\$ -	\$ -
2			0	\$ -	\$ -	0	\$ -	\$ -	\$ -
3			0	\$ -	\$ -	0	\$ -	\$ -	\$ -
4			0	\$ -	\$ -	0	\$ -	\$ -	\$ -
5			0	\$ -	\$ -	0	\$ -	\$ -	\$ -
6			0	\$ -	\$ -	0	\$ -	\$ -	\$ -
7			0	\$ -	\$ -	0	\$ -	\$ -	\$ -
8			0	\$ -	\$ -	0	\$ -	\$ -	\$ -
9			0	\$ -	\$ -	0	\$ -	\$ -	\$ -
10			0	\$ -	\$ -	0	\$ -	\$ -	\$ -
<b>Total</b>									<b>\$ -</b>

Match Awards	SENIOR (TOTAL TEAM)			NON SENIOR (TOTAL TEAM)			Amount	Total
	No Games Played	Rate \$	Amount \$	No Games Played	Rate \$	Amount		
Cash		\$ -	\$ -		\$ -	\$ -	\$ -	\$ -
Non Cash		\$ -	\$ -		\$ -	\$ -	\$ -	\$ -
<b>Total</b>							<b>\$ -</b>	<b>\$ -</b>

Other Player Payments				
1 2 3	Surname	First Name	Detail of other Player Payments (e.g. incentives for best and fairest)	AMOUNT \$
1				\$ -
2				\$ -
3				\$ -
<b>Total</b>				<b>\$ -</b>

Any other Payments to a Player (or their Associates) in respect of coaching, employment, provision of services or otherwise.

1 2 3	Surname	First Name	Detail of Arrangements	AMOUNT \$
1				\$ -
2				\$ -
3				\$ -
<b>Total</b>				<b>\$ -</b>

Detail of arrangements to be attached as necessary and consistent with Rule 4 (c)(i)(C) and Rule 4(d)(i)(D)

<b>TOTAL PLAYER PAYMENTS \$</b>	<b>\$0</b>
---------------------------------	------------

Notes:

- Where a Player may be on a different rate for win/loss, please enter that Player's details on separate lines.
- A Club should detail all Player Payments, and advise if they believe that any discount or exemptions apply under the Guidelines or any rulings under Rule 8.

We hereby verify that this is an accurate summary of the Budget / Final Declaration (delete as relevant) of Player Payments given or applied by a Club or Associate of the Club in the Season in respect of Players of the Club and Associates of the Players.

President

Secretary/ Treasurer / Football Manager

\_\_\_\_\_/\_\_\_\_\_/2019

\_\_\_\_\_/\_\_\_\_\_/2019

Name:

Name:





XXXXXX (INSERT CLUB NAME HERE) FOOTBALL CLUB - PLAYER PAYMENTS  
 (Rule 4(c) & (d))  
 2019 PLAYER PAYMENTS - BUDGET / FINAL DECLARATION DOCUMENT

ENTER DATA IN GREEN CELLS ONLY

PLAYERS NAME		SENIOR GAMES PLAYED	SENIOR - RATE \$	AMOUNT PAID \$	NON SENIOR GAMES PLAYED	NON SENIOR - RATE \$	AMOUNT PAID \$	TOTAL MATCH PAYMENTS
Surname	First name							
1		0	\$ -	\$ -	0	\$ -	\$ -	\$ -
2		0	\$ -	\$ -	0	\$ -	\$ -	\$ -
3		0	\$ -	\$ -	0	\$ -	\$ -	\$ -
4		0	\$ -	\$ -	0	\$ -	\$ -	\$ -
5		0	\$ -	\$ -	0	\$ -	\$ -	\$ -
6		0	\$ -	\$ -	0	\$ -	\$ -	\$ -
7		0	\$ -	\$ -	0	\$ -	\$ -	\$ -
8		0	\$ -	\$ -	0	\$ -	\$ -	\$ -
9		0	\$ -	\$ -	0	\$ -	\$ -	\$ -
10		0	\$ -	\$ -	0	\$ -	\$ -	\$ -
<b>Total</b>							\$ -	\$ -

Match Awards	SENIOR (TOTAL TEAM)			NON SENIOR (TOTAL TEAM)			Total	
	No Games Played	Rate \$	Amount \$	No Games Played	Rate \$	Amount		
Cash		\$ -	\$ -		\$ -	\$ -	\$ -	
Non Cash		\$ -	\$ -		\$ -	\$ -	\$ -	
<b>Total</b>							\$ -	\$ -

Other Player Payments			
Surname	First Name	Detail of other Player Payments (e.g. incentives for best and fairest)	AMOUNT \$
1			\$ -
2			\$ -
3			\$ -
<b>Total</b>			\$ -

Any other Payments to a Player (or their Associates) in respect of coaching, employment, provision of services or otherwise.

Surname	First Name	Detail of Arrangements	AMOUNT \$
1			\$ -
2			\$ -
3			\$ -
<b>Total</b>			\$ -

Detail of arrangements to be attached as necessary and consistent with Rule 4 (c)(i)(C) and Rule 4(d)(i)(D)

<b>TOTAL PLAYER PAYMENTS \$</b>	<b>\$0</b>
---------------------------------	------------

Notes:

- Where a Player may be on a different rate for win/loss, please enter that Player's details on separate lines.
- A Club should detail all Player Payments, and advise if they believe that any discount or exemptions apply under the Guidelines or any rulings under Rule 8.

We hereby verify that this is an accurate summary of the Budget / Final Declaration (delete as relevant) of Player Payments given or applied by a Club or Associate of the Club in the Season in respect of Players of the Club and Associates of the Players.

President

Secretary/ Treasurer / Football Manager

\_\_\_\_\_/.../2019

\_\_\_\_\_/.../2019

Name:

Name:

Final Player  
Payment  
Lodgement

# *Common issues from Club Audits*



**XXXX Football Club has breached Player Payment Rule 4(c)(i) for not lodging a Player Payments Budget by the 30<sup>th</sup> April, 2019.**



**XXXX Football Club has breached Player Payment Rule 4(a) for not lodging all Standard Player Declarations within the prescribed time frames.**



**XXXX Football Club has breached Player Payment Rule 4(b)(i) for not lodging all Non Declared Player Statements within the prescribed time frames.**

# *Other issues from Club Audits*



**Payments to players via cash rather than EFT – pay players via EFT**



**Payments to players via Coterie Groups or fundraising activities – ensure the monies are banked and journaled into player payments. Make the player payment via EFT**



**Co Coaches – apply to the EFL for approval (we don't currently have any!)**

# *Current Examples*

Over the first six weeks of the season **Joe Bloggs** exceeds expectations and has become one of your clubs gun players.

**Off the back of his turn of form the club decides to increase his match payments from \$150 to \$250 per game...**

**The player needs to first sign an updated player declaration with the new amount listed.**

*Any amendments to an agreement or arrangement should be set out in writing and signed by the Player and an authorised representative of the Club*

Within 7 days the signed contract must be uploaded to the portal.

# *Current Examples*

Late in the season the Senior Coach decides to “look to the future” and **play some of the Under 19’s** in the Senior side.

The club has a **base rate of \$50** minimum a game for all players who play in the Senior side.

The players are told Thursday night at selection they will be playing in the senior side this week.

After being selected in the final 22 and playing the game, the club must get the player(s) to sign the player declaration with the agreed amount of \$50 per game.  
Signed and Dated on the day of the game

Once signed by both club and player, the club has 7 days to upload the declaration to the portal

*Note: Should any player play for \$0 a Non Declared Player Declaration Statement 4b must be completed*

# *Current Examples*



Where a player has their subs/ function tickets etc. deducted from their match payments the amount included in the Allowable Player Payments is the gross amount i.e. player A is paid \$400 per game, player A has \$300 deducted for subs and receives a payment of \$100. The gross amount of \$400 is included in the Player Payments.

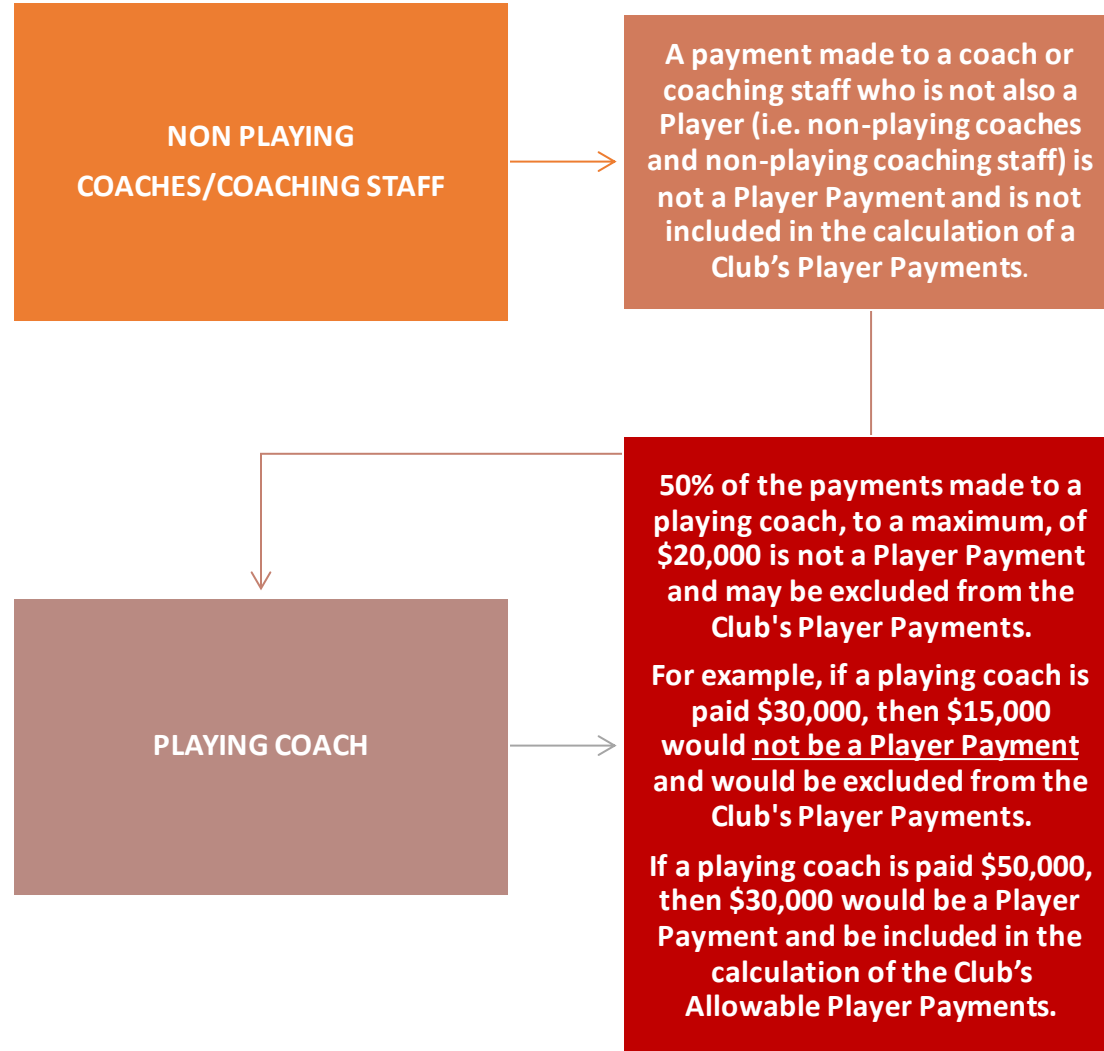


Where a club pays these fees on behalf of the player, or pays for costs associated with medical treatment i.e. physio, weekly cash incentives/awards are included in the Allowable Player Payments



Non-cash benefits in the form of an award provided by a Club to Players up to a maximum value of \$300 per week per Club, and to a maximum of \$100 per week for any one Player of the Club, may be treated as not being a Player Payment and therefore not included in the calculation of the Club's Player Payments.

# *NON Playing Coach & Playing Coach*





# *Assistant Playing Coaches*

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A diagram consisting of two circles and a triangle. On the left is a large orange circle containing the text "Assistant Coaches". To its right is a smaller orange triangle pointing towards the right. On the right is a large grey circle containing a paragraph of text.

*Assistant Coaches*

All payments to Players in relation to services to the Club as an Assistant coach will be a Player Payment and included in the calculation of the Club's Player Payments.

*Sanctions –  
For Breaches*



# *Sanctions – For Breaches*



**A monetary sanction up to a maximum of \$15,000. In respect of a Player, in addition or alternatively to any monetary sanction, a suspension from playing a Match or Matches. This can apply to each breach.**



**Late submission of any documents the league may fine the club 10 penalty units (\$160) or as per the above monetary sanction.**



**Personal Brand Reputation of Club Executives and the club as a whole.**



**2017 Audited Clubs**

**Vermont  
Doncaster East  
Park Orchards  
Donvale**

**2018 Audited Clubs**

**Doncaster  
Bayswater  
Heathmont  
Whitehorse Pioneers**

# *Club Sustainability Documents*



**Available on the Website (also emailed out to clubs);**

## **Forms**

- *Standard Player Declaration 4 (a)*
- *Non Declared Player Declaration*
- *Club Player Payment Budget*
- *Club Player Payment Final*
- *Checklist*

## **Policies and Rules**

- *Community Club Sustainability Player Payment Rules*
- *Player Payment Rules Guidelines*
- *Player Points System Policy*