AFL (NSW/ACT) COMMISSION LIMITED

2027

PLAYER PAYMENT RULES & GUIDELINES

Version 1.0

Version	Date	Rule	Update

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Section 1 – Player Payment Rules

1 INTRODUCTION

1.1 Establishment

(A) This Policy is established in accordance with Rule 12.3.1 of the AFL NSW/ACT Rules and sets out the rules, process and principles of a Player Payment Rules which applies to specified AFL NSW/ACT Competitions in order to achieve the stated Objectives.

1.2 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) In order to maintain, support and grow Australian Football at the community football level it is important that teams fielded by community Clubs are as strong and well matched as possible.

The support for community football competitions and participating Clubs, and the opportunity for players to develop and display their skills depends upon those competitions being conducted between evenly matched and financially viable Clubs.

It is also important that financially stronger Clubs do not obtain an unfair proportion of the best Players at the expense of the financially weaker Clubs, and that there is sufficient stability in the membership of Club teams to enable team spirit and public support to be maintained.

The pursuit of these objectives assists in attracting and maintaining the interest of players, supporters, officeholders, sponsors, and volunteers, all of whom are essential for community football competitions and Clubs.

(C) To assist in achieving these objectives, AFL NSW/ACT has adopted these Player Payment Rules ('the Rules').

(D) AFL NSW/ACT formally manages the Player Payment framework, with support from the Community Football Leagues.

1.3 Application

(A) This policy applies:

(i) to the 2027 Season; and

(ii) to the Leagues and Competitions detailed in Table 1

Table 1 – Leagues and Competitions to Which this Policy Applies

League Name	Competition(s)
AFL Canberra	Men's and Women's
Farrer Football Netball League	Men's
Hume Football Netball League	Men's
Riverina Football Netball League	Men's
Sydney Football League	Men's and Women's

2 DEFINITIONS & INTERPRETATION

2.1 Definitions

(A) Definitions relevant to the Rules are in Table 2.

(B) Unless otherwise defined in Table 2, or elsewhere in these Player Payment Rules, terms used in these Player Payment Rules have the same meaning as defined in the *Policy Handbook*.

Table 2 – Player Payment Rules Definitions

TERM	MEANS
Allowable Player Payments	The amount from time to time determined by the AFL NSW/ACT in consultation with the League as the maximum aggregate amount or value of all Player Payments that may be given to or applied in any Football Year for the benefit of Players with each Club and the Associates of a Player of the Club.
Associate of a Club	includes any of the following: (a) a Club Official; (b) a sponsor, member, supporter or financial contributor of the Club; (c) a body corporate which is related to the Club within the meaning of s. 50 of the Corporations Act 2001 (Cth), and any director, secretary or other officer of a related body corporate; (d) a partner of the Club or a partnership in which the Club is a member; (e) a trustee of a trust estate where the Club, or another person who is an associate of the Club by virtue of another sub-paragraph of this definition, benefits or is capable (whether by the exercise of a power of appointment or otherwise) of benefiting under the trust, either directly or through any interposed companies, partnerships or trusts; (f) a body corporate: (i) in which the Club, or a person who is an associate of the Club by virtue of another sub- paragraph of this definition, has a direct or indirect beneficial interest in shares in the body corporate, or an entitlement thereto, where the nominal value of those shares is not less than 10% of the nominal value of all issued shares of the corporation falling within the same class; (ii) where the body corporate is, or its directors are, accustomed or under an obligation, whether formal or informal, to act in accordance with the directions, instructions or wishes of the Club or of another person who is an associate of the Club by virtue of another sub- paragraph of this definition; or (iii) the Club is, or persons who are associates of the Club by virtue of another sub-paragraph of this definition are, in a position to cast, or control the casting of, more than 50% of the maximum number of votes that might be cast at a general meeting of the body corporate. (g) any person who is or was acting, or who proposes to act, on behalf of or in concert with the Club.
Associate of a Player	includes any of the following: (a) any relative of the Player; (b) the spouse or partner (legal or de facto) of the Player or any of his or her relatives; (c) a body corporate: (i) the Player or a person referred to in sub-paragraph (a) or (b) has, or two or more such persons together have, a direct or indirect beneficial interest in shares in the body corporate, or an entitlement thereto, where the nominal value of those shares is not less than 10% of the nominal value of all issued shares of the corporation falling within the same class;

	(ii) the body corporate is, or the directors are, accustomed or under an obligation, whether formal or informal, to act in accordance with the directions, instructions or wishes of the Player, or of another person or body corporate who or which is an associate of the Player by virtue of another sub-paragraph of this definition; or (iii) the Player is, or a person or persons who are associates of the Player by virtue of another sub-paragraph of this definition is or are, in a position to cast or control the casting of, more than 50% of the maximum number of votes that might be cast at a general meeting of the Body Corporate. (d) a body corporate which is related to a corporation referred to in sub-paragraph (c) above within the meaning of s. 50 of the Corporations Act 2001 (Cth); (e) a director, secretary, or officer of a corporation referred to in sub-paragraph (c) or (d) above; (f) a partner of the Player of any partnership which the Player or any person referred to in sub- paragraphs (a), (b), (c) or (d) above is a member; (g) a trustee of a trust estate where the Player, or another person who is an associate of the Player by virtue of another sub-paragraph of this definition, benefits or is capable (whether by the exercise of a power of appointment or otherwise) of benefiting under the trust, either directly or through any interposed companies, partnerships or trusts; or (h) any person who is or was acting, or who proposes to act, on behalf of or in concert with the Player.
Club	means an 'officer' (as defined in the Corporations Act 2001 (Cth)) of a Club and without limitation shall include the president, chairman, vice president, vice chairman, general manager, chief executive, football manager, coach, assistant coach, specialist coach, any director or committee member of the Club and any servant or agent who makes or participates in the making of decisions that affect the whole, or a substantial part, of the business of the Club.
Club Official	means: (a) any Club Officer, employee (excluding Players), servant or agent of a Club; or (b) any other person, whether volunteer or paid, who is engaged by a Club or engaged by a contractor or sub-contractor of a Club: (i) to work with, treat, advise or assist a Player or the football operations of a Club; or (ii) to at any time undertake official duties for the Club in connection with the playing of a Match.
Conduct in breach of the Allowable Player Payments provisions	means conduct which has the purpose or has or is likely to have the effect of contravening, circumventing or evading the operation of the Allowable Player Payments provisions in these Player Payment Rules and, without limiting the foregoing, includes: (a) conduct in contravention of this Player Payment Rule; or (b) entering into, making or being a party to any agreement, arrangement, understanding, promise or undertaking, whether express or implied and whether or not enforceable or intended to be enforceable, or entering into or carrying out any scheme, plan, proposal, action, course of action or course

	of conduct which has the purpose or which would have or would be likely to have the effect of: (i) contravening, circumventing or evading the operation of the Allowable Player Payments provisions in these Player Payment Rules; or (ii) offering or paying to a Player or an Associate of a Player benefits in cash or kind which would result or would be likely to result in the Allowable Player Payments limit of a Club being exceeded.
Current Season	The football season in which these Player Payments Rules are being applied.
Final Premiership Ladder	means the ranking of Clubs in a Football League as determined by the League at the conclusion of the final series of Matches for a Football Year considering any sanctions imposed under this Player Payment Rule.
Football League	means an Australian Football League or competition controlled by the League.
Football Year	means the twelve-month period commencing on 1 November in one year and concluding on 31 October in the next year.
Individual Player Payments Threshold	means the amount from time to time determined by the League (which may be expressed as an amount per Match) as the maximum amount or value of Player Payments that may be given to or applied in any Football Year for the benefit of a Player with each Club and the Associates of a Player of the Club before the Club is required to lodge a Standard Contract Declaration in respect of the Player.
Integrity Officer	means any person from time to time appointed by the AFL NSW/ACT in consultation with the League with the prior approval of AFL NSW/ACT to that position. A reference to the Integrity Officer in these Player Payment Rules shall include a reference to any person or persons appointed by the Integrity Officer to act on their behalf.
League	means an AFL NSW/ACT managed or affiliated League which operates or conducts a Competition within NSW and/or the ACT. For the purpose of the Player Payment Rules the Leagues are AFL Canberra (Men), AFL Canberra (Women), Farrer Football Netball League, Hume Football Netball League, Riverina Football Netball League, Sydney Football League (Men) and Sydney Football League (Women)
Legal Practitioner	means a person duly qualified to be admitted or who has previously been admitted to practice as a barrister and/or solicitor in the State of New South Wales or the Australian Capital Territory.
Match	means any football Match played between or directly or indirectly involving any Club including without limitation any practice Match, trial Match, representative Match or exhibition Match.
Person	includes a Club, Player, Coach, Club Official, servant or agent of a Club, trainer, runner, medical officer, employee, independent contractor, or volunteer of a Club.
Player	means a person who is registered to play for the Club, including any person who is registered to compete in any of the Club's underage teams during the relevant Football Year.
Player Payments Disciplinary Committee	means the independent disciplinary committee appointed pursuant to Rule 11.2.
Player Payment	means in respect of a Player, any payment, consideration, award, advantage, advance, bonus, fringe benefit, remuneration, salary, superannuation benefit, property or other rights or benefit directly or indirectly given or provided to, or applied for the benefit of, the Player or any Associate of the Player and which: (a) relates in any way to, or which is connected with, the Player's past, present or future services with a Club as a Player, or any agreement, arrangement or

	understanding for the Player to join a Club or to refrain from joining a Club; or (b) is so given, provided or applied by a Club, or by any Associate of a Club, unless the Player, the Club or the Associate of a Club proves to the satisfaction of the Integrity Officer that the payment, consideration, advantage or benefit was paid, given or provided to the Player, or applied for the benefit of the Player or any Associate of a Player, in consideration of bona fide: (i) employment with the Club or the Associate of a Club; or. (ii) provision of services to the Club or the Associate of a Club, not falling within sub-paragraph (a), rendered by the Player.
Premiership Points	means the points awarded to a Club during home and away Matches.
Senior Team	means the highest-ranked Men's team and/or highest-ranked Women's team fielded by a Club in a Competition to which these Player Payment Rules apply, including all Players selected in that team and any interchange Players.
Standard Contract Declaration	has the meaning given to it in Rule 5.1.
Total Player Payments	means the total aggregate amount or value of all Player Payments that are given, provided, or applied, directly or indirectly, in any Football Year for the benefit of Players with a Club and the Associates of Players of the Club, including any such Player Payments which have been committed or agreed to be paid, whether or not paid, and including any amount or value determined by the AFL NSW/ACT, the League, or the Integrity Officer to constitute a Player Payment for the purposes of these Player Payment Rules, but excluding any amounts that are expressly exempt or excluded under these Player Payment Rules.
Underage Player	means any Player who is eligible to compete in any of the Club's underage teams during the relevant Football Year.

2.2 Interpretation

(A) In the interpretation of the Rules, unless there is something in the subject or context inconsistent therewith:

(i) words importing the singular will be deemed to include the plural and vice versa;

(ii) words importing persons will be deemed to include all bodies and associations, incorporated or unincorporated and vice versa;

(iii) headings are included for convenience only and will not affect the interpretation of the Rules;

(iv) "including" and similar words are not words of limitation;

(v) a reference to a "day" is a calendar day unless it is deemed otherwise for a particular Rule;

(vi) a reference to a "business day" means a day, other than a Saturday or Sunday, that is not a designated Public Holiday in the relevant location, and if not otherwise specified in the Rules, a business day ends at 5.00pm;

(vii) words, terms and phrases not otherwise defined in these Player Payment Rules will be given their ordinary meaning; and

(viii) the Rules includes the Rules as amended, varied, supplemented or replaced from time to time and any Appendix, schedule, attachment, annexure or exhibit to the Rules or that document.

3 PLAYER PAYMENTS NOT TO EXCEED ALLOWABLE PLAYER PAYMENTS

(A) Subject to any guidelines that may be issued from time to time or in any particular case by AFL NSW/ACT:

(i) a Club shall not in any Football Year, give or provide to or apply for the benefit of, or offer to give or provide to or apply for the benefit of, any Player or any Associate of a Player any Player Payments or cause or offer to cause any Player Payments to be so given, provided or applied if the aggregate of all the Player Payments given, provided or applied by the Club or any Associate of a Club, would exceed the Allowable Player Payments for that Club for that Football Year; and

(ii) a Person must not engage in conduct in breach of the Allowable Player Payment provisions contained in this Player Payment Rule.

(B) Any conduct in breach of this Rule engaged in by:

(i) a Club Official, Player, servant, or agent of a Club; or

(ii) any other person at the direction or with the knowledge, consent, agreement, or authorisation (whether express or implied) of a Club Official, Player, servant, or agent of a Club,

shall be deemed for the purposes of this Rule to have also been engaged in by the Club.

(C) For the purposes of this Rule, "knowledge" includes reckless indifference to whether the conduct in question was occurring or not.

4 DETERMINATION OF ALLOWABLE PLAYER PAYMENTS AND INDIVIDUAL PLAYER PAYMENTS THRESHOLD

4.1 AFL NSW/ACT in Consultation with the League to Determine

(A) AFL NSW/ACT in consultation with the League shall determine from time to time:

(i) the Allowable Player Payments; and

(ii) the Individual Player Payments Threshold, to apply in any Football Year.

(B) The League must notify each Club of the amount of the Allowable Player Payments and the Individual Player Payments Threshold for the forthcoming Football Year by no later than 31 August in the Football Year immediately before the commencement of the forthcoming Football Year or such other date before the commencement of the forthcoming Football Year as determined by the League.

(C) A Club may apply to the League for an increase or decrease in the Allowable Player Payments that will apply to that Club and AFL NSW/ACT in consultation with the League may decide to increase the Allowable Player Payments for that Club.

(D) AFL NSW/ACT in consultation with the League may in its absolute discretion take into account one or more of the following factors when determining whether, if at all, to increase or decrease the Allowable Player Payments for a Club following a request from a Club under Rule 4.1(C):

(i) the location of the Club's training venue and venue for the Club's home Matches and, in particular, the distance of such venues from any town or city with a large population base.

(ii) if the Club has endured significant hardship or lack of on-field success.

(iii) if the Club has recently come into existence or merged with another Club; and

(iv) if the Club has no or limited underage teams or is otherwise not capable, due to reasons outside of its reasonable control, to develop junior players who will play in the Club's Senior Team.

(E) Should a round or multiple rounds of fixtured matches be cancelled in a competition season, the Allowable Player Payments for a Club in the relevant League shall immediately:

(i) be recalculated on a pro rata basis of the revised fixtured matches for that season relative to a normal season of fixtured matches.

(ii) AFL NSW/ACT in consultation with the League may at their discretion further reduce the Allowable Player Payments for a Club at any stage during a season.

4.2 One Whole Amount

(A) The Allowable Player Payments shall so far as practicable be a gross amount with all margins, payments, expenses, and allowances included in one whole amount.

(B) The Allowable Player Payments for the 2027 season are detailed in Table 3:

Table 3 – 2027 Allowable Player Payments

LEAGUE	ALLOWABLE PLAYER PAYMENTS	
	Maximum	Minimum
AFL Canberra (Men):	$87,500	N/A
AFL Canberra (Women):	$55,000	N/A
AFL Sydney (Men):	$85,000	$21,250
AFL Sydney (Women):	$45,000	$11,500
Farrer Football Netball League:	$82,400	N/A
Hume Football Netball League:	$82,400	N/A
Riverina Football Netball League:	$87,500	N/A

5 REPORTING

5.1 Standard Contract Declaration (Players and Coaches)

(A) If the Club expects that it, or any Associates of the Club, will make Payments to a Player or Coach and/or Associates of the Player or Coach in a Football Year which are in excess of the Individual Player Payments Threshold then, by no later than 20 May in each Football Year, the Club must lodge, or procure that the Player or Coach lodge with the League through the AFL Community Document Portal a statement in the form prescribed by AFL NSW/ACT from time to time and such statement shall:

(i) set out the name of the Player or Coach.

(ii) set out the total Payments which the Club expects that it, or an Associate of the Club, will make to the Player or Coach and/or any Associates of the Player or Coach in that Football Year, which may be expressed in whole or in part as an amount per Match; and

(iii) be signed by the Player or Coach and one of the President (or their equivalent), the Secretary, Treasurer or Football Manager of the Club,

(B) If a Standard Contract Declaration in respect of a Player or Coach has not already been lodged in accordance with Rule 5.1(A) and the Club or Associate of the Club comes to an agreement, arrangement or understanding with the Player or Coach or an Associate of the Player or Coach to make any Payment to the Player or Coach or an Associate of the Player or Coach which means that Payments received by the Player or Coach and any Associate of the Player or Coach in the Football Year will be in excess of the Individual Player Payments Threshold then, within 7 days of entering the agreement, arrangement or understanding, the Club must lodge, or procure that the Player or Coach lodge with the League through the AFL Community Document Portal a Standard Contract Declaration for that Player or Coach.

(C) If a Standard Contract Declaration is not lodged in accordance with, and within the prescribed times in Rule 5.1 or Rule 5.2, the Club and Player or Coach to which the Standard Contract Declaration relates shall be liable to a sanction.

Sanction: *For any non-compliance of Rule 5, AFL NSW/ACT or the League may apply 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.*

5.2 Player Payments Budget Declaration

(A) By no later than 20 May in each Football Year or such other date as determined by AFL NSW/ACT, each Club shall lodge with the League through the AFL Community Document Portal a statement in the form prescribed by AFL NSW/ACT from time to time and such statement shall:

(i) set out the name of each person who is expected to be a Player of the Club for that Football Year who:

(a) will play a Match in the Senior Team for that Football Year; or

(b) either the Player or an Associate of that Player, will receive Player Payments for that Football Year.

(ii) set out the Total Player Payments which the Club expects that it, or an Associate of the Club, will make in that Football Year.

(iii) set out the name of any person who is to be a Player of the Club for that Football Year and also employed or engaged by the Club or an Associate of the Club (including as coach or co-coach or specialty coach of the Club) and the details of that employment or engagement, including job description and consideration paid, or to be paid, to the Player for the employment or engagement;

(iv) be accompanied by such other documents and information as specified or requested from time to time by AFL NSW/ACT; and

(v) be signed by the President of the Club (or their equivalent) and one of the Secretary, Treasurer or Football Manager of the Club.

(B) Within fourteen (14) days of the request under 5.3(A)(iv), a Club shall provide the League through the AFL Community Document Portal with an updated statement with the information prescribed in Rule 5.3(A).

(C) If:

(i) the Club lodges a statement under Rule 5.3(A) which shows that the amount or value of all Player Payments that are budgeted to be given to or applied in the Football Year by the Club or Associates of the Club for the benefit of Players and the Associates of the Players of the Club is greater than 80% of the Allowable Player Payments; and

(ii) the Player Payments made, or budgeted to be made, by the Club or Associates of the Club for the benefit of Players and the Associates of the Players of the Club increases by 10% or more of the amount set out in the statement lodged under Rule 5.3(A); or

(iii) there is a material increase in the amount or value of all Player Payments that are budgeted to be given to or applied in the Football Year by the Club or Associates of the Club for the benefit of Players and the Associates of the Players of the Club,

the Club must immediately provide the League with an updated statement with the information prescribed in Rule 5.3(A).

(iv) A Club who does not complete and lodge the statement or updated statement within the prescribed time detailed in Rule 5.3(A) or Rule 5.3(B) shall be liable to a sanction.

Sanction: *For any non-compliance of Rule 5, AFL NSW/ACT or the League may apply 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.*

5.3 Player Payments Final Declaration

(A) By no later than 31 October after the conclusion of each Football Year and at such other times as requested by the AFL NSW/ACT or League, each Club shall lodge with the League through the AFL

Community Document Portal a statement in the form prescribed by AFL NSW/ACT or the League from time to time and such statement shall:

(i) disclose all of the Players of the Club for the relevant Football Year who received or will receive, or any Associate of that Player received or will receive, Player Payments for the relevant Football Year;

(ii) identifies all of the Players who participated in the Club's Senior Team;

(iii) disclose the total Player Payments for the relevant Football Year (including any Player Payments which have been committed in respect of the Football Year but have not yet been paid to the relevant Player or Associate of the Player);

(iv) disclose any Player who was employed or engaged by the Club or an Associate of the Club (including as Coach or Assistant or Specialty Coach of the Club) during the relevant Football Year and the details of that employment or engagement, including job description and consideration paid, or to be paid, to the Player for the employment or engagement.

(v) be accompanied by such other documents and information as specified or requested from time to time by the AFL NSW/ACT or the League; and

(vi) be signed by the President of the Club (or their equivalent) and one of the Secretary, Treasurer, or Football Manager of the Club.

(B) If a statement is not lodged in accordance with, and within the prescribed time in, Rule 5.3(A), the Club shall be liable for a sanction.

Sanction: For any non-compliance of Rule 5, AFL NSW/ACT or the League may apply 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.

5.4 Declaration of All Payments

(A) For the avoidance of doubt, a Club must declare all payments, consideration, benefits or advantages of any kind, whether monetary or non-monetary, that are given, provided or applied, directly or indirectly, to or for the benefit of:

(i) any Player;

(ii) any Coach (including a Playing Coach or Non-Playing Coach); or

(iii) any Associate of a Player or Coach,

whether or not such payments, consideration, benefits or advantages are ultimately determined to constitute Player Payments under these Player Payment Rules.

(B) Failure to declare any such payment, consideration, benefit or advantage may constitute a breach of these Player Payment Rules.

5.5 Compliance Checks

(A) AFL NSW/ACT may undertake up to two (2) Compliance Checks in each Football Year following the lodgement of:

(i) the Club's Player Payment Budget Declaration submitted in accordance with Rule 5.2; and

(ii) the Club's Player Payment Final Declaration submitted in accordance with Rule 5.3.

(B) A Compliance Check may include a review of:

(i) whether the Club has complied with the reporting deadlines prescribed under Rule 5;

(ii) whether all required declarations, forms and supporting documentation have been submitted; and

(iii) the information contained in those documents for the purpose of identifying any apparent anomalies, omissions or potential non-compliance with these Player Payment Rules.

(C) Where a Compliance Check identifies an apparent administrative error, reporting omission or other inadvertent non-compliance, AFL NSW/ACT may permit the Club to rectify the issue within seven (7) days of notification before determining whether any further investigation, Integrity Review, disciplinary action or sanction is required.

6 INTEGRITY OFFICER

6.1 Appointment of Integrity Officer

(A) AFL NSW/ACT in consultation with the League, may from time to time appoint an Integrity Officer. The Integrity Officer may exercise any of the powers conferred upon them under these Player Payment Rules or such other powers conferred upon or delegated to them by the AFL NSW/ACT

6.2 No false or misleading information

(A) No Person shall knowingly provide to the Integrity Officer, AFL NSW/ACT or the League, including under Rule 5, Rule 7 and Rule 8, any statement or information which is in any respect false or misleading or likely to mislead.

Sanction: *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.*

7 CLUBS TO DO ALL THINGS NECESSARY TO ASSIST INTEGRITY OFFICER

7.1 Full and free access

(A) Each Club shall permit the Integrity Officer to have full and free access to:

(i) any premises occupied by or under the control of the Club.

(ii) copies of all financial statements (including bank statements) relating to the Club and all cheques issued and financial transfers made by or on behalf of or for the benefit of the Club together with copies of all cash payments journals and other accounts kept by or for the Club; and

(iii) such books, files, documents, records, articles or things in the possession or control of the Club or any person or entity controlled by the Club as the Integrity Officer believes may be relevant to their enquiries,

and the Club shall provide the Integrity Officer with a copy, including an electronic copy, of any of the items referred to in paragraphs (ii) and (iii) above within seven (7) days of a request from the Integrity Officer.

Sanction: *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.*

7.2 Provision of information

(A) Upon a request by the Integrity Officer and within seven (7) days of that request, a Club shall provide to the Integrity Officer such information or details concerning or relating to any payments promised, given or provided to, or applied for the benefit of a Player or any Associate of a Player, by the Club or any Associate of the Club.

Sanction: *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*

7.3 Attendance before Integrity Officer

(A) Each Club shall within 7 days of a request by the Integrity Officer procure and ensure the attendance before the Integrity Officer of a Player, any Associate of a Player or any Associate of a Club, including without limitation any director, Club Officer, servant, agent, supporter, sponsor or financial contributor to the Club and the Club shall ensure that such person or persons:

(i) fully co-operates with the Integrity Officer.

(ii) fully and truthfully answers any questions asked by the Integrity Officer; and

(iii) provides any document in his, her or its possession or control as requested by the Integrity Officer.

(B) Where a Player, any Associate of a Player or any Associate of a Club including without limitation any director, Club Officer, servant, agent, supporter, sponsor or financial contributor to the Club, fails to attend before the Integrity Officer, fails to fully co-operate with the Integrity Officer or otherwise fails to comply with any of the requirements under Rule 7.3(A), the Club shall be liable to a sanction.

Sanction: *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.*

8 PLAYERS TO ASSIST INTEGRITY OFFICER

8.1 Full and free access to Players' records:

(A) Each Player shall permit, and procure that any Associate of a Player permits, the Integrity Officer to have full and free access to such of the Players' books, files, documents, records, articles or things as the Integrity Officer believes may be relevant to their enquiries and the Player shall provide, and procure that any Associate of a Player provides, the Integrity Officer with a copy, including electronic copy, of any of the items referred to in this paragraph within seven (7) days of a request from the Integrity Officer.

Sanction: *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.*

(B) A Player may not be in breach of this Rule where the Player demonstrates, to the reasonable satisfaction of the Integrity Officer, that they have taken all reasonable steps to obtain the requested information or documents but the relevant Associate has failed or refused to provide them.

8.2 Companies, Trusts, and Accounts

(A) Without limiting the foregoing, each Player shall provide, and take all reasonable steps to procure that any Associate of a Player and any other relevant person provides to the Integrity Officer within seven (7) days of any request:

(i) full and complete details of any and all companies in respect of which the Player or any Associate of a Player is a shareholder or otherwise entitled to the benefits which normally accrue to a shareholder or where there is any contract, agreement, arrangement or understanding for the Player to acquire a shareholding or rights akin to a shareholding or where the Player or any Associate of a Player is in a position to control or direct any votes which may be cast either at a general meeting of the company or a meeting of the board of directors of the company;

(ii) full and complete details of any trusts in respect of which the Player or any Associate of a Player holds a power of appointment or is a trustee, a primary, general or other beneficiary (discretionary or otherwise) or where the Player or any Associate of a Player holds any units or is legally or beneficially interested in any person or entity which holds any units in any unit trust;

(iii) full and complete details of all and any partnerships or joint ventures in which the Player or any Associate of a Player has a legal or beneficial interest;

(iv) satisfactory evidence of all income earned or otherwise received by or on behalf of the Player or any Associate of a Player for any period up to three (3) years;

(v) full and complete details of each account with any bank, building society, credit union or other financial institution held by or conducted on behalf of the Player or any Associate of a Player including copies of all statements in relation thereto; and

(vi) full and free access (with the right to make copies) to the books, files, papers, documents, records, articles or things of any manager or financial or other adviser of the Player or any Associate of a Player.

Sanction: *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.*

(B) A Player may not be in breach of this Rule where the Player demonstrates, to the reasonable satisfaction of the Integrity Officer, that they have taken all reasonable steps to obtain the requested information or documents but the relevant Associate has failed or refused to provide them.

8.3 Provision of Information

(A) Upon a request by the Integrity Officer and within seven (7) days of that request, a Player shall provide to the Integrity Officer such information or details concerning or relating to any payments promised, given or provided to, or applied for the benefit of the Player or any Associate of the Player, by the Club or any Associate of the Club.

Sanction: *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.*

8.4 Player to Ensure Attendance of Persons

(A) Within seven (7) days of a request by the Integrity Officer, each Player must attend before the Integrity Officer and must take all reasonable steps to procure the attendance of any Associate of a Player requested by the Integrity Officer. The Player shall take all reasonable steps to ensure that any Associate who attends:

(i) fully co-operates with the Integrity Officer;

(ii) fully and truthfully answers any questions asked by the Integrity Officer; and

(iii) provides any document in their possession or control as requested by the Integrity Officer.

(B) Where the Player or any Associate of a Player fails to attend before the Integrity Officer, fails to fully co-operate with the Integrity Officer or otherwise fails to comply with any of the requirements under Rule 8.4(A), the Player shall be liable to a sanction.

Sanction: *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.*

(C) A Player may not be liable to a sanction under this Rule where the Player demonstrates, to the reasonable satisfaction of the Integrity Officer, that they have taken all reasonable steps to procure the attendance and co-operation of the relevant Associate, but the Associate has failed or refused to:

(i) attend before the Integrity Officer;

(ii) co-operate with the Integrity Officer;

(iii) answer questions asked by the Integrity Officer; or

(iv) provide any document or information within their possession or control as requested by the Integrity Officer.

8.5 No Breach of Statute

(A) Each of the powers, requirements and obligations hereinbefore set out shall be read and construed so as not to infringe or breach any statute or law and shall be limited or severed to the extent that any statute or law requires.

9 DETERMINATION OF PAYMENTS

9.1 Extent of Player Payments

(A) The Integrity Officer, AFL NSW/ACT or the League may determine that the value of all or any part of any payment, consideration, advantage or other benefit given or provided to, or applied for the benefit of, a Player or an Associate of a Player by or at the direction of a Club or any Associate of a Club, or pursuant to any contract, agreement, arrangement or understanding between a Club, an Associate of a Club, and a Player or an Associate of a Player, constitutes a Player Payment for the purpose of these Player Payment Rules.

9.2 Payments to be Included if an Explanation is Unsatisfactory

(A) The Integrity Officer, AFL NSW/ACT or the League may seek an explanation from a Club or a Player as to the nature of any payment made by or on behalf of the Club or an Associate of the Club in relation to a Player or an Associate of a Player. In the event that the Club or Player (as applicable) fails to explain the payment to the satisfaction of the parties seeking the explanation, then such payment will be deemed to be a Player Payment to a Player of the Club for the purposes of these Player Payment Rules.

9.3 The League May Issue Guidelines

(A) AFL NSW/ACT in consultation with the League may from time-to-time issue guidelines as to the application of the Allowable Player Payments provisions in this Player Payment Rules and valuation of Player Payments, provided those guidelines are not inconsistent with the Rules.

9.4 Rulings

(A) A Club may at any time submit to the AFL NSW/ACT true, complete and accurate particulars of all payments, consideration, advantages or other benefits given, provided or applied or proposed to be given, provided or applied to or for the benefit of a Player and/or any Associate of a Player with a request that the AFL NSW/ACT League issue a ruling as to whether such payments, consideration, advantages or other benefits constitute Player Payments and as to their value for the purposes of these Player Payment Rules. Any ruling of AFL NSW/ACT in consultation with the League shall be final and binding on the Club.

9.5 Inclusion of Undeclared Payments

(A) Without limiting Rule 9.1 and Rule 9.2, the AFL NSW/ACT, the League or the Integrity Officer may determine that any payment, consideration, advantage or benefit, whether declared or not declared, constitutes a Player Payment for the purposes of these Player Payment Rules and must be included in the calculation of a Club's Total Player Payments.

10 INTEGRITY REVIEW

(A) Allowable Player Payment integrity reviews may only be conducted by AFL Accredited CCSP Integrity Officers.

(B) After the completion of each competition season, AFL NSW/ACT in consultation with the League shall initiate integrity reviews into possible breaches of the Player Payment Rules. Both competing Grand Final Senior teams will be selected for an integrity review, except where rule 10(C) is applied.

(C) Where a Grand Final Senior team is not selected for an integrity review under Rule 10(B), another team in that same competition must be selected for an integrity review.

(D) AFL NSW/ACT or the League may also initiate an Allowable Player Payment integrity review for any club following:

(i) voluntary disclosure by a Club;

(ii) assessment of a Club's Allowable Player Payment Budget declaration and identification of anomalies.

(iii) assessment of a Player or Players' Standard Contract Declaration and identification of anomalies.

(iv) assessment of a Club's Allowable Player Payment Budget declaration and Standard Contract Declarations and identification of anomalies.

(v) assessment of the evidence provided of an alleged Allowable Player Payment breach by an affiliated club (as referred to in Rule 10 (G))

(E) AFL NSW/ACT or the League may randomly select Clubs or players for an integrity review without any allegation of possible breaches of the Player Payment Rules for the purpose of checking for compliance with the Player Payment Rules.

(F) An integrity review under the Player Payment Rules may be initiated and conducted at any stage during the year.

(G) A Club may lodge a notice in writing with the League outlining the particulars of an alleged breach in the Player Payment Rule by a Club or Player. Upon lodgement with the League, the notice will require:

(i) supporting evidence of the alleged breach; and

(ii) a sum of $2,500 which shall be fully refundable by the League if the allegation is not deemed frivolous or vexatious. If the allegation is deemed frivolous or vexatious, the League may retain all or part of the sum at their absolute discretion.

(H) The League in consultation with AFL NSW/ACT shall within seven (7) days of receipt of a notice lodged under Rule 10(G) determine if the allegation is to be referred to an integrity review. The decision of the League will be final and binding.

11 LAYING OF CHARGE

11.1 AFL NSW/ACT or the League May Lay Charge.

(A) If AFL NSW/ACT or the League suspects that any Person has or may have engaged in conduct in breach of the Allowable Player Payments or otherwise in breach of these Player Payment Rules, the charge may be laid against:

(i) where the Person is a Club or Player, the Club or Player; and

(ii) where Rule 3(B) applies, the Club.

11.2 Player Payments Disciplinary Committee

(A) The AFL NSW/ACT in consultation with the League shall from time to time appoint persons, to a body to be known as the Player Payments Disciplinary Committee.

(B) Any charge laid by AFL NSW/ACT, or the League under these Player Payment Rules shall be heard and determined by the Player Payments Disciplinary Committee.

(C) The Player Payments Disciplinary Committee shall consist of three (3) persons, being:

(i) a Legal Practitioner nominated by AFL NSW/ACT, who shall be the Chairperson of the Player Payment Disciplinary Committee; and

(ii) two (2) other suitably qualified persons nominated by AFL NSW/ACT.

(D) A person shall not be appointed to the Player Payments Disciplinary Committee to hear a charge if that person has been a Club Official or Player of a Club in the twenty-four (24) months preceding the appointment.

11.3 Notice of Charge and Hearing

(A) Where a charge is laid under Rule 11, the League shall give notice of the charge to each Club and Player charged and the Player Payments Disciplinary Committee appointed to hear the charge. AFL NSW/ACT shall fix a time and date for a hearing of the charge by the Player Payments Disciplinary Committee and inform each member of the Player Payments Disciplinary Committee and each Club and Player charged of those particulars at least seven (7) days before the date of the hearing.

11.4 Statement of Grounds

(A) A notice of charge under Rule 11.3 shall be accompanied by a statement of the grounds for the laying of the charge.

(B) The grounds for the laying of the charge shall constitute sufficient reasons for the Player Payments Disciplinary Committee to declare the charge sustained, unless the charged Club or Player discharges the onus of proof referred to in Rule 12.4.

11.5 The League May Vary Time and Place of Hearing

(A) The League may vary the time or place specified under Rule 11.3, and the League shall give to each member of the Player Payments Disciplinary Committee, and each Club and Player charged at least three (3) days written notice of any such variation.

12 HEARING BY PLAYER PAYMENTS DISCIPLINARY COMMITTEE

12.1 Conduct of Hearing

(A) At the time and place referred to in the notice of charge, or as varied under Rule 11.5, the Player Payments Disciplinary Committee shall conduct a hearing into the matters the subject of the charge.

12.2 Informal

(A) The hearing shall be conducted with as little formality and technicality, and with as much expedition as a proper consideration of the matters before the Player Payments Disciplinary Committee permits.

12.3 Rules of Evidence Not to Apply

(A) The Player Payments Disciplinary Committee is not bound by the rules of evidence or by practices and procedures applicable to courts of record but may inform itself of any matter in such manner as it thinks appropriate.

12.4 Procedure

(A) Subject to Rule 12.5, the procedure of the Player Payments Disciplinary Committee at a hearing conducted under Rule 12.1 is within the discretion of the Player Payments Disciplinary Committee.

12.5 Procedural Fairness

(A) At any hearing conducted under Rule 12.1, the Player Payments Disciplinary Committee shall:

(i) provide to every Club and Player charged an opportunity to be heard and to be represented by any person including a Legal Practitioner; and

(ii) hear and determine the matter before it in an unbiased manner.

12.6 Statement of Grounds Prima Facie Evidence

(A) The statement of grounds and any report prepared by the Integrity Officer shall be prima facie evidence of the matter or matters therein contained, provided that a copy of the statement of grounds and report has been provided to any Club and Player charged prior to the commencement of the hearing.

12.7 Standard of Proof

(A) The Player Payments Disciplinary Committee shall decide on any charge laid under Rule 9 on the balance of probabilities whether a Club or Player has or has not engaged in the alleged conduct.

12.8 Onus of proof

(A) A Club or Player charged under Rule 11 shall bear the onus of establishing on the balance of probabilities that the alleged conduct was not engaged in.

12.9 Decision

(A) At the conclusion of its hearing, the Player Payments Disciplinary Committee may:

(i) declare the charge sustained and may impose a sanction as provided for under Rule 13;

(ii) declare the charge dismissed; or

(iii) adjourn the hearing to a fixed date or indefinitely.

(B) Any decision of the Player Payments Disciplinary Committee under this Rule is final and binding, subject to any appeal under Rule 14.

12.10 No Reasons

(A) The Player Payments Disciplinary Committee shall not be obliged to give reasons for a decision under Rule 12.9.

12.11 Validity of Hearing

(A) Where there is any procedural irregularity in the manner a matter has been brought before the Player Payments Disciplinary Committee, the Player Payments Disciplinary Committee may still hear and determine the matter unless it is of the opinion that the irregularity has caused or may cause injustice if the matter was heard.

13 SANCTIONS

13.1 Imposition of Sanctions

(A) Subject to Rule 13.1(B), the Player Payments Disciplinary Committee may impose any sanction on any Club or Player contravening these Player Payment Rules that, in their absolute discretion they think fit.

(B) Where a Rule provides for a maximum sanction, the Player Payments Disciplinary Committee must not impose any sanction on a Club or Player for contravening that Rule that is in excess of the maximum sanction set for a breach of that Rule. For the avoidance of doubt, no maximum sanction is specified for a breach of Rule 3.

(C) Without limiting the ordinary and legal meaning of any of the words in Rule 13.1(A), if a Club or Player contravenes these Player Payment Rules the Player Payments Disciplinary Committee may do one or more of the following:

(i) impose no sanction on the Club or Player;

(ii) reprimand the Club or Player;

(iii) impose a monetary sanction on the Club or Player;

(iv) order that a Club has forfeited the right to register as a Player of the Club the Player or any of the Players to whom the conduct relates for an unlimited period or for a specified period;

(v) order that a Club has forfeited the right to employ or engage or register as a Club Official of the Club a Club Official involved in the conduct for an unlimited period or for a specified period;

(vi) order that a Player has forfeited the right to play for, or be a registered Player of, any Club for an unlimited period or for a specified period;

(vii) order that no club shall for such period as the Player Payments Disciplinary Committee may determine permit or allow a person to occupy any office or perform any functions (including without limitation attendance at matches and training sessions) for or on behalf of a club;

(viii) declare, in respect of a Club, the loss of or ineligibility to receive Premiership Points for past or future Matches in which a team or teams of the Club participated or will participate;

(ix) declare, in respect of a Club, that one or more Matches, including any Finals Match, be deemed forfeited by the Club, whether such Match has been played or is to be played in the future;

(x) declare a Club ineligible to participate in any Finals Series for a specified Football Year;

(xi) declare, in respect of a Club, the loss of or ineligibility to receive Total Team Points for past, current or future Football Years;

(xii) in respect of a Club, relegate any of the Club's teams to a competition or League in a lower division to the division that the team is currently competing in; and

(xiii) impose a sanction on any terms or conditions seen fit.

13.2 Matters that May be Considered Regarding Sanctions

(A) Without limiting the ordinary and legal meaning of any of the words in Rule 13.1 the Player Payment Disciplinary Committee may, in its absolute discretion, take into account one or more of the following factors when determining what sanction, if any, to impose on a Club or Player for any contravention of this Player Payment Rule:

(i) whether, and if so to what extent, the Club authorised the conduct;

(ii) whether, and if so to what extent, the Club benefitted from the conduct;

(iii) whether the conduct was intended or likely to have the effect of enabling the Player to play with a particular Club;

(iv) the period of time over which the conduct occurred;

(v) any prior contraventions of this Rule;

(vi) whether, and if so to what extent, the Club or Player has provided substantial assistance to the League which results in the League discovering or establishing a contravention of this Player Payment Rule; and

(vii) whether the Club or Player had knowledge of the breach and/or wilfully engaged in the breach.

13.3 Club or Player May be Excused for Co-operation

(A) Subject to prior approval from AFL NSW/ACT the League may excuse any Club or Player as a whole or in part from any liability under this Player Payment Rule in consideration of that Club's or Player's co-operation and assistance in establishing a breach of these Player Payment Rules by any other Club or Player.

14 APPEALS

14.1 Club or Player

(A) A Club or Player may appeal to the AFL NSW/ACT Appeals Board (in accordance with Rule 28 of the AFL NSW/ ACT Rules) in respect of a decision by the Player Payments Disciplinary Committee under this Player Payment Rule in respect of a charge laid against that Club or Player.

(B) A Club or Player may lodge an appeal under Rule 14.1(A) by:

(i) making payment to AFL NSW/ACT of any applicable appeal fee; and

(ii) submitting a *Notice of Appeal* to AFL NSW/ACT (in any form prescribed by AFL NSW/ACT), by no later than 5.00pm on the third (3rd) business day following the decision of the Player Payments Disciplinary Committee and on one or more of the following grounds:

(a) that there was an error of law that had a material impact on the decision.

(b) that the decision was so unreasonable that no Player Payments Disciplinary Committee acting reasonably could have come to that decision having regard to the evidence before it; or

(c) that the sanction imposed was manifestly excessive.

14.2 League

(A) A League may appeal to the AFL NSW/ACT Appeals Board in respect of a decision of the Player Payments Disciplinary Committee under these Player Payment Rules.

(B) The League must lodge an appeal by no later than 5.00pm on the third (3rd) business day following the decision.

(C) In addition to the grounds listed in Rule 14.1(B)(ii), the League may also lodge an appeal on the ground that the sanction imposed was manifestly inadequate.

14.3 Appeal Hearing

(A) Any appeal heard by the AFL NSW/ACT Appeals Board shall be held in accordance with the AFL NSW/ACT Rules governing the AFL NSW/ACT Appeals Board at that time.

15 RULE PARAMOUNT

(A) To the extent that any Rule in these Player Payment Rules is inconsistent with any other rule of the League, the provisions of these Player Payment Rules shall prevail.

16 PREMIERSHIP POINTS, FINAL PREMIERSHIP LADDER AND TOTAL TEAM POINTS

(A) All other rules of the League relating to or impacting on Premiership Points, the Final Premiership Ladder and Total Team Points shall be read subject to and including any sanctions imposed by the Player Payments Disciplinary Committee under Rule 13.

Section 2 – Player Payment Guidelines

The following Player Payment Guidelines ('Guidelines') are issued by AFL NSW/ACT to assist Clubs, Club Officials and Players with the application of the AFL NSW/ACT Player Payment Rules ('Player Payment Rules') and the valuation of Player Payments.

These Guidelines are to be read in conjunction with the Player Payment Rules. In the event of any inconsistency between the Player Payment Rules and the Guidelines, the Player Payment Rules will prevail. Any terms used in these Guidelines are to be given the same meaning as in the Player Payment Rules.

AFL NSW/ACT, in consultation with the League, formally manages the Player Payment framework and will update these Guidelines from time to time.

1 TRANSITION PROVISION - PRE-EXISTING PLAYING CONTRACTS

(A) This provision is only applicable to AFL Sydney (Men's), and AFL Sydney (Women's) Competitions.

(B) Where a Club and a Player are parties to a written contract in relation to the provision of playing services for a Club, it will be considered a Pre-Existing Playing Contract where the contract:

(i) was entered into prior to 1 May 2026;

(ii) includes the information of the kind required under Rule 5.2(A)(i) and (ii); and

(iii) is signed by the Player and on behalf of the Club.

(C) Where a Pre-Existing Playing Contract exists, the Club or Player may lodge it, in its current form, with the League through the AFL Community Document Portal as the Standard Contract Declaration in respect of that Player and will not be required to lodge an additional Standard Contract Declaration in the form set out in Appendix 1.

2 EMPLOYMENT

(A) For the purposes of the Player Payment Rules, when assessing whether an employment arrangement with a Club or an Associate of a Club is bona fide, consideration will be given to, among other things, current commercial practices, market rates for payments for similar employment arrangements and any relevant industry awards.

(B) All employment related payments made to Players associated with the operations of the Club (e.g. bar manager, canteen, ground maintenance etc.), must be declared. Clubs may apply for a ruling under Rule 9.4 as to whether such payments constitute Player Payments and as to their value for the purposes of the Player Payment Rules.

(C) If a Club wishes to employ a Player to fulfil a non-coaching Club related role (e.g. Groundskeeper, Administrative Manager, General Manager etc.) and is of the view that the payments paid to a Player for that employment has not assisted in the recruitment and/or retention of that Player to the Club, and it can be shown the Player's qualification and or experience are relevant to the employment, the Club may apply for a ruling under Rule 9.4 as to whether such payments constitute Player Payments and as to their value for the purposes of the Player Payment Rules.

3 PROVISION OF SERVICES

(A) For the purposes of the Player Payment Rules, when assessing whether the provision of services by a Player or an Associate of a Player to a Club or an Associate of a Club is bona fide, consideration will be given to, among other things, current commercial practices and market rates for payments for similar services.

(B) All service-related payments made to players, associated with the operational/maintenance aspect of the Club (e.g. Electrician, Plumber, Physiotherapist, Doctor etc.), must be declared. These payments are triggered by the club receiving an invoice from the player for their specialised off-field services.

(C) If a Club wishes to engage a Player to provide (non-coaching) club related services and is of the view that the payments paid to a Player has not assisted in the recruitment and/or retention of that Player

to the Club, and it can be shown the Player's qualification and or experience are relevant to the service provided, the Club may apply for a ruling under Rule 9.4 as to whether such payments constitute Player Payments and as to their value for the purposes of the Player Payment Rules. The Club may request these payments be exempt from the Club's Total Player Payments.

4 SCHOLARSHIPS, EDUCATIONAL SUPPORT & BENEFITS

4.1 Scholarships and Educational Support are Considered a Player Payment

(A) A scholarship or educational support benefit provided to a Player, or an Associate of a Player, will be considered a Player Payment and must be declared and included in the calculation of a Club's Total Player Payments where it is provided by, or connected to, a Club or an Associate of a Club. Exemptions may apply in accordance with Guideline 4.2.

(B) In determining whether a scholarship or educational support benefit is connected to a Club, the League may have regard to any involvement by the Club or its Associates in facilitating, influencing, or arranging the scholarship or educational support benefit.

4.2 Exemption Criteria

4.2.1 Educational Institution Scholarship

(A) An exemption of up to 100% of the value of a scholarship may be applied where the Club demonstrates to the satisfaction of the League that the scholarship is a genuine, independently awarded educational scholarship and is not linked to the Player's participation with a particular Club.

(B) To qualify for exemption under Guideline 4.2.1, the scholarship must meet all of the following criteria:

(i) The scholarship is awarded through a formal and transparent selection process conducted independently of the Club, including:

(a) assessment by an independent panel or institution;

(b) no involvement or influence from the Club or its Associates in the selection decision; and

(c) selection based on merit rather than Club affiliation.

(ii) The scholarship is awarded against clearly defined criteria, which may include:

(a) academic achievement;

(b) leadership, community involvement, or personal development;

(c) financial need or equity-based considerations;

(iii) The scholarship has a consistent and documented process which:

(a) forms part of a formally recognised program;

(b) is awarded in accordance with documented policies and procedures; and

(c) is made available on a consistent basis (e.g. annually or per intake cycle).

(iv) The scholarship must not:

(a) require the Player to play for a specific Club;

(b) influence or restrict the Player's choice of Club; or

(c) be contingent on the Player maintaining registration with a particular Club.

(v) There must be a clear separation between:

(a) the awarding institution (e.g. university, college, or education provider); and

(b) the Club or any Associate of the Club, such that the scholarship is not being used to indirectly provide a benefit connected to the Player's Club participation.

4.2.2 Elite Athlete Program Scholarship

(A) Where a scholarship or educational support benefit is provided through an Elite Athlete Program, a Club may apply for an exemption in accordance with Guideline 4.2.2.

(B) Where the total value of the scholarship benefit is greater than $1,000:

(i) 25% of the total scholarship value may be exempt from the calculation of the Club's Total Player Payments.

(C) Where the total value of the scholarship benefit is $1,000 or less:

(i) Where the Player participates in five (5) or fewer Senior First Grade Competition matches:

(ii) 50% of the total scholarship value may be exempt from the calculation of the Club's Total Player Payments; or

(iii) Where the Player participates in six (6) or more Senior First Grade Competition matches:

(iv) 25% of the total scholarship value may be exempt from the calculation of the Club's Total Player Payments

4.3 Application for Exemption

(A) A Club must not apply any exemption under this Guideline unless it has obtained prior approval from the League in accordance with Rule 9.4. The League will determine any exemption on a case-by-case basis.

4.4 University ATAR Reduction

(A) Where it is found that a Player receives a reduction in the Australian Tertiary Admission Rank (ATAR), or any equivalent adjustment to entry requirements, to enable admission to a university, and the League finds that such reduction was conditional upon, or otherwise connected to, the Player participating with a particular Club, the benefit will be deemed to be a Player Payment.

(B) Where clause 4.4(A) applies, a monetary value of up to $5,000 will be attributed to the benefit and must be included in the calculation of the relevant Club's Total Player Payments.

5 CLUB RELATED EXPENSES

(i) Any benefit provided to, or on behalf of, a Player, an Associate of a Player, or a select group of Players, including where the Club pays, reimburses or deducts a club-related expense that would otherwise be payable by the Player, must be declared and will constitute a Player Payment and be included in the calculation of the Club's Total Player Payments. Examples of club-related expenses include, but are not limited to annual player registration fees;

(ii) payments for playing apparel; and

(iii) fees for attending social functions.

(B) A benefit that would otherwise constitute a Player Payment under Guideline 5(A), that is made available to all Players within the Senior playing group on a non-selective basis, must be declared but will not constitute a Player Payment and will not be included in the calculation of the Club's Total Player Payments.

(C) A Club may apply for a ruling under Rule 9.4 in relation to any benefit where there is uncertainty as to whether the benefit constitutes a Player Payment.

6 MARQUEE PLAYER ALLOWANCES

6.1 Available Marquee Player Allowances

(A) A Club may nominate one (1) Player only in a Football Year as its Marquee Player under the Player Payments Rules.

(B) The nomination of a Marquee Player applies only for the Football Year in which the nomination is made and does not carry forward, extend, or otherwise apply to any subsequent Football Year. A Player must be re-nominated in each Football Year to receive any benefit under this Guideline.

(C) The Club must nominate the type of allowance to apply to that Player, being either:

(i) Marquee Player (Payments) as defined in Guideline 6.2; or

(ii) Marquee Player (Maximum) as defined in Guideline 6.3.

(D) A Player nominated under this Guideline cannot be classified under more than one category in the same Football Year.

(E) For the purposes of the Player Payment Rules, any allowance under this Guideline applies only to the calculation of the Club's Total Player Payments and does not remove the requirement to declare the full value of all Player Payments.

6.2 Marquee Player (Payments)

(A) Where a Club nominates a Marquee Player (Payments):

(i) the Player is eligible for a Player Payment exemption only;

(ii) the Player is not eligible for a deduction from their Player Points System Base Value; and

(iii) the Club may nominate another Player as their Marquee Player (Points) in accordance with the AFL NSW/ACT Player Points System Policy.

(B) For the purposes of the Player Payment Rules, 40% of the total Player Payments made or to be made to the Marquee Player (Payments) is exempt and will be excluded from the calculation of the Club's Total Player Payments, subject to the following maximum exemption limits:

(i) Male Competitions: $5,000

(ii) Female Competitions (AFL Sydney and AFL Canberra only): $3,500

Example: *Male Marquee Player (Payments):*

- *If a male Marquee Player is paid $12,500 (per season), then 40% ($5,000) would not be considered a Player Payment and would not be included in the calculation of the Club's Player Payments. $7,500 would be considered a player payment.*
- *If a male Marquee Player was paid $14,000 (per season), then $5000 would not be a Player Payment and would not be included in the calculation of the Club's Player Payments. $9,000 would be considered a player payment and would need to be declared.*

6.3 Marquee Player (Maximum)

(A) Where a Club nominates a Marquee Player (Maximum):

(i) the Player is eligible for a Player Payment exemption in accordance with Guideline 6.2(B);

(ii) the Player is eligible for a deduction from their Player Points System Base Value in accordance with the AFL NSW/ACT Player Points System Policy; and

(iii) the Club is not permitted to nominate another Player as their Marquee Player (Points) in accordance with the AFL NSW/ACT Player Points System Policy.

6.4 General Conditions

(A) The following conditions apply to all nominations under this Guideline:

(i) A Club may nominate only one (1) Marquee Player under the Player Payments Policy in a Football Year;

(ii) To be eligible for nomination as a Marquee Player, a Player must be at least twenty-three (23) years of age as at 31 December of the year immediately preceding the Current Season.

(iii) The Marquee Player allowance category (Payments or Maximum) must be determined at the time of the Standard Contract Declaration and must not be varied during the Football Year without prior approval from the League;

(iv) A Club must nominate its Marquee Player by the reporting deadline prescribed under Rule 5.2 and must identify the nominated Player in the Club's Standard Contract Declaration, Player Payment Budget Declaration and Player Payment Final Declaration;

(v) A Player nominated under this Guideline cannot be changed, substituted or replaced during the same Football Year.

(vi) The full value of all Player Payments made or to be made to the Marquee Player must be declared in the Club's Player Payment Budget and Player Payment Final Declaration;

(vii) Any exemption applied under this Guideline must be clearly identified in the relevant declaration;

(viii) Any amount that is not exempt under this Guideline will be included in the calculation of the Club's Total Player Payments; and

(ix) The onus is on the Club to demonstrate that any exemption claimed under this Guideline has been correctly calculated and applied.

7 PROMOTIONAL PLAYER

(A) A Club may nominate a current or past AFL Player that they have signed to play in a one-off match for promotional purposes as a Promotional Player. This payment may be exempt from the calculation of the Club's Total Player Payments up to a maximum of $10,000.

(B) At the request of the League, a Club must provide evidence of a Player's promotional status and attached agreed initiatives.

8 COACHES / COACHING STAFF

All payments and benefits provided to a Coach, whether a Playing Coach or Non-Playing Coach, must be declared and included in the calculation of a Club's Total Player Payments. An exemption may be applied, in whole or in part, in accordance with this Guideline.

8.1 Non-Playing Coach

(A) Where a Club appoints a non-playing Coach to coach the Club's Senior or Reserve Grade team, their non-playing coaching payments must be reported in full.

(B) For the purposes of the Player Payment Rules, 100% of the payments the Club has given or applied to a non-playing coach is exempt and will be exempt from the calculation of the Club's Total Player Payments, subject to Guideline 8.1(C) and 8.1(D).

(C) Subject to Guideline 8.1(D), where a non-playing Coach plays in the Club's Senior team, 5% of the Coach's total remuneration will be included in the calculation of the Club's Total Player Payments for each Senior Match in which the Coach participates.

> ***Example:*** *if a Reserve Coach played three (3) senior games, then 15% of their Reserve Grade Coaching payments would be considered a Player Payment and would be included in the club's Total Player Payments.*

(D) Once the non-playing Coach plays in the minimum number of matches to qualify for Finals for the Club's Senior team on a standalone basis, or plays in a Finals Match for the Club's Senior team, they will be considered a Playing Coach and 100% of their total remuneration will be included in the calculation of the Club's Total Player Payments, subject to any applicable exemption under Guideline 8.2 and Guideline 8.3.

(E) Clubs must seek a Ruling under Rule 9.4 prior to the non-playing Coach playing their first match in the Club's Senior team.

8.2 Playing Coaches

8.2.1 Senior Grade Coach

(A) Where a Club appoints a single Player as the coach of the Club's Senior Team (i.e. a playing coach), the coaching element of that Player's payments should be specifically identified in the Standard Contract Declaration lodged in accordance with Rule 5.1.

(B) For the purposes of the Player Payment Rules, 50% of the payments the Club has given or applied to a playing coach to a maximum of $20,000, is exempt and will be excluded from the calculation of the Club's Total Player Payments.

> ***Example:*** *if a Playing Coach is paid $30,000, then $15,000 would not be a Player Payment and would not be included in the calculation of the Club's Player Payments.*

8.2.2 Reserve Grade Coach

(A) Where a Club appoints a Playing Coach to coach their Reserve Grade team, their coaching payments must be declared in full.

(B) For the purposes of these Player Payment Rules, 100% of the payments the Club has given or applied to the Reserve Grade coach is exempt and will be excluded from the calculation of the Club's Total Player Payments, subject to Guideline 8.2.2(C) and 8.2.2(D).

(C) Subject to Guideline 8.2.2(D), where a Reserve Grade Coach plays in the Club's Senior team, 5% of the Coach's total remuneration will be included in the calculation of the Club's Total Player Payments for each Senior Match in which the Coach participates.

> ***Example:*** *if a Reserve Grade Coach played three (3) senior games, then 15% of their non-playing Coaching payments would be included in the calculation of the Club's Total Player Payments.*

(D) Once the non-playing Coach plays in the minimum number of matches to qualify for Finals for the Club's Senior team on a standalone basis, or plays in a Finals Match for the Club's Senior team, they will be considered a Playing Coach and 100% of their total remuneration will be included in the calculation of the Club's Total Player Payments, subject to any applicable exemption under Guideline 8.2.1 and Guideline 8.3.

(E) Clubs must seek a Ruling under Rule 9.4 prior to the Reserve Grade Coach playing their first match in the Club's Senior team.

8.3 Co-coaching Arrangement (Maximum of Two (2) Head Coaches)

(A) A co-coaching arrangement is where a Club appoints two (2) head coaches to a Team.

(B) All co-coaching arrangements must receive approval from the League prior to formalising the arrangement.

(C) All payments, consideration or benefits provided to each Coach under a co-coaching arrangement must be declared and will be included in the calculation of the Club's Total Player Payments.

(D) Under a co-coaching arrangement where one (1) coach of the Club's Senior Team is not a Player, and one (1) coach is a Player:

(i) for the coach who is not a Player, their remuneration may be exempt in full, subject to compliance with Guideline 8.1; and

(ii) for the coach who is a Player, they will be treated as a Playing Coach in accordance with Guideline 8.2.1 and 50% of each of their total remuneration up to a maximum of $10,000 may be exempt from the calculation of the Club's Total Player Payment calculations.

> ***Example:*** *if a playing coach and non-playing coach are paid $15,000 each, then $7,500 of the playing coach's payment and $15,000 of the non-playing coach's payment, subject to Guideline 8.1, would be excluded from the calculation of the Club's Total Player Payments.*

(E) Under a co-coaching arrangement where the two coaches appointed to the Club's Senior Team are both Players, each Coach will be treated as a Playing Coach for the purposes of Guideline 8.2.1 and 50% of each of their total remuneration up to a maximum of $10,000 may be exempt from the calculation of the Club's Total Player Payment calculations.

> ***Example:*** *if two playing coaches are paid $15,000 each, then $7,500 per coach (total of $15,000) would be excluded from the calculation of the Club's Total Player Payments. Or alternatively, the two coaches are paid $24,000 each, while 50% would total $12,000 only $10,000 of this payment is excluded from the calculation of the Club's Total Player Payments.*

(F) The exemption available under this Guideline applies to a maximum of two (2) Head Coaches only. Any additional coaching or co-coaching arrangements must be submitted to the League for a ruling in accordance with Rule 9.4.

(G) Any exemption applied under this Guideline must be clearly identified in the relevant declarations, and only the non-exempt portion will be included in the calculation of the Club's Total Player Payments.

8.4 Coaching Other Teams

(A) Any payments or benefits provided to a Player by the Club or an Associate of the Club for:

(i) coaching an open age team other than the Club's Senior Team;

(ii) coaching an underage team within or aligned to the club down to Under 15 (Under 14 in Hume FNL); or

(iii) performing a Coaching Mentor or Coach Development role for a Junior aligned Club;

must be declared and included in the calculation of the Club's Total Player Payments.

(B) An exemption may be applied in respect of such payments, up to a maximum of:

(i) $5,000 per Club for male players; and

(ii) $3,500 per Club for female players (Sydney Football League and AFL Canberra only)

(C) Payments made to a Player by an organisation that is independent of, and not controlled by, the Club for the performance of genuine coaching duties will not be considered Player Payments and will not be included in the calculation of a Club's Total Player Payments, provided that:

(i) the requirements of clauses 8.6(A)(ii) and 8.6(A)(iii) are satisfied;

(ii) the Controlling Body is satisfied that the payments are not made, directly or indirectly, in respect of the Player's services as a football player for the Club; and

(iii) the Club declares the existence of the coaching arrangement to the Controlling Body and provides any information reasonably requested by the Controlling Body to assess compliance with this clause.

The amount paid under the coaching arrangement is not required to be disclosed.

(D) Clubs requesting a Coaching Other Teams exemption must seek a Ruling under Rule 9.4.

8.5 Assistant Coaches

(A) 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 Total Player Payments.

8.6 General

(A) The guidelines above that allow for the exemption of certain parts of payments to Coaches from Player Payments will only apply where:

(i) all payments to the Coach have been specifically detailed in the Standard Contract Declaration under Appendix 1 and the Declarations lodged by the Club under Rule 5.1;

(ii) the relevant Coach is appropriately accredited in accordance with the National Community Football Policy Handbook; and

(iii) the relevant Coach is specifically identified on the team sheet for the relevant Match to which the payment applies.

(B) Any amount not exempt will be considered a Player Payment and will be included in the calculation of the Club's Total Player Payments.

(C) For the avoidance of doubt, where a Coach participates as a Player in any Match during a Football Year, any payments, consideration or benefits provided to that Coach in their capacity as a Coach may, to the extent determined under this Guideline, be deemed to constitute Player Payments and included in the calculation of the Club's Total Player Payments.

9 PLAYER PROVIDENT FUNDS

(A) For the purpose of Player payment Rules, payments made in the form of a Player Provident Fund or Deferred Player Payment Scheme will be deemed as a Player Payment and is required to be reported as a player payment in the year that the payment was paid.

10 PLAYER SPONSORSHIPS

(A) Subject to Guideline 10(B), any player sponsorships, sourced by the player, an associate of the player, the club, or an associate of the club, and received directly or indirectly by the player shall be deemed a Player Payment which is to be included in the calculation of the Club's Total Player Payments.

(B) Where a player sponsorship is used for the payment or part payment of Club membership fees, up to $450 of this payment is exempt and may be excluded from the calculation of the Club's Total Player Payments. Where a club membership is less than $450, the amount excluded would be equal to the club's highest membership fee.

11 AWARDS / INCENTIVES

(A) Player incentives / match awards paid in cash are Player Payments and are included in the calculation of the Club's Total Player Payments. This includes weekly awards, or incentive / bonus payments made to a Player for awards that relate to, but are not limited to, Club and best and fairest awards, goal kicking and like awards.

(B) 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 Total Player Payments.

(C) Where a club fields teams in a female competition (Sydney Football League and AFL Canberra only), the amount not considered a player payment would be a maximum of $300 for male competitions and a maximum of $300 for female competitions.

(D) For the avoidance of doubt, any media or League awards provided to a Player shall not be considered a Player Payment and is not included in the calculation of a Club's Total Player Payments.

12 PLAYER AFFILIATION / PLAYER REGISTRATION FEES / PLAYER INSURANCE

(A) Any payment for Player or team affiliation, team registration or insurance which the Club has agreed to pay under their arrangements with an affiliated League or AFL NSW/ACT must be declared but will not be included in the calculation of the Club's Total Player Payments, provided the payment falls within this Guideline.

(B) Subject to Guideline 10(B), any payment of Club membership fees, either paid by the club or by an associate of the club, shall be a Player Payment and is included in the calculation of the Club's Total Player Payments. Any payment of Club membership fees, either paid by the club or by an associate of the club, shall be a Player Payment and is included in the calculation of the Club's Total Player Payments.

(C) Any additional insurance (including health and / or income insurance) obtained by a Club on a per team basis must be declared but will not be included in the calculation of the Club's Total Player Payments, provided the payment meets the requirements of this Guideline.

(D) Any health and/or income insurance paid by a Club or an Associate of a Club for and on behalf of an individual Player shall be a Player Payment and is included in the calculation of the Club's Total Player Payments.

(E) Loss of income paid to a Player via an insurance policy obtained by the Club shall not be a Player Payment and is not included in the calculation of the Club's Total Player Payments.

13 INJURY PAYMENTS / MEDICAL EXPENSES / COMPASSIONATE PAYMENTS

(A) A Club may apply to the League for a ruling under Rule 9.4 to approve a payment to be made by a Club to or in respect of a Player in relation to the following:

(i) injury payments;

(ii) the payment of medical expenses; or

(iii) a one-off lump sum payment via fundraising activities to be provided to a Player on compassionate grounds,

(B) If approval is granted by the League under Rule 9.4, the payment will not be included in the calculation of the Club's Total Player Payments

(C) Any such applications must be made to the League before any payment is given or applied to the Player. The League in consultation with AFL NSW/ACT will consider any such application on a case-by-case basis.

14 BONUS PAYMENTS & PRE-PAYMENTS

(A) All incentive-based payments to Players, including playing coaches, shall be treated as a Player Payment, and therefore included in the calculation of a Club's Total Player Payments.

(B) Below is a non-exhaustive list of Bonus Payments & Pre-Payments:

(i) Signing Bonus

(ii) Winning Grand Final bonus

(iii) Pre-Payment for subsequent season

(iv) Amount of games played bonus

(v) League Best and Fairest placing bonus

(vi) Leading Goal Kicker / Amount of Goals Kicked bonus

(vii) Ladder Placement bonus

> ***Example:*** *for a bonus payment to a Player associated with winning a Grand Final. The arrangements for such payment should be detailed in both the Player Payments Budget/Final Declaration statements completed by the Club (see Rule 5.2 & 5.3) and the Standard Contract Declaration completed by the Player (see Rule 5.1).*

15 FINALS APPEARANCES

(A) Clubs should be aware that any payment relating to finals appearances by Players will be Player Payments and will be included in the calculation of the Club's Total Player Payments.

16 RETENTION PAYMENTS

(A) A Retention Payment can only be used to reward players who:

(i) were registered with the Club in the Season prior to the payment season; and

(ii) will receive $100 or less per game in the payment season.

(B) The following Retention Payments may be made and must be declared by the Club, but will not be included in the calculation of the Club's Total Player Payments:

(i) in Men's competitions, a maximum payment of $750 per Player per Season, up to a maximum total of $7,500 per Club per Season; and

(ii) in Women's competitions (Sydney Football League and AFL Canberra), a maximum payment of $500 per Player per Season, up to a maximum total of $5,000 per Club per Season.

(C) A Retention Payment must be made to the Player as a single upfront payment and must not be applied as an exemption from, or reduction of, any match payments made, or to be made, to that Player.

> ***Guidance Note:*** *The Retention Payment provision is intended to enable Clubs to recognise and reward eligible Players and support their continued participation with the Club. For example, it may be utilised to assist Players who have relocated from the Club's local area but continue to travel to train and play with the Club.*

17 TRAVEL AND ACCOMMODATION

(A) Any cash or non-cash payments and benefits given to or applied by on behalf of a Club for travel expenses of a team nature, for example the hiring of a bus to travel to away games, must be declared but will not be included in the calculation of the Club's Total Player Payments where the benefit is not provided to Players on an individual basis.

(B) Any payment to a player utilising the Retention Payment provision (see Section 16 of these guidelines) to support travel must be declared and will be included in the calculation of the Club's Total Player Payments but may be exempt up to the limits set out in this Guideline.

(C) Cash or non-cash payments and benefits given or applied to a Player in connection with their travel or accommodation costs associated with a Player's past, present or future services with a Club as a football player must be declared and will be treated as a Player Payment and therefore included in the calculation of the Club's Total Player Payments.

(D) If a Club has any questions about whether its specific travel or accommodation arrangements may constitute a Player Payment, it should contact the League. If necessary, a Club may also apply for a ruling under Rule 9.4 in relation to such payments.

18 POST TRAINING / POST GAME MEALS

(A) The provision of players' meals following Thursday night training, and weekend (home) games, does not constitute a player benefit and does not need to be declared as a Player Payment, providing:

(i) the meal is provided on the club premises or associated with the social club's premises.

(ii) the meal is available to all players, match day officials and support staff; and

(iii) if meal vouchers are used, the vouchers are not banked and are used on the day of issue.

(B) As the main purpose of the meals described in 18(A) is to build culture and connection across the playing group and club, the cost of these meals will not be included in the Club's Total Player Payments.

(C) Any meal provided to a Player for use at an establishment other than the Club or associated social club's premises must be declared and will be included in the calculation of the Club's Total Player Payments.

19 INFORMATION STORAGE

(A) The process for the storage of any Player Payment information will be via the AFL Community Document Portal.

20 FORMS

(A) The Allowable Player Payment templates can be accessed by clicking on the links below.

Where a club is utilising an exemption or part exemption of payment, the club must include the full Player Payment and/or benefit in the Player Payment Budget and Final Player Payment Declaration and complete the 'Exempt Payments Section' at the base of the form to request the exemption to be applied.

The club must also include full player benefit on the Standard Contract Declaration form and note if an exemption will be requested.

(i) Standard Contract Declaration Template

(ii) Player Payment Budget Template

(iii) Final Player Payment Declaration Template

(B) Sample forms are annexed as Appendix 1, 2 and 3 of these Guidelines respectively.

21 RULINGS

(A) Any ruling made by the League under Rule 9.4 shall be made on the basis of the information provided by the Club. Each such ruling shall be final and binding on the Club making the application for the ruling and shall apply to the particular circumstances of the application. Each ruling will have no precedential value and the League in consultation with AFL NSW/ACT will make each ruling based on the information provided to it by the Club in respect of that application.

22 BREACHES

(A) AFL NSW/ACT in consultation with the League shall from time to time appoint persons, to a body to be known as the Player Payments Disciplinary Committee, to hear any matters relating to breaches of the Player Payment Rules. Any charge laid by the AFL NSW/ACT or the League under the Player Payment Rules shall be heard and determined by the Player Payments Disciplinary Committee.

(B) Appeals are governed by AFL NSW/ ACT Regulations.

23 FURTHER QUESTIONS

(A) Should you have any questions about the Player Payment Rules or these Guidelines or if you require information about obtaining a ruling under Rule 9.4, please contact your League Manager.

Section 3 - APPENDICES

Number	Appendix Name & Link
Appendix One	Standard Contract Declaration (click here)
Appendix Two	Player Payment Budget Declaration Template (click here)
Appendix Three	Player Payment Final Declaration Template (click here)

APPENDIX 1: STANDARD CONTRACT DECLARATION (1 OF 2)

Preview Only – Click here to access official form

STANDARD CONTRACT DECLARATION

This *Standard Contract Declaration* is established under Section 1 Rule 5.1 of the *AFL NSW/ACT Player Payment Rules & Guidelines* ('the Player Payment Policy'). It is to be used where a Club and Player or Coach enter into an arrangement in relation to the Player or Coach's participation at the Club. The Standard Contract Declaration must be lodged in the AFL Community Document Portal by the prescribed times set out in Section 1 Rule 5.1 and 5.2 of the Player Payment Policy. A Club, Player or Coach must also provide a copy of a Player or Coach's current Standard Contract Declaration upon request by a Controlling Body or State Football Body.

PART A PARTIES & VALIDITY PERIOD

This Declaration is made by:		('the Declaring Party')
Of:		Football Club ('the Club')
An affiliated club of the:		Football League ('the League')
Affiliated with:		('State Football Body')
Valid until (date):		
Club Role:	Player: ☐ Playing Coach ☐	Non-Playing Coach: ☐

PART B PLAYER MATCH PAYMENTS (strike through where not applicable)

GRADE	PER MATCH RATE (where no rate variation)	OR	IF RATE VARIES ON MATCH RESULT	
			Rate per Win	Rate per Loss or Draw
Senior (1st Grade):	$		$	$
Other Grade (e.g. Reserves):	$		$	$
Contracted Number of Matches:				
Date for Payment:	Weekly: ☐	Monthly: ☐	Other (describe):	

PART C OTHER PLAYER PAYMENTS, BENEFITS or EXEMPTIONS (strike-through where not applicable)

Incentives / Awards / Bonuses:	$	for	
Coaching (Playing, Non-playing):	$	for	
Accommodation Benefit:	$	for	
Retention Payment:	$		
Travel / Transport Benefit:	$	for	
Other Payment / Benefit:	$	for	
	$	for	
	$	for	

Examples: Sign-on fee, sponsorship, scholarship, educational support, insurance, player sponsor payment, finals payment, pre-payment, employment benefit, service arrangement, or any other monetary or non-monetary benefit.

Employment or Service Arrangements (if applicable)

Employer / Entity	Role / Service Provided	Annual Value	Connected to Club / Associate		Ruling Sought?	
		$	☐ Yes	☐ No	☐ Yes	☐ No

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APPENDIX 1: STANDARD CONTRACT DECLARATION (2 OF 2)

STANDARD CONTRACT DECLARATION

Club Related Expenses (if applicable)

Expense	Amount	Expense	Amount
Club Memberships	$	Club Property	$
Social Functions	$	Other Club Related Expenses	$
Total Club Related Expenses	$		

PART D ACKNOWLEDGEMENTS (strike through where not applicable)

Note: It is the responsibility of the Declaring Party to satisfy themselves that these acknowledgements are true and correct. The Declaring Party should obtain their own tax advice relating to payments received in connection with AFL football.

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 ATO website).	☐
I confirm that this Declaration includes all payments, benefits, advantages and consideration provided directly or indirectly to me, or to any Associate of mine, in connection with my participation at the Club.	☐

PART E SIGNED (By signing this Declaration, the Declaring Party and Club confirm they will comply with all applicable rules, regulations and policies including the Policy Handbook and applicable Controlling Body and/or State Football Body policy, rules and regulations)

By the Declaring Party:		Date:	
By parent or legal guardian: (if Player under the age of 18)		Date:	
For the Club:		Date:	

Position in Club: President: ☐ Secretary: ☐ Treasurer: ☐ Football Manager: ☐

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APPENDIX 2: PLAYER PAYMENTS BUDGET DECLARATION (1 OF 2)

Preview Only – Click here to access official template

2027 PLAYER PAYMENTS BUDGET DECLARATION

Required as per Player Payment Rule 5.2 Player Payments Budget Declaration.

Competition: _____ **Club:** _____

SECTION 1: MATCH PAYMENTS BUDGET

ALL PLAYER PAYMENTS THAT WILL BE PAID TO A PLAYER THAT WILL PLAY AT LEAST ONE SENIOR GAME — TOTAL MATCH PAYMENTS $

List Players in Alphabetical Order

	Declaration Required	Surname	First Name	No. of Games	Rate $	Amount $
EXAMPLE	YES	Jones	Jeff	7	$150	$1,050
1						$0
to						$0
50						$0
			Total Season Games	0	Total Payments	$0

Budget capacity will be assessed using the team sheet player numbers, Contracted Player amounts and the balance of < $101 per game players.
For Example: If Team sheet numbers * Total Rounds = 396 Games. If Contract Declared Players (> $100) = 216 Games. Players <$101 would equal = 180 Games.

SECTION 2: MATCH AWARDS BUDGET

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

* Non-Cash Match Awards < $300 need to be reported but will not be included in the calculation of your club's Player Payments

	SENIORS			NON SENIOR		
	No. of Games	Rate $	Amount $	No. of Games	Rate $	Amount $
Cash			$0			$0
Non Cash >$300			$0			$0
*Non Cash <$300			$0			$0
					Total Cash Awards, and Non-Cash Awards >$300	$0

SECTION 3: TRAVEL AND ACCOMMODATION PAYMENTS BUDGET

INCLUDE: ALL INDIVIDUAL TRAVEL AND ACCOMMODATION PAYMENTS

List Players in Alphabetical Order

	Surname	First Name	Detail of other Player Payments (e.g. incentives for best and fairest)	AMOUNT $
EXAMPLE	Jones	Harrison	Travel Payments 8 Rounds @ $200.00	$1,600
1				$0
to				$0
10				$0
			Total Travel and Accommodation Payments	$0

SECTION 4: OTHER PLAYER PAYMENTS BUDGET

INCLUDE: BONUSES, SIGN-ON PAYMENTS, PRE-PAYMENTS, CLUB MEMBERSHIPS, GYM MEMBERSHIPS, SCHOLARSHIPS, * RETENTION PAYMENTS Etc.

List Players in Alphabetical Order

Surname	Surname	First Name	Detail of Arrangements	AMOUNT $
EXAMPLE	Jones	Harrison	Retention Payment	$750
1				$0
to				$0
20				$0
			Total Any Other Payments	$0

* Amounts paid to Players who coach should be in Gross Dollars in the section (above) and a Coaching Exemption should be claimed in the EXEMPT PAYMENTS TO PLAYERS section below.

SECTION 5: COACHING, AND CLUB EMPLOYMENT (NON-FOOTBALL) PAYMENTS BUDGET

PAYMENTS MADE TO A PLAYER (or their Associates) IN RESPECT OF * COACHING, EMPLOYMENT, PROVISION OF SERVICES OR OTHEWISE

List Players in Alphabetical Order

Surname	Surname	First Name	Detail of Arrangements	AMOUNT $
EXAMPLE	Jones	Stewart	Playing Coach	$20,000
1				$0
to				$0
10				$0
			Total Coaching and Club Employment Payments	$0

* Amounts paid to Players who coach should be in Gross Dollars in Section 5 (above). Coaching Exemption should be claimed in Section 6 (below).

APPENDIX 2: PLAYER PAYMENTS BUDGET DECLARATION (2 OF 2)

(Abbreviated Version)

SECTION 6: EXEMPTIONS ON PAYMENTS MADE TO PLAYERS AND COACHES BUDGET

IN RESPECT OF: PLAYING COACH, CO-COACH, COACHING OTHER TEAMS, MARQUEE PLAYERS, RETENTION PAYMENTS.

List Players in Alphabetical Order

	Surname	First Name	Detail of Arrangements	AMOUNT $
EXAMPLE 1	*Jones*	*Harrison*	*Retention Payment Exemption*	*$750*
EXAMPLE 2	*Jones*	*Stewart*	*Senior Playing Coach Exemption 50% of $20,000*	*$10,000*
1				$0
to				$0
20				$0
			Total Exempt Payments to Players	**$0**

EXEMPTION REQUESTS should be at the % discount amount as detailed in the Player Payment Rules and Guidelines.

TOTAL PLAYER PAYMENTS	TOTAL EXEMPT PAYMENTS
$0	$0

FINAL PLAYER PAYMENT VALUE
$0

Notes:

1. Where a Player may be on a different rate for win/loss, please enter that Player's details on separate lines.
2. You should provide details on all Player Payments in Gross $'s, and request an exemption if you believe that an exemption may applicable under the Player Payment Guidelines.

We hereby verify that this is an accurate summary of Player Payments given or applied by a Club or Associate of the Club in the 2026 Season, in respect of Players of the Club and Associates of the Players of the club.

_____ / /26
President

_____ / /26
Secretary/ Treasurer / Football Manager
(delete as relevant)

APPENDIX 3: PLAYER PAYMENTS FINAL DECLARATION (1 OF 2)

Preview Only – Click here to access official template

2027 PLAYER PAYMENTS **FINAL** **DECLARATION** (PRIMARY)

Required as per Player Payment Rule 5.3 Player Payments Final Declaration.

Competition: **Club:**

SECTION 1: MATCH PAYMENTS (Primary Declaration)

ALL PLAYER PAYMENTS PAID TO A PLAYER THAT HAS PLAYED AT LEAST ONE SENIOR GAME — TOTAL MATCH PAYMENTS $

List Players in Alphabetical Order

	Declaration Required	Surname	First name	No. of Games	Rate $	Amount $
EXAMPLE	YES	Jones	Jeff	7	$150	$1,050
1						$0
to						$0
50						$0
		FINAL PLAYER PAYMENT STATEMENT (SECONDARY STATEMENT)		0		$0
			Total Season Games	0	Total Payments	$0

Total Season Games should equal to number of Senior rounds played Players per Senior team (e.g.18 rounds x 22 players = 396 games)

SECTION 2: 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

* Non-Cash Match Awards < $300 need to be reported but will not be included in the calculation of your club's Player Payments

	SENIORS			NON SENIOR		
	No. of Games	Rate $	Amount $	No. of Games	Rate $	Amount $
Cash	0	$0	$0	0	$0	$0
Non Cash >$300	0	$0	$0	0	$0	$0
*Non Cash <$300	0	$0	$0	0	$0	$0
					Total Cash Awards, and Non-Cash Awards >$300	$0

SECTION 3: TRAVEL AND ACCOMMODATION PAYMENTS

INCLUDE: ALL INDIVIDUAL TRAVEL AND ACCOMMODATION PAYMENTS

List Players in Alphabetical Order

	Surname	First Name	Detail of other Player Payments	AMOUNT $
EXAMPLE	Jones	Harrison	Travel Payments 8 Rounds @ $200.00	$1,600
1				$0
to				$0
10				$0
			Total Travel and Accommodation Payments	$0

SECTION 4: OTHER PLAYER PAYMENTS

INCLUDE: BONUSES, SIGN-ON PAYMENTS, PRE-PAYMENTS, CLUB MEMBERSHIPS, GYM MEMBERSHIPS, SCHOLARSHIPS, * RETENTION PAYMENTS Etc.

List Players in Alphabetical Order

	Surname	First Name	Detail of other Player Payments	AMOUNT $
EXAMPLE	Jones	Harrison	Retention Payment	$750
1				$0
to				$0
20				$0
			Total Other Player Payments	$0

*Retention payments must be included in the OTHER PLAYER PAYMENTS section (above) and a Retention Payment Exemption should be claimed in the EXEMPT PAYMENTS TO PLAYERS section below.

SECTION 5: COACHING, AND CLUB EMPLOYMENT (NON-FOOTBALL) PAYMENTS

PAYMENTS MADE TO A PLAYER (or their Associates) IN RESPECT OF * COACHING, EMPLOYMENT, PROVISION OF SERVICES OR OTHEWISE

List Players in Alphabetical Order

	Surname	First Name	Detail of Arrangements	AMOUNT $
EXAMPLE	Jones	Stewart	Playing Coach	$20,000
1				$0
to				$0
10				$0
			Total Coaching and Club Employment Payments	$0

* Amounts paid to Players who coach should be in Gross Dollars in Section 5 (above). Coaching Exemption should be claimed in Section 6 (below).

APPENDIX 3: PLAYER PAYMENTS FINAL DECLARATION (2 OF 2)

(Abbreviated Version)

SECTION 6: EXEMPTIONS ON PAYMENTS MADE TO PLAYERS AND COACHES

IN RESPECT OF: PLAYING COACH, CO-COACH, COACHING OTHER TEAMS, MARQUEE PLAYERS, RETENTION PAYMENTS.

List Players in Alphabetical Order

		First Name	Detail of Arrangements	AMOUNT $
EXAMPLE 1	*Jones*	*Harrison*	*Retention Payment Exemption*	*$750*
EXAMPLE 2	*Jones*	*Stewart*	*Senior Playing Coach Exemption 50% of $20,000*	*$10,000*
1				$0
to				$0
20				$0
			Total Exempt Payments to Players	$0

EXEMPTION REQUESTS should be at the % discount amount as detailed in the Player Payment Rules and Guidelines.

TOTAL PLAYER PAYMENTS	TOTAL EXEMPT PAYMENTS
$0	$0

FINAL PLAYER PAYMENT VALUE
$0

Notes:

1. Where a Player may be on a different rate for win/loss, please enter that Player's details on separate lines.
2. You should provide details on all Player Payments in Gross $'s, and request an exemption if you believe that an exemption may applicable under the Player Payment Guidelines.

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.