



AFL Queensland Total Player Payments Policy

Updated January 2024

*For implementation for the 2024 QAFL & QFA Division 1 and 2
Senior Men's Competitions*

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1 Total Player Payment (Salary Cap)

- a) The Total Player Payments (Salary Caps) for the 2024 Season are:
 - (i) QAFL - \$78,000
 - (ii) QFA Division 1 - \$33,000
 - (iii) QFA Division 2 North - \$20,000
 - (iv) QFA Division 2 South - \$20,000
- b) As a guide, this equates to a weekly Total Player Payment (TPP) of:
 - (i) QAFL Competition - \$4,333 per game
 - (ii) QFA Division 1 HART Sport Cup - \$2,062.50 per game
 - (iii) QFA Division 2 North & South - \$1,250 per game

AFL Queensland will endeavour to notify each Club of the amount of the Allowable Player Payments and the Individual Player Payments Threshold for the forthcoming Football year no later than 15 October in the Football Year, immediately before the commencement of the forthcoming Football Year.

2 Details of Player Contracts & Football Payments to be Lodged

For the purposes of ensuring compliance, each club shall lodge with the relevant AFL Queensland Competition Manager by:

- a) No later than one (1) week prior to the first round of the relevant competition:
 - i) All player contracts for players receiving benefits, as well as for players not receiving benefits.
- 30 April:
- (A) A budget forecast of the clubs Total Player Payments (TPP) on the supplied AFL Queensland TPP spreadsheet.
- 31 October:
- (B) A final (actuals) of the clubs TPP completed on the AFL Queensland TPP spreadsheet.
- b) Failure to meet the above dates will result in a penalty of up to 100 units for each breach.
 - c) Further details can be found in Section 8 of this document.

3 Contract Modifications

All Clubs are to advise the relevant Competition Manager of any modification to a player's contract within 30 days of the change.

4 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 Queensland:
 - i) a Person must not engage in conduct in breach of the Allowable Player Payment provisions contained in this Total Player Payments Policy.
- b) Any conduct in breach of this Policy, engaged in:
 - i) by a Club Official, Player, servant or agent of a Club; or
 - ii) by 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 Policy to have also been engaged in by the Club.
- c) For the purposes of this Policy, "knowledge" includes reckless indifference to whether the conduct in question was occurring or not.

5 Determination of Allowable Player Payments and Individual Player Payments Threshold

a) AFL Queensland shall determine from time to time:

- i) the Allowable Player Payments; and
- ii) the Individual Player Payments Threshold, to apply in any Football Year.

A Club may apply to the relevant AFL Queensland Competition Manager for an increase in the Allowable Player Payments that will apply to that Club in a Football Year and AFL Queensland may, in its absolute discretion, decide to increase the Allowable Player Payments for that Club.

AFL Queensland may in its absolute discretion take into account one or more of the following factors when determining whether, if at all, to increase the Allowable Player Payments for a Club following a request from a Club under Rule 0**Error! Reference source not found.**0:

- a) the location of the Club's training venue and venue for the Club's home (and/or away) Matches and, in particular, the distance of such venues from any town or city with a large population base;
 - b) if the Club has endured significant hardship or lack of on-field success;
 - c) if the Club has recently come into existence or merged with another Club; and
 - d) 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.
- b) One whole amount
- i) 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.

6 Deemed Total Player Payments

The following payment or benefits paid or provided to or for the benefit of a player or associate of a player by a Club or by a sponsor, supporter, supporter group of or any person or entity associated

directly or indirectly with the Club are deemed by AFL Queensland to be included or excluded in the TPP as listed below.

a) Match Payments:

All payments to players including base or retainer payments for selection and performance in Club games as agreed to in the player's contract with a club are included.

b) Assistant Coach Payments:

All payments to players related to being an assistant coach are included within the TPP. For further information, see Section 7 of this document.

c) Sign On Fees:

Any up-front payments to players for signing with a Club are included as TPP's.

d) Medical Reimbursements or Payment of Medical Expenses

Any financial provisions provided to a player for costs incurred in medical-related expenses are included in TPP's:

For the avoidance of doubt, a club must claim any payments made to a player to assist with the payment of medical bills, or any refund or reimbursement made to a player for costs incurred relating to medical bills.

e) Relocation Expenses:

"Reasonable" relocation expenses are to be excluded from the TPP. Such expenses must be supported by appropriate documentation/receipts for it to be excluded.

f) Payment to Spouses:

Payments, benefits or considerations received by spouses, excluding those that are paid as a direct result of being legitimately employed by the club, are deemed to be TPP's.

g) Payment of Players by Sponsors:

Any payment of goods and/or services not related to the player's membership of the club and playing of football, received from club sponsors for the purpose of playing football shall be considered to be a part of the TPP. Exclusions include, playing apparel (i.e. shorts, socks, jumpers), playing equipment (i.e. mouthguard, boots), match day and training apparel (i.e. polo shirt, slacks, training shirt, etc...).

h) Rent Subsidies and Travel Allowance:

Rent subsidies and travel allowances paid for the benefit of individual players as an incentive are deemed to be TPP's.

i) Expenses incurred in Club Trips and Training Camps:

Expenses incurred in club coaching/playing trips and training camps are to be excluded from the calculation of the TPP, except where the benefit has been included in the player's contract to play for the club. Any other trips sanctioned or organised by a club where a benefit is provided to a player or players must be included in the calculation for the purpose of determining the club's compliance with salary cap calculations. In those circumstances the total market value of the trip and benefits provided to player(s) are deemed to be within the TPP.

j) Market Value of Employment and Services Actually Rendered:

Where a player or an associate of a player is employed by a club and if such player or associate is paid an amount which in the opinion of AFL Queensland is in excess of the market value of the player's or the player's associates' services, or where the player or associate does not provide services consistent with the normal terms and conditions of such employment, the amount by which

the payment exceeds the market value of those services, or the whole of the payment as the case may be, shall be deemed to be a TPP to the player.

k) Lump Sum Payment on Termination of Contracts:

Any lump sum paid directly or indirectly to a player or an associate of a player on termination of his contract to play football with a club is deemed to be TPP's.

l) Loans:

The full amount of loans made to any player or an associate of any player shall be deemed to be a TPP to the player at the time of the advance of the loan. An amount equivalent to any repayments of the loan shall be deducted from the TPP of the club in the year or years in which repayments are made.

m) Fringe Benefit Tax:

All fringe benefit tax payable by a club in respect of any football payment will be deemed to form part of the benefit provided to a player and therefore must be included in the calculation of the club's TPP.

n) Superannuation:

All statutory and other contributions payable by a club on behalf of or for the benefit of a player to an approved superannuation fund are excluded from the TPP's.

o) Prize Money and Incentive Payment:

Any payment received as prize money for incentive or otherwise, shall be deemed as TPP's. Full notification of weekly awards and best and fairest incentive schemes should be lodged with the relevant documentation.

p) Any Other Payments:

Any payment to a player (including a payment to be held in trust) by any person for the purpose of playing football for the club shall be deemed a TPP.

q) Prizes:

Prizes given as awards such as cash, meals, beverages and/or vouchers are to be included as a TPP. Clubs should include these items in their end of season reconciliation.

r) Club or Player Registration Fees:

Should a club choose to waive the registration fees for any player, either partially or in full, this must be clearly outlined in the player declaration form, however this benefit will be excluded from the TPP cap.

s) Finals Series Payments:

Whilst finals series games will be excluded from the TPP's, each team is required to submit their finals series payments for review. Payments made to individual players with respect to finals matches played, shall not be in excess of 10% of the players contracted match fee (or equivalent) for home and away games.

7 Playing Coach

Each Club is permitted to have one player contracted to perform a coaching role, that has a proportion of their contract sit outside of the TPP's. The coaching proportion of this contract must not exceed 50% of the total payments to the person (and up to a maximum of \$20,000 for QAFL clubs). The signed coach's contract must be lodged with AFL Queensland in addition to the player declaration form.

Any player fulfilling a coaching role and particularly if their payment is being considered under section 7(a), must comply with the following:

- a) Be a registered AFL coach with all details provided within the relevant system/platform
- b) Hold a minimum "Foundation level" AFL coaching accreditation

8 Reporting

Player Declaration

If the Club expects that it, or any Associates of the Club, will make Player Payments to a Player and/or Associates of the Player in a Football Year which are in excess of the Individual Player Payments Threshold then, by no later than 30 April in each Football Year, the Club must lodge, or procure that the Player lodge, with AFL Queensland a statement in the form prescribed by AFL Queensland from time to time and such statement shall:

- a) set out the name of the Player;
- b) set out the total Player Payments which the Club expects that it, or an Associate of the Club, will make to the Player and/or any Associates of the Player in that Football Year, which may be expressed in whole or in part as an amount per Match; and
- c) be signed by the Player and one of the President (or their equivalent), the secretary, treasurer or football manager of the Club.

If a Player Declaration in respect of a Player has not already been lodged in accordance with Rule 0 and the Club or Associate of the Club comes to an agreement, arrangement or understanding with the Player or an Associate of the Player to make any Player Payment to the Player or an Associate of the Player which means that Player Payments received by the Player and any Associate of the Player 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 lodge, with AFL Queensland a Player Declaration for that Player.

Non-Declared Player

In respect of any Player of the Club for the relevant Football Year who, for that Football Year:

- a) will play a Match in the Senior Team but either the Player or an Associate of that Player will not receive any Player Payments; or
- b) either the Player or an Associate of that Player will receive Player Payments and those Player Payments will be less than the Individual Player Payments Threshold (Non-Declared Player), then by no later than 30 April or, where a player is not included in the 30 April lodgement, within 7 days of that Non Declared Player playing a Match for the Club the Club must lodge, or procure that each Non Declared Player lodge, with AFL Queensland a statement in the form prescribed by AFL Queensland and such statement shall:
 - i) set out the name of the Non-Declared Player;
 - ii) state that the Player will:
 - i. play a Match in the Senior Team but either the Player or an Associate of that Player will not receive any Player Payments; or

- ii. receive total Player Payments by either the Player or an Associate of the Player for the relevant Football Year less than the Individual Player Payments Threshold; and
- iii. be signed by the Non-Declared Player and one of the president (or their equivalent), the secretary, treasurer or football manager of the Club.

If a Player Declaration or Non-Declared Player statement is not lodged in accordance with, and within the prescribed times in Rule 80 or 8b), the Club and the Player to which the Player Declaration relates 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.

Player Payments budget

By no later than 30 April in each Football Year, each Club shall lodge with AFL Queensland a statement in the form prescribed by AFL Queensland and such statement shall:

- a) set out the name of each person who is expected to be a Player of the Club for that Football Year who:
 - i. will play a Match in the Senior Team for that Football Year; or
 - ii. either the Player or an Associate of that Player, will receive Player Payments for that Football Year;
- b) set out the total Player Payments which the Club expects that it, or an Associate of the Club, will make in that Football Year;
- c) 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 assistant 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;
- d) be accompanied by such other documents and information as specified or requested from time to time by AFL Queensland; and
- e) be signed by the president of the Club (or their equivalent) and one of the secretary, treasurer or football manager of the Club.

Within 14 days of a request by AFL Queensland, a Club shall provide an updated statement with the information prescribed in Rule 8c)(i).

If:

- a) the Club lodges a statement under Rule 0(c)(i) 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

- b) 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 0c)(i); or
- c) 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 AFL Queensland with an updated statement with the information prescribed in Rule 0c)(i).

A Club who does not complete and lodge the statement or updated statement within the prescribed time in Rule 0c)(i) 0c)(ii) or 0c)(iii) 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.

Player Payments reporting

By no later than 31 October after the conclusion of each Football Year and at such other times as requested by AFL Queensland, each Club shall lodge a statement in the form prescribed by AFL Queensland and such statement shall:

- a) 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;
- b) identifies all of the Players who participated in the Club's Senior Team;
- c) 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);
- d) 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;
- e) be accompanied by such other documents and information as specified or requested from time to time by AFL Queensland; and
- f) be signed by the president of the Club (or their equivalent) and one of the secretary, treasurer or football manager of the Club.

If a statement is not lodged in accordance with, and within the prescribed times in, Rule 0, 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.

9 Integrity Officer

Appointment of Integrity Officer

AFL Queensland may from time to time appoint an Integrity Officer. The Integrity Officer may exercise any of the powers conferred upon them under these Rules or such other powers conferred upon or delegated to them by AFL Queensland.

No false or misleading information

No Person shall knowingly provide to the Integrity Officer or AFL Queensland (including under Rule 0, 0 and 0) 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.

10 Clubs to do all things necessary to assist Integrity Officer

Full and free access

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

- a) any premises occupied by or in the control of the Club;
- b) 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
- c) 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 electronic copy, of any of the items referred to in paragraphs (ii) and (iii) above within 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.

Provision of information

Upon a request by the Integrity Officer and within 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.

Attendance before Integrity Officer

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:

- a) fully co-operates with the Integrity Officer;
- b) fully and truthfully answers any questions asked by the Integrity Officer; and

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

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 000, 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.

11 Players to assist Integrity Officer

Full and free access to Players' records

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 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.

Companies, trusts and accounts

Without limiting the foregoing each Player shall provide or ensure that any Associate of a Player and any other relevant person provides to the Integrity Officer within 7 days of any request:

- a) 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;
- b) full and complete details of any and all 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;
- c) 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;
- d) 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;

- e) full and complete details of each and every 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
- f) 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.

Provision of information

Upon a request by the Integrity Officer and within 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.

Upon a request of the Integrity Officer and within 7 days of that request, a Player shall provide a signed statutory declaration in relation to 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.

Player to ensure attendance of persons

Within 7 days of a request by the Integrity Officer each Player will attend and will procure and ensure the attendance of any Associate of a Player, before the Integrity Officer. The Player shall ensure that they and each such person:

- a) fully co-operates with the Integrity Officer;
- b) fully and truthfully answers any questions asked by the Integrity Officer; and
- c) provides any document in their possession or control as requested by the Integrity Officer.

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 0, 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.

No breach of statute

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.

12 Determination of payments

Extent of Player Payments

The Integrity Officer or AFL Queensland 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 Rules.

Payments to be included if explanation unsatisfactory

AFL Queensland or the Integrity Officer 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 AFL Queensland or the Integrity Officer then AFL Queensland or Integrity Officer may deem such payment to be a Player Payment to a Player of the Club for the purposes of these Rules.

AFL Queensland may issue guidelines

AFL Queensland may from time-to-time issue guidelines as to the application of the Allowable Player Payments provisions in this Player Payment Rule and valuation of Player Payments, provided those guidelines are not inconsistent with the Rules.

Rulings

A Club may at any time submit to AFL Queensland 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 AFL Queensland 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 Rules.

Any ruling of AFL Queensland shall be final and binding on the Club.

13 Laying of charge

AFL Queensland may lay charge

If AFL Queensland suspects that any Person has or may have engaged in conduct in breach of the Allowable Player Payments provisions or otherwise in breach of this Player Payment Rule, AFL Queensland may lay a charge against:

- a) where the Person is a Club or Player, the Club or Player;
- b) where Rule 0b) applies, the Club.

Player Payments Disciplinary Committee

AFL Queensland shall from time to time appoint persons to a body to be known as the Player Payments Disciplinary Committee.

Any charge laid by AFL Queensland under this Player Payment Rule shall be heard and determined by the Player Payments Disciplinary Committee.

The Player Payments Disciplinary Committee shall consist of 3 persons, being:

- a) a Legal Practitioner nominated by AFL Queensland, who shall be the chairperson of the Player Payment Disciplinary Committee; and
- b) two other persons nominated by AFL Queensland.

A person shall not be appointed to the Player Payments Disciplinary Committee to hear a charge if that person:

- a) has been a Club Official of a Club; or
- b) has been a Player of a Club, in the twenty-four months preceding the appointment.

Notice of charge and hearing

Where a charge is laid under Rule 0, AFL Queensland shall give notice of the charge to each Club and Player charged and the Player Payments Disciplinary Committee appointed to hear the charge. AFL Queensland 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 7 days before the date for the hearing.

Statement of grounds

A notice of charge under Rule 00 shall be accompanied by a statement of the grounds for the laying of the charge.

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 Club or Player charged discharges the burden of proof referred to in Rule 00.

AFL Queensland may vary time and place of hearing

AFL Queensland may vary the time or place specified under Rule 00, and AFL Queensland shall give to each member of the Player Payments Disciplinary Committee and each Club and Player charged at least 3 days' written notice of any such variation.

14 Hearing by Player Payments Disciplinary Committee

Conduct of hearing

At the time and place referred to in the notice of charge, or as varied under Rule 00, the Player Payments Disciplinary Committee shall conduct a hearing into the matters the subject of the charge.

Informal

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.

Rules of evidence not to apply

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.

Procedure

Subject to Rule 00, the procedure of the Player Payments Disciplinary Committee at a hearing conducted under Rule 00 is within the discretion of the Player Payments Disciplinary Committee.

Procedural fairness

At any hearing conducted under Rule 00, the Player Payments Disciplinary Committee shall:

- a) provide to every Club and Player charged an opportunity to be heard and to be represented by any person including a Legal Practitioner; and
- b) hear and determine the matter before it in an unbiased manner.

Statement of grounds prima facie evidence

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.

Standard of proof

The Player Payments Disciplinary Committee shall decide any charge laid under Rule 0 on the balance of probabilities whether a Club or Player has or has not engaged in the alleged conduct.

Onus of proof

A Club or Player charged by AFL Queensland under Rule 00 shall bear the onus of establishing on the balance of probabilities that the alleged conduct was not engaged in.

Decision

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

- a) declare the charge sustained and may impose a sanction as provided for under Rule 0;
- b) declare the charge dismissed; or
- c) adjourn the hearing to a fixed date or indefinitely.

Any decision of the Player Payments Disciplinary Committee under this Rule is final and binding, subject to any appeal under Rule 0.

No reasons

The Player Payments Disciplinary Committee shall not be obliged to give reasons for a decision under Rule 00.

Validity of hearing

Where there is any procedural irregularity in the manner in which 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.

15 Sanctions

Imposition of sanctions

Subject to Rule 000, the Player Payments Disciplinary Committee may impose any sanction on any Club or Player contravening this Player Payment Rule that, in their absolute discretion they think fit. 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 0.

Without limiting the ordinary and legal meaning of any of the words in Rule 000, if a Club or Player contravenes this Player Payment Rule the Player Payments Disciplinary Committee may do one or more of the following:

- a) impose no sanction on the Club or Player;
- b) reprimand the Club or Player;
- c) impose a monetary sanction on the Club or Player;
- d) 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 of time;
- e) 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 of time;
- f) 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 of time;
- g) 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;
- h) 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;
- i) declare, in respect of a Club, the loss of or ineligibility to receive Total Team Points for past, current or future Football Years;
- j) 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
- k) impose a sanction on any terms or conditions seen fit.

Matters that may be taken into account regarding sanctions

Without limiting the ordinary and legal meaning of any of the words in Rule 00 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:

- a) whether, and if so to what extent, the Club authorised the conduct;
- b) whether, and if so to what extent, the Club benefitted from the conduct;
- c) whether the conduct was intended or likely to have the effect of enabling the Player to play with a particular Club;
- d) the period of time over which the conduct occurred;
- e) any prior contraventions of this Rule;
- f) whether, and if so to what extent, the Club or Player has provided substantial assistance to AFL Queensland which results in AFL Queensland discovering or establishing a contravention of this Player Payment Rule; and
- g) whether the Club or Player had knowledge of the breach and/or wilfully engaged in the breach.

Club or Player may be excused for co-operation

AFL Queensland may excuse any Club or Player in 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 Rules by any other Club or Player.

16 Appeal

A Club or Player may appeal to the AFL Queensland Appeal Board in respect of a determination by the Player Payments Disciplinary Committee under this Player Payment Rule in respect of a charge laid against that Club or Player by:

- a) making payment to AFL Queensland of any applicable appeal fee; and
- b) submitting a notice of appeal to AFL Queensland on one or more of the following grounds:
 - i) that there was an error of law;
 - ii) 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
 - iii) that the sanction imposed was manifestly excessive, no later than 12.00 noon on the fifth day following the decision of the Player Payments Disciplinary Committee.

AFL Queensland may appeal to the AFL Queensland Appeal Board in respect of a determination of the Player Payments Disciplinary Committee under this Player Payment Rule within the time and on one or more of the grounds referred to in Rule 00 or on the ground that the sanction imposed was manifestly inadequate.

Any appeal heard by the AFL Queensland Appeal Board shall be held in accordance with the rules governing the AFL Queensland Appeal Board, as determined by AFL Queensland from time to time.

17 Rule paramount

To the extent that any Rule in this Player Payment Rule is inconsistent with any other rule of AFL Queensland, the provisions of this Player Payment Rule shall prevail.

18 Premiership Points, Final Premiership Ladder & Total Team Points

All other rules of AFL Queensland relating to or impacting on Premiership Points, the Final Premiership Ladder and Total Team Points shall be read subject to and as including any sanctions imposed by the Player Payments Disciplinary Committee under Rule 0.

19 Relevant Definitions

In this Player Payments Policy, unless there is something in the subject or context inconsistent therewith, the following expressions will have the following meanings:

Allowable Player Payments means the amount from time to time determined by AFL Queensland 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 defacto) of the Player or any of his or her relatives;
- c) a body corporate where:
 - 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;
- h) any person who is or was acting, or who proposes to act, on behalf of or in concert with the Player.

Club means a football club which participates in a Football League.

Club Officer 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;
- c) to work with, treat, advise or assist a Player or the football operations of a Club; or
- d) 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 Rules and, without limiting the foregoing, includes:

- a) conduct in contravention of this Player Payment Rule;
- 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:
- c) contravening, circumventing or evading the operation of the Allowable Player Payments provisions in these Rules; or
- d) 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.

Final Premiership Ladder means the ranking of Clubs in a Football League as determined by AFL Queensland at the conclusion of the final series of Matches for a Football Year taking into account any sanctions imposed under this Player Payment Rule.

Football League means an Australian Football league or competition controlled by AFL Queensland.

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 AFL Queensland (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 Player Declaration in respect of the Player.

Integrity Officer means any person from time to time appointed by AFL Queensland to that position. A reference to the Integrity Officer in these Rules shall include a reference to any person or persons appointed by the Integrity Officer to act on their behalf.

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 Victoria.

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, Club Official, servant or agent of a Club, trainer, runner, medical officer, employee, independent contractor or volunteer of a Club.

Player means save as otherwise provided a person who is registered to play for the Club , including any person who is registered to compete in any of the Club's under age teams during the relevant Football Year.

Player Declaration has the meaning given to it in Rule 0.

Player Payments Disciplinary Committee means the independent disciplinary committee appointed pursuant to Rule 00.

Player Payments 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 football 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:
- c) employment with the Club or the Associate of a Club; or
- d) provision of services to the Club or the Associated of a Club,
- e) 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 a team fielded by a Club in the Seniors, including all persons selected as interchange Players in such team

Underage Player means any Player who is eligible to compete in any of the Club's underage teams during the relevant Football Year.