



Fees & Conditions Agreement 2014-2016

An agreement between
the Victorian Football Umpires' Association
and
AFL Victoria

We acknowledge that the Fees & Conditions, as presented in this document, will apply throughout the course of the 2014 – 2016 football seasons.

A handwritten signature in blue ink, appearing to read 'John Hook', written over a horizontal line.

Mr J Hook

State League and Talent Manager

Date: 20 December 2013

A handwritten signature in blue ink, appearing to read 'S Piperno', written over a horizontal line.

Mr S Piperno

President, VFUA

Date: 20 December 2013

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1. Introduction

1.1. Background

The development of this Agreement has taken into account the ever-increasing demands that are placed upon VFL umpires as the professionalism and standard of the VFL competition and the TAC Cup continue to grow. Just some of the commitments that are made by VFL umpires include a commitment to:

- train two nights a week at Victoria Park from January to September, inclusive;
- undertake up to 3 private sessions in addition to the group sessions on non-training nights in accordance with the training program provided on Visual Coaching Pro, in order to retain the required fitness during the course of the season;
- keep a full online training diary on Visual Coaching Pro outlining details of every session undertaken;
- keep both days available in advance every weekend, from March to September, inclusive;
- give a minimum of five hours over the weekend of umpiring duties; more for country matches and umpires from distant locations, in addition to having to hand-deliver paperwork to AFL Victoria at Victoria Park after the game;
- complete, as a minimum, the training program set by coaching staff during November and December (four to five sessions a week) and log these sessions into the training diary;
- maintain high standards of diet and nutrition, year round;
- maintain high standards of rest, in the lead up to matches;
- maintain high standards of fitness;
- submit to fitness tests, theory tests, video tests, match reviews, skinfold and weight measurement;
- prepare for training sessions and matches in personal time, with match planning and any homework (monthly reviews, theory tests, viewing decision tapes and VFL games); and
- deal with the scrutiny and pressure placed upon umpires at VFL level.

These commitments place high demands on both the personal and professional lives of VFL umpires. The Fees and Conditions Agreement is an instrument that will:

- reward umpires for making these commitments;
- provide umpires with a supportive and safe environment that will enable them to perform to the best of their abilities;
- ensure that umpiring remains a viable sporting pursuit;

- assist in the attraction and retention of umpires; and
- ensure that the VFL and Under 18 competitions are serviced by a professional and proficient group of umpires.

This document represents the Agreement that will apply during the 2014, 2015 and 2016 seasons.

1.2. Definitions

Except where otherwise stated, any reference in this document to “umpire” should be read as meaning an umpire appointed by AFL Victoria to a Development or Senior field, boundary or goal panel.

However, as noted in Section 2, the Fees and Conditions defined by this Agreement are limited to current members of the VFUA, therefore ‘umpires’, as defined above is constrained, in this Agreement, to current members of the VFUA.

Any reference in this document to “VFL game” or similar should be read as meaning any game to which an umpire is appointed by AFL Victoria. This includes (but is not limited to) practice, Home and Away and Finals matches in any of the following competitions: VFL Senior and Development League, Under 18, Herald-Sun Shield. It also includes trial games for the Under 16, Under 18 National Championships and Foxtel Cup Competition.

1.3. Length of Agreement

This Agreement is for the 2014-2016 seasons. It may be subject to review on an annual basis by either AFL Victoria or the VFUA. In the event that no reviews are required, this Agreement shall remain valid from year to year. An Agreement for years subsequent to 2016 will be developed by both AFL Victoria and the VFUA prior to the commencement of the 2017 season.

2. Role and Recognition of the VFUA

AFL Victoria recognises the VFUA as the exclusive agent for negotiating a certified employment agreement for all present and future umpires.

AFL Victoria agrees that the VFUA plays a critical role in assisting umpires to manage both their secular employment and umpiring careers. This role extends to providing umpires with education, career and vocational training and counselling in consultation with AFL Victoria to achieve the objectives contained in this Agreement.

AFL Victoria recognises that current membership of the VFUA is a prerequisite to an umpire receiving benefits under this Agreement. At no time will AFL Victoria provide benefits in excess of this Agreement to non-financial members of the VFUA.

With the landscape of the competitions under the administration of AFL Victoria constantly changing, the VFUA is committed to ensuring that its members are represented. AFL Victoria will ensure that the VFUA is adequately informed and consulted prior to the

introduction of any changes to working conditions and/or umpiring lists. AFL Victoria will also meet with the VFUA annually to discuss any issues arising from this Agreement.

3. Match Payments

3.1. Home & Away Matches

Over the course of previous Agreements, the VFUA and AFL Victoria have introduced a pro-rata payment structure for the distribution of match payments. Boundary umpires receive 75%, and goal umpires 60% of a field umpire's match payment. Development League and Under 18 umpires receive 60% of the corresponding senior umpire's match payment.

Match payments for seasons 2014-2016 are listed in Annex 1.

The schedule attached at Annex 1 has been based on match payments as follows:

- Three field umpires, three boundary umpires and two goal umpires officiating at each VFL Senior match;
- Two field umpires, two boundary umpires and two goal umpires at each Development League and Under 18 match;
- The appointment of a third field umpire at two Development League matches each Home and Away round;
- The appointment of a third boundary umpire at one Development League match each Home and Away round;
- The appointment of a third field umpire at one Under 18 match each Home and Away round;
- The appointment of a third boundary umpire at one Under 18 match each Home and Away round;
- The appointment of a third field umpire for Development League and Under 18 finals; and
- The appointment of a third boundary umpire for Development League and Under 18 finals.

Should AFL Victoria decide to introduce additional umpires for games from time to time, the additional umpires will be paid at the rates specified in Annex 1. No pro-rata payments for Home and Away matches and finals will be made.

3.2. Finals Matches

Finals match payments for seasons 2014-2016 will be as follows:

- Early Final 2 x Home and Away Match Payment;
- Preliminary Final 3 x Home and Away Match Payment; and
- Grand Final 5 x Home and Away Match Payment.

Emergency Final match payments for seasons 2014-2016 will be as follows:

- Early Final 1 x Home and Away Match Payment;
- Preliminary Final 1 x Home and Away Match Payment; and
- Grand Final 2 x Home and Away Match Payment.

3.3. Practice Matches

As agreed in previous Agreements, the following proportional arrangements for practice matches will continue to apply:

- Senior Boundary umpires: 90% of the Senior Field umpire payment;
- Senior Goal umpires: 85% of the Senior Field umpire payment;
- Development League / Under 18 Field umpires: 75% of the Senior Field umpire payment;
- Development League / Under 18 Boundary umpires: 60% of the Senior Field umpire payment; and
- Development League / Under 18 Goal umpires: 55% of the Senior Field umpire payment.

The practice match payments for seasons 2014-2016 are listed in Annex 1.

Practice match payments are for four-quarter games only. Should clubs wish to conduct matches of longer duration, three field and boundary umpires must be appointed in advance of the match day. Goal umpires must be paid pro-rata for additional quarters umpired.

Three boundary umpires are to be appointed to all Senior practice matches.

The above requirements are essential given that most practice matches are held during the hottest time of the year.

3.4. Emergency Umpire

Where an umpire is appointed as an emergency, and is required to fill the role of another umpire for the match to which he/she was appointed as an emergency, the umpire shall be paid the match payment applicable to the role that umpire was required to assume in lieu of the payment which would otherwise have been made to the umpire as an emergency.

3.5 Incentive Scheme

In recognition of umpires achieving personal milestones and to recognise the significance of these achievements, AFL Victoria will provide incentive payments to umpires (in all categories) in the following instances:

- 50th VFL Senior Game – an incentive payment of \$100
- 100th VFL Senior Game – an incentive payment of \$200
- 150th VFL Senior Game – an incentive payment of \$300

4. Conditions

4.1. General Employment Conditions

4.1.1. Secular Employment

AFL Victoria acknowledges that many umpires are engaged in full or part time secular employment, and that this may prevent an umpire from attending all or part of an official training session. The selection of an umpire shall not be prejudiced in any way if, as a result of attending to the duties of his secular employment, the umpire is prevented from attending all or part of an official training session, provided the umpire makes every effort to complete an equivalent training session in his/her own time.

4.1.2. Formal Studies

AFL Victoria acknowledges that many umpires are engaged in full or part time studies or educational courses, and that this may prevent an umpire from attending all or part of an official training session. The selection of an umpire shall not be prejudiced in any way if, as a result of attending to their study or educational commitments, the umpire is prevented from attending all or part of an official training session, provided the umpire makes every effort to complete an equivalent training session in his/her own time.

4.1.3. WorkCover

AFL Victoria provides WorkCover coverage in accordance with legislation in the Accident Compensation Act. A return to work policy will apply to any umpire who sustains an injury as a result of umpiring or other injury.

If an umpire sustains an injury in the performance of his or her obligations, which, in the reasonable opinion of AFL Victoria, prevents the umpire from officiating in any match, AFL Victoria shall continue to pay the umpire compensation for each subsequent round of matches where the umpire is prevented by such injury from officiating. AFL Victoria shall pay the umpire at the rate of payment equal to the mean of the six Home and Away matches in which the umpire officiated immediately prior to sustaining injury provided that the umpire shall make a genuine and bona fide attempt to return to work from injury as soon as possible.

Should an umpire sustain an injury whilst employed by two or more employers at the time of the injury, AFL Victoria will ensure that any loss of income sustained in the umpire's secular employment will be reimbursed as per current workers compensation legislation.

4.1.4. Occupational Health and Safety (OH&S)

AFL Victoria honours its responsibility as an employer to provide a safe and healthy working environment for its employees. This will include car parking at training facilities and venues where matches are played. AFL Victoria will endeavour to provide the best possible security for car parking areas, and proactively educate umpires on how best to minimise the risk of damage to cars and theft of valuables.

AFL Victoria will develop OHS policies to protect the safety and welfare of umpires in consultation with the VFUA. AFL Victoria will then effectively manage the administration of these policies.

The Heat Policy and the Lightning Policy, developed by AFL Victoria in conjunction with the VFUA, are attached at Annex 3. Any change to the match day policies will be made prior to the commencement of the VFL Senior Home & Away season in consultation with the VFUA. AFL Victoria will distribute these policies to all umpires prior to the commencement of the VFL Senior Home & Away season. Any change to the training policies will be made prior to the commencement of official pre-season training sessions in consultation with the VFUA.

In line with OHS legislation and guidelines, AFL Victoria will ensure that all VFL umpires are supplied with SPF15+ sunscreen, caps for training and appropriate sunglasses (goal umpires).

4.1.5. Superannuation

AFL Victoria shall, in addition to any amounts payable to the umpire set out in Annex 1, make all superannuation contributions in respect of the umpire, which it is required to make under Commonwealth law.

AFL Victoria will comply with all Commonwealth legislation regarding payment of superannuation contributions to VFL umpires.

In consultation with the VFUA, AFL Victoria agrees to review the administrative arrangements that apply to the payment of superannuation and ensure that all umpires receive adequate notification of their entitlements and the range of services on offer (for example, insurance benefits and options, member investment choice, etc.).

4.1.6. Electronic Funds Transfer

AFL Victoria shall ensure that all match payments are electronically transferred to the umpire's nominated bank account within six (6) days of the match.

4.1.7. Payslip

AFL Victoria will ensure that all umpires are provided with a pay-slip each week in accordance with the requirements of Commonwealth legislation and/or regulations.

4.1.8. Expenses

AFL Victoria will pay for all personal development, tuition (including National Accreditation Courses) and medical expenses (including all medical testing expenses) incurred by umpires at the direction of AFL Victoria. AFL Victoria will provide umpires with the appropriate badges at the completion of accreditation or re-accreditation activities, and for alternative uniforms. AFL Victoria will provide umpires with new accreditation badges whenever new uniforms are issued to umpires.

4.2. Practice Match Venues

The venues used for practice matches will be inspected prior to the practice match in accordance with AFL Victoria's in-season processes. This includes an inspection before the first practice match at that venue by an official of AFL Victoria (notification of the inspection to be provided to the VFUA before umpires are appointed to that venue), and completion of the "Match Day Venue Inspection" form (to be provided to umpires before the start of the first game of the day).

4.3. Selection to Training Squads and Umpiring Panels

Appointment to Training Squads and Umpiring Panels will be in accordance with the Selection Policy attached at Annex 3. Any change to this policy will be made in consultation with the VFUA.

4.4. Appointment to Home & Away Matches

Appointment to Home and Away matches will be in accordance with the Umpiring Panel Match Selections Policy attached at Annex 2. Any change to this policy will be made prior to the commencement of the VFL Senior Home and Away season in consultation with the VFUA. AFL Victoria will distribute this policy to all umpires prior to the commencement of the VFL Senior Home and Away season.

AFL Victoria agree that they shall not appoint umpires other than umpires listed at the commencement of the season (except for AFL-listed umpires, within the limitations discussed below) to any match during the season without prior consultation with the VFUA.

AFL Victoria may appoint AFL Field Umpires to officiate in VFL Senior matches provided that on average no more than three AFL Field Umpires are appointed on a weekly basis to VFL Senior matches.

The appointment of AFL-listed field umpires to VFL Reserve or Under 18 matches, when required, will not result in a VFL field umpire being unappointed. This will be achieved through additional 3-umpire games in the VFL Reserve and/or Under 18 competitions.

A maximum of four AFL-listed boundary umpires may be appointed to VFL Senior Home and Away matches each round. The appointment of more than four AFL-listed boundary umpires to VFL Senior Home and Away matches in one round will not result in non AFL-listed boundary umpires being unappointed.

A maximum of two AFL-listed goal umpires may be appointed to VFL Senior Home and Away matches each round.

The above requirements are based on a minimum of sixteen teams competing in the VFL Senior competition. Should the number of teams drop below sixteen, AFL Victoria will consult with the VFUA regarding amended requirements.

In the event of a 'split' round (played over more than one weekend), the above requirements are to apply 'per round', rather than 'per weekend' of football matches.

Any change to the above clauses, as may be required from time to time, will be made in consultation with the VFUA.

4.5. Appointment to Finals Matches

Appointment of field, boundary and goal umpires to finals matches will be based on merit, regardless of where the game is played.

Appointment to finals shall be in accordance with the Finals Policy attached at Annex 2. Any change to this policy will be made prior to the commencement of the VFL Senior Home and Away season in consultation with the VFUA. AFL Victoria will distribute this policy to all umpires prior to the commencement of the VFL Senior Home and Away season.

4.6. Appointment as Standby Umpire

The VFUA appreciates the benefits to be gained by having a week off during the year, however also recognises that standby umpires are required to keep the entire weekend available, and are required to maintain high standards of rest and diet. Standby umpires are unable to offset the loss of income brought about by not having a game with other employment, as they are required to be available for umpiring.

AFL Victoria will endeavour to ensure that umpires are only placed on standby for one day of the weekend. Umpires will be appointed as standby for a maximum of two days per season. Additional standby duties will be paid at the rate of half a match payment per day (if the level for which the umpire is standby is not nominated, half of the senior match payment will be used).

In lieu of financial payment for the first two days as standby umpire, all VFL listed umpires shall be given one week's leave from training (taken collectively) at the approximate mid-point of the season (see section 6.1).

4.7. Tribunal Attendance Fee

Should an initial tribunal hearing be scheduled on other than a training night, field and boundary umpires will be paid a \$25 allowance.

Where an umpire is required to attend the tribunal and is required to wait more than an hour beyond the scheduled time, a \$25 fee will be paid.

In addition, should an umpire be required to attend any subsequent tribunal hearings as a result of a club and/or player appealing the original decision, a \$60 fee will be paid. Should an umpire be called as a witness to the VFL tribunal, a \$75 fee will be paid.

4.8. Compensation for Loss of Secular Employment Earnings

In recognition of the more frequent scheduling of games during the working week and the increasing demands this places on an umpire's time, AFL Victoria will pay substantiated loss of wages at the following rates:

Monday – Friday

- \$150 for when matches commence at or prior to 2.00pm
- \$75 for when matches commence after 2.00pm and before 7.00pm.

All claims must be substantiated to the satisfaction of the Umpires' Coach.

4.9. Availability

AFL Victoria recognises that umpires may, from time to time, have important family and / or personal obligations (e.g. family weddings) that require flexibility in appointments with regards to day and/or location of games. AFL Victoria will endeavour to accommodate all reasonable requests.

4.10. Compassionate Leave

AFL Victoria will provide appropriate leave from training and / or match day appointments for umpires due to a death and / or serious illness of a family member or personal friend.

4.11. Parental Leave

AFL Victoria recognises that special consideration should be given to umpires connected with the birth of their child. This shall be applied as follows:

- Umpires will be excused from one training session per week for a period of four weeks commencing on the date of birth of their child. This session shall be nominated by the VFL Umpiring Department having regard to the need for the umpire to attend coaching sessions. The umpire shall maintain the required level of fitness during this period.
- Umpires are entitled to be excused from their appointment to any match in circumstances where the birth of the child is imminent.
- The VFL Umpiring Department will apply its best endeavours to ensure the umpire is appointed locally (i.e. the metropolitan area) in the two weeks immediately preceding the due date for the birth and the two weeks immediately following the birth of the child.
- Any female umpire shall be entitled to the minimum statutory maternity leave entitlements..

4.12. Season Passes

AFL Victoria will provide passes such as to allow entry of two people to one VFL game or one person to two VFL games for each week of the VFL Senior Home and Away season and finals to each umpire appointed to a VFL list and full members of the VFUA.

AFL Victoria will use their best endeavours to provide a reserved seating ticket for each umpire appointed to an AFL curtain raiser. Failing this, AFL Victoria will use their best endeavours to provide umpires appointed to an AFL curtain raiser with a ticket that allows access to general admission or standing areas.

4.13. Match Day Revisions

For self-assessment purposes, umpires can formally request match vision of their own performance from the VFL Umpiring Department.

5. Performance

5.1. Observation Policy

AFL Victoria will continue to institute their current match day Observation Policy, which meets the requirements of the relevant finals policies, and ensures that all VFL umpires are observed on an equitable and regular basis.

5.2. Objective Review of Performance

AFL Victoria shall from time to time review the performance of the umpire, and, in so far as is practical and possible, AFL Victoria shall ensure the review:

- is conducted at least bi-annually; once prior to 15 June and again prior to 31 October each year;
- applies objective criteria which shall be advised to the umpire and the VFUA prior to each season; and
- provides an opportunity for the umpire to make submissions and to otherwise have input into the review of his or her performance.

5.3. Managing Under Performance

Inappropriate conduct will be managed in accordance with the principles of natural justice and procedural fairness.

Umpires will be advised when their conduct does not meet expected standards and assisted to meet these standards. Where reasonable, efforts to improve conduct have not succeeded, a fair and reasonable process will be used to address the problem.

Consideration will be given to counselling in all cases of inappropriate conduct. Counselling will be sufficient to resolve many cases of inappropriate conduct, particularly first instances where the breach of conduct is not a serious one.

Consistent with the principles of natural justice, the following must be taken into account when managing conduct:

- an umpire whose conduct is inappropriate must be informed as fully as possible of any allegations that the expected standards of conduct have not been met;
- all instances of inappropriate conduct must be managed promptly in a private setting;
- action taken to manage inappropriate conduct must be suitable and relative to the nature and seriousness of that conduct;
- an umpire must have an opportunity to put their point of view;
- any material put by the umpire in mitigation must be considered;
- any decision to take action must be made fairly, without bias and without prejudice; and
- an umpire may request a representative from the VFUA to attend any discussion between AFL Victoria and the umpire.

A written summary of any discussion should be recorded and a copy provided to the umpire.

6. Training

6.1. Frequency

VFL umpires are not expected to attend:

- more than a maximum of two official training sessions per week from January to September, inclusive;
- more than a maximum of two official training sessions in December; or
- any official training sessions in October or November.

VFL umpires shall be given a week's leave from training (taken collectively) at the approximate mid-point of the season. Umpires living in regional based locations in addition to this will be given an extra four nights off training per year at mutually agreed times between AFL Victoria and the umpire. The introduction of the online training diary (Visual Coaching Pro) will make it achievable for the umpires to undertake the same session that the rest of the group will be doing at a location closer to their home.

Should AFL Victoria wish to vary any of the above clauses, this must be decided in consultation with the VFUA on a case by case basis.

6.2. Training Venue

AFL Victoria will provide a training venue which:

- includes good change room facilities with rubdown tables for training staff;

- has clean showers and toilets and soap provided;
- has a first class surface for training including adequate lighting;
- provides easy access by car and public transport and ample cost-free parking; and
- has coaching rooms that are adequately lit and heated to ensure comfort during coaching sessions.

The VFUA supports and encourages flexibility in the training program. Where training is shifted to a location other than the regular training venue (e.g. swimming, cycling, gym, etc.), umpires will not be expected to pay the costs of admission or parking. AFL Victoria will give due consideration to the availability of parking and relevant OHS issues prior to choosing alternate training venues.

6.3. Fitness Testing

The VFUA recognises the need for umpires to be assessed for fitness in regards to their respective lists.

As these tests form part of an overall assessment of an umpire's suitability for appointment to a list, the tests need to be conducted in a manner to ensure umpires are able to compete equitably and to perform to their optimum level.

As such, AFL Victoria will ensure that when testing umpires, a suitable 400m running track is provided and umpires are notified at least a week in advance of any time trials which are being used to measure and / or assess their performance, and in some cases will be a factor as to whether an umpire is selected to one of the VFL Umpiring panels and/or officiate in VFL games. This is also to ensure umpires can adequately prepare themselves from a training, mental and nutritional perspective.

Where an umpire is unable to undertake a time trial at the designated location and time provided by AFL Victoria due to illness, injury, outside work commitments etc, they will be given the opportunity to undertake the time trial at a mutually agreed time at Victoria Park. AFL Victoria will provide its benchmark times for all time trials to gain selection to an umpiring panel. AFL Victoria will take into consideration the variations that would be expected in times when a time trial is performed on a running track as opposed to a grass surface such as Victoria Park, and will provide separate times for these accordingly.

6.4 Training Activities – Paul Anderson Memorial Shield (Mini Olympics)

AFL Victoria will partner with the VFUA to organise the running of the Mini-Olympics (Paul Anderson Memorial Shield) at a training session during the pre-season. For OHS purposes, AFL Victoria will at all times remain in control of the training session. AFL Victoria will ensure that all umpires are notified of a common starting time prior to the day, and will ensure that training for goal umpires during the week in which the Mini-Olympics is held is moved to the same night as field and boundary umpires.

6.5 Association Meetings

AFL Victoria will allow field, boundary and goal umpires to train together on three occasions throughout the season to allow for Association meetings to occur. The VFUA will advise the VFL Umpiring Department of the proposed dates well in advance and ensure that the dates are suitable.

6.6 Skinfold & Weight Measurement

Skinfold and weight measurement will be conducted on a normal training night at the regular training venue.

AFL Victoria will give all VFL umpires at least one week's advance notice of skinfold and weight testing. Such testing will be conducted in private, as per current practice.

6.7 Trainers and Physiotherapist

AFL Victoria will continue to provide six trainers and one fully qualified physiotherapist for the duration of all training sessions. Trainers should be available from the start to the end of training.

6.8 Nutritionist

AFL Victoria will continue to provide the services of a nutritionist to support umpires in achieving the level of fitness required to officiate at VFL level.

6.9 Meals

AFL Victoria will provide breads and spreads and appropriate refreshments at the conclusion of all training sessions for all umpires required to train.

7. Clothing

7.1. Umpiring Uniform and Footwear

AFL Victoria will be responsible for the total cost and supply of uniforms and footwear for umpires appointed to the VFL list. The VFUA supports AFL Victoria in seeking the return of any uniforms or footwear should an umpire resign prior to the commencement of the football season.

AFL Victoria will provide all umpires with uniforms and footwear suitable for use in all competitions to which they are appointed. This will include as a minimum, every season:

- field and boundary umpires: 2 shirts, 2 pair shorts, 2 pair socks, 2 pair sweatbands, turf boots and runners; and
- goal umpires: 1 cap, 1 overcoat, 2 shirts, 1 pair pants, 2 pair sweatbands (if required to be worn), 1 pair boots, 1 pair runners (for training purposes) and 1 pair of sunglasses.

AFL Victoria will ensure that uniforms and footwear supplied to umpires are a proper fit and of a standard appropriate for VFL football. Should the umpiring uniform and footwear supplied by AFL Victoria be unsuitable to any field, boundary or goal umpire, AFL Victoria will supply a suitable replacement in a speedy manner to the umpire in consultation with that umpire.

AFL Victoria will provide a Neutral or Stability running shoe option for all umpires.

AFL Victoria will provide up to one whistle per season for field and boundary umpires at the request of the umpire. Should an umpire wish to purchase additional whistles or replace a whistle, they may purchase these from AFL Victoria on an as-needed basis.

In the interest of team unity, AFL Victoria will ensure that all umpires (field, boundary and goal) in a particular game are wearing clothing of a similar style (i.e. same colour, etc.).

If, at the discretion of the individual umpire, a preference for alternative footwear is chosen, that umpire may officiate in the footwear of their choice so long as such style compliments the match day uniform. Such costs shall be borne by the individual umpire.

AFL Victoria will consult with the VFUA prior to any decision being made to change either the umpiring uniform or footwear.

7.2. Training Gear

AFL Victoria will provide all VFL umpires with a tracksuit. The tracksuit will be replaced at least once every two years. Where a tracksuit is provided every year, the VFUA supports umpires returning it to AFL Victoria if the current tracksuit they have is still in good condition.

AFL Victoria will provide all VFL umpires with a bag. The bag will be replaced at least once every two years. The bag shall be of an adequate size to fit all required clothing, equipment, manuals and refreshments. Where a bag is provided every year, the VFUA supports umpires returning it to AFL Victoria if the current bag they have is still in good condition.

AFL Victoria will provide appropriate training footwear for all disciplines. In the event that AFL Victoria requires umpires to train in a nominated uniform, AFL Victoria shall provide suitable shorts and singlet (summer) and t-shirt and windcheater (winter).

AFL Victoria will provide, as protection against the sun, a suitable hat for training.

7.3. AFL Listed Umpires Appointed to VFL Games

AFL Victoria will ensure that all AFL-listed umpires appointed to VFL games are supplied with the appropriate VFL uniforms at no cost to the officiating umpire.

8. Match Day Requirements

8.1. Umpires Change Rooms

The VFUA acknowledges the assistance provided by AFL Victoria with the Quality Assurance Project and the subsequent improvements made at a number of VFL grounds.

The VFUA will continue to seek AFL Victoria's co-operation to ensure that all umpire's change rooms are maintained at or are brought up to the following minimum standards:

- minimum area – 30 square metres;
- at least one (1) rub-down table;
- seating for fourteen (14);
- clothes Hooks/Hanging space for fourteen (14);
- rubbish bin that has been emptied prior to umpires' arrival;
- clean tiled shower recess with an adequate hot water supply – even when teams are showering;
- clean toilet with an adequate supply of toilet tissue;
- the rooms are to be completely secure and a key provided to the officiating umpires prior to them entering the arena;

Note: The rooms must be able to be locked securely with no access by either club officials, staff or to others (such as half-time entertainers using the umpires' change rooms as a dressing room) without the prior permission of the officiating umpires.

- adequate lighting;
- no extraneous items such as ground marking equipment etc, to be stored in the umpire's rooms;
- one large mirror; and
- the rooms are to be kept in a fit state of repair and cleaned prior to umpires arriving to officiate at the ground.

Note: VFL umpires will not leave the umpires' rooms prior to any match until:

- they are provided with a key to the umpire's rooms; or
- they are satisfied with the procedures that are in place, and competence of any official that has been appointed by the home club, to secure the umpires' rooms.

AFL Victoria will ensure prior to the season that the door to the umpires' rooms at all venues is able to be locked, and that windows are secure.

The VFUA expects clean, comfortable change rooms with hot and cold running water, toilet facilities and appropriate security measures for the protection of umpires' personal belongings including tracksuits, clothing and personal items.

The above requirements apply equally to all practice, Home and Away and Finals matches to which a VFL umpire is appointed.

8.2. Trainers

8.2.1. Senior and Reserves Games

AFL Victoria shall provide one suitably qualified trainer to support the umpiring crew with rubdown, stretching, strapping and refreshment services for a period commencing 90 minutes before the match start time until all rubdown and stretching activities have concluded at the end of the match.

It is not expected that a trainer be provided for standalone reserves games. In this case, AFL Victoria will ensure that each home team offers full strapping and rubdown services to all umpires in the umpires' room prior to the game (i.e. starting 90 minutes before game time) and at half time. Such services should be offered to umpires as a matter of course, and not only when requested.

8.2.2. Under 18 Games

AFL Victoria will ensure that each home team offers the services of a suitably qualified trainer to provide strapping services to all umpires prior to the commencement of the game. This service is to be provided in the umpires' room, at least 30 minutes prior to the commencement of the game.

8.3. Police Protection and Security

A commitment to providing a safe workplace is essential, therefore AFL Victoria shall be responsible for ensuring that adequate protection is provided for umpires at all VFL or affiliated games. AFL Victoria will ensure all VFL clubs are aware of their responsibilities for security under this Agreement.

8.3.1. Senior Games

The VFUA requires that four police officers be in attendance at all senior matches. Two police officers are to be stationed behind the goals at each end of the ground to protect the goal umpires from spectator interference during the game.

The police officers will escort the umpires on to the ground before the game and after half time, and from the ground at half time and at the end of the game. They will be present at the quarter time and three-quarter time intervals, and be positioned to ensure that no supporter encroaches in the area given by a 15-metre radius from the centre circle.

In the event that police are unavailable, AFL Victoria will supply at least four suitably qualified security personnel. AFL Victoria will ensure that such security personnel are informed of their match-day duties.

8.3.2. Development League / Under 18 Games

The VFUA requires that AFL Victoria impose the obligation on each competing club to provide an official to ensure the safety of umpires.

The club officials must be present during the quarter time and three-quarter time intervals and ensure that no supporter encroaches in the area given by a 15 metre radius from the centre circle. They will also escort the umpires from the ground at half time and at the end of the game.

Such officials will be dressed in a uniform (bright yellow top, etc.) that will allow them to be easily identified by both umpires, officials and spectators.

In the Development League, the VFUA requires two police officers (or professional security personnel) to escort umpires from the ground at the conclusion of the match. This requirement only applies to reserves games that are curtain raisers to senior games.

Given the increased likelihood of security issues during finals, and the potential lack of clarity regarding obligations of competing clubs at neutral venues, AFL Victoria will ensure that all clubs are well aware of their security obligations during the finals series.

8.4. Car Parking

AFL Victoria will ensure that officiating umpires at finals matches, including the VFL Grand Final, are provided with car parking facilities at all grounds.

AFL Victoria will ensure that umpires appointed to AFL Curtain Raisers at the MCG will have access to reserved car parking and that umpires appointed to Punt Road Oval will have parking facilities located in close proximity to the oval.

AFL Victoria will reimburse all umpires required to travel by air for all parking expenses incurred at any airport.

If, despite all efforts from AFL Victoria, a VFL umpire is required to pay for parking in the fulfilment of their duties as an umpire, AFL Victoria will reimburse the umpire on presentation of a receipt.

8.5. Refreshments at Games

AFL Victoria will ensure that all clubs provide umpires with suitable liquid refreshments before and after each match, as well as at the end of each quarter (including half time).

The refreshments will be provided in a personal container (e.g. paper/plastic cup) in a hygienic manner.

AFL Victoria will actively encourage all home clubs to provide umpires with appropriate food refreshments after each match.

In the event that AFL Victoria supplies or issues water bottles endorsed with any sponsor's name and/or logo to field, boundary and goal umpires, the VFUA undertakes to instruct VFUA members to use it exclusively when engaged in umpiring duties (i.e. at official training sessions, or at the ground on match day).

8.6. Match Day Paperwork

Flexibility is granted to match day umpires in regards to dropping off match day paperwork to AFL Victoria headquarters. Any umpire who has officiated in a match is eligible to deliver the paperwork in order to ensure that it is delivered by the most convenient method. This avoids umpires having to drive excessive distances where an umpire would already be experiencing the fatigue associated with umpiring a game of VFL football.

8.7. Appointments

AFL Victoria will ensure that match appointments provide adequate details regarding ground venues. A Melways reference shall be provided to all umpires with their appointment.

8.8. Minimum Notice of Appointment

AFL Victoria will provide umpires with at least seven days notice of the day they are appointed for the following round. Umpires will not be expected to make themselves available for any days other than the day they are listed as "Appointed".

AFL Victoria will provide at least 48 hours (as an absolute minimum) notice of all match appointments (including the venue and time) to all umpires.

AFL Victoria will notify umpires appointed to matches during the week (including Friday night) no later than 72 hours prior to the match appointment. This notification shall include the venue and time of the match.

8.9. Double Headers

Where possible, AFL Victoria shall advise all umpires appointed to double headers at least 72 hours prior to the first match appointment.

9. Travelling

9.1. Arrangements

AFL Victoria will ensure that in booking travel arrangements (airfares and accommodation) for matches, consideration shall be given to ensure that the umpire's match day performance is not compromised by factors such as unnecessarily early departure times. AFL Victoria will endeavour to ensure that umpires are able to return to their home destination on the first possible flight.

All travel paperwork shall be provided with the relevant appointment.

9.2. Accommodation

Where a practice match, regular season match or final commences prior to 10.00am and is more than 100 km from the Melbourne GPO, AFL Victoria shall provide overnight motel accommodation for the night preceding the game for all officiating umpires. Pre-game

overnight accommodation (including breakfast) will be provided to each umpire where travel of greater than 250 km is necessary.

Where a practice match, regular season match or final commences in the twilight (after 4pm) or evening hours and is more than 70 kilometers away from the Melbourne GPO, AFL Victoria shall provide overnight motel accommodation for all officiating umpires.

In addition, where a team from Melbourne chooses to stay overnight, AFL Victoria will provide accommodation for all officiating umpires.

For the purposes of this Section, the motel accommodation shall incorporate twin room facilities with meal allowances (see section 9.4).

9.3. Transportation

9.3.1. General

AFL Victoria will reimburse travel in accordance with rates per kilometre as issued from time to time by the Australian Taxation Office.

Where a travel allowance is paid, all umpires (field, boundary and goal) are to be paid at the same rate.

Payment for travel will be shared amongst the drivers, and take into account the number of umpiring passengers in each car. It will be paid directly with the relevant match payment to those declared on the pay sheet.

9.3.2. Within Victoria

For the purposes of travel to games outside the metropolitan area (including Geelong), a fixed travel allowance per game will be paid on the basis of two cars from the Melbourne GPO to the game venue and return. The rates paid will be in accordance with rates per kilometre as issued from time to time by the Australian Taxation Office.

For the purposes of travel to Under 18 games outside the metropolitan area (including Geelong), a fixed travel allowance per game will be paid on the basis of one car from the Melbourne GPO to the game venue and return. The rates paid will be in accordance with rates per kilometre as issued from time to time by the Australian Taxation Office.

9.4. Meal Allowance

Meal allowances will be paid as follows:

VFL games where the match is 100 km or more from the Melbourne GPO:

Breakfast	\$15	(Departure time is 8.00am or before)
Lunch	\$15	(Any afternoon scheduled match)
Dinner	\$30	(Matches commencing after 3.00pm)
Overnight	\$60	

The overnight loading is to be paid where a practice match, regular season match or final commences in the twilight or evening hours (i.e. after 4.00pm) and is 100 km or more from the Melbourne GPO.

10. Quality Assurance Project

AFL Victoria will continue to support the VFUA with the administration of the Quality Assurance Project. AFL Victoria also agrees to respond to any concern put forth by the VFUA in relation to issues raised as a result of the Quality Assurance Project.

11. Tribunal Advocate

AFL Victoria will appoint an umpire's advocate for all VFL Tribunal Hearings, and will ensure that all umpires appointed by AFL Victoria are adequately trained in tribunal procedures.

12. Legal Liability Insurance

The VFUA seeks from AFL Victoria:

- an assurance in writing that AFL Victoria has in place and will continue to have in place appropriate policies of insurance covering all VFL listed umpires for professional indemnity, public liability, including costs, or any other claims as a result of being named in any writ by a player, official, club, supporter and/or spectator as a result of his duties as a VFL umpire; and
- copies of any such insurance policies arranged by AFL Victoria are to be provided to the VFUA when requested.

Annex 1. Match Payments

1. 2014 Match Payments

	Field	Boundary	Goal
Home and Away			
VFL Seniors	\$339	\$254	\$204
VFL Res / Under 18	\$204	\$152	\$121
Finals			
VFL Seniors	\$678	\$510	\$407
VFL Res / Under 18	\$407	\$305	\$252
Preliminary Finals			
VFL Seniors	\$1018	\$763	\$612
VFL Res / Under 18	\$612	\$458	\$366
Emergency (Finals and Preliminary Finals)			
VFL Seniors	\$339		\$205
VFL Res / Under 18	\$205		\$121
Grand Finals			
VFL Seniors	\$1697	\$1271	\$1018
VFL Res / Under 18	\$1018	\$763	\$612
Emergency (Grand Finals)			
VFL Seniors	\$678		\$407
VFL Res / Under 18	\$407		\$246
Interleague Matches			
VFL Seniors	\$1018	\$763	\$612
VFL Res / U23 / U18	\$612	\$458	\$366
Practice Matches			
VFL Seniors	\$120	\$109	\$104
VFL Res / Under 18	\$91	\$73	\$67
Invite for Trial Umpires	\$46	\$37	\$33

2. 2015 Match Payments

	Field	Boundary	Goal
Home and Away			
VFL Seniors	\$344	\$258	\$207
VFL Res / Under 18	\$207	\$155	\$123
Finals			
VFL Seniors	\$688	\$517	\$413
VFL Res / Under 18	\$413	\$309	\$255
Preliminary Finals			
VFL Seniors	\$1033	\$775	\$621
VFL Res / Under 18	\$621	\$465	\$372
Emergency (Finals and Preliminary Finals)			
VFL Seniors	\$344		\$208
VFL Res / Under 18	\$208		\$123
Grand Finals			
VFL Seniors	\$1723	\$1290	\$1033
VFL Res / Under 18	\$1033	\$775	\$621
Emergency (Grand Finals)			
VFL Seniors	\$688		\$413
VFL Res / Under 18	\$413		\$249
Interleague Matches			
VFL Seniors	\$1033	\$775	\$621
VFL Res / U23 / U18	\$621	\$465	\$372
Practice Matches			
VFL Seniors	\$122	\$110	\$105
VFL Res / Under 18	\$93	\$74	\$68
Invite for Trial Umpires	\$46	\$37	\$34

3. 2016 Match Payments

	Field	Boundary	Goal
Home and Away			
VFL Seniors	\$349	\$261	\$210
VFL Res / Under 18	\$210	\$157	\$124
Finals			
VFL Seniors	\$699	\$525	\$419
VFL Res / Under 18	\$419	\$314	\$259
Preliminary Finals			
VFL Seniors	\$1049	\$786	\$631
VFL Res / Under 18	\$631	\$472	\$377
Emergency (Finals and Preliminary Finals)			
VFL Seniors	\$349		\$211
VFL Res / Under 18	\$211		\$124
Grand Finals			
VFL Seniors	\$1748	\$1309	\$1049
VFL Res / Under 18	\$1049	\$786	\$631
Emergency (Grand Finals)			
VFL Seniors	\$699		\$419
VFL Res / Under 18	\$419		\$253
Interleague Matches			
VFL Seniors	\$1049	\$786	\$631
VFL Res / U23 / U18	\$631	\$472	\$377
Practice Matches			
VFL Seniors	\$123	\$112	\$107
VFL Res / Under 18	\$94	\$75	\$69
Invite for Trial Umpires	\$47	\$38	\$35

Annex 2. Goodwill Gestures Provided by AFL Victoria

1. Introduction

Over the last number of years, the relationship between AFL Victoria and the VFUA (and the wider umpiring fraternity in general) has been enhanced as a result of AFL Victoria offering a variety of products and services to the VFUA.

Due to the constantly changing personnel on the VFUA Executive members, and to a lesser extent, AFL Victoria, it was decided to include some of these items in an Annex to the Fees & Conditions Agreement as a record for the future.

2. Sponsorship

AFL Victoria supports the VFUA and its members by means of an annual \$4,000 grant.

AFL Victoria use their best endeavours to ensure that this grant is provided prior to 31 March each year (2014-2016 inclusive).

In addition, AFL Victoria has no objection to the VFUA obtaining off-field sponsorship.

3. Perception of Umpiring in the Football Community

AFL Victoria supports programs that provide positive impact and recognise the contribution and position of umpires in Australian football.

4. Match Day Record

AFL Victoria endeavours to ensure that all umpires appointed to finals games have their individual names (including numbers, where appropriate) printed in the appropriate match day football record.

5. VFL Grand Final Day

AFL Victoria endeavours to make available to the VFUA, at no charge, a suitable room at the Grand Final venue for the VFUA to host a VFL Grand Final function on VFL Grand Final Day. The VFUA bears the costs of bar staff, decorations, catering, etc.

6. Awards

AFL Victoria endeavours to provide medallions to all VFL Senior, Development League and Under 18 Grand Final Umpires.

AFL Victoria currently provides a “VFL Umpire of the Year” award for the field, boundary and goal disciplines. In addition, the VFUA encourages AFL Victoria to provide other awards other than those listed above to recognise the achievements of umpires.

7. AFL Victoria Annual Report

AFL Victoria endeavours to ensure that all:

- Interleague umpires;
- VFL Senior, Development League and Under 18 Grand Final umpires;
- Field, Boundary and Goal Umpire of the Year award recipients; and
- Umpires who have been promoted to the AFL

are acknowledged in AFL Victoria’s Annual Report.

Annex 3. AFL Victoria Policies

1. Umpire Selection Policy

- 1.1. Training Squad
- 1.2. Umpiring Panel
- 1.3. Umpiring Panel Match Selections

2. Finals Policy

- 2.1. Field Umpires
- 2.2. Boundary Umpires
- 2.3. Goal Umpires

3. Heat Policy

- 3.1. Training
- 3.2. Match Day

4. Lightning Policy

- 4.1. Training
- 4.2. Match Day