

Inform



Official newsletter of the Australian Football League Players' Association

Edition 34 October/November 2004

MVP AWARDS

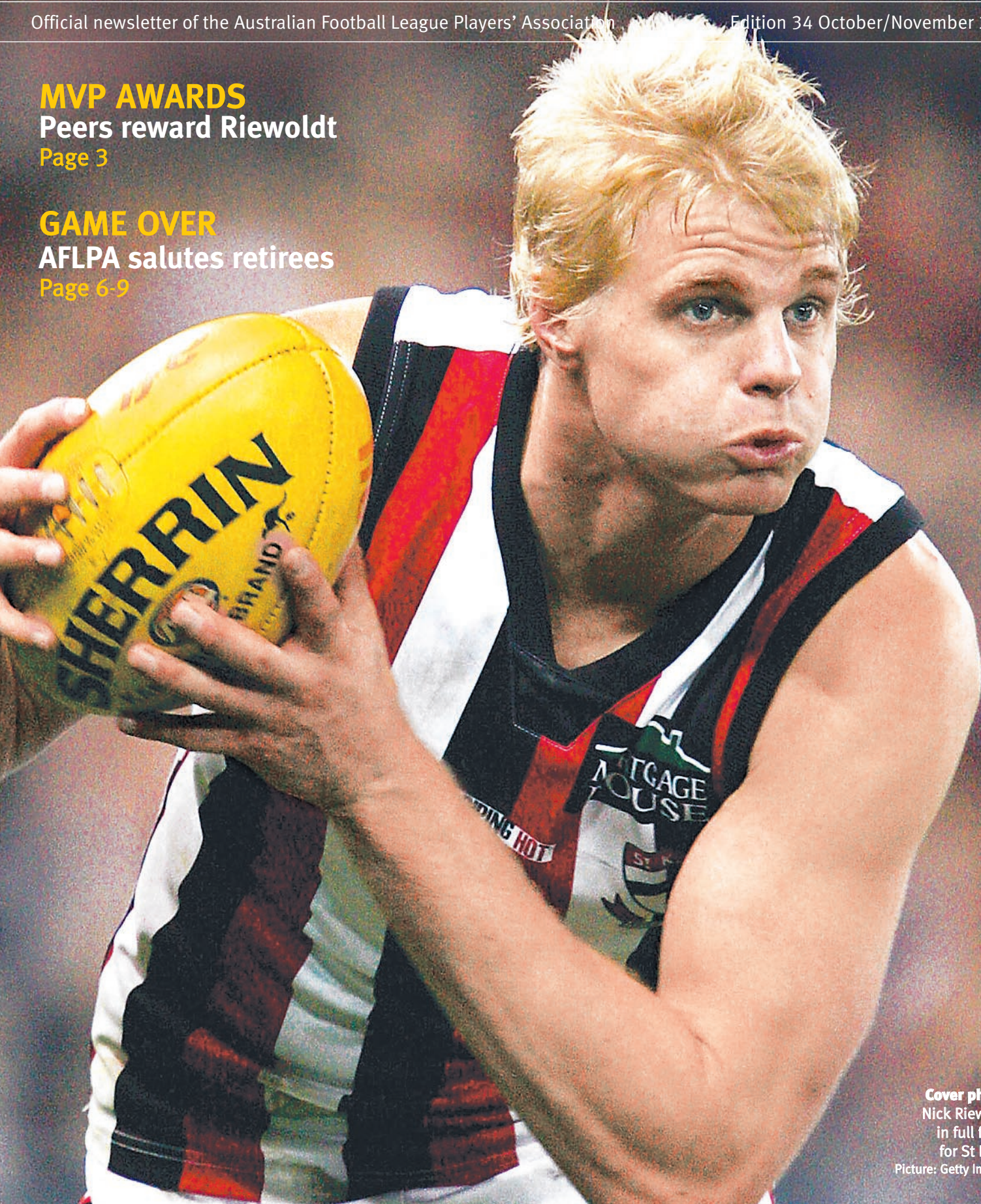
Peers reward Riewoldt

Page 3

GAME OVER

AFLPA salutes retirees

Page 6-9



Cover photo:
Nick Riewoldt
in full flight
for St Kilda
Picture: Getty Images



ROB KERR
AFLPA CEO

AFLPA contacts

Phone: (03) 9328 8001
Fax: (03) 9328 8995
Web: www.aflpa.com.au

General football & agent queries

Brendon Gale
brendongale@aflpa.com.au

Player benefits, AFLPA retirement account

John Hogan
johnhogan@aflpa.com.au

Legal services

Bernie Shinnars
bernie_shinnars@aflpa.com.au

Education, player development & career transition

Lisa Milling
lisa@aflpa.com.au

Licensing & administration

Sarah Mitchell
sarah@aflpa.com.au

Media & publications

Jason Murnane
jasonmurnane@aflpa.com.au

Reception & administration

Jess Fairchild
jess@aflpa.com.au

INTRODUCTION

Season ends but issues continue

As season 2004 has concluded it is appropriate in this edition of Inform to highlight some of the players who have decided that their time in the AFL has come to an end and at the same time highlight to all players some of the services that are available to a player at the end of his career.

As many who have been through the transition out of AFL football will attest, this can be a challenging time as choices need to be made about future career directions. Hopefully the heavy emphasis in recent years on preparing for life after football will see many retiring players ready to step into a new career.

The statistics gathered by the AFLPA indicate that players have indeed taken heed of this message with approximately 60% of players involved in some form of accredited education or training and another 20% involved in either a business or part-time work. These figures certainly dispel the myth that players are not engaged in constructive activities in their spare time.

For those that aren't ready there are many services that players should avail themselves of to assist them in making future career decisions. All retiring or delisted players should receive a career transition handbook which details these services as well as other important information. If you are leaving the AFL and haven't received this handbook please contact Lisa Milling at the AFLPA and she will forward one to you.

Retiring or delisted players should also receive a copy of the 2003-2008 CBA which is also available on the AFLPA website. Players with injuries should promptly refer to the relevant clauses in Schedule B of the CBA to ensure they understand what their injury payment enti-

tlements are and the time limits for lodging injury payment claims. If players have any queries contact either Brendon Gale or myself.

Although the playing season has come to an end there remains a range of issues to be addressed that are important to players. These include the Tribunal Review, the Australian Tax Office's treatment of professional sportspeople and the proposed AFL Illicit Drug Code.

Within this edition there is an update on how discussions have proceeded with the Tax Office. As is sometimes the case when dealing with a government department, this process is not a quick one. Nevertheless it is unavoidable and if we are to get what we would consider to be fairer taxation treatment of professional athletes then we must continue to work through this process. If any player or his tax advisor has any questions about the tax treatment of players and the process we are now engaged in then they should not hesitate to contact Anthony Jackson at Dominion Private Clients.

The Tribunal Review is a welcome initiative. The AFLPA has long argued that players should be represented at the end of season AFL Tribunal review and it is pleasing that the current CBA now requires the AFL to have an AFLPA presence at such a review. The current AFL review is more extensive than the usual end of season review and the AFLPA is well prepared to propose some meaningful changes which will hopefully address the main concern players have with the tribunal, that being consistency.

If any player has suggestions for the AFLPA submission then please contact either myself or Brendon Gale. You can be assured that the AFLPA Committee members will have

significant input into the final submission.

As players would be aware the AFL's proposed illicit drugs policy is likely to be addressed during the off-season. A previous edition of Inform detailed the position that the AFLPA put to the AFL. It is apparent that the most significant concern of players is the introduction of mandatory full screen drug testing in the off-season.

Whilst the current policy allows for testing for performance enhancing drugs during the off-season the vast majority of players clearly believe that extending this to testing for drugs that have no bearing on performance is adding an additional obligation to the many onerous obligations that already exist for players. The issue really seems to reduce to the question of how far should the reach of the employer or the AFL extend, particularly in the off-season period when a player is on leave.

As is the case with football, these matters will no doubt be well covered within the press. However if you have a query or a concern you should ring the AFLPA direct to get a more detailed explanation of any issue.

Finally the Champions of 2004 Port Adelaide should be congratulated on their outstanding season. Port certainly answered the doubters and was finally rewarded for their outstanding home and away form of recent years.

While Brisbane would be disappointed their incredible effort in being a 3 time premier and reaching a fourth Grand Final should be recognised.

As everyone in football knows it's hard to get the chemistry right for one year let alone four. Who knows how long it will be before a team achieves a record like that again.

MVPAWARDS

Riewoldt gets nod from his peers

St Kilda star Nick Riewoldt has been voted by his peers as the league's Most Valuable Player. Riewoldt was presented with the Leigh Matthews trophy at the AFL Players' Association MVP Awards, which were held at Melbourne's Park Hyatt on September 24

Nick received the award from AFLPA vice-president Nathan Buckley as recognition of his versatility, ability to play under pressure, skill and courage, leadership, respect for all players and value to a team.

Riewoldt received 118 votes, ahead of Chris Judd on 115, followed by Warren Tredrea and Nigel Lappin.

A total of 583 players voted for this year's Awards. Previous winners include Michael Voss, Greg Williams and Gary Ablett.

More than 250 players and invited guests attended the function, which was broadcast live by FOX Footy across Australia.

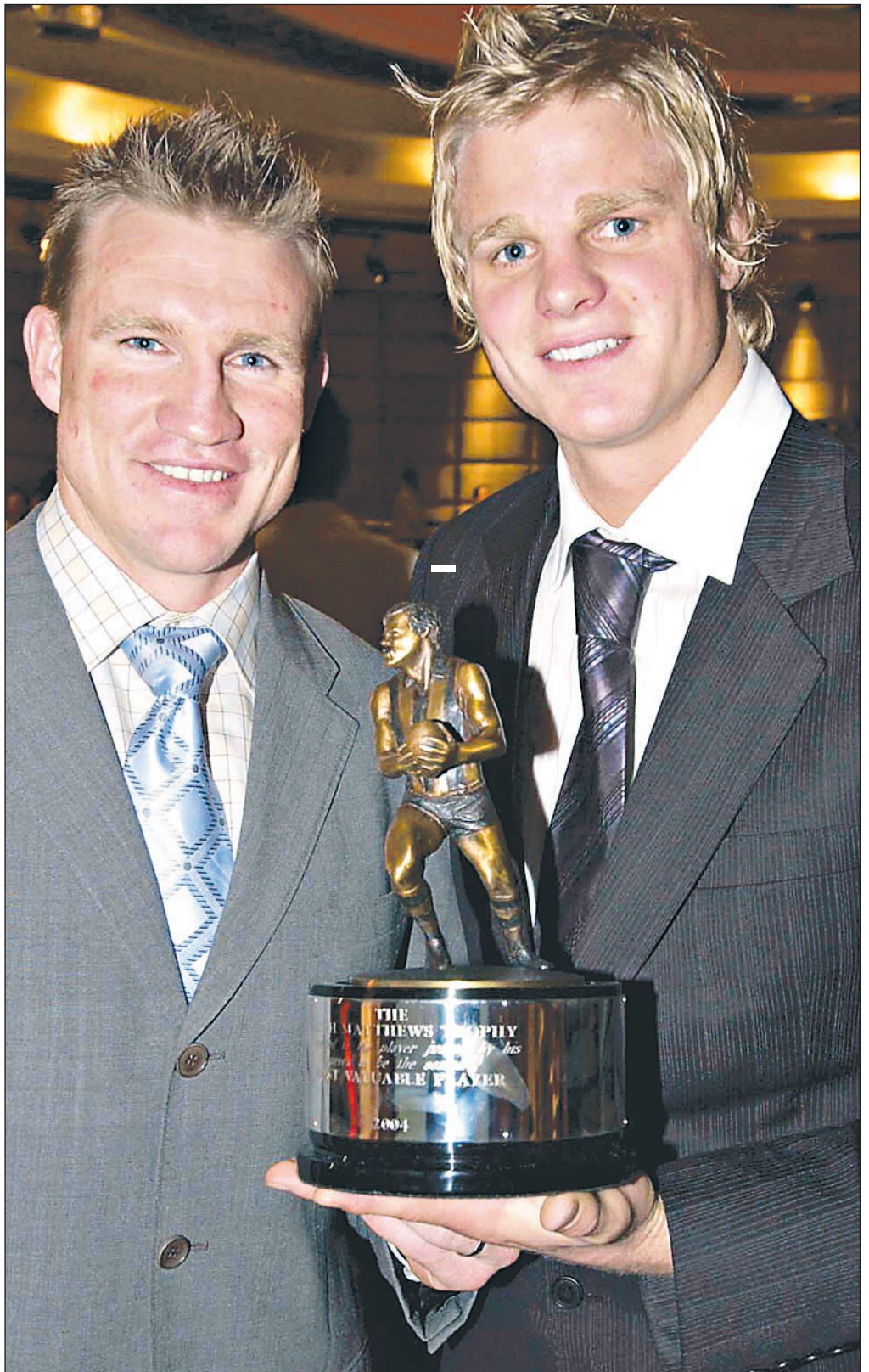
The AFLPA MVP, which continues to grow in status, remains the only football honours where players select the winners.

Congratulations to all award winners and nominees.

The awards could not happen without the support of our sponsors. So a big thank you to; Computer Power, PKF Chartered Accountants & Business Advisors, Integrated Group, Pacific Internet, Corrs Chambers Westgarth, the Park Hyatt, CUB and FOX Footy for making the event possible.

**Leigh Matthews Trophy
Most Valuable Player
Top Five**

Nick Riewoldt	118
Chris Judd	115
Warren Tredrea	67
Nigel Lappin	51
James Hird	29

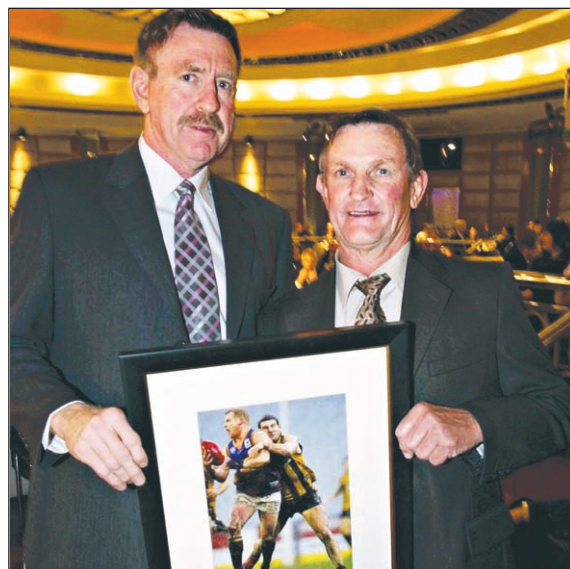


Without peer: Nick Riewoldt receives the MVP award from Nathan Buckley



MVP AWARDS

Four in a row for captain marvel



Best Captain: Michael Voss, above, in full flight and, top right, Michael's father Gary receives the award from Ron Alexander

BEST CAPTAIN

Brisbane captain Michael Voss, winner of last year's MVP, was once again adjudged Best Captain, ahead of James Hird and Mark Ricciuto.

This is Michael's fourth win in a row. Michael's award was presented by former Fitzroy captain and inaugural West Coast coach Ron Alexander. The award was accepted on Michael's behalf by his father Gary Voss.

Proudly sponsored by Integrated Group, former winners of the award include Paul Kelly, Wayne Carey and Paul Roos.

Top Five

Michael Voss	237
James Hird	126
Mark Ricciuto	66
Lenny Hayes	23
Stuart Maxfield	20



Most courageous: Carlton's David Teague with Salli Caruana

MOST COURAGEOUS

In his first year with the Blue's, Carlton's David Teague was awarded the Robert Rose Most Courageous player award.

David was presented with his award by a man who has all but had a mortgage on the honour, the Kangaroos' Glenn Archer. Robert Rose's daughter, Salli Caruana was also present.

Courageous Kangaroo Leigh Colbert followed David in second place.

Proudly sponsored by Pacific Internet, previous winners include Glenn Archer, Paul Kelly and Gavin Brown.

Top Five

David Teague	146
Leigh Colbert	103
Michael Voss	76
James Hird	67
Brett Voss/Leo Barry	39

BEST FIRST-YEAR PLAYER

Talented Demon youngster Aaron Davey enjoyed an excellent debut year, coming off Melbourne's rookie list to win the Best First Year Player Award. Impressive Sydney defender and local Paul Bevan also caught the players' eyes finishing second, followed by Port's

Brett Ebert. Aaron was presented his award by West Coast great Glen Jakovich.

Proudly sponsored by PKF Chartered Accountants and Business Advisors, previous winners include Chris Judd, Adam Goodes and Nick Stevens.

Top Five

Aaron Davey	303
Paul Bevan	66
Brett Ebert	47
Adam Cooney	34
Matthew Ball	26



MVP AWARDS

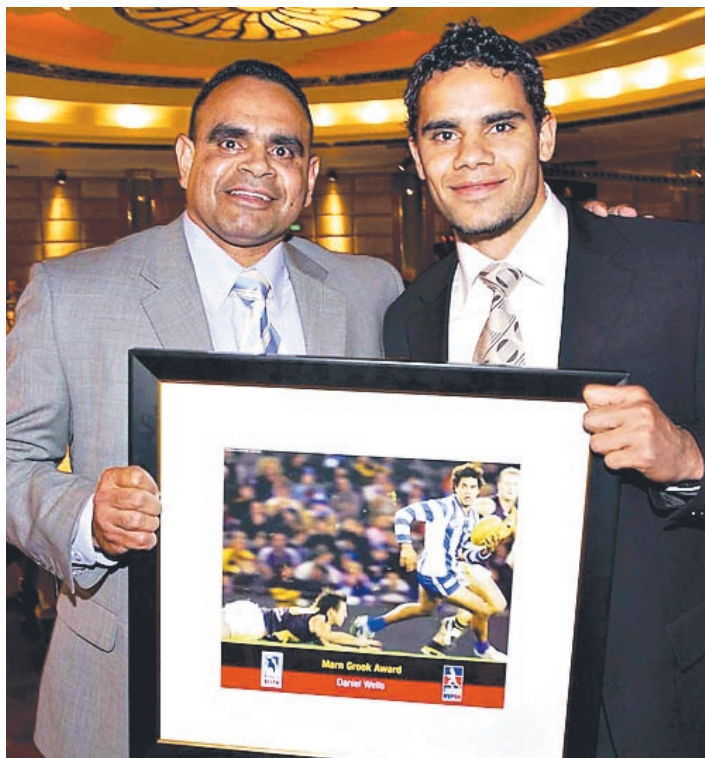
Wells magic casts spell on judges

MARN GROOK

Exciting Kangaroo Daniel Wells received the Marn Grook Award, for the best emerging indigenous player.

Marn Grook was the name given to a ceremonial game played by the Djabwurrung and Jardwadjali clans in Victoria's western district that inspired the creation of our own Australian Rules.

The Marn Grook judges included Essendon legend Michael Long, Brownlow medallist and AFLPA MVP Gerard Healy and AFLPA general manager Brendon Gale. Daniel enjoyed an excellent 2004 season, following on from winning the AFLPA Best First Year player award in 2003. Daniel was presented his award by Michael Long. Previous winners include Leon Davis, Dean Rioli and Graham Johncock.



Michael Long presents Daniel Wells with his award

EDUCATION & TRAINING EXCELLENCE

Michael Wilson was awarded the Education and Training Excellence honour, sponsored by Computer Power. Michael has previously completed a Bachelor of Science Degree, and is currently a second year Bachelor of Physiotherapy student at the University of South Australia. On the Dean's Merit List for honours in



2002 and 2003, Michael received the Golden Key International Honour Society award for scholastic achievement and excellence in 2003. Michael displayed remarkable dedication to his studies and football career, having undergone two knee

reconstructions during his time with Port Adelaide. The award was presented to Port Adelaide Football Manager David Hutton (pictured) on Michael's behalf by AFLPA Education Committee member Melbourne's Alistair Nicholson and former Education & Training Excellence award winner Simon Garlick.



Michael Davis

HATTAM TROPHY

Michael Davis of The Australian received the Grant Hattam Trophy for the best piece of football journalism from a player's perspective.

Michael's profile of Essendon's James Hird, entitled, "His Fragile Brilliance", impressed the judges with its quality of writing. Looking at Hird's infamous run with injury and his ability to bounce back, Davis artfully

wrote of the qualities that make James Hird a stand-out figure, such as leadership, strong work ethic and the relationship he enjoys with his family and team.

Proudly sponsored by Corrs Chamber Westgarth, in recognition of respected Sport Lawyer, the late Grant Hattam, Michael was presented his award by Grant's widow Anne Hattam.

MIKE FITZPATRICK SCHOLARSHIPS

The AFLPA Mike Fitzpatrick scholarships, awarded to 12 young footballer's nation wide, were also announced.

The scholarships, designed to assist the young players' schooling and football careers, was accepted on all recipients' behalf by Bashar Houli, of the Western Jets. Bashar received his certificate from AFL Commissioner and Carlton legend Mike Fitzpatrick.

The recipients are:

- Canberra**
- Dylan Addison (Rams)
- South Australia**
- Benjamin Arbon (Woodville West Torrens)
- Jonathon Cheetham (North Adelaide)
- Travis Varcoe (Central Districts)
- Queensland**
- Wayde Mills (Southport)
- Victoria**
- Travis Boak (Falcons)
- Marcus Drum (Bushrangers)
- Nathan Lyons (Jets)
- Bashar Houli (Jets)
- Matthew Tyler (Nth Ball)
- Western Australia**
- Leroy Jetta (South Fremantle)
- Patrick Ryder (Rovers)



Fitzpatrick and Bashar

OUR RETIREES

Season's end brings down curtain on some

It's that time of the year when many players decide to hang up their boots. The AFLPA salutes these players and wishes them the best of luck in the next phase of their lives.

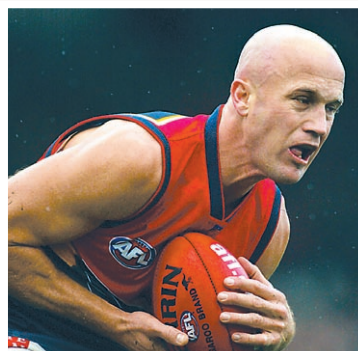
ADELAIDE

Ronnie Burns

Ronnie played 134 games and kicked 239 goals for Geelong before crossing to Adelaide where he played 20 games and kicked a further 23 goals. Recruited from the famous NT club St Mary's, Ronnie will be mostly remembered as a mercurial goalsneak. Ronnie was the Cats' best first-year player in 1996 and the club's leading goalscorer from 1997 to 2001.

Wayne Carey

Initially spotted in Wagga as a primary school star, Wayne Carey grew to become perhaps the game's greatest. Recruited by the Kangaroos as a 16-year-old in 1988 Wayne, who famously told his then under-19 coach Dennis Pagan that he "was not at Arden Street to play under-age football", went on to make his senior debut in 1989. Playing a total of 272 games, 244 with the Kangaroos and 28 with Adelaide, Wayne's list of achievements speak for themselves: All-Australian 1993-1996, 1998-2000; all-Australian captain 1996, 1998-2000; Kangaroos premiership captain 1996, 1999; Kangaroos captain 1993-2001; Kangaroos best and fairest 1992, 1993, 1996, 1998; Kangaroos leading goalkicker 1995-1996, 1998-2000; AFLPA MVP 1995, 1998; record number of goals by a Kangaroos player (671).



Game over:

Brisbane Lions' Craig McRae, above, and Crows Wayne Carey, right, and Nigel Smart, left.



Nigel Smart

Nigel announced his retirement in June after a stellar career of 278 games with the Crows. At 34, Nigel is the last survivor of the original Crows line-up that burst onto the AFL scene with a first-up 86-point win over Hawthorn at AAMI Stadium in 1991. The classy, running defender, won all-Australian selection in 1991, 1993 and 1998. A key member of Adelaide's 1997 and 1998 premiership sides, Nigel qualified for AFL life membership last year following his 300th senior match (including pre-season and state-of-origin games). Nigel was also an AFLPA delegate.

BRISBANE LIONS

Craig McRae

With three premierships to his name, Craig also achieved Brisbane life membership this year after 10 years' service. He

played 194 games for Brisbane and kicked 232 goals after being drafted from Glenelg to the then Brisbane Bears in 1993, but didn't make the move north until 1995.

Shaun Hart

Shaun announced his retirement following Brisbane's unsuccessful tilt at a fourth successive flag. The 2001 Norm Smith medallist was a prolific midfielder in one of the greatest sides of all time. Recruited from Shepparton United, Shaun's work ethic and athleticism, combined with his exquisite ball-winning skills left Shaun with a career to be admired. His career highlights include; 2001 Norm Smith medal; Lions Premiership sides 2001, 2002, 2003.

Alistair Lynch

Alistair called an end to his 306-game career in the week fol-

lowing Brisbane's unsuccessful 2004 Premiership campaign. Alistair was recruited by Fitzroy in the 1986 draft from Hobart. Beginning his career as a key defender, Alistair developed into one of football's most potent attacking forces. Strong and resilient, his inspirational battle with Chronic Fatigue syndrome was a credit to his determination. Alistair's career highlights include; Fitzroy best and fairest 1993; All-Australian 1993; Brisbane Lions co-captain 1997-2000; Lions premiership sides 2001, 2002, 2003.

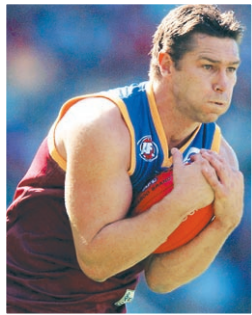
ESSENDON

Joe Misiti

Joe announced the end of his long Bomber career just before the final home-and-away round. Loved by the Bomber faithful, Joe was at the heart of the great Essendon sides of recent times. An integral part of the Bomber

OUR RETIREES

illustrious careers



Thanks for the memories: Clockwise from top left, Port's Damien Hardwick, Eagle Glen Jakovich, Roo Anthony Stevens and Lions' full forward Allistair Lynch

outfit that won premierships in 1993 and 2000, Joe was renowned as a big-game player, perhaps best illustrated by the defining role he played in many of Essendon's successful finals. Joe played 236 games.

Mark Mercuri

Mark Mercuri's football journey with the Bombers ended after playing 207 games for the club. The lethal small forward/mid-fielder enjoyed many highlights during his career, including 1993 and 2000 premierships, all-Australian in 1999; second in the 1999 Brownlow Medal; Essendon best and fairest 1999.

Sean Wellman

Sean began his career with the Crow's in 1994 after being recruited from North Adelaide. After playing 34 games with Adelaide, Sean crossed over to Essendon, going on to play a

further 178 games with the Bombers. He was named as all-Australian centre-halback in 1998 and 2001 and was a member of the Bomber's victorious 2000 premiership side.

HAWTHORN

Rayden Tallis

Rayden called an end to his 10-year career with the Hawks in Round 21 with a win against the Tigers. Tallis played 163 games, including 6 finals, playing mostly across the midfield and as a run-with player.

KANGAROOOS

Anthony Stevens

Anthony announced his retirement before the final home and away round of the season. Picked up by North Melbourne in the 1988 draft, he made his debut for the club in 1989. Club captain in 2003, Anthony is an all-time Kangaroo great, playing

in two premierships in 1996 and 1999; was all-Australian in 1998; won the Syd Barker medal in 1997 and 1999 and sits only behind Wayne Schimmelbusch (306) and Keith Greig (294) for club games, at 291 and was named as ruck rover in the Kangaroos' team of the century.

David King

His decorated 241-game career with the Roos concluded at the end of the 2004 season. He kicked 145 goals, many of which came on the end of devastating runs into the forward line. David leaves the game as a 1997-98 all-Australian and played in two North Melbourne premiership sides in 1996 and 1998. David also served as AFLPA delegate.

PORT ADELAIDE

Damien Hardwick

After crossing from Essendon to Port Adelaide in 2001,

Damien went on to play a crucial role in Port Adelaide's first ever AFL premiership. An uncompromising, rebounding defender, he won Essendon's best and fairest award in 1998, received all-Australian selection in 2000, was a member of Essendon's 2000 premiership side and retires after playing a total of 206 games (153 for the Bombers and 53 for the Power).

RICHMOND

Matthew Rogers

Matthew played his final and 197th game for the Tigers in Round 15 against Essendon. After joining the club in 1994, he primarily played as a defender, but was also Richmond's leading goal kicker in 2000, reflecting his versatility. Matthew's career highlights include the 1995 second-semi final, where in the dying moments he took two crucial marks and converted two goals to secure the Tigers' first finals victory in 13 years.

Duncan Kellaway

Kellaway finished his career after 180 games, in which his fearless style saw him run with and beat some of the competition's elite. Finishing second in the Tiger's Jack Dyer Medal in 1997, Duncan was a genuinely tough player.

SYDNEY

Rowan Warfe

Rowan finished his 10-year AFL career after 26 games with Fitzroy and then a further 84 for Sydney bringing his career total to 110 games. Rowan joined Fitzroy in 1994, after being recruited from Golden Square in Bendigo. Crossing to Sydney in 1997, Rowan played mainly across the Swans' backline, specialising as a running defender.

Continued Page 8

RETIREMENT PLANS

Services: What's available

The AFL Players' Association works with a number of service providers. The information below is a snapshot of the type of services available. Please visit the AFLPA website (www.aflpa.com.au) or contact the AFLPA to stay in touch with the provision of these services.

Financial Health Check

Dominion PC consultant creates a plan to assist in the financial transition from the AFL.

Personal Consultation

CD Sports identify areas of appeal in work & non-work related activities creating a path to working in the area of interest.

Career Consultation

CD Sports consultant plots interests, skills & job ideas, identifying career choices.

Education Advice

CD Sports advice, considering ability & personality and how this relates to study.

Relocation Planning

CD Sports consultant helps balance the relocation planning within your personal plans.

"Job Ready" Program

Achieving a successful job search; Resume preparation, Job search skills, Utilising your networks, Personal presentation, Interview skills and Application follow up and review.

The Next Goal Program

The Next Goal program is a co-development with AFL SportsReady, part of the AFLPA's Career Transition Program. Aims to enhance the post-football employment prospects of qualified & career oriented current & recently retired players.

How does it work?

Accommodating the needs of footballers, players are aligned with employers suiting the player's requirements, interests & experience or qualifications.

What are the expectations?

Complete the equivalent of between six and eight weeks full-time employment and be available for up to 15 hours a week in the workplace.

E&T Grants

Past players may access the AFLPA Education & Training grants for up to three years as from their last playing year. Past

Rookies are not eligible for this program

Education Support Program

Past players receive confidential private tuition in the areas of literacy and numeracy, 'upskilling' themselves in these areas. This service is strictly confidential.

Starting Your Own Business

CD Sports conduct a workshop to assist players in obtaining more information about the many issues associated with starting or buying a business.

Traineeships or Apprenticeships

AFL SportsReady is a joint venture between the Federal Government & the AFL, assisting young people undertake certified training on a full time basis.

Player Assist - 1800 671 489

Confidential information and advice from a CD Sports registered psychologist for current players, available 24 hours, 7 days a week for 365 days a year.

Services for past rookies

Past Rookies can access selected services for 12 months after retirement or delisting. Contact the AFLPA for further information.

OUR RETIREES

From Page 7

WESTERN BULLDOGS Matthew Croft

Matthew played his last game for the Bulldogs against the Kangaroos in Round 21. Recruited from Mildura Imperials, Matthew made his AFL debut in 1991 and ends his career on 186 games. Matthew had numerous tussles with the competition's star forwards and was an integral part of the Bulldogs defence in the 1997-1998 back-to-back preliminary final seasons.

Simon Garlick

Simon announced his retirement in August, playing his final game in Round 21 with a win against the Kangaroos. Initially recruited by Sydney in 1993, Simon played 44 games for the Swans, and was a member of Sydney's 1996 Grand Final side. Crossing to the Western Bulldogs in 1998, Simon went on to play a further 137 games with the Bulldogs, finally retiring on 181 games. Simon was an AFLPA executive member.

WEST COAST

Glen Jakovich

Glen announced his retirement after playing in the Eagle's Round 8 win against Sydney. Glen ends his AFL career as one of the game's greats with a club record 276 games. As a key member of the Eagle's 1992 and 1994 premiership sides, Glen's stellar career included all-Australian honours in 1994 and 1995; club champion in 1993, 1994, 1995 and 2000 as well as a career total of 65 Brownlow Medal votes. Glen served as an AFLPA delegate.



PKF
Chartered Accountants
& Business Advisers

PKF congratulates
Aaron Davey, voted the 2004
PKF Best First Year Player
at the AFLPA's MVP Awards.

For the full picture visit
www.pkf.com.au

right size. right people. right answers.®

RETIREMENT PLANS

Planned approach to a new career

Planning is a fundamental component of a successful career as a professional footballer. It's also a fundamental cog preparing for life after football. For those leaving the AFL they are left with a gamut of future career possibilities.

At CD Sports we believe the process of planning for your career after football can be broken down into five steps.

Self Assessment

Re-evaluate your abilities, where are your strengths and weaknesses? What is your behaviour style?

This phase can be assisted by completing a career appraisal which identifies your abilities, personality and behavioural style.

Consultative feedback can give you a clear and accurate indication of your abilities, interests and style, which are then used



to help you align yourself with potential career paths to follow.

Career Exploration

After completing a career appraisal information on each career alternatives identified can be provided. The information for each career includes the likely duties and responsibilities of the role, likely working environment, future employment opportunities, and desired personal traits. These details ensures that decisions regarding the further defining of career alternatives are based on sound and thorough information

Obtain information

Once you have an idea of the

types of careers you would like to pursue find out if they have any extra requirements.

Will you need to enrol in tertiary education, complete a short course; can you get work experience in the field?

By having a clear understanding of what's required of you before you head into a new career, you can begin to actively take steps towards your chosen career path whether that be enrolling in courses or looking for and applying for work.

Resourcing

Make the most of your football networks once you've decided on the area of interest. Club staff, former players and sponsors have a wealth of networks that you can tap into. Be proactive let people know what you are looking for.

Talk with someone already in the industry you want to pursue,

gain work experience, or identify job opportunities for yourself.

Many of the skills you have obtained during your football career will be very attractive to potential employees, so remember not to sell yourself short.

Sell your skills with a resume that shows all the desirable skills and attributes you've gained as an AFL Footballer.

Your next career

The above steps are a simple and structured approach to planning towards your next career.

Having a plan and being armed with information will assist in a smooth, manageable career transition at the end of your sporting career.

For further information on CD Sports' individual career planning please contact you CD Sports Representative or call CD Sports (03) 9670 3793.




SAFE DEPOSIT BOXES

Latest crime statistics reveal a growing incidence of burglaries and invasions to households.

Just imagine if some of your irreplaceable **medals, awards**, documents or possessions were lost, stolen or destroyed.

The possessions you can't afford to lose should be placed somewhere secure - in a safe deposit box at **Guardian Vaults**.

Contact **Guardian Vaults** for a special offer to the AFLPA.

PH: 03 9606 0588

SCOTTISH HOUSE 100 WILLIAM STREET MELBOURNE

YOURTAX

Who remembers Maddalena?

Don't lodge your tax return yet until we clear this with the ATO

Who remembers a Rugby Player called Maddalena? Maddalena played rugby league in the 70s. He also was a full time tradesman and a part time rugby player. The ATO Court denied him a deduction for the cost of his manager's fees for arranging a new contract with a new club.

It's as a result of this case that the ATO have taken the view that managers' fees for arranging new player contracts with clubs are generally not deductible. There are some exceptions but in the majority of cases that affect AFL players, they are not deductible according to the ATO.

Times have changed since Maddalena was playing Rugby League. The way Football, Rugby and all other professional sport is played today is different since the 1970's when Maddalena

dominion private clients

was playing the game. To highlight a few of the changes: - we have a national competition, we have full time professional players and we have full time managers to manage the players.

The ATO accepts there are changes and are reconsidering their view on managers' fees.

The key thing is, don't lodge your 2004 tax return until we have finalised the ATO's position on Managers' fees. If you don't have a tax agent, your return will be due for lodgment by 31 October 2004. If you appoint a tax agent before 31 October 2004 to prepare your return, the ATO generally grant you an extension until March 2005. By then we should have a more definitive ATO view.

ATO Tackles Players on Deductions

What evidence do you need to prove your deduction claims?

Mobile phones: Calls must be 'work related' calls to Coaches & teammates discussing match plays etc, will be allowable provided you keep a diary, noting: who called, the telephone number, why and when you called.

You don't need to record details of every call you make, only work-related ones.

Motor Vehicle: Log books must be maintained as evidence to support your tax deduction claims. Ask your tax agent to check your log book.

The key message: Don't claim any deduction unless you can prove it's work related.

ATO think Medical Expenses, Massage Costs and Clothing Claims are Out of Bounds and Not deductible. The ATO will

deny a tax deduction by players for medical expense claims, Massage costs and Clothing costs. We do not agree with the ATO's position and are discussing this issue them.

To the ATO, it doesn't matter that you spent money to see a doctor and massages to treat injuries you suffered while playing or training. This is a matter that will be contested by us.

As far as clothing costs are concerned, the ATO will allow a deduction for sports gear with the club's logo or with a sponsor's logo on it. All other clothing costs are not deductible. Our view is that the ordinary clothing costs are deductible when you wear out the clothes at an extraordinarily high rate as a result of playing the game or in training.

We will keep you up to date on our progress with the ATO.

We've been in training for over 35 years...

...and we know what's in IT for you.

Our unique training methodology and dedicated job placement assistance program, has helped over 24,000 people launch successful careers in the IT industry world wide.

Choose from our wide range of IT Diplomas to secure your entry into a rewarding new computer career once you retire from the game. We'll even tailor a training program to fit in with your busy lifestyle.

AFLPA members and their immediate family members receive a 10% discount on course fees.*

*Conditions apply.



**Computer Power
Institute of Technology**

Training you for careers in:

- > **Web Development**
- > **Programming**
- > **Systems Administration**
- > **Network Engineering**
- > **Computer Maintenance**
- > **eCommerce**
- > **Business Systems & more!**
- > **Short courses also available.**

**For course information, call 13 27 84
or visit www.computerpower.edu.au**

ANNUAL LEAVE

Annual leave entitlements

The AFL have recently advised each of the AFL Clubs of the arrangements for giving and taking of annual leave and long service. The advice was as follows:

Annual Leave / Christmas Break

The CBA provides that players are to receive eight weeks' annual leave together with a Christmas break of 10 days from December 23 to January 1.

Prior to 2003 clubs have given players one break of 8 weeks at the conclusion of the season followed by 10 days' leave over the Christmas period. However clubs can vary the manner in which the leave is taken, provided 75% of the playing list agrees to the variation.

For example:

- (a) one week of leave may be traded for an extra day off (in addition to the compulsory day off) during each week of the pre-season period; and/or
- (b) clubs may provide players with an extra week's leave over Christmas in return for one week's less break at the conclusion of the season; and/or
- (c) Clubs may provide players with a break in the week of the bye during the season in return for less break at the conclusion of the season.

Long Service Leave

4-7 completed years service (within AFL) 1 additional week
8 plus years completed service (within AFL) -2 additional weeks

Documenting Leave

Clubs are advised to document the Annual Leave and Long Service Leave that players take and also record the player's acknowledgement that he has taken that leave.

The following dates apply (prior to any agreed variation with the playing list) for teams to return to training this year:-

1. Teams finishing 9-16: Leave starts September 1, resume October 27
2. Teams eliminated after week 1

finals: Leave starts September 8, resume November 3.

3. Teams eliminated after week 2 finals: Leave starts September 15, resume November 10.

4. Teams eliminated after week 3 finals: Leave starts September 22, resume November 17.

5. Grand Final Teams: Leave starts September 29, resume November 24.

Christmas Leave

Starts Thursday 23 December, return to training Sunday 2 January. The Christmas Leave period totals 10 days of leave. As stated, provided that 75% of the playing list agrees, clubs may trade one week's annual leave and add it to the Christmas leave period.

Eg. Commencing Christmas leave Saturday 18 December and returning to training on Tuesday 4 January gives Players a break of 17 Days. The extra 7 days can be set off against the 8 weeks leave to be granted at the conclusion of the season.

Note: Players participating in International Rules and London Exhibition games will have alternate arrangements.

AFLPA Comment

Players should take an interest in the leave arrangements that are applied and where for the purposes of varying the leave arrangements the agreement of the playing group is requested by a club, the agreement must be genuinely made.

A player is entitled, on giving reasonable notice to the Club, to inspect the player's leave records with the Club including those which relate to leave provided for under the Certified Long Service Leave Agreement ("LSL Agreements"). A purpose of the LSL Agreement is to ensure players have taken their accrued leave before retirement or delistment.

If the leave provided under the terms of the LSL Agreement is not taken, payment in lieu of

leave should be made upon termination.

It is important players take their full entitlements to leave. Under the LSL Agreements, AFL Players who were on the list of an AFL Club on the 6th December 2002 and who had at that time extended periods of service (as set out below) with that AFL Club, may have had an actual or notional claim for long service leave.

Any such claims should have been resolved with the AFL Club by offsetting additional leave taken (that is leave taken that was greater than the entitlement under the relevant Collective Bargaining Agreement) against the accrued long service leave. Such resolution is required to be in writing signed by the Player and the AFL Club.

If this is not the case you should contact the AFLPA.

The extended periods of service differ depending on the location of the clubs the player was on the list of on December 6, 2002. The extended periods for the AFL Clubs based in:

- (i) Victoria, Queensland and Western Australia is 9 or more years prior to December 6, 2002;
- (ii) South Australia is 6 or more years prior to December 6, 2002;
- (iii) NSW is 4 or more years prior to December 6, 2002.

The extended period for Brisbane players will be treated as six or more years prior to December 6, 2002.

Players should act promptly in dealing with any leave claim in particular when dealing with potential long service leave claims.

Further details on the operation and provision of players leave entitlements under the CBA and LSL Agreements are available in the CBA and Rules section of the AFLPA Website.

Bernie Shiners
Legal Services Consultant

COACHING COURSE

More than 20 former and current players completed this year's AFL/AFLPA level 2 coaching course.

Authorities such as David Parkin, David Wheadon, Kevin Sheehan, Gary Lyon and Robert Shaw among many others, contributed their knowledge.

The course covers such areas as; Developing a Coaching Philosophy, a Coaching Philosophies panel discussion, Leadership & Management for Coaches, Learning Teaching & Coaching, AFL Talent Pathway, Art of Recruitment, Principle of Strategy & Tactics, Media Relations, Role of Assistant Coach, Physical Preparation, Psychology for Coaches, Kicking Skills, Analysis & Development.

The next AFL/AFLPA Level 2 Coaching Course will be held on Monday 17th & Tuesday 18th of January, 2005. Any player interested in undertaking the AFL/AFLPA Coaching Course is encouraged to contact Lisa Milling, at the AFLPA on 9328 8001.

DISCLAIMERS

The articles appearing in this publication are intended to promote awareness of the activities of the AFLPA and matters of general interest to AFL players as professional sportsmen. It should be noted that the AFLPA is not qualified to give financial, legal or investment advice nor are the views expressed by the AFLPA in this publication intended to constitute financial, legal or investment advice.

All advertising in this publication is subject to approval of the publisher (the AFLPA). The AFLPA reserves the right to reject or cancel any advertisement at any time. Publication of any advertisement does not constitute endorsement by the AFLPA of any product, nor warrant its suitability. The AFLPA accepts no responsibility or liability for the accuracy of claims made by advertisers or damages incurred from use of the products or services.

WEBNAMES

Players' names for sale on the web

Recently the AFLPA discovered a website on eBay which contained the domain names of about 60 current and former AFL players. Because the common law does not recognise any property right in a name, a person has been able to register and claim ownership of these domain names without providing any proof of entitlement or identity. If you would like to know if your name is on the list, please contact the AFLPA. The registrant (owner) of those domain names clearly intends to profit because visitors to the site are invited to bid to purchase one of the domain names. Further, in a Herald Sun

article on October 1, the registrant confirmed he also wanted to manage the domain names and any web-site that may eventually for a \$100 yearly fee.

The AFLPA, as the representative body of all AFL players, is concerned with the exploitation of these names and has instructed its solicitor to immediately issue a letter demanding that the registrant stops auctioning these names on eBay.

The AFLPA is also investigating what steps it can take to force the registrant to relinquish registration and/or ownership of these names.

The AFLPA will keep you informed of our progress.

How to protect yourself

Naturally an AFL player's image and reputation has significant intrinsic value. For some players their name and image attached to that name also has significant commercial value and this is only expected to increase in the future. Therefore, it might be worth looking at further steps to protect your name. One obvious way is to register your name as a trademark.

A trademark is a (tm) sign (which would include a personal name) used or intended to be used, to distinguish goods or services dealt with or provided in the course of trade by a person from goods or services so

dealt by another person. A registered trademark becomes the personal property of the registered owner.

Once registered a trade mark owner has a range of legal remedies at his disposal in the event his trademark is breached in some way.

Please note this is only a very basic discussion of trademarks and it is not intended to represent legal advice.

If you wish to know more, I recommend you contact either your Agent or a lawyer specialising in Intellectual Property.

Brendon Gale
General Manager, Operations
AFL Players' Association

Phishing scams attack net users

Internet-based identity fraud, or phishing, is rising sharply. Many countries outlaw phishing but the technical skills & international collaboration required to catch the crooks are often missing.

Here's the scenario. An email from your bank arrives and for half a second you wonder when you disclosed your email address. But as a regular internet banking user you decide to open it.

"Dear valued customer," it reads, "due to increased fraudulent activity within our site we are undertaking a review of all accounts. You need to visit our site and enter your details by following the below link so we can continue to offer a safe and risk free environment to send and receive money online. If you don't verify your details, your access will be blocked."

After reading the email you're suspicious, but millions of internet users have been ripped off after being tricked into visiting fake bank sites that look just like their regular online bank.

Users have unknowingly handed over online banking or credit card details to allow thieves to then steal their money. Unsolicited email, or spam, often contains malicious viruses.

But a new trend is emerging where spam contains hidden key logging software, or



spyware, which secretly loads onto your PC once an attachment is opened or when you click on a link. Scammers then enter your PC through a small access hole, stealing your key strokes. Thieves then look for patterns, like a bank website address, username & password, gaining access to your funds. Five easy tips to steer clear from internet scams

1. Always be cautious of emails asking you to verify personal financial information. It's best to delete these suspicious emails. Trustworthy sources won't request this information via email, they'll generally ask for it in person or over the phone.

2. Check the site is legitimate. Never click to websites requiring confidential details from links within emails. Some look professional but could be counterfeit. If the site you're using is secure, security certificates will pop up in little boxes, which you will be required to accept before using the site. Secure web addresses often begin with https:// instead of http://.

3. Beware of email attachments from unknown sources

This is common knowledge among internet users but viruses continue to be spread around the globe by unsuspecting users opening compromised attachments.

4. Check your bank and credit card statements. You should always be on the look out for suspicious transactions.

5. Use anti-virus software, a spam filter and a firewall.

Protect your PC by regularly updating your security software, which automatically scans data for hidden key logger software that could be targeting your computer. Some ISPs, like Pacific Internet, also offer customers free spam and virus filtering.

Enhance your online experience with Pacific Internet

Choose from Pacific Internet's 'Express DSL' or 'Professional DSL' product ranges and at the same time, support the AFLPA. Pacific Internet contributes 5% of every player connection back to the AFLPA. And of course, AFLPA members continue to save 15% on dial-up plans with prices starting from a low \$11.00 per month.

For more information or to sign up, call the Pacific Internet AFLPA enquiry line on 1300 553 122 or visit our website at www.pacific.net.au/AFLPA.