



AFLPA, AFL REACH AGREEMENT ON THREE-YEAR CBA

Monday October 28, 2019

The AFL and the AFL Players' Association have today welcomed a new three-year Collective Bargaining Agreement (CBA), which guarantees year-on-year growth of the NAB AFLW Competition and provides certainty for all AFLW players and clubs.

The new agreement, covering the 2020, 2021 and 2022 AFLW seasons, delivers an increase of 37 games, with additional pre-season and development hours for players and increased salaries.

The CBA also provides an increased focus on player development with a Player Development Manager committed to each club, together with a 65 per cent increase in player development funding.

Also agreed in the CBA is an independent AFLW Competition Review, the first of its kind for AFLW, which will enable the industry to improve its understanding of the unique challenges faced by AFLW players, and identify new opportunities to ensure the league continues to thrive.

AFL Players' Association CEO Paul Marsh says 98 per cent of players voted to approve this CBA because it ensures growth over the next three seasons, and also sets the game up for long-term sustainability.

"The competition has taken great strides forward each year and this deal guarantees increases in wages, games, training time and funding for off-field support at a time when 120 new playing positions have been created through the introduction of four new teams," he said.

"Our players have a strong desire to keep growing the competition, and while they accept they won't play every team once within this CBA, growth in the number of games will continue to be a priority for players moving forward.

"We are also pleased to have a commitment to an AFLW Competition Review, which will allow us to work closely with players and the industry on matters of importance to ensure AFLW players have every opportunity to thrive."

AFL Head of Women's Football Nicole Livingstone said the agreement reflects the AFL and AFLPA's long-term commitment to women's football – building on the four key pillars of opportunity, sustainability, community and building a premier competition.

“This is a great outcome for women and girls' football across the country. It delivers certainty to the current AFLW playing group and allows investment in the future of women's football to sustain the long-term growth of the women's game at all levels,” Livingstone said.

“We've come so far, and we've gathered such momentum and possibility. As we continue on the journey of expanding the competition, 10 teams become 14 and 120 new players will get their opportunity to play next season.

“I thank the AFLPA for their advocacy on behalf of their members and most importantly the players for their passion, courage and commitment to the continued success and long-term sustainability of the competition.”

Summary of the Agreement

Season Length:

- An increase of home and away matches and an additional finals week.
 - 2020 – Eight home and away matches, three weeks of finals.
 - 2021 – Nine home and away matches, three weeks of finals.
 - 2022 – 10 home and away matches, three weeks of finals.
- Extended pre-season:
 - 2020 – Nine weeks.
 - 2021 – 9.5 weeks.
 - 2022 – 10.5 weeks.
- Pre-season will feature a mandatory Christmas break period.
- Clubs are also able to schedule 21 paid induction hours for medical screenings, injury prevention programs and other induction programs for players.

Player Payments & Prizemoney:

- Total Player Payments will increase by 21 per cent in 2020 with increases of 7 per cent and 16 per cent in 2021 and 2022 respectively.
- Player payments per club from 2020-2022 will be as follows:

Tier	2019	2020	2021	2022
1	\$24,600	\$29,856	\$32,077	\$37,155
2	\$19,000	\$23,059	\$24,775	\$28,697
3	\$16,200	\$19,661	\$21,124	\$24,468
4	\$13,400	\$16,263	\$17,473	\$20,239
TPP per club	\$474,800	\$576,240	\$619,109	\$717,122
TPP	\$4,748,000	\$8,121,555	\$8,722,078	\$10,098,097

- \$232,000 in finals prize money for each of the 2020 and 2021 seasons, and \$246,500 in season 2022
- Additional week of payment for players from the two teams who compete in the NAB AFLW Grand Final

Player Development:

- 65 per cent increase on 2019 player development funding from \$285,000 to \$470,000 per year
- Each club mandated to employ a Player Development Manager for AFLW
- Player development programming to include:
 - Wellbeing services
 - Financial consultations
 - Education and Training Grants

ASAs:

- Minimum ASA payments per club will increase year-on-year from 2020.
 - 2020 minimum \$25,000, maximum \$80,000.
 - 2021 minimum \$30,000, maximum \$80,000.
 - 2022 minimum \$50,000, maximum \$100,000.

Note: Limits exclude the two players with the highest ASAs at each club

Other key items:

- Independent AFLW Competition Review
- Advance notice of key season dates (minimum four months' notice)

- Mandated timing of the first payment by clubs to players
- The introduction of two-year standard playing contracts

Other Player Conditions as Agreed in 2019 CBA*:

(* Note: The 2020-22 CBA picks up a number of items that were agreed to for a period of four years in the 2019 CBA.)

- Reimbursement of football and travel expenses
- Relocation allowances
- Accommodation and meal provisions around training
- Formalised consultation with AFLPA on behalf of players on fixtures, rules and tribunal
- Income protection for up to 12 months for loss of non-football earnings arising from football injuries
- Clubs mandated to follow minimum medical requirements for players, as agreed by the AFL and AFLPA
- Football injury excess medical costs
- Funding and access to AFLPA Injury and Hardship Fund
- Pregnancy and early childcare support
- Access to ticketing and club facilities
- Regulation of agents through AFLPA Accredited Agents' Scheme

-Ends-