2023 AFLW PLAYERS' HANDBOOK

AFL PLAYERS

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FROM THE CEO

WELCOME TO THE 2023 EDITION OF THE AFL PLAYERS' HANDBOOK. THIS WILL BE A VALUABLE RESOURCE TO EDUCATE YOU ON THE PROGRAMS, SERVICES AND SUPPORT AVAILABLE TO YOU THROUGH MEMBERSHIP OF THE AFL PLAYERS' ASSOCIATION.

The handbook also contains details on key aspects such as the Collective Bargaining Agreement (CBA), rules and regulations, the function of the AFLPA and our various departments, and the programs and services we provide our members.

We, at the AFLPA, exist to support you through your football journey and beyond, and maximising your time in the game is vital to ensuring a thriving career during and post football. It's also our job to represent the playing group on issues that impact you, while providing world class benefits and programs to support your professional development.

The next step in our journey is negotiating a new CBA for players, and we have been open with our goal to combine AFL and AFLW players into one agreement for the first time, which we believe will help grow the game and therefore deliver increased benefits for both groups of members. As always, player unity is critical to getting the best outcomes for you, so I'd encourage you to stay strong, keep asking questions and engaging with us to help ensure the futures for all players are strong and secure.

While the life of an elite athlete continues to be demanding, investing in your off-field development has never been more important and we've seen countless examples of how this can help, or hinder, your on-field exploits as well as the next phase of your working life.

As always, hearing from individuals helps us act on behalf of the collective so if you have an issue, question or idea, please don't hesitate to reach out. The staff at the AFLPA are passionate people who want to help you get the most out of your AFL career, so I encourage you to engage with us when you get the chance.

Good luck for the season ahead.

Paul Marsh

FROM THE PRESIDENT

AS THE INDUSTRY CONTINUES TO REBOUND FROM A FEW TOUGH YEARS, THE OPPORTUNITY TO SHAPE THE GAME ARE VAST AND CRITICAL FOR FUTURE PLAYERS.

That's why it's never been more important to maintain a unified playing group, and by extension players' association, so that all players have equal opportunity to thrive.

However, alongside those opportunities are the challenges we, as players, face as the stakeholder that allows the industry to thrive as much as it does. We are the labour force, the product and are often the ones who are worse off when things don't go to plan.

There are many incredible benefits in playing this game at the highest level; the relationships, camaraderie, and team ethos, but the reality is it does take its toll on the people involved so it's vital we continue to improve the conditions in which we operate to ensure the football experience is an enjoyable one for each and every player who walks through your club's doors.

To do so, we need to continue to engage with the AFLPA, have honest conversations, and push for the outcomes we want.

This handbook is a one-stop shop for everything you need to know about the things you can access as a member of your Association and I encourage you to be proactive in reaching out to your Regional Manager, Delegates, and AFLPA staff.

Patrick Dangerfield

THE AFLPA BOARD

THE 12-MEMBER AFLPA BOARD IS FINALISED AT THE ANNUAL GENERAL MEETING IN THE FIRST HALF OF EACH YEAR. IN 2023, THE BOARD IS LED BY PRESIDENT PATRICK DANGERFIELD AND CHAIRMAN ANDREW TWAITS. THE AFLPA BOARD MEETS REGULARLY THROUGHOUT THE YEAR TO MAKE DECISIONS ON BEHALF OF THE WIDER AFLW AND AFL MEMBERSHIP.

PATRICK DANGERFIELD
PRESIDENT

PHIL DAVIS
CO-VICE PRESIDENT

ANNALYSE LISTER
CO-VICE PRESIDENT

ANDREW TWAITS
CHAIR

PAUL MARSH
CEO

CATHERINE PHILLIPS

KERRYN PETERSON

CHRIS HEFFERNAN

ISABEL HUNTINGTON

TOM JONAS

DARCY MOORE

Kristen Hilton

ED CURNOW

** In 2022, the AFLPA changed its constitution to reflect better member representation and include independent expertise. Ed Curnow was required to retire from the Board under the old Constitution but was re-appointed for an interim period as the Board transitioned to the new structure.*

THE DELEGATES

There are at least two delegates from every club, who act as the conduit between the players from their club and the AFLPA Board and staff. The delegates come together annually to discuss the key issues impacting players. The role of a club delegate is:

- Represent the players and the AFLPA on club decisions
- Provide a link between the AFLPA and their playing group
- Develop and implement an annual Club Actions and Priorities Plan, in conjunction with their AFLPA Regional Manager
- Keep players up to date on key information relating to member benefits industry issues or workplace conditions

WANT TO BE A DELEGATE?

Contact your AFLPA Regional Manager.

ADELAIDE
Ebony Marinoff
Eloise Jones

BRISBANE
Sharni Webb
Jade Ellenger
Natalie Grider

CARLTON
Darcy Vescio
Gabriella Pound

COLLINGWOOD
Jordyn Allen
Erica Fowler

ESSENDON
Bonnie Toogood
Stephanie Cain

FREMANTLE
Angelique Stannett
Jessica Low

GEELONG
Becky Webster
Amy McDonald

GOLD COAST
Bess Keaney
Claudia Whitfort
Alison Drennan

HAWTHORN
Louise Stephenson
Tilly Lucas-Rodd

GWS
Chloe Dalton
Katherine Smith

MELBOURNE
Sarah Lampard
Lily Mithen

NORTH MELBOURNE
Emma King
Sarah Wright

PORT ADELAIDE
Maggie MacLachlan
Alex Ballard

RICHMOND
Gabby Seymour
Sarah D'Arcy

ST KILDA
Nicola Stevens
Molly McDonald

SYDNEY
Lisa Steane
Rebecca Privitelli

WEST COAST
Belinda Smith
Aisling McCarthy

WESTERN BULLDOGS
Kirsty Lamb
Katie Lynch

PLAYER AND STAKEHOLDER RELATIONS

THE PLAYER AND STAKEHOLDER RELATIONS TEAM PROVIDES INDIVIDUAL SUPPORT TO MORE THAN 540 AFLW AND 800 AFL PLAYERS THROUGH REGIONAL MANAGERS. THE TEAM ALSO PROVIDES PLAYERS WITH A VOICE ON RELEVANT GAME-RELATED MATTERS INCLUDING LAWS OF THE GAME, MATCH REVIEW AND TRIBUNAL, PLAYER MOVEMENT, ATHLETE TRACKING AND HEALTH AND SAFETY.

VOICE

The AFLPA is the voice of the collective playing group on a wide range of matters including:

- Laws of the Game
- Fixturing
- Match Review and Tribunal
- Player Movement
- Player Health and Safety

The AFLPA develops its position on these matters through direct conversation with players, in particular through club visits, and through survey data. We deal directly with the AFL on these matters, as well as through various committees and working groups including the AFLW Competition Committee, AFL Research Board and AFL OH&S Committee

REGIONAL MANAGERS

A key part of our success is in the relationships we build with players, communicating with and connecting you to your association. We urge you to get to know your Regional Manager or any member of the team – it is your association and we are here to assist you on these issues.

See page 9 for more information.

NEED ASSISTANCE?

Julia Chiera

Head of AFLW

M: 0417 360 834 E: jchiera@aflplayers.com.au

Head of AFLW

Our Head of AFLW, Julia Chiera, is responsible for enhancing the AFLPA's relationship and understanding of AFLW members, advocate for matters important to them, and help drive the players' push towards full time professionalism.

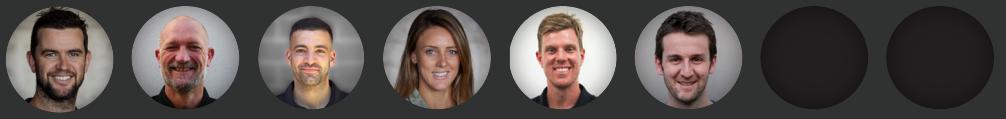
The Head of AFLW takes up a leadership role with AFLW members and builds strong and effective relationships with a broad range of stakeholders. Julia has a solid understanding of the AFL industry, the needs of our athletes, and effectively collaborates across the AFLPA and the industry to drive change and outcomes aligned to AFLW member needs.

DIVERSITY

The AFL Players' Association believes in the importance of diversity in the football industry, and for an industry in which all members can thrive.

See page 30 for more information.

REGIONAL MANAGER TEAM



ONE OF YOUR IMPORTANT CONTACTS AT THE AFLPA WILL BE YOUR CLUB'S ALLOCATED REGIONAL MANAGER. THE REGIONAL MANAGER TEAM IS RESPONSIBLE FOR BUILDING STRONG ENGAGEMENT BETWEEN PLAYERS AND THE PA AND ARE ABLE TO PROVIDE SUPPORT AND GUIDANCE TO YOU IN A NUMBER OF AREAS, INCLUDING:

- Building trusted relationships with you and connection to your association
- Conduit between your club staff, players, the AFLPA and industry
- General support around your wellbeing and progress through your career, and a listening ear should you need someone to bounce off at any time
- Provide advice and guidance around your individualised holistic growth and development, including your vocational development outside of football
- Connecting you to AFLPA services, including independent legal support, psychology network, financial advisers and others
- Transition support, both into the AFLW and out of the system at the end of your career
- Club delegate development and guidance

CONTACTS

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LEGAL
A QUICK SNAPSHOT

THE LEGAL TEAM IS HERE TO ADVANCE AND PROTECT THE INTERESTS OF PLAYERS, BOTH COLLECTIVELY AND INDIVIDUALLY.

COLLECTIVE
Our key role is to negotiate the CBA and then to monitor workplace conditions to ensure that what we agreed is delivered. We play an active role in all changes to rules and regulations to ensure your rights are protected, including to negotiate AFL policies. We also advocate on behalf of all players on issues including health and safety.

INDIVIDUAL
With a team of experienced lawyers, we are here to assist and support you on any matter, including:

- **Disciplinary Issues**
- **Contractual or Legal Disputes**
- **Commercial Matters**
- **Disputes with Agents**

RULES AND REGULATIONS
Your playing contract and the CBA require that you comply with various rules, policies and codes. Breaches of the various rules are treated very seriously. As a member of the AFLPA, we urge you to contact us for free and confidential advice if you have any concerns about a breach of these rules. The rules and policies are mentioned below and can be accessed in full here:

www.afl.com.au/policies

AFLW RULES AND REGULATIONS
Includes rules concerning player movement, match review and player eligibility.

AFL POLICIES
Includes the AFL's Vilification and Respect and Responsibility Policies.

ANTI-DOPING CODE
See page 18.

NEED ASSISTANCE?
Megan Comerford

GM - Legal
M: 0438 818 800
E: MComerford@aflplayers.com.au

CBA
COLLECTIVE BARGAINING AGREEMENT

The Collective Bargaining Agreement (CBA) is a document signed by the AFL Players' Association and the AFL that sets out the minimum terms and conditions of your employment. In September 2023, the AFL and AFLPA agreed a new five-year CBA covering 2023 to 2027, which is a joint CBA applying to all AFLW and AFL players. While some aspects, like salaries, are backdated to cover Season 8, some of the new and improved working conditions for AFLW Players will be in place from 2024 (Season 9) onwards. The following pages include a snapshot of the CBA as it applies to Season 8, with the full agreement and other detailed resources to be made available to players.

THE KEY AREAS OF THE CURRENT CBA INCLUDE:
- Minimum player payments, including payment tier structures
- Season structure, including training hours
- Medical standards, medical costs and insurance entitlements
- Relocation entitlements
- Meals, travel, and accommodation entitlements
- Appearances
- Tools of the trade
- Pregnancy & Parental Management policy

More information about the CBA is available on the AFLPA website and our Legal team or your Regional Manager can answer any questions you have about your entitlements and obligations.

SEASON 8
UPDATED SEASON 8 CBA

THE PAYMENTS SET OUT BELOW REFLECT UPDATED SEASON 8 PAYMENT FIGURES UNDER THE NEW 2023-2027 CBA, WITH BACKPAY TO APPLY TO THE DIFFERENCE BETWEEN SEASON 7 AND SEASON 8.

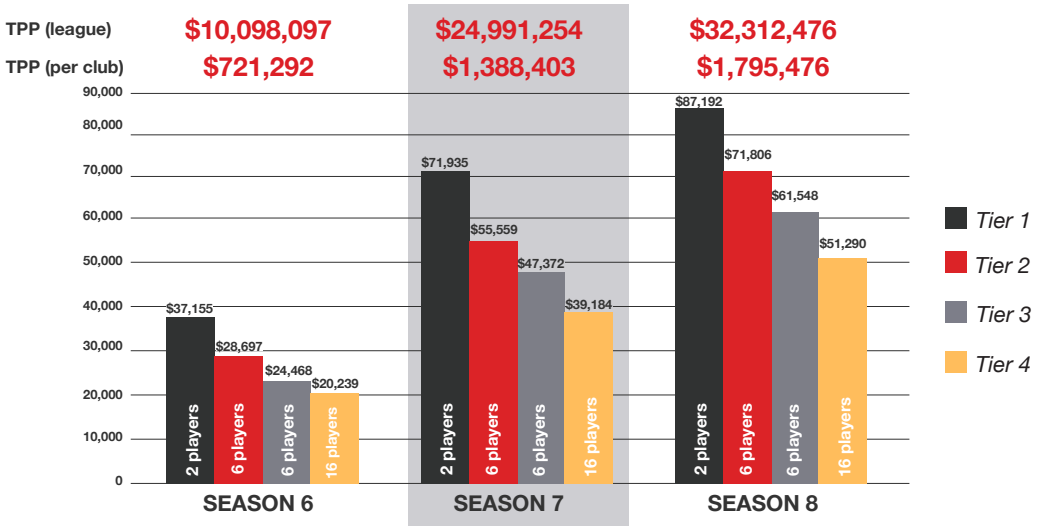
SEASON 8 SNAPSHOT

$32.31 mil
IN TOTAL PLAYER PAYMENTS (TPP)

29.3%
PER CENT INCREASE ON SEASON 7 CLUB TPP

540
ACTIVE PLAYERS ACROSS 18 CLUBS

PLAYER PAYMENTS



$46,280
AVERAGE BASE SALARY SEASON 7

$60,000
AVERAGE BASE SALARY SEASON 8

90+
ESTIMATED PLAYERS PAID $100,000+ SEASON 8

SEASON 7
AFLW CBA KEY HIGHLIGHTS

SEASON 8 PLAYERS WILL BE PROVIDED WITH SEVERAL IMPROVEMENTS TO WORKING CONDITIONS, WITH OTHER IMPROVEMENTS TO COME INTO PLACE FROM SEASON 9.

PLAYER DEVELOPMENT

INCREASE FUNDING TO DELIVER PROGRAMS FOR EDUCATION AND TRAINING GRANTS + ACCESS TO PSYCH NETWORK AND WELLBEING WORKSHOPS + FINANCIAL EDUCATION

RE-VAMP OF INDUSTRY GOVERNANCE COMITTEE

INDUSTRY-WIDE DATABASE

WORKPLACE CONDITIONS

UP TO $10,000 RELOCATION ALLOWANCE

MEALS AVAILABLE POST TRAINING (MAY BE AT PLAYERS' COST)

ACCESS TO CLUB FACILITIES DURING THE OFF-SEASON (SUBJECT TO AVAILABILITY)

TIMELY REIMBURSEMENT OF FOOTBALL AND TRAVEL EXPENSES

ACCOMMODATION FOR PLAYERS WHEN UNSAFE TO DRIVE HOME AFTER TRAINING

3 PAIRS OF FOOTBALL BOOTS AND 2 PAIRS OF RUNNERS PROVIDED

SEASON 7
AFLW CBA KEY HIGHLIGHTS

SEASON 8 PLAYERS WILL BE PROVIDED WITH SEVERAL IMPROVEMENTS TO WORKING CONDITIONS, WITH OTHER IMPROVEMENTS TO COME INTO PLACE FROM SEASON 9.

MORE WORKPLACE CONDITIONS

- EQUALISED CARPARKING, TRAVEL AND ACCOMODATION PARAMETERS
- MULTI-YEAR CONTRACTS OF ANY LENGTH
- YEAR-ROUND CONTRACTS
- REVIEW OF CLUB HOURS & FUTURE INCREASES

HEALTH AND INJURY

- FOOTBALL INJURY MEDICAL EXPENSES COVERED FOR 18 MONTHS POST CONTRACT
- EQUITABLE ACCESS TO EXPANDED PLAYERS' INJURY AND HARDSHIP FUND
- EQUALISED MINIMUM MEDICAL STANDARDS

OTHER PLAYER CONDITIONS & BENEFITS

- ACCESS TO CLUB'S AFL AND AFLW MATCHES
- ACCREDITED AGENTS SCHEME
- BROADCASTER ACCESS TO GPS DATA
- EXPANDED PREGNANCY & PARENTAL MANAGEMENT POLICY
- FORMALISED CONSULTATION ON FIXTURES, RULES AND TRIBUNAL
- INCOME PROTECTION FOR UP TO 12 MONTHS IF INJURED AND UNABLE TO WORK

OTHER FINACIAL

- $1.1M PRIZEMONEY
- $250K CHAMPION CLUB
- ACCESS TO NEW MARKETING FUND

GROWTH OF THE GAME

- PLAYER IMAGE USE
- BROADCASTER ACCESS
- AUDIENCE & ATTENDANCE METRICS TRACKING
- APPEARANCES

OTHER CBA PROJECTS

- COMPETITIVE BALANCE REVIEW
- EQUALITY, INCLUSION & SAFETY COMMITTEE

RULES, REGULATIONS AND POLICIES

AFL ANTI-DOPING CODE

The AFL Anti-Doping Code applies to AFLW players at all times. The Code is consistent with the World Anti-Doping Code and prohibits the use of substances and methods believed to be performance enhancing. The Code is managed and administered by Sport Integrity Australia (SIA).

TYPES OF SUBSTANCES AND METHOD

Each year the World Anti-Doping Authority (WADA) publishes a list of prohibited substances.

These substances are split into categories. Some substances are banned at all times – that means they cannot be in your system either in or out of competition. Substances in categories S0 (Non-approved substances), S1 (Anabolic Agents), S2 (Peptide hormones, growth factors, related substances and mimetics), S3 (Beta-2 Agonists), S4 (Hormone and Metabolic Modulators) and S5 (Diuretics and Masking Agents) are banned at all times. Some substances are banned in competition – that means they cannot be in your system on match day. Substances in categories S6 (Stimulants), S7 (Narcotics), S8 (Cannabinoids) and S9 (Glucocorticoids) are banned in competition only.

In addition some methods are prohibited at all times. These include M1 (Manipulation of Blood and Blood components), M2 (Chemical and Physical Manipulation) and M3 (Gene and Cell doping).

Athletes are strictly responsible for anything found in their system through testing. It may not be a defence to any allegation of breach that you did not know how the substance got into your system or that you did not know the substance was banned.

TESTING

Urine testing for banned substances is conducted by SIA and is:

- Unannounced and random and may occur on match day, at training or whilst you are away from the club.
- Performed throughout the year – even while you are on leave.
- Conducted anywhere in the world.

Blood testing may also be conducted.

PENALTIES

A breach of the AFL Anti-Doping Code carries a maximum penalty of four years suspension for a first offence.

If a Specified Substance (which includes every category except S1, S2, S4.4, S4.5 and S6.A) is present in your system then the period of suspension will be two years unless AFL, ASADA or WADA can show that the use was intentional.

If a Non-Specified Substance (i.e. S1, S2, S4.4, S4.5 and S6.A) is present in your system then the period of suspension will be four years unless you can show that the use was not intentional.

New rules will now apply to substances known as 'substances of abuse' (cocaine, diamorphine (heroin), methylenedioxymethamphetamine (MDMA/"ecstasy") and tetrahydrocannabinol (THC)). If one of these substances is present in your system on match day, but was used out of competition in a context unrelated to sports performance, the maximum penalty will be three months.

These penalties may only be decreased where you:

- Can prove you have no fault or negligence or no significant fault or negligence;
- Provide substantial assistance in discovering or establishing anti-doping rule violations;
- Admit to an anti-doping rule violation in the absence of evidence.

PLAYER WHEREABOUTS

Players are required to keep information about their whereabouts up-to-date so that they can be tested under the Code. If whereabouts information is not kept up-to-date then:

- Their club may be fined by the AFL and the club may, in turn, pass this fine onto the player; and
- If there are three missed tests or filing failures in a 12 month period, then it will be a breach of the Code for which a player may be suspended.

THERAPEUTIC USE EXEMPTION

Some substances that are banned will be needed by athletes for medical reasons. If this applies to you then your club doctor will see if there is an alternative that does not contain a banned substance. If there is no alternative medication then the club doctor will seek a therapeutic use exemption (TUE), which must be obtained before taking the medication.

WHAT IS SIA?

SIA is Australia's national sporting intergrity regulator. It plays a key role as the country's anti-doping organsitation, which is responsible for implementing an effective program consistent with international requirements and Australian legislation.

WHAT IS WADA?

The World Anti-Doping Agency (WADA) is an international independent agency composed and funded equally by the sport movement and governments of the world. Its key activities include scientific research, education, development of anti-doping capacities, and monitoring of the World Anti-Doping Code (Code) – the document harmonising anti-doping policies in all sports and all countries.

WHAT YOU SHOULD DO?

- Consult the club doctor before taking any substance, including medicines and supplements.
- Keep your whereabouts information accurate and up to date.
- Consult the SIA website **www.sportintegrity.gov.au** for additional information.
- Check your substances at **www.globaldro.com/AU/search.**

NEED ASSISTANCE?

Megan Comerford

GM - Legal

M: 0438 818 800 E: mcomerford@aflplayers.com.au

ACCREDITED PLAYER AGENTS

OUR ROLE

The AFLPA is the sole body responsible for the accreditation, regulation and professional development of player agents across the industry.

Our GM of Legal, chairs the AFLPA's Agent Accreditation Board, which consists of representatives from all parts of the industry including the AFL, the pathways, the playing group and the agents themselves.

There are 107 accredited player agents for the 2023-24 accreditation period. The full list of player agents can be found here:

aflplayers.com.au/accredited-agents-list

THE ROLE OF THE AGENT

Under the CBA, AFL clubs are only permitted to negotiate your Standard Playing Contract with an accredited agent, or with you (or a parent or guardian) directly.

While the precise nature of your relationship with your agent is a matter for you (some players expect regular contact and support, while others don't) your agent is required to:

1. **Act in your best interests at all times**
2. **Disclose any conflicts of interest**
3. **Act in accordance with the AFLPA Regulations Governing Accredited Agents.**

Your agent is also required to provide certain information to you by September 1 each year, including:

- An itemised statement outlining the fees charged to you and any expenses incurred by your player agent on your behalf during the previous financial year.
- A further statement outlining any commissions (if any) received by your agent (or their company) for referring you to a third party for a service. (e.g. financial planner, insurance etc)

More information on the player agent accreditation scheme, including the regulations and the process to become accredited, can be found here: **aflplayers.com.au/agents**

WHAT IF IT DOESN'T WORK OUT?

While most players and their agents have good professional and personal relationships, occasionally a player decides to bring this relationship to an end.

If you do make this choice, you must terminate your Standard Player Agent Agreement (SPAA) in writing to your agent. Note that this does not exclude you from your obligation to pay fees, although in limited circumstances you may be able to terminate your SPAA for cause and pay no fees.

We suggest that you contact us to discuss the process if you make this decision. We can help ensure that the termination process is done respectfully for both player and agent, and that all legal obligations are complied with.

In 2022, we released and educated Accredited Agents on a set of updated Regulations governing Accredited Agents, and Standard Player Agent Agreement template, to ensure our system reflects best practice and is in the best interests of players. Players can ask the AFLPA any questions about the Regulations or Agreements confidentially.

FOR MORE INFORMATION

Megan Comerford

GM of Legal
M: 0438 818 800 E: mcomerford@aflplayers.com.au

Jess Gamble

Accredited Agents Manager
M: 0428 201 801 E: jgamble@aflplayers.com.au

"Players don't get a choice of where they're drafted, so it's vital the industry provides equal, standardised and bespoke opportunities for all players."

Ben Smith - GM of Member Programs and Services

THE WHY

In elite sport, players are accountable for more than just their on-field performance, developing the 'person' as well as the 'footballer' is vitally important.

Recent research proves that if our industry is prepared to invest in the holistic growth and development of our athletes and help them establish balance in their lives through study, work experience, a hobby, financial or wellbeing support, then they'll get greater return from the footballer.

However, the incentive to provide holistic development and care for players must go beyond the lure of better on-field performance.

The services and support to players have certainly grown in sophistication since the inception of the AFLW competition in 2017 and, through the AFLW CBA, it is mandated that every club must employ player development and wellbeing staff for AFLW players.

THE FUTURE

Best practice player development support for players requires a whole of industry approach. The current AFL CBA has seen the formation of an Industry Governance Committee. The committee comprises representatives from the AFLPA, AFL, clubs, agents and players; its purpose is to drive an industry aligned strategy for player development. In simple terms it's about getting the football industry on the same page, ensuring that best practice is being employed across the industry.

MEMBER
PROGRAMS AND SERVICES

KEY PILLARS

The AFLPA will continue to drive the player development agenda across the industry via the Industry Governance Committee and develop player-centered programs and services for current and past players.

We have an array of programs and services available for players, including:

1. CAREER TRANSITION

- 1:1 Meetings – Transition Out Support
- Education & Training Grants
- Executive Certificate in Player Development
- Next Goal Program

2. MENTAL HEALTH & WELLBEING

- Wellbeing Workshops
- Psychologist Services – National Network

3. ALUMNI

- Education & Training Grants
- Geoff Pryor Hardship
- Lifetime Health Care Program

4. FINANCIAL EDUCATION & LITERACY

- Workshops
- Financial Health Checks

5. AFLW INDUCTION PROGRAM

- Education & Training Grants
- Wellbeing and finance workshops
- Elective funding for additional education sessions

Madison Prespakis

HOW TO ACCESS

Contact your Regional Manager to learn how you can access these programs and services.

Annalyse Lister

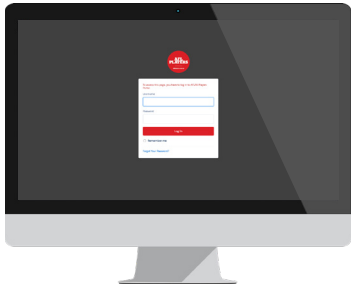
AFLPLAYERS' PORTAL

MEMBERS.AFLPLAYERS.COM.AU

The AFL Players' Portal is a resource designed for all players to assist in keeping important personal details up to date whilst also providing key information on services offered by the AFL Players' Association.

Players can access and update information relating to:

- Personal contact details
- Financial information and payments
- Manage grant applications
- Membership application and details



Your username and password will allow you to log into both of the listed resources on this page. Please contact your Regional Manager if you are not sure of your username.

USERNAME

PASSWORD

NEXT GOAL

SPORTSREADY
EDUCATION & EMPLOYMENT

NEXT GOAL
CAREER TRANSITION PROGRAM

AFL SportsReady in partnership with the AFL Players' Association has been delivering career and personal development programs to players since 2002.

NEXT GOAL WORK PLACEMENTS

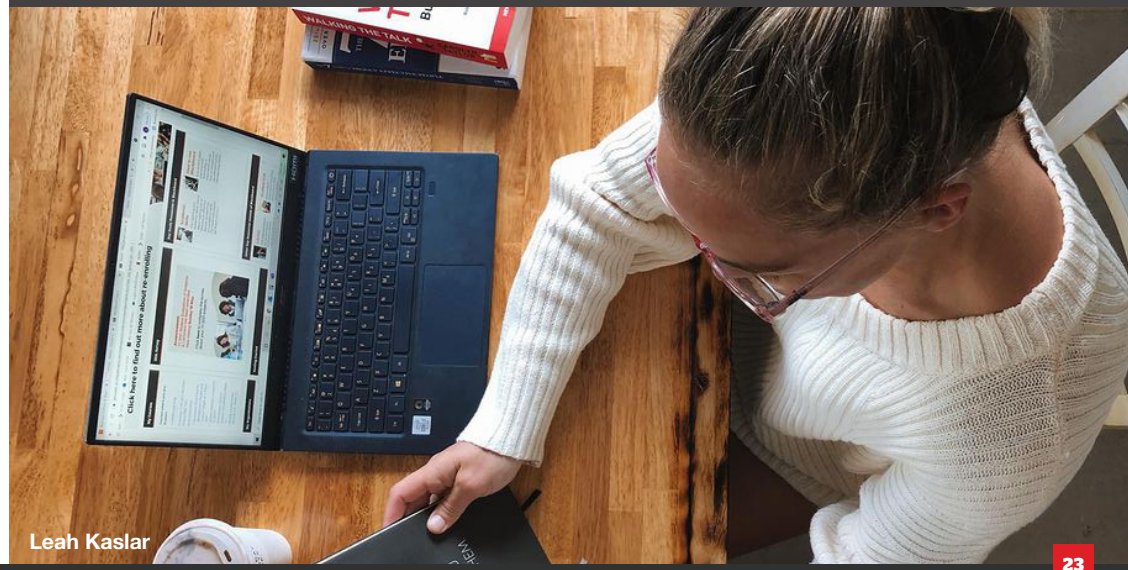
A Next Goal Work Placement is an opportunity for players, current and past, to engage in their chosen field or industry to gain work experience. The program enables players to build their skills, network and enhance the opportunities for their future careers. The program is voluntary and offers players the opportunity to undertake a short placement where they can gain an understanding of an industry.

More than 350 players have taken part in placements across a range of industries including finance, real estate, education and youth services.

The Next Goal Work Placement program takes place over a seven-day period where players attend workplaces while gaining valuable experience in their chosen field.

Many players who have successfully completed their Next Goal Work Placement have benefited by gaining valuable industry experience along with direct employment with their host employer.

If you would like to gain experience in an industry you are interested in please contact AFL SportsReady via Rayden Tallis (Rayden.tallis@aflsportsready.com.au) or your AFLPA Regional Manager for an application form.


Leah Kaslar

EDUCATION AND TRAINING GRANTS

Players can access Education and Training Grants to subsidise university or tertiary study or short courses.

CLOSING DATE FOR E&T GRANT APPLICATIONS:

15 JAN 2023

FUNDING GUIDELINES

MASTERS	$4290 (PER YEAR)
GRADUATE CERTIFICATE / DIPLOMA	$3575 (PER YEAR)
BACHELOR	$3575
AVIATION	$2400
DIPLOMA	$2860
PROFESSIONAL QUALIFICATION / LICENSES	$1430
TAFE CERTIFICATE 4	$1100
TAFE CERTIFICATE 1-3	$825
SHORT COURSE	$715

Torrens University Australia (TUA) is the Higher Education Partner of the AFL Players' Association, and all AFLPA members can access the following opportunities:

- 20% off all Torrens University enrolments
- Dedicated Education Services Officer. This will streamline the enrolment process and provide you with a direct contact to keep you on track while studying.
- Free online short courses

For more information about TUA and how it could benefit you, contact Janine Greaney via jgreaney@aflplayers.com.au.

E&T Grant applications are submitted by the AFL Players' Portal (members.aflplayers.com.au). A copy of your paid course receipts/ HECS Statement, university results or completion certificate must be uploaded at the time of application.
You can only claim course fees for study completed in the same year as your grant application.

FOR MORE INFORMATION

Jen Ashton
Programs and Services Coordinator

W: (03) 8651 4364
M: 0419 335 914
E: jashton@aflplayers.com.au

MENTAL HEALTH AND WELLBEING

We know that players are not immune to mental illness, given three million Australians are living with anxiety or depression. Research conducted by mental health experts tells us that the incidence of mental illness among footballers occurs at the same rate as the broader Australian community, with one in five experiencing an issue such as depression or anxiety.

WHAT DO WE DO?

The AFL Players' Association has a specialised in-house mental health and wellbeing team that is supported by a national network of leading mental health clinicians and wellbeing practitioners. Our services are tailored to meet the needs of past and present players, with an emphasis on building good mental health, wellbeing and life performance. We hold key relationships with and work closely with all clubs, in particular club player development, wellbeing and dedicated staff as well as player agents. Our collaborative efforts aim to ensure that holistic support exists around all players. These services are complemented by a range of wellbeing promotion and advocacy initiatives. This includes community projects, public campaigns, industry-backed programs and workshops, and targeted research activities.

WHERE TO FIND HELP?

The AFLPA's Mental Health Navigator Service consists of a diverse range of qualified, registered and experienced psychologists who are available to work one-on-one with players, away from the club environment. This network is an independent, confidential, player-focused service, provided at no direct cost* to current and past players. Our providers are located across the country in all states. You don't need to see a provider in the city where you play football – you can access any of our providers across Australia.

The Mental Health Navigator Service is managed internally by our wellbeing team at the AFL Players' Association.

AFLPA MENTAL HEALTH NAVIGATOR SERVICE

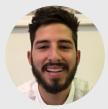
Players can engage with this service through club PDMs, any AFLPA staff member, or directly by phone (1800 448 236) or email (wellbeingservice@aflplayers.com.au).

- Confidential and de-identified
- Independent
- External to your club
- Free (fees may apply for less than 24 hours' notice of cancellation*)

NEED SUPPORT? IF YOU KNOW SOMEONE WHO REQUIRES URGENT ASSISTANCE OR SUPPORT, PLEASE CONTACT:

BEYOND BLUE
1300 224 636

LIFELINE
13 11 14



Luke Jankie
Psychologist
E: wellbeingservice@aflplayers.com.au
P: 1800 448 903

WHAT IS MENTAL HEALTH?

Mental health is a state of wellbeing in which you feel able to cope with stresses of everyday life, to maintain healthy relationships, to realise your potential in your career and personal life, have a sense of purpose and hope for the future, and are able to contribute to your community.

WHAT ABOUT WELLBEING?

Wellbeing is a central component of good mental health. It is also referred to as happiness, life satisfaction, thriving or flourishing in life. Wellbeing is about feeling satisfied and functioning well in life. Wellbeing not only contributes to our mental health and helps us to perform to our potential, but also buffers us against mental illness and stress. Wellbeing is associated with a range of positive outcomes for physical health (e.g. immunity and longevity), psychological health (e.g. resilience, hope, purpose and meaning), social health (e.g. connectedness and prosocial behaviour) and career (e.g., performance, engagement, productivity, flow and creativity).

WHAT IS MENTAL ILLNESS?

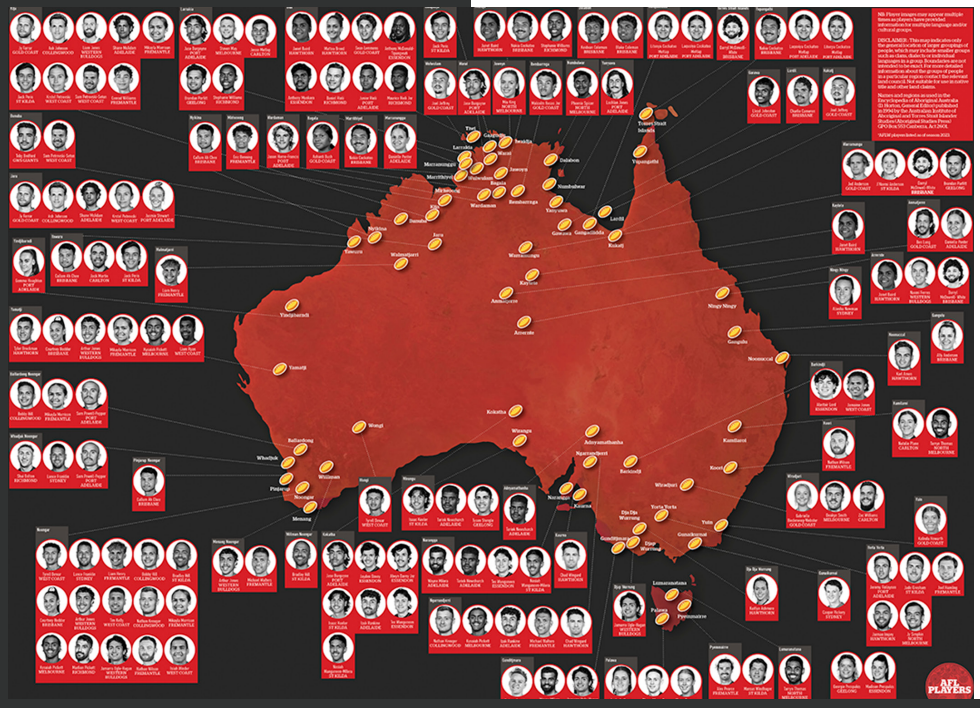
Experiencing mental illness is more than just a "bad day" and can cause significant difficulties in your everyday activities, whether at work, school, or in relationships. Mental illness can negatively impact your thoughts, feelings, behaviour and memory. While onset of anxiety disorders and depression commonly start in adolescence, mental illness can occur at any age. Approximately 20 per cent of the Australian population (1 in 5 people) will experience a mental illness in their lifetime. Common disorders include depression, anxiety, eating disorders, gambling, alcohol and drug addiction.

DIVERSITY

the importance of diversity in the football industry, and for an industry in which all members can thrive.

HUMAN RIGHTS FRAMEWORK

As part of our efforts to enhance our members' football experience, we have been working in partnership with the World Players Association (WPA) to develop a Human Rights Framework for the AFLPA. This will assist us in taking a people (player) centered approach in all that we do. Part of this framework will include the development of a steering committee inclusive of Indigenous, multicultural and women's experts that will help guide our decision-making, strengthen the PA as a representative body, and enhance the environment in which our members live and work.



INDIGENOUS

There are more Indigenous footballers playing at the highest level than ever before, so it's important to provide best practice when Indigenous players transition in and out of the industry to increase the careers of Indigenous players.

RECONCILIATION ACTION PLAN

Launched in 2014, the RAP is a document that symbolises the commitment of our organisation to the development and support of our members to assist them in shaping an inclusive industry, connect with communities and promoting change within broader society. We will launch a new RAP in 2022.

INDIGENOUS MAP

First created in 2014, the Indigenous Map is a concept that lists the heritage of each of the AFL's Indigenous players.

INDIGENOUS PLAYERS ADVISORY BOARD

The IAB was formed as a result of discussions at the 2011 AFLPA Indigenous Camp to provide Aboriginal and Torres Strait Islander players with a voice to improve the industry for current and future Indigenous players.

Following a strategic review, the IAB has undergone a restructure that will strengthen its purpose and governance arrangements. To support these improvements, the inclusion of external expertise and skills will support the players on the Board.

Jason Mifsud will Chair the Board, with Professor Ngiare Brown also being appointed as an independent member.

The Indigenous Advisory Board is as follows:
Jason Mifsud – Chair (Gunditjmara)
Professor Ngiare Brown (Yuin)
Ally Anderson (Gangulu)
Gemma Houghton (Yindjbarndi)
Jarman Impey (Yorta Yorta)
Aliesha Newman (Ningy Ningy)
Natalie Plane (Kamilaroi)
Zac Williams (Wiradjuri)
Chad Wingard (Kaurna and Ngarrandjerri)
Anthony Wilson (Kaurna and Ngarrindjeri – AFLPA Indigenous Relationship Manager)
Paul Marsh (AFLPA CEO)
Brett Murphy (AFLPA GM – Player & Stakeholder Relations)

ON THE WEB

- Indigenous Map
- Indigenous Best Practice Guidelines
- Reconciliation Action Plan
- Multicultural Map
- Supporting Multicultural Footballers

FOR MORE INFORMATION

Anthony Wilson
Indigenous Relationships Manager

M: 0447 667 743
E: awilson@aflplayers.com.au

ALUMNI MEMBERSHIP

Recently retired and delisted AFLW players who join the AFL Players' Association as an Alumni member receive access to a range of services.

- Former players who played at least one senior AFLW game receive access to the services listed below, plus a range of lifetime benefits when they leave the AFL.
- Former rookie or senior-listed players who did not play a senior AFLW game will still receive some access to the same services (listed below) for three years post their AFLW careers.

HEALTH & WELLBEING
CONCUSSION SUPPORT

The AFL Players' Association has partnered with the AFL and The Florey Institute of Neuroscience and Mental Health in an extensive past player concussion screening. The screening process may include advanced scanning and neuropsych assessments. More than 500 past players have participated in the screening.

DOCTORS NETWORK

Members are able to receive timely, bulk billed, consultation, diagnosis and advice on treatment, referral and support on Musculoskeletal issues and any ongoing injuries or illnesses related to their football career, regardless of their financial situation, through the AFL Doctors' Association. The network operates in Perth, Adelaide, Brisbane, Sydney, Melbourne and Geelong, providing significant geographic coverage across the country.

COMMUNICATIONS

Past player members receive a subscription to the AFL Players' Association's publications and regular direct mail e-newsletters throughout the year.

CONTINUED EDUCATION
EDUCATION AND TRAINING GRANTS

Past players can access Education and Training Grants (E&T) for up to three years post retirement or delistment. These grants may be used for university or tertiary studies, short courses or licences (as seen on page 26). The AFLPA Education & Training Committee will use its discretion to equitably determine grant funding to successful applicants. A key consideration is the number of total successful applications received by the closing date, as compared to the total amount of funding available.
Applications are submitted by the AFL Players' Portal (members.aflplayers.com.au). A copy of your paid course receipts/HECS Statement, university results or completion certificate must be uploaded at the time of application. You can only claim course fees for study completed in the same year as your grant application.

COURSES

The AFLPA in conjunction with an education provider, is facilitating a Diploma of Business at a significantly reduced rate for past players ($2,500). The classes will be held at the AFLPA or via online depending on location and government rules, and E&T grants may be applicable.

WORKSHOPS

The AFLPA will facilitate workshops and short courses for Alumni members throughout the year focussing on professional development.

FINANCIAL PROSPERITY
FINANCIAL CONSULTANTS

Access to AFL Players' Association affiliated financial management support and advice.

Tanya Hetherington is carried off by her teammates in her last AFLW match

INJURY & HARDSHIP FUND

Established in 2017, the Injury & Hardship Fund provides ongoing support for the health and wellbeing of past players. The Injury & Hardship Fund is managed by a corporate trustee, Injury & Hardship Fund Ltd, the directors of which are detailed at the end of this section. The Injury & Hardship Fund has various payments and benefits which may be applicable to past players. These are set out below. Under the 2023–2027 CBA, the Injury & Hardship Fund will receive an increase to its annual funding, allowing AFL and AFLPA to work together on improving and expanding the benefits available. More information will be communicated in due course.

LIFETIME HEALTH CARE PROGRAM

AFLPA Alumni members may be eligible for reimbursement of medical costs and expenses for any joint surgery and also any dental procedure if the dental injury occurred whilst training or playing with an AFLW club. Members with private health insurance are eligible for reimbursement of up to $8,000, while those without private health insurance can access up to $6,000. Hardship support may be available to members who do not have private health insurance due to financial hardship.More than **$566,000 was reimbursed to 164 members** in 2022.

HARDSHIP FUND

As life doesn't always work out the way it was intended, support may be available to Alumni members in financial hardship.

The Hardship Fund assisted **29 past players with more than $226,000** in 2022.

Go to **aflplayers.com.au/alumni** to learn more about the AFL Players Injury and Hardship Fund.

HOSPITAL EXCESS REIMBURSEMENT

AFLPA Alumni members can apply for reimbursement of any excess paid for a hospital stay or procedure conducted in a hospital up to $500. Note, these procedures do not have to be football related.

AFL PLAYERS' INJURY & HARDSHIP BOARD

- **Paul Marsh -** AFLPA CEO (Chair)
- **Paul Henderson -** Medical negligence lawyer
- **Joan Fitzpatrick -** Experienced company director
- **Dr Andrew Potter -** Adelaide FC Club Doctor
- **Jess Foley -** Past AFLW Player & Doctor

FOR MORE INFORMATION

Tim Harrington
Head of Alumni
D: 03 8651 4380 P: 0419 152 411
E: tharrington@aflplayers.com.au

Chris Smith
Alumni Programs Manager
D: 03 8651 4380 P: 0400 019 391
E: csmith@aflplayers.com.au

Rebecca Gross
Alumni Programs Manager
E: rgross@aflplayers.com.au

FINANCIAL SUPPORT

The AFL Players' Association recognises the importance of all current players receiving education and support regarding their finances to ensure you make smart decisions with your money and maximise your financial opportunities. With that in mind, the PA provides all players with the opportunity to meet qualified and experienced Financial Advisers throughout their careers.

EDUCATION WORKSHOPS

A series of workshops have been devloped to provide education for players at various stages of their careers. focussing on understanding the basics of how to manage your own fincances.

ONE-ON-ONE MEETINGS

One-on-one meetings could include but are not limited to;

- Simply getting a second opinion – on proposals that have been put to you
- Review your debt management strategies
- Life events – buying a house, signing a new contract, getting married or having children
- Financial Health Check – review your existing strategy and provide a detailed cash flow analysis
- Future strategies – how to set you up for life after football
- Superannuation

AFL PLAYERS' & AFL INDUSTRY SUPER PLAN

The AFLPA and AFL Industry Superannuation Plan was set up with a view to providing a highly flexible and low cost superannuation fund for all AFLW players and associated staff. You can contact John Ulkowski on julkowski@aflplayers.com.au to enquire about the super plan or Steve Najdovski on snajdovski@eqt.com.au to discuss the arrangements or to review:

- Investment options
- Insurance
- Beneficiary details
- Contributions

RETAINED MEMBERS CATEGORY

When you eventually leave the game it is important to know that you don't need to leave the AFLPA & AFL Industry Superannuation Plan. Speak to the AFLPA advisers about the benefits of the 'retained members' category which is available to past players.

FINANCE CHECKLIST

- Financial Health Check one-on-one
- Understand the benefits of Player Retirement Scheme
- Review my cashflow requirements
- Review my strategy

COMMUNICATIONS

CONTENT

The team is responsible for facilitating communication with staff, AFLPA members, Alumni, media, fans and other important stakeholders. Key functions performed by the communications team include:

MEDIA AND PR
The team works with the media to generate positive publicity for the AFLPA to help maintain the public's trust and respect for players, advocate for industrial outcomes and strengthen commercial relationships.

CORPORATE AFFAIRS
Helping the players communicate their views to the media and key stakeholders on a range of issues impacting players is central to the role of the communications team.

ISSUES MANAGEMENT
The communications team will be involved in issues management by working with the clubs, player agents and the AFL to ensure involved members or staff are supported through the situation.

INTERNAL COMMUNICATIONS
The AFLPA will communicate with you through a number of different methods, dependent on the audience, the content of the message and action required. Some of these methods include:

- Newsletters
- Website
- Email
- Social media
- SMS
- Club notice boards
- Videos

SOCIAL LEADERSHIP
The communications team guides the AFLPA social leadership strategy and facilitates the AFL Players Care program and assists with campaigns such as IDAHOBIT, Racism It Stops With Me and Movember.

RANDALL WINS FOURTH GONG

AFLW PLAYERS AWARD WINNERS

New, improved Dakota a danger to Crows' premiership dreams

CONTACT
For more information contact:

Bobby Beaton
Head of Communications

M: 0402 546 351
E: bbeaton@aflplayers.com.au

The digital team is responsible for producing all website content, curating social media channels and helping to service commercial partners. The team creates high-quality written and video content for the website and other digital channels such as Twitter, Facebook and Instagram.

AFLPLAYERS.COM.AU
The website was developed to help the AFLPA build an audience of football fans that we could regularly communicate with to share the stories of AFL and AFLW players, advocate for industrial outcomes and promote our programs and services as best practice. The AFLPA launched a new player-facing website in 2021 with one of the key objectives to be a destination for players to access information and resources to help them in their football journeys, as well as making player resources readily available.

PLAYERS' VOICE
As the AFLW competition continues to expand, we'll continue showcasing our female members and highlighting what's important to them. Content that we produce gives players the opportunity to share their views on a range of topics including, but not limited to, football, hobbies, interests and charitable causes. It's also a vehicle for players to build their profiles and gain some exposure, as well as correct any mistruths or change the public's perception on a topic or individual.

SHARE YOUR STORY
Do you have a business, personal interest or a charity you want to promote? Or just a great story to tell? The digital team would love to help you share it on AFLPlayers.com.au. We have the capacity to produce agency quality content in your words and with your approval, which you can then share on your own channels.

For more information contact:

Jenna Fulton
Content Manager
M: 0402 666 361
E: jfulton@aflplayers.com.au

FOLLOW US aflplayers aflplayers /aflplayers aflplayers

Darcy Vescio

aflplayers care

AFL PLAYERS CARE IS THE OFFICIAL CHARITY PROGRAM OF AFL PLAYERS

The AFL Players Care program is the official charity initiative of all elite level players and was established in 2014 when the AFLPA Board Members and Delegates voted to increase male match fee contributions from $25 to $50 per player, per game.

The program highlights the work players do, often unpublicised, collectively and individually and is an opportunity to raise funds and awareness to causes close to their hearts.

AFLW players opted to join the program in 2017, to coincide with the launch of the inaugural AFLW season, contributing $25 per player, per season. W players now donate $50 per player, per season.

The decision is completely the players' choice, subject to any conflicts of sponsors or charities within each club, which the AFLPA will work through with each team's community and media teams.

The charity must have DGR status.

WHAT'S DGR STATUS?

This is an entity or fund that can receive tax deductible gifts. If you're unsure if your aligned charity has DGR endorsement, check with Bobby Beaton at the AFLPA on 0402 546 351.

$527,800
WAS DONATED BY AFL PLAYERS IN TOTAL IN 2021

$217,800
WAS DONATED TO LADDER TO HELP TACKLE YOUTH HOMELESSNESS

How Does it Work?

Your club's AFLPA delegates and Regional Manager will call for nominations from the playing group

These charities will then be put to a vote to each club playing group

Delegates will inform the AFLPA of your club's nominated charity

All nominations will then be put to a vote of the entire AFLW playing group – players can't vote for their own charity nomination

The AFLPA will inform you of the results and proceed with the donation

The AFLPA will work with your charity to arrange a cheque handover and media activity

LADDER

We exist to make young people's lives matter

Ladder is the official charity of the AFL Players' Association. It is an independent not for profit, founded in 2007 by AFL players who recognised the power of sport, and the AFL industry, as being a powerful vehicle for social change.

Ladder is a leader in youth mentoring and development, delivering specialist programs and vital opportunities to disadvantaged young people in communities across Australia. We deliver programs to young people, 16 – 25, that improve outcomes across key life domains including self-efficacy, community connection, health and wellbeing, independent living skills and education, employment, and training.

Ladder Development Coaches work alongside the young people to help them achieve goals across each of the program areas. Over ten years on, AFLW Players continue to be at the heart of the organisation, contributing financially, as volunteers, staff, advocates, mentors, and there is also AFLW player representation on the Ladder Board.

Ladder has made a lasting impact on the lives of young people across Australia and looks forward to continuing this important work as the AFL and AFLW players' official charity.

To find more about Ladder, or how you can get involved, please contact guy.walker@ladder.org.au.

LICENSING AND COMMERCIAL

The AFLPA manages the players' licensing rights of all players

IMAGE USE

Through the CBA, the AFL and its sponsors can use images of players for game development and promotion, without player approval, to help grow the game.

Your approval will be required for any use of your image by sponsors other than for game development and promotion, and some limited pre-approved sponsor promotions, if you are considered a featured player in an image.

You may use your own image, or license others to use your image, as long as it doesn't conflict with AFL or club protected sponsors, is not prejudicial to Australian Football, doesn't use AFL or club intellectual property, and doesn't represent or pass off an association with the AFL, your club or AFLW.

COMMERCIAL PARTNERS

The AFLPA partners with organisations, brands and government agencies to drive commercial return to players and the AFLPA. Funds generated for the AFLPA finance our operations to provide increased services and support for members.

Brands partner with the AFLPA to utilise players across a range of clubs to attract a broader spectrum of footy fans to their products and campaigns. The players' collective endorsement of a brand, and the AFLPA logo and can resonate strongly with consumers.

AFLPA commercial partnerships provide brands with a combination of I.P and logo use, player ambassadors, video content, digital media exposure, media and PR outcomes and naming rights for awards, events and programming.

Players with strong social media followings, in combination with the AFLPA's digital channels, are of interest because of their audience reach. Partnerships that the PA has facilitated include Our Watch, VicHealth, Torrens University, Snaffle, Local Expert and The Diamond Guys.

These arrangements provide a number of benefits for players and the AFLPA:

- Increased profile and financial return for AFLPA and players
- Promotion of personal brand for individual players
- Revenue to support AFLPA operations and programs
- Content that brings fans closer to the players
- Ability to influence social habits and build audience to amplify player and AFLPA key messages

FOR MORE INFORMATION

Janine Greaney
Head of Partnerships & Events

M: 0410 464 659
E: jgreaney@aflplayers.com.au

The AFLPA proudly thanks the following partners for their contribution:

local expert · snaffle. · Torrens University Australia · Tackle Your Feelings · Our Watch · DG · KPMG · Thomson Geer · Ladder · MSC Signs · TIXSTAR

The AFLW Players' MVP Awards were introduced in 2017 to coincide with the inaugural national AFL women's competition. AFLW players vote to decide their MVP, Most Courageous, Best First Year Player and Best Captain award winners at the completion of their season. An Education & Development Excellence award is also presented at the Leigh Matthews Trophy event in September.

The 2022 AFLW Players' MVP Awards were announced live at a special in-person event in South Melbourne in front of 120 AFLW players where the league's Most Valuable Player was recognised, as chosen by their peers. All players were invited to attend along with key industry stakeholders and media.

After an outstanding season, Richmond's Monique Conti was crowned the Season 7 AFLW Players' MVP, with Chelsea Randall (Most Courageous and Best Captain), and Eilish Sheerin (Best First-Year Player) also honoured with their awards on the night.

AFL PLAYERS MVP AWARDS

AWARDS PRESENTED ON THE DAY ARE:

- Most Valuable Player
- Best Captain
- Best First Year Player
- Most Courageous Player Award

THE VOTING PROCESS

Every AFL player is asked to nominate the three players from their club they deem worthy of the Most Valuable Player. In stage two of the voting process, players are asked to select their MVP from the list featuring three nominees from every club. However, players can't vote for their teammates in stage two.

HONOUR ROLL

AFLW MVP

MOST VALUABLE PLAYER
Erin Phillips (2017, 2019)
Courtney Gum (2018)
Jasmine Garner (2020)
Brianna Davey (2021)
Emily Bates (2022)
Monique Conti (2022 S7)

BEST CAPTAIN
Daisy Pearce (2017, 2018, 2020)
Brianna Davey (2019)
Ellie Blackburn (2021)
Daisy Pearce (2022)
Chelsea Randall (2022 S7)

MOST COURAGEOUS
Chelsea Randall (2017, 2018, 2019, 2021, 2022 S7)
Kiara Bowers (2020)
Kirsty Lamb (2022)

BEST FIRST YEAR PLAYER
Chloe Molloy (2018)
Madison Prespakis (2019)
Georgia Patrikios (2020)
Ellie McKenzie (2021)
Charlie Rowbottom (2022)
Eilish Sheerin (2022 S7)

AFL MVP

MOST VALUABLE PLAYER
Leigh Matthews (1982)
Terry Daniher (1983)
Russell Greene (1984)
Greg Williams (1985, 1994)
Paul Roos (1986)
Tony Lockett (1987)
Gerard Healy (1988)
Tim Watson (1989)
Darren Millane (1990)
Jim Stynes (1991)
Jason Dunstall (1992)
Gary Ablett, Sr. (1993)
Wayne Carey (1995, 1998)
Corey McKernan (1996)
Robert Harvey (1997)
Shane Crawford (1999)
Anthony Koutoufides (2000)
Andrew McLeod (2001)
Luke Darcy (2002)
Michael Voss (2002, 2003)
Nick Riewoldt (2004)
Ben Cousins (2005)
Chris Judd (2006, 2011)
Dane Swan (2010)
Gary Ablett, Jr. (2007, 2008, 2009, 2012, 2013)
Nathan Fyfe (2014, 2015)
Patrick Dangerfield (2016)
Dustin Martin (2017)
Tom Mitchell (2018)
Patrick Cripps (2019)
Lachie Neale (2020)
Marcus Bontempelli (2021)
Andrew Brayshaw (2022)

MOST COURAGEOUS
Gavin Brown (1991, 1992)
Gavin Wanganeen (1993)
Paul Kelly (1994, 1995, 1996, 1997, 2000)
Glenn Archer (1998, 1999, 2002, 2003, 2005, 2006)
Michael Voss (2001)
David Teague (2004)
Brett Kirk (2006)
Jonathan Brown (2007, 2008, 2011)
Luke Hodge (2010)
Beau Waters (2012)
Joel Selwood (2009, 2012, 2013, 2014)
Luke Parker (2015, 2016)
Rory Sloane (2017)
Callan Ward (2018)
Dylan Grimes (2019)
Dane Rampe (2020)
Jack Steele (2021)
Liam Baker (2022)

BEST FIRST YEAR PLAYER
Nick Stevens (1998)
Adam Goodes (1999)
Paul Hasleby (2000)
Daniel Kerr (2001)
Chris Judd (2002)
Daniel Wells (2003)
Aaron Davey (2004)
Brett Deledio (2005)
Marc Murphy (2006)
Joel Selwood (2007)
Rhys Palmer (2008)
Daniel Rich (2009)
Michael Barlow (2010)
Dyson Heppell (2011)
Jeremy Cameron (2012)
Jaeger O'Meara (2013)
Marcus Bontempelli (2014)
Isaac Heeney (2015)
Callum Mills (2016)
Andrew McGrath (2017)
Tim Kelly (2018)
Sam Walsh (2019)
Caleb Serong (2020)
Errol Gulden (2021)
Nick Daicos (2022)

BEST CAPTAIN
Michael Tuck (1986)
Stephen Kernahan (1987)
Ross Glendenning (1988)
Tony Shaw (1990)
Paul Roos (1992)
Stephen Kernahan (1994)
Wayne Carey (1995, 1998, 2000)
Paul Kelly (1999)
Michael Voss (2001, 2002, 2003, 2004)
Mark Ricciuto (2005, 2006)
Jonathan Brown (2007, 2009)
Tom Harley (2008)
Brett Kirk (2010)
Chris Judd (2011)
Jobe Watson (2012)
Joel Selwood (2013)
Luke Hodge (2014)
Robert Murphy (2015)
Taylor Walker (2016, 2017)
Trent Cotchin (2018)
Shannon Hurn (2019)
Scott Pendlebury (2020, 2022)
Marcus Bontempelli (2021)

22 UNDER 22 — 2022 AFL PLAYERS

snaffle.

22Under22 is a fan-voted concept that recognises the best 22 players aged 22 and under for the entirety of the season. The concept was introduced in 2013 to recognise the young players who make an impact on their club and the competition so early in their careers. Those selected in the final team are presented with a custom 22Under22 jumper.

HOW IT WORKS
- Chair of Selectors and Adelaide Premiership player, Jess Foley, and an internal selection panel at the AFL Players' Association selects a squad of 44 players, with support from Champion Data.
- Fans then have the opportunity to decide the final 22 by voting on the AFLPA website
- The fan whose team is the best match for the final team wins a prize

AFLW TEAM SELECTION
With the younger AFLW talent established after six seasons of the competition, Season 7 resulted in the fourth iteration of the AFLW 22under22 team. For the second consecutive season, the final side, consisting of the best performed players aged 22 and under, was led by Richmond's Monique Conti with Essendon young star Madison Prespakis her deputy as voted by the fans.

CLASS OF 2022 SEASON 7 AFLW #22UNDER22

B:	Katie Lynch	Lucy McEvoy	
HB:	Emma O'Driscoll	Natalie Grider	Jordyn Allen
C:	Charlie Rowbottom	Monique Conti (C)	Abbie McKay
HF:	Nina Morrison	Jesse Wardlaw	Ellie McKenzie
FF:	Danielle Ponter	Courtney Hodder	
Foll:	Tahlia Hickie	Madison Prespakis (VC)	Georgie Prespakis
I/C:	Jasmine Fleming	Alex Ballard	Tarni Evans
	Annabel Johnson	Madison Newman	Eleanor Brown

22 UNDER 22 — 2022 AFL PLAYERS

snaffle.

aflplayers.com.au #22Under22

STAFF CONTACTS

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CBA MORE INFO

Season 8 players will enjoy the same working conditions as Season 7 until we agree a new CBA, at which point any agreed improvements will be communicated and delivered.

TOOLS OF TRADE/EQUIPMENT

Clubs are required to reimburse you for items the club requires you to use, but does not provide in sufficient quantity or quality. You can wear your own choice of footwear and/or gloves. If you don't nominate your own type of footwear, the club must provide two pair of runners and three pairs of boots (additional if necessary). Clubs will select the footwear/glove provider, unless you have medical advice to use another supplier.

TICKETS

Subject to any crowd restrictions or government regulations, AFLW players are entitled to four general admission tickets that can be used at any ticketed AFLW match, two tickets to be used at any home match for their club's AFL team, and the right to purchase two tickets at face value for all AFL and AFLW finals series matches where their club is competing (excluding Grand Final).

TRAVEL FOR MATCHES

The AFL or your club will arrange and pay for reasonable transport, transfers and accommodation for required AFLW travel.

MEALS AND ACCOMMODATION

Clubs will provide players with meals after evening training sessions (players may be required to pay). If a player and club agree it's unsafe for a player to travel home after evening training, the club will provide accommodation.

CAR PARKING

AFL and clubs will use best endeavours to provide players with access to free off-street parking at matches and training sessions, as well as appropriate security when players are travelling to and from club rooms / matches.

APPEARANCES

- Each player may be scheduled to perform up to 20 hours of appearances per season (during the contract period), as directed by the player's club or the AFL.
- Players will be credited for a minimum of two hours per appearance, and each appearance will not exceed six hours in duration.
- You will be paid at agreed rates (based on your tier) for any appearances that are additional to your 20 required hours.
- It is important to note that any appearances you may be required to do under your ASA are in addition to these CBA appearances.

RELOCATION ALLOWANCE

You may be entitled to be paid a relocation allowance of up to $10,000 depending on your circumstances. Your Regional Manager can provide more guidance on this.

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