

4. PAID PLAYERS & COACHES

A Paid Player Payment is categorised as:

- Football Match Payments,
- Approved Relocation Payments,
- After Match Best Player Awards,
- Fairest and Best Awards;
- Approved Travel Payments.

CFWA defines a paid player as any CFWA registered player that receives any payment for playing football or participating in a football club.

The only transfer of money, goods or services able to sit outside of the term "Player Payment" is post-match best player awards, approved coaching payments, club meals and insurance upgrades for players.

For the point of the CFWA's Paid Player Rules & Regulations, all other transfers of money, goods or services will be considered player payments and therefore must be included in any match and player calculations.

4.1 No CFWA Team is to pay out a combined total of greater than \$3,500 in total player payments in any given match unless Rules & Regulations 4.4(b), 4.4(c) and 4.4(d) can be applied, in which case the amount may increase by that applied amount.

4.2 No CFWA Club is to pay a player a 'Sign on Fee' or provide any subsidiary benefits (outside of employment, relocation costs and match fees) to any player. Any relocation costs must be provided to the CFWA for tracking and approval. Insurance provided to players specifically adding protection around the playing of football is deemed to be outside of the CFWA Paid Player Rules & Regulations and is allowed.

4.3.1 Clubs can make reimbursement to a player to for any medical gap expenses associated with an injury sustained whilst playing football. Clubs are required to keep copies of the invoices (such as Medicare statements) that clearly identify the insurance gap for which reimbursement payments are being made.

4.3 The maximum match payment a player can receive is \$550 per match.

4.2.1 Any player receiving the maximum amount of \$550 per match must have a contract submitted to CFWA for recording prior to playing a game.

4.4 The only possible exceptions to Rules & Regulations 4.3 are as follows:

- a) Each CFWA Club is allowed to pay one 'Marquee Player' up to \$1,000 per match provided the player meets the listed criteria (see Rules & Regulations 4.8). All Marquee payments must be included within the clubs weekly cap of \$3,500.
- b) Each CFWA Club is allowed to pay a 'one off' undisclosed match payment to a celebrity footballer who transfers in for one match to promote football. This payment will sit outside of the salary cap. This player must have played AFL and this payment must be approved by the League prior to him playing. Each club is only permitted to do this on one occasion in a season.
- c) A player can qualify to receive a travel fee for matches in which the player travels greater than 200km (return) from their suburb of residence to attend. Players, upon request, must be able to demonstrate that they are residing at the address provided. This payment must be approved by the CFWA via a Travel Payment

Application Form prior to any payment being made. Payments must be recorded on the CFWA's Paid Player Spreadsheet.

- d) Flights to and from matches are exempt from Paid Player Rules & Regulations.

The following payment schedule is applicable.

Distance (km's return)	\$ Amount Applicable
200km - 299km	\$50
300km - 399km	\$100
400km - 499km	\$150
500km +	\$200

4.5 Any CFWA Club paying individuals match payments relating to Country Football must ensure payments are legally compliant and all player payments must be recorded on the CFWA's Paid Player Spreadsheet for auditing purposes. For all CFWA Clubs paying players the following paperwork must be supplied by the club directly to the CFWA where appropriate:

- 4.5.1 All Club Presidents must submit to CFWA (prior to the start of the season) a signed Club Paid Player Declaration as per the CFWA's Club Paid Player Declaration paperwork.
- 4.5.2 All proposed Marquee Player payments must be submitted to the CFWA for approval using the CFWA Marquee Player Approval form.
- 4.5.3 All Clubs making player payments must submit a completed CFWA Paid Player Spreadsheet to the CFWA no later than the Tuesday following the match 12:00pm. Sanctions will be applied to clubs who do not meet the timelines.
- 4.5.4 All proposed Travel payments must be submitted to the CFWA for approval using the CFWA Travel Payment Approval form.
- 4.5.5 All Paperwork needs to be submitted electronically on the CFWA approved forms. No handwritten forms will be accepted.

4.6 No CFWA Club is to pay out greater than \$500 in total player awards (or goods to the value of) for any given match. A player is unable to receive greater than \$100 in prize money (or goods or services to the value of) per match. All prizes must be recorded and able to be presented to CFWA upon request.

4.7 A maximum amount of \$1,000 can be paid out to a Club Best and Fairest winner, with a maximum of \$500 for a Runner Up and a maximum of three more descending (<\$500) amounts allowed. No other ex gratia payments should be provided to players during or at the completion of the football season. Any end of season award payments must be recorded and able to be presented to CFWA upon request.

4.8 For Marquee Players receiving greater than \$550 in payments per match, the Club must ensure the following conditions are met:

- a) The Marquee Player must have a signed Standard Playing Declaration lodged with the CFWA prior to three business days before the player participates in a sanctioned match.
- b) Payment to a Marquee Player does not alter Rules & Regulations 4.1.

- 4.9 For a player to qualify as a Marquee Player he must fill a minimum of one of the following criteria:
- a) Been on an AFL Club list (including Rookie List).
 - b) Played a minimum of 50 State League (League grade) games.
 - c) Have written approval from the CFWA based on elite performances in Country League and Representative achievements. This will be at the CFWA's discretion.
- 4.10 CFWA reserves the right to investigate any Ex-Gratia Payments (or services provided) made to a player, or his family, which it deems (or suspects) to have been made with the intention of circumventing the requirements of the Paid Player Rules & Regulations and in exchange for the payment of playing in football matches for the Club. This includes payments made either by the Club or by a third party.
- 4.11 CFWA reserves the right to investigate any Club based Employment Payments made to a player, or his family, which it deems (or suspects) to be in exchange for the payment of playing in football matches for the Club rather than in exchange for the services rendered.
- 4.12 The CFWA Paid Player Rules & Regulations are all encompassing across all Affiliated Country Leagues. The individualisation of these Rules & Regulations to suit a specific League will only be valid should the League have first obtained the CFWA's approval.
- 4.13 A Club team is able to pay a maximum of \$20,000 to coaches, playing or non-playing, to coach their league team.
- a) A playing head coach cannot receive a weekly match payment
 - b) A playing assistant coach (league team) is limited to \$3,000 and can receive match payments. This is limited to 2 assistant coaches.
 - c) Players can receive a one-off payment to coach another team in the club to maximum amount of \$5,000 and can receive match payments.
 - d) Players can receive a one-off payment to assistant coach another team in the club to maximum amount of \$1,500 and can receive match payments. This is limited to 2 assistant coaches per team.
 - e) All League head coaches (playing or non-playing) must have a contract submitted to CFWA.
 - f) All other playing coaches or playing assistant coaches for any grades must have a contract submitted to CFWA.
 - g) All coaches, including assistants, must have completed their Coach AFL requirements & be actively coaching.