



Reward E Point

'It is not a Penalty, it is a Reward System'

Background

In Western Australia there are 9 separate football community districts in Perth made up of varying numbers of Clubs with multiple teams.

One of those Regions, with fourteen clubs, some seven years ago decided they needed to introduce a way to address an unacceptable level of environmental issues they were experiencing and raise the quality of the Game Day Environment, **shifting the focus away from a winning at all costs approach.**

The Region piloted an initiative known as E-Points and in 2012 the WAFC, recognising the impact this strategy was having, introduced E Point into all districts, state wide.

Objective

The system is reward focused. As a lack of good behaviour can have a direct impact on a teams ladder position, it is in every Club's interest, to ensure measures are in place to ensure good conduct occurs on and off the field. Considering the South Fremantle experience, in the first 12 months, environmental issues reduced by 50%.

It is very important to acknowledge that an appropriate response to issue management is only **one** part of the objective of the initiative. Beyond the management of any issues, a **better and more enjoyable environment for all** could reflect in a Club's capacity to retain players and recruit volunteer support. Great clubs do have great cultures.

Reward E Points is an approach where Wins and Losses, on match day, are supplemented by "Reward E Points" that a team can accumulate for good or acceptable behaviour. It is a measurement whereby what we refer to as "environmental issues" such as Yellow and Red cards, Reports and Code of Conduct breaches may ultimately have an impact on a team's position on the ladder. It provides a "Reward" that all Clubs can avail them self of.

How will it work?

In addition to the normal "Win" and "Loss" points that are currently allocated, through Footyweb Reward E Points are allocated, thereby assuming a really positive environment for all, at all matches.

A sample Premiership ladder during the season may look like this:

	Played	Won	Lost	Draw	Bye	Forfeits	F & A Pts		%	Points	%Points	Match Ratio	
Points Value		8	4	6	0	8	4						
	P	W	L	D	B	FF	FA	F	A	%	Pts	% Pts	%Won
Samples													
Club A	6	6	0	0	0	0	0	486	192	253.13	48	100	100
Club B	5	4	1	0	1	0	0	420	209	200.96	36	90	80
Club C	5	3	2	0	0	0	0	319	301	105.98	32	80	60
Club D	5	3	2	0	0	0	0	335	360	93.06	32	80	60
										<u>Sort C</u>		<u>Sort A</u>	<u>Sort B</u>

- Each Winning Team would be allocated with Eight (8) Premiership Points.
- Each Losing Team would be allocated with Four (4) Premiership Points.
- Six (6) Premiership Points would be given to each participating team if the game ends in a draw.
- Eight (8) Premiership Points would be given to a Team receiving a Forfeit
- Four (4) Premiership Points would be given to a Team Giving a Forfeit

The final position of a Team on a Ladder, as seen in the example, is determined by the following Calculations, in the order:

- Sort A – Firstly, Points Ratio of Points earned Win/Loss and Reward Points) against Points available.
- Sort B – Secondly, by the Match Ratio of Wins against Games Played and
- Sort C - If needed a third sort by For and Against Percentages

The example above does not account for non allocation of Reward E Points

The conditions under which a team would not be granted Reward E Points are below

Reward E Points Table 2016

Condition	Outcome
Yellow Card and Red Card Reports	If found Guilty at a Tribunal the non allocation of Two (2) Reward E Points
Acceptance of Prescribed Penalty Offers (PPO)	Non allocation of Two (2) Reward E Points
Yellow Card - Category 1 Calm Down (See Definition below) - Category 2 - Other	<ul style="list-style-type: none"> - Reward E Points allocated - Non allocation of One (1) Reward Point A review of the second category may be made by AFLSJ Administration and the Umpire Manager post game Beyond a “Calm Down” as defined below, most yellow cards fall into the following categories <ul style="list-style-type: none"> • Swearing • Abuse • Rough conduct or inappropriate conduct. <p>Swearing</p> <ul style="list-style-type: none"> • Obscene language directed at any individual – non allocation of Reward E Points • Insulting, personal language directed clearly at the umpire – Non allocation of Reward E Points • Swearing through frustration not directed at anyone – no non allocation of Reward E Points. If Repeated, non allocation of Reward E Points <p>Abuse</p> <ul style="list-style-type: none"> • Directed at an umpire – non allocation of Reward E Points • Directed elsewhere – warning, then non allocation of Reward E Points <p>Rough Conduct / Inappropriate Conduct</p> <ul style="list-style-type: none"> • Warning, then non allocation of Reward E Points (unless reportable)
Club Reports	With U11's and 12's where a Club COC is actioned, the attending representative of the Umpire Group or Regional Committee, or in his or her absence, AFLSJ Administration and Umpire Manager will determine any adjustment to Reward E Points. Maximum of non allocation of Two (2) Reward E Points
Outcomes of Code of Conduct Hearing (Not Club Reports)	A penalty imposed by a panel may the non allocation of up to Two (2) Reward E Points maximum
Poor Crowd Behaviour generally (See Definition below)	A matter referred to a Conduct Committee established by the Regional Committee may incur the non allocation of Two (2) Reward E Points maximum
General Warnings issued by AFL SJ Administration (Example - seeking appropriate apologies)	May incur the non allocation of Two (2) Reward E Points maximum

Other Key points:

- Points apply to all Players, Coaches, Volunteers, Clubs and Spectators alike.
- Non Allocation of Reward E Points for Non Competition age groups teams will be recognised in the Club of the Year award.
- Each participating team may incur the non allocation of a maximum of Four (4) Reward E Points per game for any bylaw breach.
- No Yellow Card infringement appeal is permissible. AFLSJ Administration will continue to review all Yellow and Red cards issued by umpires understanding that umpires involved are of varying levels of experience. Where AFLSJ Administration and the Umpire Manager believe that a Yellow or Red card was not appropriate in the circumstances then this will be removed from the record of the team/player, and the umpire will be provided with the necessary education
- It is anticipated that any non allocation of Reward E Points would normally be resolved weekly, after any Tribunals or PPO's are completed. Sometimes where delays occur in resolving matters, the weekly update on Reward E Points will be noted.
- It is not anticipated that matters that occur in the last Home & Away match round, will impact the allocation of Reward E Points
- Where Reward E Points are not awarded, a general advice of all the round point's variations will be issued post round on the AFLSJ Website.
- **Calm Down** – Occasionally when a Player(s) may become “overheated”, “overexcited”, angry in his or her behaviour, and is just short of a formal report for an errant action, a player may be given a Yellow Card. In such cases and defined as a “Calm Down”, non allocation of Reward E Points will not occur.
- **Crowd Behaviour** - Where during a Match the Umpire(s) believe that the behaviour of the Spectators for a Team is inappropriate, in actions and words, the Field Umpire at the next break will advise the Ground Manager to address the behaviour for it to be stopped. If the behaviour does not stop after the break, or returns later, the Field Umpire(s) will report such behaviour in the Match Report for review by the Regional Committee for determination of the allocation of Reward E Points
- Where a specific individual is involved, the Field Umpire at the next break will advise the Ground Manager to address the behaviour for it to be stopped. If the behaviour does not stop after the break, or returns later, the Field Umpire(s) will report such behaviour in the Match Report and AFLSJ Administration and Umpire Manager will determine the allocation of Reward E Points.

Considerations

Considering the application of such a different system does require a good level of understanding. The following are just a few points both positive and potentially of concern:

- Gives Clubs a tool to assist in control of environments (players, parents and coaches).
- Good buy in from Clubs would mean they are more likely to follow and participate in.
- Promoted as something to be rewarded for behaviour, not a penalty.
- Easy to administrate given education.
- Teams who make the finals would come down to best and fairest teams instead of just the best.
- Education of umpires on what constitutes the Spirit of the Game and process timeliness is an absolute key.
- Develop and articulate to Clubs the manner and importance of the processes of responding to issues.
- Unsure of the impact at modified rules behaviour as they don't play for premierships so they may not see it as a deterrent.
- Clubs may think that Reward E Points will fix all issues, so they don't put as much effort into Parent and Coach controls.
- Coaches and Umpires need to be educated to understand exactly what constitutes the non allocation of a Reward E Points.
- Lodgement of Umpire match reports with possible Reward E Point issues would have to be lodged ASAP post match.
- Expect we would see better retention at clubs who are thereabouts as the opportunity to play finals is greater for those clubs with good environments.
- Need to ensure Clubs responsive to Match Day issues are rewarded.

- Possible concern about Home Club bias on Match Day, based on three (3) years statistics, is unfounded.
- Clubs may become complacent with teaching skills/strategies as they know they are going to be allocated Reward E Points regardless.
- Good teams may lose players that don't make finals due to behaviour. They may go to more traditional winner takes all sports.
- Although already included in the Competition Bylaws, it would be imperative that Club Team Managers, post match determine the "all clear" or otherwise from the Umpires.
- Ground Managers would have to be active and responsive to advices of issues from Field Umpires during a match.
- Ground Managers would have to ensure that Reward E Point infractions are advised to club management.
- Teams already entrenched in finals positions may not worry about environmental control

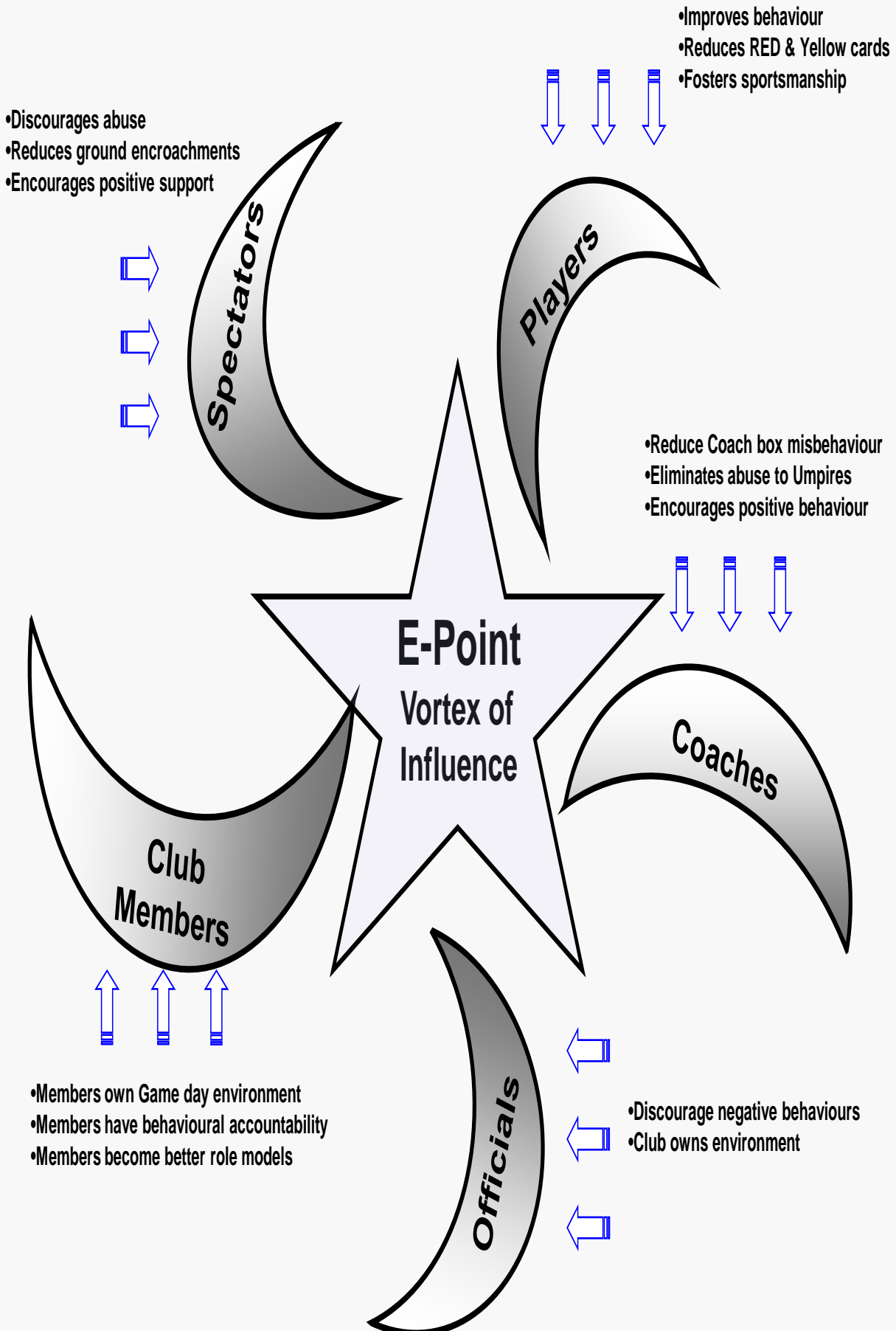
Summary

Although some of the points raised above in Considerations could be seen as downsides, AFL Sydney Juniors, in consultation with the Regional Committees and a number of Clubs, believes the introduction of Reward E Points , in 2016, will have far more positive impacts than negative.

We look forward to clubs embracing the opportunity to put the highest standards of behaviour and conduct on display and to be rewarded for doing so

The Western Australian Experience

The recognition of success is referred to as the E Point "Vortex of Influence"



Acknowledgment

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