



# **Community Club Sustainability Program Policy**

February 2018

## 1. OBJECTIVES

- (A) AFL NSW/ACT believes that ensuring competitions are competitively balanced is critical to safeguarding the ongoing viability and sustainability of competitions and clubs. Even and fair competitions lead to increased interest and provide a better experience for stakeholders, which leads to stronger competitions and clubs.
- (B) The objectives of this CCSPP are to:
- a. Assist the equalisation of competitions;
  - b. Promote player loyalty and junior development;
  - c. Improve the sustainability of Community Clubs
  - d. Support the role that volunteers undertake in managing their clubs by:
    - i. Capping the need to fundraise money for player payments;
    - ii. Providing a more competitive environment on field, that encourages more volunteers to support at club level; and
- (C) This CCSPP sets out the rules and principles in relation to a Player Points System which applies to specified AFL NSW/ACT Competition/s in order to achieve the above objectives.

## 2. DEFINITIONS

**AFL** means the Australian Football League (ACN 004 155 211).

**AFL NSW/ACT** means AFL (NSW/ACT) Commission Limited (ABN 53 086 839 385).

**Black Diamond AFL** means the senior men's and women's competition based in the Hunter Central Coast region, currently known as Black Diamond AFL.

**Black Diamond Cup** means the premier competition of the Black Diamond AFL

**Category** means the Player Points Category which determines the base allocation of the Player Points Allocation for a Player.

**CCSPP** means this AFL NSW/ACT Community Club Sustainability Program Policy as amended by AFL NSW/ACT from time to time.

**Club** means a Club affiliated to a League with teams participating in a Competition.

**Competition** means any Australian Football Competition conducted and organised by AFL NSW/ACT or a League.

**First Home and Away Match** means the first official Competition Match for the home and away Season of a Competition.

**Footyweb** means the AFL Competition Management System & Membership Database implemented for Competitions within New South Wales or the Australian Capital Territory.

**Home Player** means a player who has played 40 games for an aligned junior club up to and including U18, has only played football at that club or has not played any football for 3 or more full seasons.

**Junior** means Players up to and under the age of 17 as at 1 January in the year of the relevant season.

**Juniors or Junior Competition** means Competitions up to and including Junior Players.

**League (or Leagues)** means Black Diamond AFL which is affiliated to AFL NSW/ACT.

**League Equalisation Panel** means the independent equalisation panel established by the relevant League or Leagues to administer the CCSPP prescribed for a Competition.

**Match** means any football match played between or directly or indirectly involving any club, including without limitation any practice match, competition match, representative match or exhibition match.

**National Player Transfer Regulations** means the AFL's rules and regulations, as issued from time to time, regulating the transfer of players between clubs. **Player** means a Player registered with a Club.

**Player Membership Details** means a Player's individual details provided for on the Footyweb system.

**Player Points Allocation** means the total number of points allocated to an individual Player in a Senior Team taking into consideration the Player Points Category that applies to each Player and any additional points or deducted points in accordance with this CCSPP.

**Season** means the community football season between first competitive Match until Grand Final of a Competition.

**Season of Service** means a Season where a Player has played a minimum of five (5) senior or reserves games in one Season for a particular Club. A Player who has completed two (2) Seasons of Service is eligible for a reduction of one point per season thereafter should they play for the same community Club in the following Season(s) in accordance with this CCSPP.

**Senior Competition** means the men's open age senior competition within a League.

**Senior Team** means the men's open age team representing a Club in a Senior Competition.

**Total Team Points** means the total amount of points allocated to a specific Senior Team for each Season in accordance with this CCSPP.

### 3. LEAGUE RESPONSIBILITIES, TOTAL TEAM POINTS & HOME PLAYERS

#### 3.1 Total Team Points:

AFL NSW/ACT, Leagues and Clubs acknowledge that:

- (A) The base Total Team Points allocation will be capped for Black Diamond Cup teams as follows:

Points	Clubs
34	Newcastle City & Terrigal Avoca
38	Cardiff
40	Killarney Vale, Nelson Bay & Warners Bay
45	Gosford, Lake Macquarie, Maitland, Singleton & Wyong Lakes

- (B) For each Match, a Club must ensure that the Total Team Points allocation is calculated based on the maximum number of Players allowed to participate in a Match for that Competition and this should be consistent for each Match within a Season, within each Competition. A Club must list the maximum number of Players allowed for its Black Diamond Cup Team on its team sheet in calculating its Total Team Points for each Match.

#### 3.2 Home Players

AFL NSW/ACT, Leagues and Clubs acknowledge that:

- (A) For each Match, a club must ensure that it's Black Diamond Cup team includes a minimum of twelve (12) home players on its team list.
- (B) A 'Home Player' is a Player who has:
- Played forty (40) or more games at the aligned junior club up to and including U18 competition.
  - Has only played at that club
  - Has not played any football for three (3) or more years.

#### 3.3 League Equalisation Panel

The relevant League Equalisation Panel:

- (A) May reassess an individual player's points classification where the panel deems in its ultimate discretion that the prescribed points allocation is inappropriate based on the player's playing history.
- (B) May reassess an individual player's classification as a "Home Player" where the panel deems in its ultimate discretion that the classification is inappropriate based on the player's playing history.

- (C) May take into account the following in determining whether or not the imposition of additional points is appropriate in the circumstances:
  - a. The nature and location of the player's employment
  - b. The principle place of residence of player's family member/s
  - c. The principle place of residence of the player's partner or spouse
  - d. The player's previous history and/or relationship with the Club; and
  - e. Any other factors deemed appropriate by the Equalisation Panel in its absolute discretion.
- (D) Will make recommendation to the League Board on the final figure for Total Team Points and Home Player requirement to each Black Diamond Cup Team for each Club for the following Season in accordance with this CCPPP.

### **3.4 League Responsibility**

Leagues will make every attempt to communicate the allocation of each Club's Total Team Points and Home Player requirement to each Club for the following Season in accordance with this CCPPP by 1 November in each Calendar year (or such other date as determined by the League).

## **4. CLUB RESPONSIBILITIES**

Each Club:

- (A) Must determine each individual Player's Player Points Allocation and Home Player Status for its Black Diamond Cup Team in accordance with this CCCPP Policy, including any additions or deductions applicable to each Player in accordance with this CCCPP Policy;
- (B) Must submit to the League the Player Points Allocations and Home Player Status for each Player by the deadline and in the form prescribed by the League which in all cases must be prior to the Player's first Match of the Season;
- (C) Acknowledges that if the Club does not follow this procedure and plays a Player for a Black Diamond Cup Team in a Match in any League, who has not had their Player Points Allocation, or Home Player status approved and entered into Footyweb, that Club be subject to a subsequent enforcement penalty or disciplinary sanction (including loss of Competition Points) as determined by the League in accordance with this CCPPP Policy;
- (D) Must ensure that for each Match the Black Diamond Cup Team does not exceed the Club's Total Team Points, noting however that Clubs may recruit above their allocated Total Team Points in any given Season but must comply with the Total Team Points allocation for each Match;
- (E) Must ensure that for each Match the Black Diamond Cup team includes a minimum of twelve (12) Home Players.

- (F) May make an application to the League for the allocation of additional Total Team Points and/or reduce Home Player requirement in accordance with this CCPPP (i.e. for unique local circumstances). The application is to be in writing via the Football Operations Manager. The application will be referred to the League Board who will make a determination of an application for at their absolute discretion.

## **5. PLAYER POINTS CATEGORIES, HOME PLAYER STATUS AND ALLOCATION**

- (A) Each League will liaise with its Clubs to ensure that Total Team Points and Player Point Allocations are entered into the Footyweb System prior to any Player's first Senior Home and Away Match of each Season.
- (B) As part of the Player Point Allocation process, the League may provide the opportunity for Clubs to seek a reassessment of any Player's Player Point Allocation, Home Player Status by the League Equalisation Panel. Any reassessment against a Player Point Allocation or Home Player Status should be made to the League's Football Operations Manager no later than 5 days before the Player's first Senior Home and Away Match of the Season. Refer Appendix "B"
- (C) A Player's Category and the subsequent Player Points Allocation and Home Player Status will be determined by that Player's playing history and achievements and is structured in a way to promote Player development, loyalty and retention.
- (D) Each Player expected to play in a League will be allocated a Category and a Player Points Allocation and Home Player Status as detailed in Appendix A.
- (E) A Player playing in a Match under an Interchange Agreement as detailed at clause 3.9 of the National Player Transfer Regulations (i.e. a permit Player) will be assessed on the same basis as a transferred Player.
- (F) A Club may make an application to the League for a reassessment by the League Equalisation Panel in accordance with clauses 6.3 and 7.

## **6. DEDUCTIONS AND AMENDMENTS TO PLAYER POINTS ALLOCATIONS/HOME PLAYER STATUS**

- (A) Once a Player's Player Points Allocation has been determined, a reduction of one (1) point will apply for each 'Season of Service' with that Player's Club (minimum five (5) senior games per Season) (after their first two 'Seasons of Service', even if not in consecutive years, until the Player reaches no less than one (1) point (this is the minimum number of points a Player can have). For the avoidance of doubt, if a Player is eligible for underage football at their Club, they must play five (5) senior games to meet the criteria for a Season of Service point reduction.
- (B) Where a Player qualifies in more than one Category based on their playing history in the current Season or any of the previous three (3) Seasons, the Category with the highest points will apply (Category 1 – Home Players excluded).
- (C) The League may, acting reasonably, reassess an individual Player's Player Points Allocation and/or Home Player Status where it is deemed inappropriate based on playing history or circumstances. Clubs may make an application detailing relevant evidence regarding the reassessment of a Player to the League Equalisation Panel. The determination of an application for reassessment will be at the discretion of the League Equalisation Panel.

## **7. THE LEAGUE EQUALISATION PANEL**

- (A) The allocation of Total Team Points caps and Home Player Requirement for each Black Diamond Cup Team will be assessed and determined by the League Board following recommendation from the respective League Equalisation Panel in its ultimate discretion.
- (B) In considering the Total Team Points allocation, or Home Player requirement for each Black Diamond Cup Team, the following may be taken into account by the League Equalisation Panel:
  - a. Small Population Base
    - i. Additional points to team allocation where the club is located in an area with low population
  - b. Ladder Position
    - i. Additional points to team allocation if Black Diamond Cup team did not qualify for finals the previous season.
    - ii. Reduction in points to team allocation for multiple premierships in defined number of seasons
    - iii. Additional points to team allocation if finished in bottom three of competition.
  - c. Junior Pathway
    - i. Additional points to team allocation where a club has no standalone U17 or younger sides aligned junior club and not capable of developing a junior program due to reasons outside of its control, or if a club is formally aligned to a university of Defence Force and the team is based around players coming and going over a 3-4 year period.

## **8. ENFORCEMENT**

- (A) Clubs are required to submit to the League's Football Operations Manager as prescribed by the League the individual Player Points Allocations and Home Player Status in accordance with this CCSPP. The League will review and enter the final individual Player Points Allocations into Footyweb.
- (B) Player Points Allocations will be managed via Footyweb. Footyweb will not permit a Club to enter a Senior Team into an electronic team sheet that has a combined Total Team Points allocation of more than that Senior Team's permitted Total Team Points cap for a Match.
- (C) At present Footyweb is not capable of managing the Home Player requirement and as such each club and the League is required to manually monitor this.
- (D) Should any Club knowingly make a false or incorrect declaration regarding Player Points Allocations or Home Player Status, the Club may be penalised by the League in accordance with clause 8.

- (E) The potential penalties or sanctions may include (without limitation):
- a. Fines;
  - b. Termination or suspension of a Club's licence or affiliation;
  - c. Loss of premiership points (current Season and/ or in future Seasons);
  - d. Suspension from a Senior Team's participation in the finals (current Season and/ or in future Seasons);
  - e. Player/Official suspensions – for those Players/Officials that knowingly provide false information to the Club;
  - f. Suspension or ban on registration of players;
  - g. Any other sanction or penalty considered appropriate by the League.
- (G) The League may enforce the terms of this CCSPP and invoke the sanctions only if it has given the Club alleged to have infringed this CCSPP:
- a. reasonable details of the alleged infringement;
  - b. notice of possible sanctions; and
  - c. the opportunity to be heard in relation to the issues of infringement and sanction.
- (H) In applying any enforcement provisions in relation to any breach of the CCSPP, the League shall take into consideration whether the breach was assessed as:
- a. Unintentional – where a Club had not been provided with accurate information;
  - b. Interpretive – where a Club had reasonably applied the CCSPP;
  - c. Intentional – where a breach had occurred with little or no regard to the relevant requirements.
- (I) All appeals against a decision to apply a provision under this CCSPP will be heard by the League Equalisation Panel and will be final and binding.
- (K) AFL NSW/ACT and the Leagues will review this PPS Policy annually and amendments and variations may be made from time to time.

## APPENDIX “A”

### 1. PLAYER CATEGORIES AND DEFINITIONS

PLAYER CATEGORIES			
Category 6	6 points	AFL Player	Minimum 1 AFL game in any
Category 5	5 points	State League	Minimum 5 senior games in any of the current or previous 3 seasons
		TAC Cup	Minimum 5 games in any of the current or previous 3 seasons
Category 4	4 points	Premium Community Player	Minimum 5 senior games in any of the current or previous 3 seasons in a Tier 1 Community League
Category 3	3 points	Senior Community Player	Played the same or more senior (or highest division) than reserves (or non-highest division) games in any of the current or previous 3 Seasons. Played more reserves than seniors in a Tier 1 Community League
		Transferred Junior	Player recruited from an U19's or younger competition and does not meet the home player definition.
Category 2	2 points	Development Community Player	Played more reserves (or non-highest division) than senior (or highest division) games in the previous Season. (excluding Tier 1 Community Leagues.
		Defence Force Personnel	Any player who is currently posted to the RAAF Base, Williamstown is a Royal Australian Air Force military air base in Port Stephens or the Lone Pine Barrack's Army base in Singleton
Category 1	1 point	Home Player	Played 40 or more games at the aligned junior club up to and including U18 competition
			Has only played at that club
			Has not played any football for 3 or more full seasons

DEFINITIONS	
State League	VFL, WAFL, SANFL, NEAFL, TASFL
Tier 1 Community Leagues	AFL Sydney Premier Division, AFL Canberra 1 <sup>st</sup> Grade, Farrer FL Seniors, Riverina FL Seniors, Hume FL Seniors, Black Diamond Cup, QAFL, QFA Division 1, NTFL, any senior community competition affiliated to AFL Tasmania, AFL Victoria, the SANFL or the WAFC and any State League player not meeting category 5 definition.
Junior Aligned Clubs	Where seniors and juniors exist under the same constitution, and/ or as determined by AFL NSW/ACT. Senior clubs can have multiple junior aligned clubs and junior clubs could have multiple senior aligned clubs. This is to ensure that appropriate and practical player pathways exist. The list of junior aligned clubs are outlined in this document.

## 2. PLAYER POINTS ALLOCATIONS

POINTS ADDITIONS & DEDUCTIONS		
ADDITIONAL PLAYER POINTS	Additional 1 point	If player transfers from another community club and will be competing against their former club (does not include Category 2 Development Community Player).
		If player transfers to three or more community clubs in past 36 months. Does not include players moving on permit (e.g.: VFL, TAC Cup, NTFL or Local Interchange).
	Additional 2 points	If player played junior football with a AFL Hunter Coast Juniors club in the previous 3 seasons and is playing for a Black Diamond club not in that junior clubs pathway.
		If the player has played junior football with a AFL Hunter Coast Juniors club for less than 3 seasons, and played more matches for a junior club that is not in the Black Diamond club's youth pathway.
PLAYER POINTS DEDUCTIONS	Deduct 1 point	For each season of service to the club, after 2 seasons served, (minimum 5 senior or reserves games per season), even if not in consecutive years, until the player reaches 1 point. #Note: if the player is eligible for underage football at that club, it must be 5 senior games to meet the criteria for a year of service.
	Deduct 2 points	Where a player transfers from a club in the Black Diamond Cup competition to a club which was in the Black Diamond Plate in the previous season.
	Revert to 2 points	Senior playing coach who does not meet Category 1 criteria.
	Revert to 1 point	Where player is returning to their home club.

## 3. LEAGUE EQUALISATION PANEL ASSESSMENT

ADDITIONS & DEDUCTIONS – LEAGUE EQUALISATION PANEL ASSESSMENT
1) League Equalisation Panels may reassess an individual Player's points classification where the Panel deems in its ultimate discretion that the prescribed points allocation is inappropriate based on the Player's playing history.
2) Where a Player qualifies in more than one category based on their playing history in the previous 3 Seasons, the category with the highest points will apply, hence the use of the flow chart (Note: Home Players are excluded).
3) Any Player that does not meet any of the prescribed point categories will need to apply to the League Equalisation Panel who will determine the appropriate points allocation in its ultimate discretion.
4) The League Equalisation Panel may take into account the following in determining whether or not the imposition of the additional point is appropriate in the circumstances: <ul style="list-style-type: none"> <li>a. The nature and location of the Player's employment;</li> <li>b. The principle place of residence of Player's family members;</li> <li>c. The principle place of residence of the Player's partner or spouse;</li> <li>d. The Player's previous history and/ or relationship with the Club; and</li> <li>e. Any other factors deemed appropriate by the assessment panel in its absolute discretion.</li> </ul>

#### 4. TOTAL TEAMS POINTS ALLOCATIONS

TOTAL TEAM POINTS ALLOWANCES / REDUCTIONS #	Small Population Base	Additional points to team allocation where the club is located in a region with low population base.
	Ladder Position	Additional points to team allocation if team did not qualify for finals in previous Season or has been promoted from previous Season.
		Reduction in points to team allocation for multiple premierships in defined number of Seasons.
		Additional points to team allocation if finished in bottom three of competition and not relegated.
Junior Pathway	Additional points to team allocation where a club has no U18/19 or younger underage sides aligned (MOU in place) to it, and not capable of developing a junior program due to reasons outside of its control, or if a club is aligned with a university and the team is based around Players coming and going over a 3-4 year period.	

#### 5. SENIOR/JUNIOR CLUB ALIGNMENT

SENIOR CLUB	ALIGNED JUNIOR CLUB
Cardiff Hawks	Cardiff Hawks
Gosford Tigers	Gosford Tigers, Niagara Park Ourimbah Dockers, Peninsula Swans
Killarney Vale Bombers	Killarney Vale Bombers, The Entrance Bateau Bay Blues (for transfers prior to the 2014 season)
Lake Macquarie Dockers	Lake Macquarie Dockers, Wallsend-West Newcastle Swans (prior to 2018)
Maitland Saints	Maitland Saints
Muswellbrook Cats	Muswellbrook Cats
Nelson Bay Marlins	Nelson Bay Marlins, Port Stephens Power
Newcastle City Blues	Newcastle City Blues
Singleton Roosters	Singleton Roosters
Terrigal-Avoca Panthers	Terrigal-Avoca Panthers, Saratoga Hawks
The Entrance Bateau Bay Blues	The Entrance Bateau Bay Blues
Wallsend-West Newcastle Swans	Wallsend-West Newcastle Swans, Newcastle City Blues (until 2020)
Warners Bay Bulldogs	Warners Bay Bulldogs
Wyong Lakes Magpies	Wyong Lakes Magpies, Northern Lakes Power

**APPENDIX “B”**



**PLAYER POINTS ALLOCATION REVISION REQUEST**

.....(Club) hereby request the Black Diamond AFL Equalisation Panel to review the Points allocated to the following player as per Clause 5(B) of the AFL NSW/ACT Community Club Sustainability Program Policy – Black Diamond AFL (CCSPP):

Player Name: .....

Player Address: .....

Date of Birth: .....

**Player History – (Include Footyweb Printout)**

*Juniors*

YEAR PLAYED	CLUB

*Seniors*

YEAR PLAYED	CLUB

**Player Points Allocation**

Points Allocated by BDAFL .....

*Club Calculation*

Player Category (page 9)	
Points Allocated as Per Category (page 9)	
Additional Player Points (page 10)	
Player Points Deductions (page 10)	
<b>Player Point Allocation</b>	

**Home Player Status**

Has the player been granted Home Player Status **Yes / No**

**Club Request**

**Club Comments to Support Request**

*(Include any documents to support your request including proof of address, employment etc if applicable)*

**Submitted by:** .....

**Club Position Held:** .....

**Date:** ...../...../2018