



COMMUNITY UMPIRE PARTICIPATION POLICY (EXTERNAL)

1. Definitions

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

Policy Handbook means the National Community Football Policy Handbook, as amended from time to time by the AFL.

Umpire refers to a *registered* Umpire that officiates AFL community football matches.

2. Purpose

Umpiring is a valued part of community sport. The purpose of this policy is to clarify the AFL's engagement of and the participation of Umpires, in particular that Community Umpiring within the AFL is a **voluntary activity** and recreational pursuit for enjoyment, connection and community contribution.

This policy outlines the principles that guide Umpire participation, including how participation payments operate as part of our broader support for volunteers. It should be read in conjunction with any relevant State/Territory Umpire Guidelines and processes, the **Policy Handbook** and any other applicable policies and/or processes, which provide practical information about appointments, conduct, and development.

3. Scope

This policy is relevant to community football Umpires participating in community competitions, programs, or events, as determined by the AFL (or other relevant body). This policy does not apply to VFL/VFLW or AFL/AFLW Umpires.

4. Policy Statement

4.1 Voluntary Nature of Umpiring

- a) Umpires participate voluntarily and may accept or decline appointments based on their availability.
- b) There is no expectation or obligation to officiate a minimum number of matches.
- c) Umpires contribute because they enjoy being part of the sport, the community, and its ongoing development.
- d) Umpires do not umpire community football matches as employees or independent contractors of the AFL or any other body.

5. Principles

1. Umpiring is a **voluntary contribution** to community sport that supports fair play, safety, and participation.
2. The AFL values the commitment of Umpires who choose to be involved.
3. Participation payments may be provided as a **modest recognition** of contribution, not as remuneration for employment, contracted work or for services provided.

6. Participation Payments

- a) The AFL may provide Umpires with a **participation payment** in respect of matches or events officiated as a **token of appreciation** for their participation, preparation, and personal costs incurred.
- b) At the start of each season, AFL will confirm the applicable participation payment rates relevant to the season.
- c) The purpose of any participation payment **is to encourage members of the community to participate** in community football sporting activities by subsidising their participation.
- d) Payments are **modest** and consistent with community-level sport.
- e) These payments are **not linked to performance or hours worked** and are not considered wages or fees for service.
- f) Umpires may also be **reimbursed for approved out-of-pocket expenses**, as applicable and as confirmed in the participation rates communicated.
- g) Payments are **not** considered qualifying earnings and as such superannuation is not payable.
- h) Payments are **not** intended to indicate an employment relationship.

7. Taxation

- a) Upon registration, Umpires are required to complete and return a **Statement by a Supplier** form, valid for 5 years. An Umpire will be prompted to validate the Statement by a Supplier form each year of registration after the first year and to provide a new Statement by a Supplier form every 5 years.
- b) A statement by a supplier form confirms that an Umpire is not required to quote an ABN and allows the AFL to not withhold tax from any participation payments made.
- c) Umpires are encouraged to seek their own financial advice if unsure of their individual circumstances relating to taxation and AFL cannot provide taxation advice to Umpires.

8. Payment Process

- a) Participation payments made to Umpires are based on match appointments and other information input into OfficialsHQ.
- b) Participation payments are processed as an EFT bank transfer to an Umpire's bank account as listed in OfficialsHQ.
- c) An Umpire is able to access a copy of the remittance through OfficialsHQ, for each payment received.

9. Other Guidelines / Policies

- a) This policy operates alongside the Umpire Terms and Conditions, any State or Territory Umpire Guidelines and processes and the Policy Handbook, which outline expectations, conduct, appointments, mentoring, and development pathways.

10. Acknowledgement and Transparency

- a) Umpires will be informed of the participation payment rates and relevant guidelines at the start of each respective season.
- b) All participation payments and reimbursements will be managed transparently and consistently with this policy.