









# THE GAME PLAN

Player Payments

# AFL Barwon Player Payments

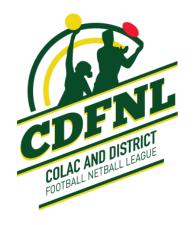
### **Objectives:**

> To provide a more affordable environment for clubs

➤ Give clubs more control over their Total expenditure on players.

Facilitate more responsible and well documented budgeting.

# Allowable Player Payment Best Practice and Integrity Program Pre Season 2024



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- 7. Integrity Review Process
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# **Best Practices**

#### **Recommendations:**

- Any agreement or arrangement between a Player and a Club to provide playing services should be set
  out in writing and signed by the both the Player and an authorised representative of the Club.
- Any agreement or arrangement for the provision of playing services by a Player to a Club should be between the Club and the individual Player, rather than a company or trust associated with the Player.
- 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.
- Clubs should seek to avoid paying 'sign on' fees or other upfront incentives to a Player
- All payments to a Player in relation to a particular Season should be paid shortly before, during or shortly after that Season.

# **Best Practices - Lodgements**

# LODGEMENT OF DOCUMENTS BETWEEN FEBRUARY - APRIL

#### PLAYER DECLARATIONS - RULE 4(a)

1.

All Player Declarations are to be saved as individual PDF files within the document portal using the following naming system:

- SURNAME FIRSTNAME (e.g. SMITH JOHN).
- Click <u>here</u> to access the Player Declaration template.

#### NON-DECLARED PLAYER STATEMENTS - RULE 4(b)

2

All Non-Declared Player Statements are to be saved as an excel spreadsheet and sorted in alphabetical order starting with each Players **SURNAME** as detailed within the spreadsheet template.

Click <u>here</u> to access the Non-Declared Player Statement template.

# **Best Practices – Lodgements and Actuals**

#### PLAYER PAYMENTS BUDGET DECLARATIONS - RULE 4(c)

3

The Player Payments Budget Declaration template is to be saved as an excel spreadsheet and sorted in alphabetical order starting with each Players **SURNAME** as detailed within the spreadsheet template.

Click here to access the Player Payments Budget Declaration template.

#### SEPTEMBER -OCTOBER

#### PLAYER PAYMENTS FINAL DECLARATION - RULE 4(d)

4.

The Player Payments Final Declaration template is to be saved as an excel spreadsheet and sorted in alphabetical order starting with each Players **SURNAME** as detailed within the spreadsheet template.

Click <u>here</u> to access the Player Payments Final Declaration template.

# **Best Practices – Being Compliant**

#### Recommendations

- Use the correct template Player Declaration Forms
- Enter all Declared Players into the budget and ensure amount per game corresponds to the relevant Player Declaration amount
- Ensure the number of games is equal to the number of players allowed on a teamsheet multiplied by the number of rounds (22 players x 18 H&A games = 396 Total games)
- Ensure Players under the Individual Player Threshold sign the Non-Declared Player Form and submit

# **Best Practices – Being Compliant (continued)**

#### Recommendations

- Ensure to account for Non-Declared players games in the Total game tally and any relevant amounts
  - i.e. 15 declared players x 18 games = 270 Total game equals 126 NCP games (to reach 378)
- Ensure any deductions applied are permissible deductions seek advice
  - i.e. Coaching arrangements, Rulings provided by governing body,
- Lodge all Player Declarations, Budget / Actual Statements and Non-Declared Forms
- Include the gross amount of payment i.e. include for any club related expenses that are deducted or provided to that individual player e.g.: Function costs, Annual Subs, Apparel etc.

	4611		
	ETANDARD PLAYER DECLARATION (Rule 4(a))		
	(The	tayer')	
NAME, CLUB AND LEAGUE	Football League ("the P	e Club'l	
This Declaration is made by:	Football League	reagne,)	
of:	("State F		
An affiliated club of the:			TANDARD PLAYER DECLARATION (Rule 4(a))
Affiliated with:	Valid until: /		
VALIDITY PERIOD	Valid until:	NAME, CLUB AND LEAGUE	
PLAYER PAYMENTS	Per senior match lost or drawn: \$		
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	ch b property: \$	All Billiated Cods of the.	
	Other:	Affiliated with:	('State Football Body')
	Other: \$		
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SIGNED By the	Player:		
BA ba	pate:	uitles)	
(who	the Club:   Treasurer   Football Manager_lossess   Inches		
Pos	rent or legal guardian		

#### ETANDARD PLAYER DECLARATION (Rule 4(a)) Deductions from match pay: Annual subs: 5............ Social functions: \$..... Football Club ("the Club") NAME, CLUB AND LEAGUE .Football League ("the League") Club property: \$..... This Declaration is made by: Other: \$.....<del>....</del> An affiliated club of the: Coaching (if applicable): \$...... for ...... For Home and Away matches (strike through where not applicable) Affiliated with: Per senior match lost or drawn: \$.... VALIDITY PERIOD Other payments: Per non-senior match lost or drawn: \$ - - - -PLAYER PAYMENTS \$......for.... Per senior match won: DATE FOR PAYMENT □ Weekly □ Monthly Per non-senior match won: (strike through where not applicable) Detail: **ACKNOWLEDGEMENTS** Annual subs: \$..... Incentives: Detail: .... Deductions from match pay: I volunteer in the football and other Club activities as a hobby or pastime. \$...... Detail: ..... Club property: \$..... \$.......for...... 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. Coaching (if applicable): I have (if applicable) submitted a 'statement by a supplier' to the Club (available at □ <u>weekly</u> □ Monthly Other payments: https://www.ato.gov.au/forms/statement-by-a-supplier-not-quoting-an-abn/) (strike through where not applicable) DATE FOR PAYMENT I volunteer in the football and other Club activities as a hobby or pastime. (Note: It is the responsibility of the Player to satisfy themselves that the above acknowledgements are true and correct, Players ACKNOWLEDGEMENTS are encouraged to obtain their own tax advice in respect of the payments they receive in connection with AFL football). 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. By signing this Declaration, Player and Club confirm they will comply with all applicable rules, regulations and policies including I have (if applicable) submitted a "statement by a supplier" to the Club (available at (Note: It is the responsibility of the Player to satisfy themselves that the above acknowledgements are true and correct. Play the National Player Transfer Regulations, National Deregistration Policy and applicable State Football Body rules. (MODE: It is the responsibility of the mayor to satisfy themselves that the above acknowledgements are true and correct, Pf 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 inclu SIGNED By the Player: ...... Date: ...... By signing this Declaration, Player and Club confirm they will comply with all applicable rules, regulations and policy the National Player Transfer Regulations, National Deregistration Policy and applicable State Football Body rules. SIGNED By the Player: ..... (where Player is under 18 years of age) By parent or legal guardian ..... Position: President | Secretary | Treasurer | Football Manager-(delete inapplicable titles)

........

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.......

Detail:

# (Insert Name ) FOOTBALL CLUB - PLAYER PAYMENTS (Rule 4(c) & (d)) 20xx PLAYER PAYMENTS - BUDGET / FINAL DECLARATION

#### (Insert Name ) FOOTBALL CLUB - PLAYER PAYMENTS (Rule 4(c) & (d))

20xx PLAYER PAYMENTS - BUDGET / FINAL DECLARATION

20xx Player Payments - Budget / Final Declaration									
PLAYERS - WITH A DECLARATION/CONTRACT			SENIORS			NON SENIOR			
	Surname	First name	No. Of Games	Rate \$	Amount \$	No. Of Games	Rate \$	Amount \$	
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2					\$0			\$0	\$0
3					\$0			\$0	\$0
4					\$0			\$0	\$0
5					\$0			\$0	\$0
6					\$0			\$0	\$0
7					\$0			\$0	\$0
8					\$0			\$0	\$0
9					\$0			\$0	\$0
10					\$0			\$0	\$0
11					\$0			\$0	\$0
12					\$0			\$0	\$0
13					\$0			\$0	\$0
14					\$0			\$0	\$0
15					\$0			\$0	\$0
16					\$0			\$0	\$0
17					\$0			\$0	\$0
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23					\$0			\$0	\$0
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	3				\$0			\$0	\$0
=	4				\$0			\$0	\$0
	5				\$0			\$0	\$0
	6				\$0			\$0	\$0
	7				\$0			\$0	\$0
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	9				\$0			\$0	\$0
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16 16 17			\$0 50	\$0 \$0	
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	president				
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## MATCH AWARDS - DETAIL THE TOTAL OF ALL CASH AWARDS AND ANY NON CASH AWARDS THAT EXCEED \$300 PER WEEK FOR ENTIRE CLUB OR \$100 PER WEEK PER PLAYER

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SENIORS				NON SENIOR						
	No. Of Games	Rate \$	Amount \$	No. Of Games	Rate \$	Amount \$	TOTAL \$			
Cash			\$0			\$0	\$0			
Non Cash			\$0			\$0	\$0			

	OTHER PLAYER PAYMENTS										
	Surname	First Name	Detail of other	Player Payments ( best and fairest	e.g. incentives for	AMOUNT \$					
1						\$0					
2						\$0					
3						\$0					
4						\$0					
5						\$0					

# 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 Co

	Surname	First Name	Detail of Arrangements	AMOUNT \$
1				\$0
2				\$0
3				\$0
4				\$0
5				\$0

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

#### EXEMPT PAYMENTS TO PLAYERS - APPROVED UNDER A RULING AND / OR PLAYING SENIOR COACH EXEMPTIONS DETAILED IN THE PLAYER PAYMENT GUIDELINES

DETAILED IN THE PLAYER PAYMENT GUIDELINES								
	Surname	First Name	Detail of Arrangements	AMOUNT \$				
1				\$0				
2				\$0				
3				\$0				
4				\$0				
5				\$0				

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

#### TOTAL PLAYER PAYMENTS

**\$0** 

#### TOTAL EXEMPT PAYMENTS

\$0

#### **FINAL APP VALUE**

\$0

#### lotes:

- 1. Where a Player may be on a different rate for win/loss, please enter that Player's details on separate lines.
- 2. A Club should detail all Player Payments, and detail if they believe that any 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.

	_ / /20	_			/ /20			
President	Secretary/ Treasurer / Football Manager (delete as relevant)							

# **Lodging of Documents – Play HQ Document Portal**

A <u>Community Football Documents Portal</u> has been developed for League and Club Administrators to store clubs Player Payment documents.

Only people who have been provided access to the portal at Metro League / Region level (and who have a Play HQ account) will be able to access the portal.



# **Lodging of Documents – Play HQ Document Portal**

To gain access should contact their Metro League or Region representatives to arrange access

Login at <a href="https://cfdp.web.afl.com.au/Login">https://cfdp.web.afl.com.au/Login</a>

Resources at <a href="https://play.afl/learning-resource/playhq#article-7">https://play.afl/learning-resource/playhq#article-7</a>

# **2024 Integrity Program**

#### The CCSP – PPR Integrity Program aims to:

Support Community Clubs, Metropolitan Leagues and Regions with the management and administration of their reporting obligations as prescribed under the CCSP - PPR through clarifying the process.

Ensure Community Clubs, Metropolitan Leagues and Regions are compliant with the PPR through the lodgment of key documents throughout the course of the Football Year and as defined under rule 4 of the PPR.

Ensure Metropolitan Leagues and Regions are mitigating the risk to their respective Community Clubs through the completion of the CCSP - Integrity Review Process.

Provide governing bodies with learnings on how and where the development of the CCSP can be enhanced

# 2024 Integrity Program

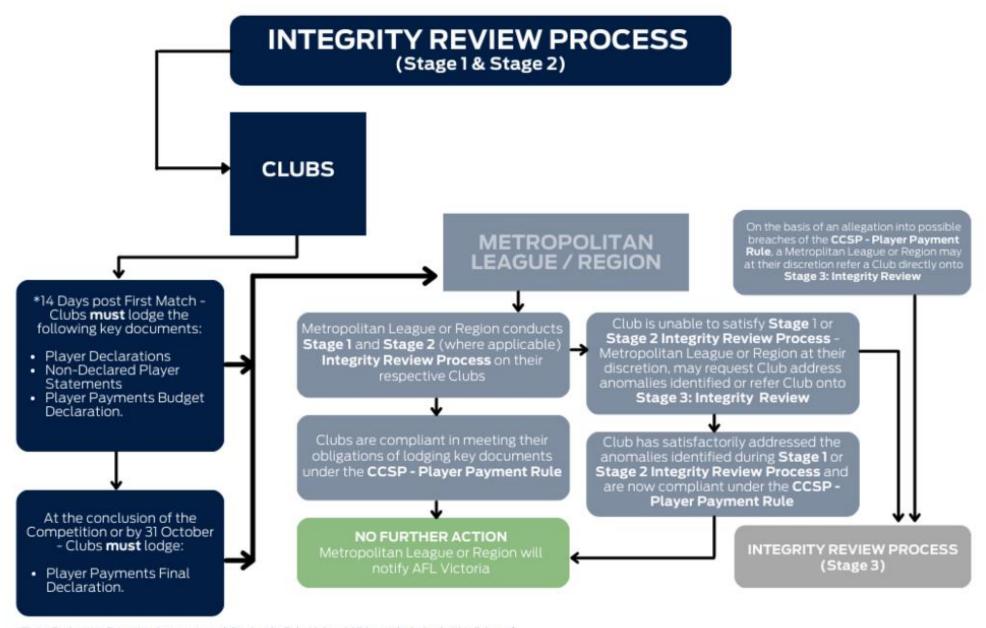
#### **Learnings from 2023 Grand Final Reviews:**

- Increased compliance checking required at League and Region Level to mitigate risks to clubs of being in breach
- Ongoing education required to ensure clubs are compliant with the APP
- Early detection of omissions or errors provides opportunity for corrective action and minimise risk of breaches identified after a season
- Reoccurring management issues for club volunteers which are not necessarily identified during local governing authorities' reviews

# **2024 Integrity Program**

#### **Practices and Protocols:**

- Training and education to be made available to all clubs during the preseason
- Aspirational, by June 30<sup>th</sup>, every club to be audited for APP Compliant as per lodgment requirements
- From 2024, monitoring to be undertaken by Metro Leagues and Country Regions or AFL Victoria\*
- Monitoring to be undertaken between April and June 30th
- All 2024 Grand Finalists be reviewed under agreement by AFL Victoria, on behalf of Metro Leagues and Regions, by December 15<sup>th</sup>



<sup>\*</sup>Player Declaration Reporting documents as defined under Rule 4(a) and 4(b) must be lodged within 7 days of entering the agreement or within 7 days of that Player playing a Match for the Club in that Football Year.

# **Club and League Toolkits**

AFL Victoria has developed Toolkits for Clubs and Leagues and Regions:

AFL Victoria CCSP - Integrity Program Team Structure

Metropolitan League and Region Key Documents

 Early detection of omissions or errors provides opportunity for corrective action and minimise risk of breaches identified after a season

Toolkits for Clubs and Toolkits for Leagues and Regions can be downloaded here

https://www.aflvic.com.au/community-clubsustainability-program



# What Next?

- 1. Get all declarations signed for players receiving payment.
- Have non-paid players expected to play seniors sign non-declared player payment form.
- 3. Update the club budget declaration.
- 4. Login to the portal to upload documents.
- 5. If you have any problems with the portal or understanding your requirements contact AFL Barwon straight away.

# Questions?







# THE GAME PLAN

Player Points

# Player Points Rationale

Even and fair competitions lead to interest, which leads to bigger crowds, which leads to stronger clubs and competitions.

Even competitions allow supporters and club volunteers the chance to turn up on any given match day with the knowledge that the outcome of the game is uncertain and that their team is a chance of winning.

This mindset motivates people to become and remain engaged with their community club and provides rewards and recognition to all those that assist in putting a team out on the field.

The philosophy of competition equalisation is accepted in sports all around the world.

Professional sporting bodies have accepted practices such as drafts, salary caps, FIFA Fair Play and the like in order to help competitions ensure competitiveness and club sustainability.

# Player Points Objectives

#### **Objectives:**

➤ Allow more even distribution of good players.

➤ Encourage player loyalty to home club.

➤ Assist in competition equalisation.

# **Total Team Points Allocations**

#### **Process for 2024**

- ➤ As outlined in the revised AFL Barwon Local PPSP By Laws document, each club was allocated a TTP of 40 points.
- ➤ Clubs were given the opportunity to seek a reassessment of their TTP if they could demonstrate they met the criteria as outlined in the AFL Barwon Local PPSP By Laws document.
- The above By Laws were used by the AFLB Commission's Operations Committee to assist them in assessing the applications.
- Final decisions were confirmed by 31st October

# Individual Player Points Entry

#### **Individual Player Points - Process**

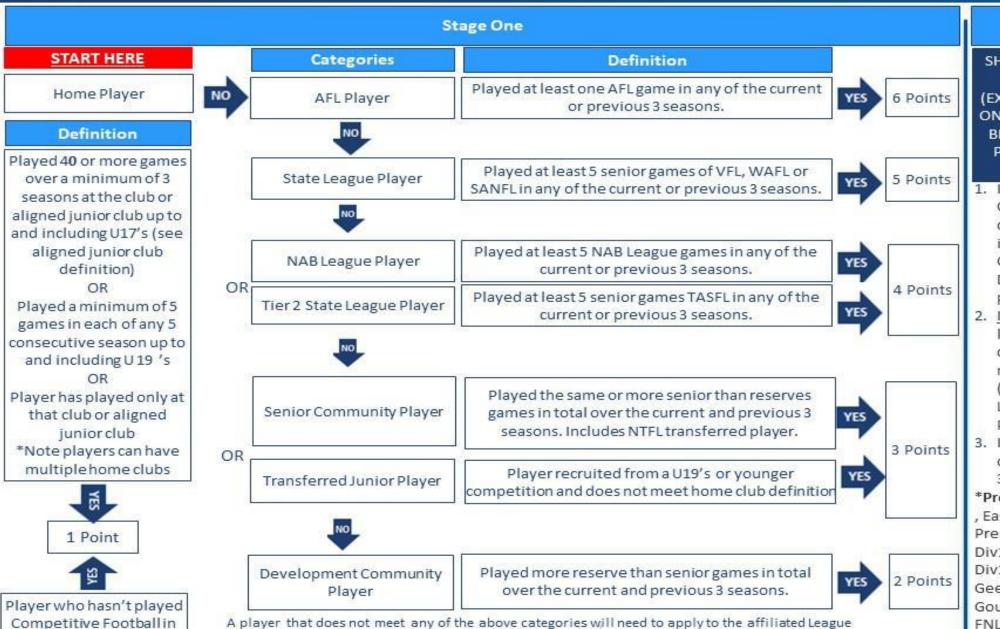
- > Existing players (who played with your club in 2023)
- ➤ Points from 2023 will rollover automatically for players remaining at the same club. We will adjust points for those who have multiple points (ie) reduce by 1 point if they played 5 or more Senior /Reserve Games in 2023.
- ➤ We have identified these players on a spreadsheet but can't adjust them until they re-register for 2024. We will check for these on a weekly basis until the season starts. (After this, you will need to notify us if any re-register during the season)
- ➤ When <u>existing one-point Senior players</u> re-register, their points will automatically roll over from last year.

# Points Entry – New Players

#### **Individual Player Points - Process**

- New Players (who either have or will transfer into your club)
- When <u>new</u> players complete their registration, you will need to forward their details to us so we can
  assess and enter their points for you. Avoid sending random messages as it becomes hard to keep
  track. <u>Please send weekly updates to ensure none are missed.</u>
- Please forward now the names of any new players whose transfer has already been completed asap, so we can assess and enter their points for you well in advance.
- All players are strongly advised to have their registrations completed as soon as possible as a matter of the utmost importance.
- NOTE there is no longer a premium player category for players who finished top 5 in their previous club's Senior B & F for the preceding season.

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



Stage Two

SHOULD A PLAYER MEET THE
CONDITIONS BELOW,
(EXCLUDING HOME PLAYERS)
ONE ADDITIONAL POINT WILL
BE ADDED TO THE PLAYERS
POINTS ALLOCATION FOR
EACH CONDITION MET

- If transferring to a
   Community Club and will be
   competing against their
   immediate former
   Community club (Not
   Development Community
   player) OR
- Is transferring from a club located in a premier competition \* to a club in a non premier competition (Not Transferred Junior, State League or NAB League Player)
- If registered at 3 or more different Community Clubs in 3 seasons.

\*Premier Competitions are – , Eastern NFL Premier Div, EDFL Premier Div, NFNL Div1, SFNL Div1, VAFA Premier Div, WRFL Div1, Ballarat FNL, Bendigo FNL, Geelong FNL, Gippsland FL, Goulburn Valley L, Hampden FNL, Murray FL, O&M FNL,

# Player Points Reassessment Requests

#### **Individual Player Point Reassessments - Process**

Clubs may make application on the official CCSP form to michael@aflbarwon.com.au for reassessment of a player's points allocation within 7 days of the player's points being allocated by AFL BARWON pursuant to the AFL Victoria Player Points System framework and the AFL Barwon Local PPSP By Laws, but no later than 3 days before the player's first Home & Away game with that club.

# Player Points Reassessment Process

#### **Individual Player Points - Process**

- All applications for individual player points reassessment will be considered by the Player Points Panel (PPP) each Wednesday morning on a weekly basis.
- > Clubs will be advised of the outcome by 5.00pm on the same day.
- Any applications received after 9.00am Wednesday will not be considered until the following week, if they play in the Senior team, the individual player will forfeit their chance to have their points reassessed and incur their original assessment of points.
- > Once a player has played in the Senior team for a club, any request for a reduction to their assessed points will not be considered. (Retrospective requests will not be considered)

# Player Points Reassessment Process

#### **Individual Player Points - Process**

- > Decisions of the PPP will be by majority vote.
- ➤ The PPP will consult the AFL Barwon Local PPSP By Laws when making their deliberations.
- ➤ Please ensure you consult the AFL Barwon Local PPSP By Laws before submitting any Individual Player Points Reassessment applications.
- ➤ Please refrain from long emotive applications, determinations will be made according to the By Laws and applied in a consistent manner.
- ➤ AFL BARWON will provide written notification to the Club within 24 hours of the Player Points Panel making its decision.

# **Appeal Process**

- ➤ Clubs may appeal a decision of the Player Points Panel to the AFL BARWON Commission's Operations Committee provided that the appeal is made in writing to the AFL BARWON Region General Manager not later than 5.00pm on the second business day after AFL BARWON has notified the Club of the decision. Evidence must be provided that demonstrates the PPP did not apply the considerations outlined in the AFL Barwon Local PPS By Laws.
- ➤ The appeal may be dealt with in whatever forum the AFL BARWON Commission's Operations Committee considers most appropriate including at a formal meeting of the AFL BARWON Commission, by teleconference or by consideration "on the papers".
- ➤ AFL BARWON will provide written notification to the member club within 7 days of the AFL BARWON Commission's Operations Committee making its decision.
- > The Commission is not obliged to give reasons for its decision.
- > The decision of the AFL BARWON Commission is final.