



# YOUR CBA – A SNAPSHOT

## 1. SUMMARY

- Comprehensive package of payments and benefits designed to enshrine our game as the number one sporting career choice in Australia.
- Increases in salaries, commercial payments, injury benefits and an historic step-change in developing a world-class retirement scheme.
- Improvements in professional development and wellbeing support, and enhanced outcomes in a range of terms and conditions which matter most to players.
- A five year contract with a genuine right of review after three years provides certainty of benefits but ensures players are able to share in the growth of the game.

## 2. PLAYER BENEFITS INCREASES

	2012	2013	2014	2015	2016
Total Player Payments Limit	7%	4%	5.4%	3%**	3%**
ASA Limit	7%	39%	13%	3%**	3%**
Retirement Fund Benefits	85%	-	-	-	-
Total Player Benefits Increase	11%	6%	6%	3%**	3%**
Total Player Benefits Increase as a Percentage of Revenue*	25%	25%	25%	25%**	25%**

\*Excludes Club based gaming revenues and government grants for facilities.      \*\*Subject to review at year 3



### RAISING THE FLOOR

From 2012, all AFL Clubs will be required to spend a minimum of:

**95%** of the combined TPP and ASA limits

Prior to this, minimum TPP spend was: **92.5%** per club and there was no minimum guarantee of ASA spend at all

## 3. A STEP CHANGE IN ROOKIE PAY

- In 2011, the minimum rookie salary was \$35,000 – only moderately above the Australian minimum wage. In recognition of the work undertaken by rookies and their contribution to their teams, a step change will occur over the next three years ensuring by 2014 the minimum rookie wage is just 10% less than a player drafted onto the primary list.

Year	2012	2013	2014	2015	2016
Increase	17%	19%	9%	3%	3%
Amount	\$41k	\$49k	\$54k	\$55k	\$57k

## 4. ESTABLISHING A WORLD-CLASS RETIREMENT SCHEME

- The most significant legacy of this deal will be the establishment of a new retirement scheme designed to provide a substantial nest egg for players to be available when you need it most.
- Based on the experience of professional sports overseas, the existing retirement fund will be replaced with a scheme which provides you with a defined financial contribution each year which grows with the benefit of compound interest over the course of your career and beyond.
- Accrued retirement benefits will be delivered to you on a staggered basis, years after you have finished playing the game.

### RETIREMENT FUND CONTRIBUTIONS

2007-11 RETIREMENT FUND CONTRIBUTIONS:



2012-16 RETIREMENT FUND CONTRIBUTIONS:



## 5. IMPROVED BENEFITS FOR INJURED PLAYERS

- Players have secured a package of injury compensation improvements which are designed to improve the safety net for players both during and after their careers.

Benefit	Pre 2012	2012-2016
Second Tier Injury Payments	Nil	\$750 per match missed after 3 matches (capped at \$8,500)
Career Ending Injury Benefit	50% of final year base	50%, 150% or 200% of final year base depending on age
Death and Disability Insurance	\$500k	\$1M

- \$250,000 P.A. to establish a Players' Trust to support former players suffering health-based hardships.

## 6. DEVELOPMENT AND WELLBEING

- Every AFL Club required to employ a full-time Player Development Manager with no competing football responsibilities.
- Each club to provide minimum four hours per week in club schedule for professional development (separate to day-off).
- Increased funding for player education programs, support and wellbeing services.
- Improvements in provision of day-off, annual leave and long service leave entitlements.

## 7. IMPROVEMENTS IN THE LITTLE THINGS WHICH MATTER

- Car-parking, seating and security improvements.
- Travel standards to be incorporated into CBA.
- Reimbursements and deductions clarified and limited.
- Grievance procedure enhanced.
- Player appearance arrangements will be restructured so players with more than five years' experience can get credit for up to six appearances for approved personal community programs.

## 8. ENSURING PLAYERS SHARE IN GROWTH OF THE GAME

- The package of player benefits contained in the new CBA are forecast to deliver players approximately 25% of industry revenue (excluding club gaming revenues and government facility grants).
- However, as the players contribute to the growth of the game, this needs to be captured moving forward and under the new deal this is designed to occur in two ways:
  - » Profit sharing method to ensure players receive a share of AFL net profit above forecast
  - » A genuine review mechanism at three years incorporating incentives for both parties to reach agreement.