

# Inform



Official newsletter of the Australian Football League Players' Association

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Cover Picture:  
Troy Broadbridge  
playing for  
the Demons  
Getty Images



**Brendon Gale**  
AFLPA CEO

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## INTRODUCTION

# Pleasing outcome on tribunal

In my first contribution to Inform as CEO I just wanted to re-emphasise how proud I am to represent the collective interests of AFL players and lead an organisation that I have tremendous belief in. With your support I look forward to continuing to improve the effectiveness of the AFLPA.

Sadly, 2005 got off to a tragic start. As the scale of the Tsunami unfolded we learnt of the loss of one of our "brothers" in Troy Broadbridge. Troy commanded great respect at the Demons for his humility and his selfless commitment to his team. As Neale Daniher recently assured us, Troy's spirit will live on at the Demons.

All members should be assured that the AFLPA is doing everything within its power to support Troy's wife Trisha through these difficult times. I should also commend the Melbourne FC for the manner in which they have dealt with this tragedy, particularly, for the support they have provided to Trisha, the Broadbridge family and the broader Demon family.

We have all been moved by the devastation caused by the Tsunami, and I know that as individuals we have done whatever we can to lend assistance. However, since the disaster I

have been inundated by calls from players asking what can we do as a group to assist those who have lost everything. The AFLPA has responded in emphatic fashion. Under the umbrella of our existing Charity Fund we hope to raise several hundred thousand dollars. We feel that our response will not only respect the memory of Troy but it will also have a great impact with those who are in desperate need. For full details see page 3.

Round 1 of the Wizard Cup saw the introduction of the Illicit Drug Policy ("Policy"). After nearly 12 months of consultation and negotiation the AFLPA finally lent its support to the Policy. The AFLPA is encouraged by the Policy's emphasis on confidentiality, education and rehabilitation rather than exposition and punishment. We also feel that the Policy recognises that AFL footballers have private lives when not performing their duties as professional footballers. For a brief summary of the Illicit Drug Policy please read the article of page 5.

The AFLPA team is currently working on a number of matters. We are in the process of developing a five year strategic plan for the AFLPA and are about to embark on reviews of both the Code of Conduct and Standard

Player Contract. Please feel free to contact me if you have any thoughts about these issues. I would welcome any feedback. As this edition of Inform goes to print I am in the process of visiting all the clubs so I look forward to receiving your feedback.

I am happy to welcome two new staff members to the AFLPA. Matthew Finnis is the new Manager, Player Relations. Matthew has been working with arguably Australia's leading specialist commercial sports law firm and has a thorough understanding of the sports and football industry. He will be well placed to assist members with issues that arise regarding the terms and conditions of your employment. Matthew will also be responsible for the AFL Player Agent Accreditation scheme. Kim Gregg is our new Manager, Football and Office Administration. In a previous life Kim was a professional golfer on the LPGA tour. As a former elite athlete and most recently Executive Officer of the Professional Footballers (Soccer) Association she has an understanding of the demands and pressures that our members face.

I look forward to catching up with you throughout the year and in the meantime I hope 2005 is successful in every respect.

## [www.shirtlessafl.com](http://www.shirtlessafl.com)

The AFLPA was recently alerted to a number of concerning "posts" placed on the "message board" of the above website. As a result the AFLPA and our legal advisors have been monitoring the website. The "posts" contained information of a scandalous, sexual nature and I am informed by a number of players that the information is false, defamatory and highly damaging. The AFLPA and players con-

cerned have a number of legal remedies at their disposal; however I might add that the law in this area (defamation and the internet etc) is complicated. Having said that the AFLPA has a strong interest in protecting the reputation of players and therefore we have taken (and will continue to take) steps we feel are necessary to achieve this end.

Our lawyers issued a letter of demand on behalf of all AFL

Players, demanding that the registrant immediately remove all posts and ensure messages of this nature are not "posted". Failing this, we would then reconsider our legal options.

As a result the registrant has closed the whole website down. We will continue to monitor the situation along with our lawyers.

If you are aware of any other offensive or defamatory material please contact the AFLPA.



## IN MEMORIAM

## Vale Troy Broadbridge

The AFLPA says a sad farewell to much-loved Melbourne Football Club player and AFLPA member Troy Broadbridge, who was sadly lost in the recent Tsunami disaster.

Troy played 40 games with Melbourne and 34 games with Melbourne's affiliate club, Sandringham, including two premierships.

He was recruited by Melbourne from SANFL club the Port Adelaide Magpies.

Troy will be remembered by the many friends he made in and out of the game as a warm, generous person whose courageous efforts to come back to football after a number of serious injuries inspired all.

In the 2004 Troy solidified his role as a key member of the Demons' backline.

Friend and former Melbourne great Jim Stynes, who worked with Troy through his youth support organisation Reach, delivered a moving tribute at Troy's recent funeral.

"He was the most selfless footballer to play at Melbourne that I can remember."

"Troy was a genuine guy with an extremely gentle, caring nature. Always happy, with such a calm presence, a talented footballer brought down in the prime of his career, an amazing son to his loving parents, Wayne and Pam.

"An inspirational brother to Sarah, Sam and Jayne. A great friend to many, and in love with such a beautiful woman,"

"Some will remember the way he died, but I'll remember the way he lived, the way he played and, most of all, the way he loved," Stynes said.

Troy is survived by his widow Trisha Broadbridge and by his parents Wayne and Pam and sisters Sarah, Sam and Jayne.



Troy Broadbridge playing for the Demons

## \$20 levy to honour his memory

With the recent sad loss of Troy Broadbridge to the Tsunami disaster, the AFLPA has been searching for a way to best honour the memory of Troy and do something meaningful to assist victims of the terrible event.

At its February Committee meeting, the AFLPA executive came up with the idea of applying a special \$20 levy on all players' senior games in 2005.

AFLPA Executive member Glenn Archer explains: "The tsunami tragedy had a profound impact on all Australians. We were very keen to do our bit and respond to this tragedy in a substantial manner. Many individual players have privately given generously to the various charity and club-based fundraisers.

"As a group, we decided to wait until the dust had settled to allow us to make a considered

response to the disaster and respect the memory of Troy. The AFLPA executive discussed a number of ways we could help.

"The first idea was to levy all players playing a senior game this season \$20 to allow a special Troy Broadbridge/tsunami fund to be created. The number 20 also holds special significance as it was the number Troy wore for Melbourne. At the end of the season, players will

decide how best the money should be directed. We hope that by building a substantial sum of money, we'll play our role in ensuring that in 12 months time, the issue hasn't gone away."

AFL players have again played their part in helping the less fortunate. This year Players, through the AFLPA Charity Fund, will raise in excess of \$250,000 for charity.

## ENDING THE VIOLENCE

# AFLPA takes a leading role

The AFL is committed to taking a community leadership position on this issue of violence against women as it has done previously with matters such as Racial and Religious Vilification.

The AFLPA is largely supportive of this and has in the past actively promoted the introduction of programmes for players directed at promoting respectful and appropriate attitudes and behaviour towards women.

The AFLPA recognises that the issue of violence against women is one that needs to be addressed at all levels within the community including at AFL level, and the AFLPA for its part is prepared to continue to play an active role in promoting respectful attitudes and behaviours to women.

Prior to Christmas the AFL distributed a discussion document containing the recommendations of a Committee formed to look into this issue. The AFLPA has since submitted a response to the discussion paper.

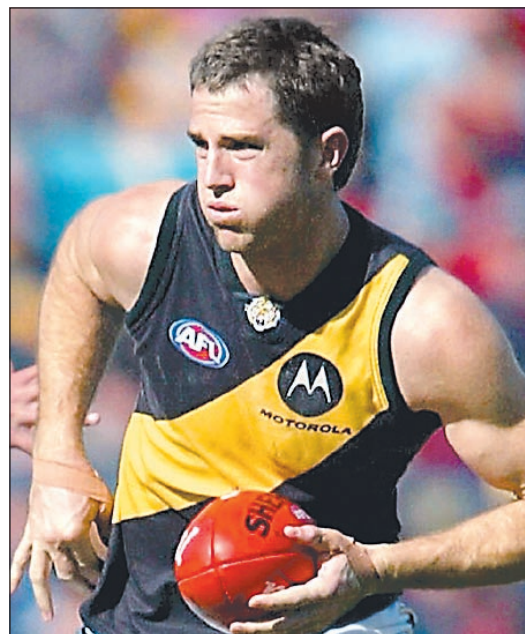
The recommendations were based around education of players, AFL "industry" staff and the broader community as to the issues involved, and the devel-



Nick Holland

opment of organisational policies and procedures to ensure safe, supportive and inclusive working environments for women. It is the position of the AFLPA that initiatives of this nature should be encouraged.

Of greater concern was a measure that if introduced would only apply to players. The Committee recommended that the AFL establish an internal tribunal to deal with complaints of sexual



Joel Bowden

assault made against a player.

The hearing would take place on the basis of a civil burden of proof, such as on the balance of probabilities as opposed to a criminal burden of proof.

The position of the AFLPA in relation to this recommendation is quite clear.

Firstly, we have a long established criminal justice system to determine matters of this nature. This is not an area for

the AFL to become involved.

Secondly, any other recommendations that seek to deprive players of rights they would be entitled to rely on at law will be resisted vigorously by the AFLPA.

If the justice system needs to be modified to deal with sexual offences, then it is the view of the AFLPA that the need for any such changes should be debated and dealt with at the broader community level.

## CLUB DELEGATES FOR SEASON 2005

AFLPA club delegates play a vital role in ensuring two way communication between players and the AFLPA office is maintained. Club delegates may deal with issues such as –

- \* Liaising between the AFLPA Executive and players
- \* Answering player queries or referring queries to the appropriate AFLPA contact
- \* Keeping players up to date with Association policies, initiatives and issues
- \* Representing the views of all players at their club

- \* Attending delegate meetings throughout the season
- \* Assisting in the implementation of the CBA
- \* Communicating with players about their rights and responsibilities
- \* Maintaining regular contact with the AFLPA office
- \* General contribution to policy development and formulation the AFLPA club delegates and alternates for 2005 are:

**Adelaide**  
Brett Burton

**Brisbane**  
Luke Power  
**Carlton**  
Ian Prendergast, David Teague  
**Collingwood**  
James Clement, Tarkyn Lockyer  
**Essendon**  
Adam Ramanauskas  
Mark Bolton  
**Fremantle**  
Shaun McManus  
**Geelong**  
Tom Harley, Charlie Gardiner  
**Hawthorn**  
Nick Holland  
**Kangaroos**

Leigh Colbert  
**Melbourne**  
Cameron Bruce  
**Port Adelaide**  
Brendon Lade  
Brett Montgomery  
**Richmond**  
Joel Bowden, Wayne Campbell  
**St Kilda**  
Justin Peckett, Max Hudghton  
**Sydney**  
Jared Crouch  
**Western Bulldogs**  
Rohan Smith, Brad Johnson  
**West Coast Eagles**  
Drew Banfield, Chris Judd



## DRUGS IN SPORT

Jason Murnane

# Consultation brings policy change

After extensive negotiations and consultation with the AFLPA, the AFL has announced it will introduce its Illicit Drug Policy as of Monday February 14th of February for the commencement of the 2005 Wizard Cup. In negotiating the policy, the AFLPA was primarily concerned with protecting the health and safety of players whilst respecting player privacy. The policy is based on the principles of education, rehabilitation, confidentiality and privacy.

Under the policy, testing can be conducted at times when players are performing duties in the course of their employment with the club. For example during training, attending club functions, during off-season fitness tests and on match day. The tests will run concurrently

with the current Performance Enhancing Drugs tests conducted by ASDA and players will tested for such Illicit Drugs as stimulants (amphetamine, cocaine, methamphetamine, amongst others), narcotics (heroin, methadone, pethidine, morphine, amongst others) and cannabinoids (hashish, marijuana, THC, amongst others).

All players are strongly encouraged to read a copy of the Illicit Drugs Policy. Copies of the Policy should be available from your AFL Club and is also accessible on the AFLPA Website.

A summary of the policy is:

### First Positive Test

Player enters a treatment and education program co-ordinated by AFL Medical Officer. Results

are confidential to those involved in the treatment, education and welfare of the player. The AFL Club Doctor will not be informed.

### Second Positive Test

AFL Medical Officer continues the further educating, counselling and treating of the player. AFL Medical Officer will also inform the relevant AFL Club Doctor on a confidential basis, to assist the further education and treatment of the player. Club Doctors are under strict ethical and contractual obligations to maintain confidentiality.

### Third Positive Test

Player is deemed to have breached AFL Rule 1.6 – Conduct Unbecoming or Prejudicial to the Interests of the

AFL and will face the AFL Tribunal. If found guilty, player can be suspended for between 6 and 12 matches except for marijuana where the suspension can be up to 6 matches.

### Subsequent Positive Test

Again, player deemed to have breached AFL Rule 1.6 and if found guilty player will be suspended for a period of not less than 12 weeks or the in case of marijuana, 6 matches.

The Policy operates for a term of 2 years from 14 February 2005 and the provisions can only be varied by agreement of the AFL and AFLPA.

Please contact the AFLPA for further information.

To view a copy of the AFL's Illicit Drug Policy, log on to our website at [www.aflpa.com.au](http://www.aflpa.com.au)

# AFL/AFLPA coaches' course

**T**wenty current and former AFL players took part in the recent AFL/AFLPA Level 2 coaches' course.

The course was held over two days at Telstra Dome in January and participants were addressed by some of the best in the business.

Convened by Lawrie Woodman, the AFL's National Coaching Development Manager, participants took part in workshops with such coaching luminaries as David Parkin, Mark Thompson and Donald McDonald.

Speakers included Richmond assistant coach David Wheadon, who spoke on developing a coaching philosophy. David delivered a passionate address on the virtues of a strong defence and the intelligent use of statistics.

Presenting a compelling look at the principles of strategy and tactics, he delved into the dominating theories in other ball sports around the world.



David Parkin

David also looked at the growing reliance on the use of statistics rather than "gut feel" to analyse performance and success in sports such as baseball and American Football.

Former Hawthorn senior coach Peter Schwab presented a frank and enlightening workshop on working with the media.

Participants also gained knowledge in the art of learning, teaching and coaching from Anton Grbac, State Director of Coaching with Football Victoria.

AFL Talent Manager Kevin Sheehan spoke on the skill and art of recruitment. The psychology for coaches was presented by Peter Pangiantopolous.

Essendon Assistant Coach Robert Shaw drew on his many years in the game to present a practical workshop on the role of the assistant coach.

Andrew Russell, head fitness coach at Hawthorn, covered the crucial area of physical preparation, while fellow Hawk and high-performance coach David Rath, spoke on kicking skills, analysis and development.

Course participants included Justin Blumfield, Leigh Colbert, Shannon Grant, Damien Hardwick, Daniel Harford, Brent Harvey, Anthony Jones, Bill Nicholls, Justin Pickering, Mark Porter, Peter Riccardi, Travis Robinson, Sav Rocca, Brenton Sanderson, Adam Simpson, Luke Toia, Brad Wira, Scott Burns, Paul Licura and Shane Wakelin.

# Improved email service

Since 31 January 2005, your @aflpa email address is hosted at Pacific Internet.

You now enjoy:

- Improved speed and reliability
- FREE email virus and spam protection
- 24-hour technical support: hotline number 1300 553 122
- The ability to quickly check your AFLPA email at anytime from anywhere in the world

To get an @aflpa address or if you haven't received your new username and password, please contact Sarah Mitchell on 03 9328 8001 or email [sarah@aflpa.com.au](mailto:sarah@aflpa.com.au).

AFLPA members can now also choose from the Pacific's Express DSL or Professional DSL broadband products. AFLPA members save 15 per cent on dial-up plans with prices starting from a low \$11 a month.

Call 1300 553 122 or visit [www.pacific.net.au/aflpa](http://www.pacific.net.au/aflpa)

## LEGALADVICE

Stephen Myall

# Australia-wide service open 24 hours

The AFLPA has recently established a 24-hour Australia wide legal advice line, that can be accessed Australia wide via a FreeCall number 1800 551 884. This specialist service is available to all drafted players and provides confidential legal advice for a variety of criminal law and related legal matters that you may encounter during the playing and non-playing season.

The 24 hour legal advice line is available in all states and territories in Australia with a specialist criminal lawyer on-call 24 hours a day via the FreeCall number to provide specialist criminal law advice and court representation where required.

For example if you live in Victoria and are playing in Adelaide and encounter legal problems whilst interstate you now have immediate access to criminal law advice with a specialist lawyer in that state, via the FreeCall number.

### When to get legal advice?

Usually you only need legal advice if you have legal problem. There are many different types of legal problems which you may encounter, some which require legal advice only and others that may require a criminal

### PARTICIPATING FIRMS

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David Dalrymple  
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Nominated Practitioners:  
Darrell Grey, John Collier

lawyer to represent you at court. The legal matters about which you can obtain advice via the 24 hour legal advice line are those relating to criminal law matters.

Such matters will generally involve responding to police enquiries about a range of potential matters including traffic infringements, motor vehicle

licence enquiries and motor vehicle registrations.

The advice may extend to advising you of your rights in particular circumstances and the way in which you may respond to police enquiries and investigations including assisting you dealing with others including the media in those circumstances.

### When do you choose your own lawyer, or the Club's lawyer?

Generally, an AFL player is a member the Australian Football League, an AFL club, and the AFLPA. Usually a player has his own "interest" in a legal issue, separate from the AFL, his Club and the AFLPA. Frequently, a player's "interest", is complimentary to his Club, however there are circumstances where a player's interest is in conflict with the Club and in this circumstance there is merit in the player receiving separate and independent legal advice. Even in cases where there is no actual conflict there is considerable benefit in receiving separate and independent legal advice.

### The higher you are the harder you fall!

As an elite athlete and a member of an AFL club, you have rights, duties and obligations in the conduct of your professional and personal life.

It is helpful to be aware of how to best exercise your legal rights in the event that you encounter a legal problem. Recent history has indicated that because of their high profile in the community AFL players attract disproportionate publicity when they encounter legal problems.

**Continued Page 10**

## TEST YOUR SPORTS KNOWLEDGE



Former Swan Tony Lockett

1. What's the name of Tony Lockett's super successful greyhound who last year won Australia's richest greyhound race, the Melbourne Cup?
2. Aussie Ryan Briscoe knocked back a drive with which Formula 1 team to drive in the US Indy Racing League in 2005?
3. In which sport did Melbourne Storm's Billy Slater excel prior to Rugby League?
4. National Rugby League tyro Sonny Bill Williams plays with which NRL club?
5. Which Australian city won the right to admit a side into the expanded Super 14

- Rugby Union competition in 2006?
6. Which English premier league side is Aussie Tim Cahill currently starring with?
7. Who will Aussie boxer Danny Green face in a re-match in March to unite the WBC Super Middle Weight Division?
8. What is Aussie boxing legend Jeff Fenech's nick name?
9. What English County side has Shane Warne Captained over the last few years?
10. Who was the last individual AFL player to outscore an entire opposition off his own boot?

## TRIBUNALADVICE

Paul Horvath

# Lawyers can now represent players

All players would expect a few things when they appear before the AFL tribunal. First, a fair hearing. Second, having their case put in the best possible light.

Most players would not appear before the tribunal, on average, more than once every few years. So when the unfortunate does happen, you want to be sure to have the best representation. If you are suspended, the loss of match payments might be \$10,000 or more. Under the new rules announced by the AFL, players may now be represented by a qualified lawyer at tribunal hearings. Players will have to carefully decide whether they want to go before the tribunal in the first place. A set penalty will

be offered, with a discount for not taking the case to the AFL Tribunal. Players will need to consider whether they have a defence to a charge or not.

Under these new rules, the rules restrict the cases in which an appeal may be brought. There must be some mistake or error in the Tribunal decision, and permission to appeal must be granted. This increases the need to put your best case forward the first time, as an appeal will not always be allowed unless there is a clear error.

### Why is a lawyer better?

A lawyer will not always be better than a non-lawyer. However, lawyers do have skills in preparing cases, presenting arguments, and persuading

Magistrates, Judges etc.

An AFL player could expect, therefore, that a lawyer will know how to identify a good argument and the best points in a case, and to concentrate on those points, maximising the possibility of a favourable outcome.

Although the AFL Tribunal has tried to avoid getting sidetracked in technical legal argument, the AFL rules must be applied fully and fairly. It is likely that with the increased financial stakes in the game, rules will be argued and challenged more often, as the Jonathan Brown case illustrated last year.

### Arranging representation

Your club may sometimes arrange a representative for you. However, you need to be sure

that the Club and lawyer have your best interests in mind. If the lawyer is engaged by the club, he or she has duties to serve the best interests of their client, the club. Be careful not to be pressured into accepting advice you are not happy with. It may, therefore, in certain circumstances, in particular where the Club and you cannot agree on the approach to be taken in respect of a report, be in your best interests to arrange your own lawyer.

*These are the views of the writer and may not necessarily reflect the view of the AFL Players' Association. Paul Horvath is the principal of Paul Horvath Solicitor. paulhorvath@optusnet.com.au (03) 9642-0435*

## Lessons of McCracken case

The recent judgment of the NSW Supreme Court in the action taken by former Wests Tigers player Jarrod McCracken against former Melbourne Storm players Marcus Bai and Stephen Kearney over injuries suffered from dangerous tackle that McCracken claimed prematurely ended his NRL career has created considerable media interest and comment on the decision and its implications for those involved in contact sports.

Until a more detailed consideration of the judgement can be made, there are some general observations that can be made in relation to the case. The first is that the decision reinforces the existing state of the law that the civil law, in particular the law of negligence, applies to those participating in sporting activities. Whether in a particular incident, the actions of a player participating in a contact sport that results in an injury to a fellow player will render that player liable at law for any dam-

ages that might be suffered, is a complex matter that would need to be considered on the merits of each case as it involves a number of issues, including whether what occurred was a normal incident of the sport involved or within the accepted norms of the sport. The judgment in the McCracken case found that what occurred in the tackle applied by Bai and Kearney was not "a normal incident of the game".

Nonetheless, it is timely to recognise that whilst there are risks inherent in participating in contact sports such as AFL, a player cannot participate in a game intentionally acting outside the rules of the game or recklessly without regard to the rules of the game and the presence of others on the playing arena.

The second aspect is that whilst the court action has been taken against the individual players and the individual players will be liable to meet any damages awarded against them, some press reports suggest that any

damages awarded will be covered by the insurer of the Melbourne Storm. Under a legal principle referred to as vicarious liability, an employer is liable for the acts of its employees in the course of employment. The liability of an employer under this principle is not unlimited and does not extend to circumstances to an employee "on a frolic of his own". Arguably the act of a player intentionally striking another player 60m off the ball would be considered an act of a person "on a frolic of his own".

A prudent employer would normally insure the risk of it being liable for the actions of its employees and that appears, from the press reports, to be the case with the Melbourne Storm. The AFLPA has made inquiries of the AFL in relation to the extent of the insurance the AFL has, on behalf of the 16 clubs, taken out to cover the liability of players in respect of an action by one player against another for injuries.

The AFL has advised that it has taken out insurance on behalf of

the 16 AFL Clubs to cover the liability of players for up to \$1 million in respect of an action by one player against another for injuries caused by that player. The AFL further advises that whether the insurance policy applies will be determined having regard to the particular circumstances of each individual case but that deliberate and intentional acts will not, as a general rule, be covered.

Whilst the McCracken judgment directly involves the game of Rugby League, the AFLPA will review the judgment (which may, in any event, be appealed), further consider all the issues involved and keep the members informed of developments.

### Bernie Shiners

Legal Services Consultant

*Disclaimer: This article is intended by the author to provide a general outline of the issues involved for the information of the readers and does not take account of any individual circumstances. This article is neither intended to be nor should it be relied upon as a complete or definitive statement of the law on the matters dealt with in the article.*



## TRIBUNAL REVAMP

# Reforms pleasing for AFLPA



Peter Schwab is chairman of the Match Review Panel, which will process reports

Season 2004 saw the AFL invite submissions on the Tribunal process from interested parties such as the AFLPA. The Association consulted widely to formulate its response and presented the AFL with a thorough submission.

It was pleasing to see many of our recommendations reflected in the subsequently announced reforms. The Tribunal's key reforms include:

### Reporting Process

A Match Review Panel (MRP) chaired by former Hawthorn Coach Peter Schwab, along with three people with recent football experience, will process reports.

### Entering an early guilty plea

Players can plead guilty and accept a penalty without having to face the Tribunal.

### Table of Offences

A table of offences provides a

clear result of a guilty plea and levels of charges. Each offence is graded from level 1 to 5 and has a specified base demerit points set out in the Table. For example striking level 1 has 125 base demerit points whilst a striking level 5 has 550 base demerit points.

### Grand Final

Players who are reported for offences committed during the Grand Final will have the base demerit points doubled after making any discounts or additions.

### Discounts and Additions

Players are entitled to receive discounts for an early guilty plea and a good record (not suspended in the previous seasons). The discounts are worth 25% each of the base demerit points.

Where a player has been suspended in the previous three (3) seasons, the base demerit

points specified for the offence will be loaded with an addition of between 10 % to 30 % depending on the suspensions the player has had over the previous three (3) seasons.

### Composition of the Tribunal and role of Tribunal members

More recently retired players to be involved in the Tribunal and reporting process.

### Player Evidence

Victim players will no longer be required to appear and may only give evidence with the permission of the Tribunal Chairman.

### Representation

Players and the AFL can now use legal representation.

### Appeals

Appeals cost \$5,000, (\$2,500 refundable), previously \$15,000. Right of appeal restricted.

### Melees

Melee and wrestling charges are subject to set monetary penalties, so players have the opportunity to not attend the Tribunal. Fines will be reduced from the present level.

### Public Comment

Reasonable public comment regarding decisions allowed however personal criticism of Tribunal members or offensive comments is not permitted.

### Technology

Tribunal technology will be upgraded to reflect the professionalism of the Tribunal.

### Flow Chart

The AFL Flow Chart shows the new process from report to appeal.

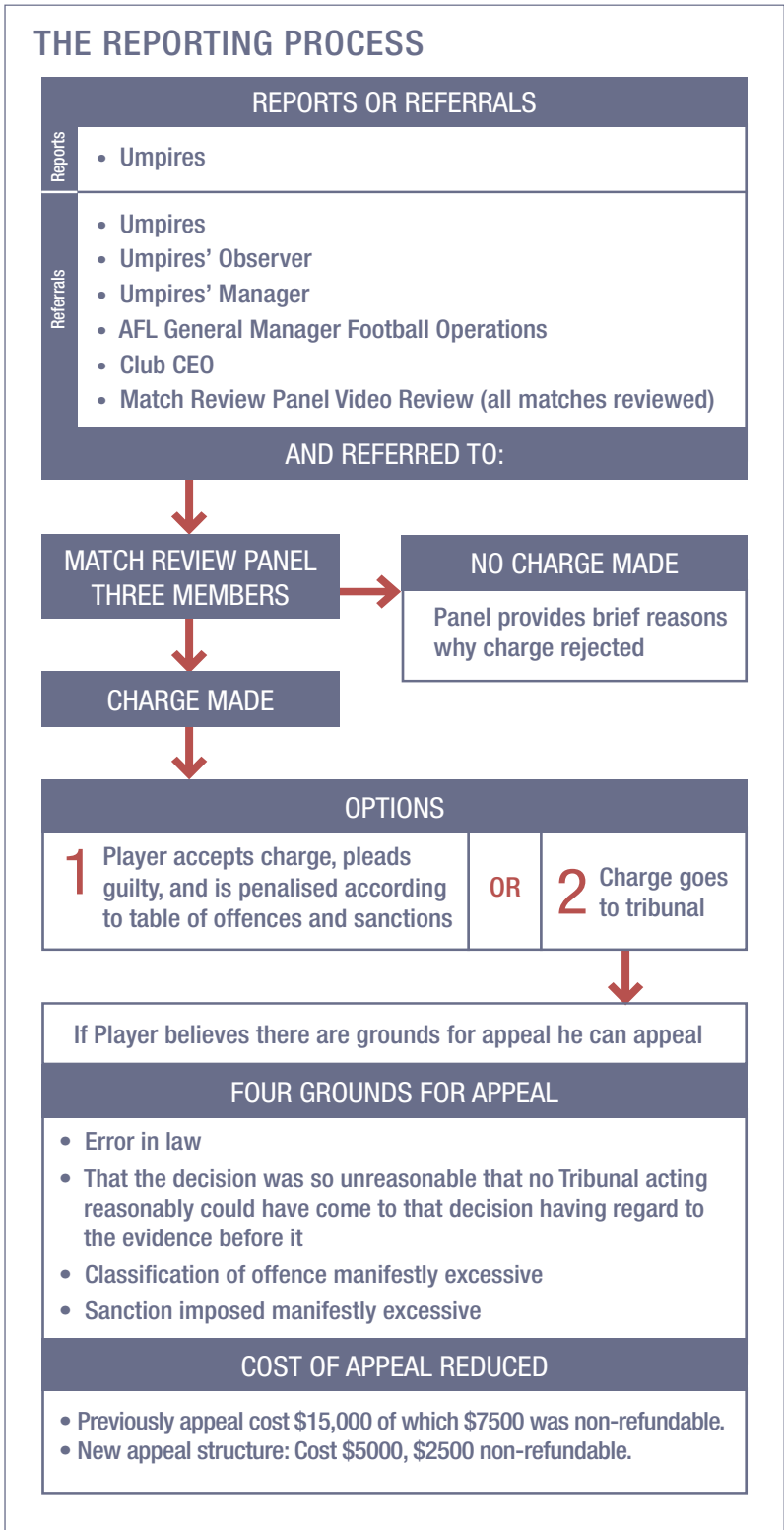
For more information or a full list of categories and penalties for each type of offence, go to [www.aflpa.com.au](http://www.aflpa.com.au)



# HOWITWORKS

The graphic below shows the process from report through to appeal. The reforms outlined in this document include the introduction of a Match Review Panel which will decide if charges are made and the penalty – based on the the Table of Offences - Demerit Points (page 9-10) – which a charged player may accept (without facing the Tribunal). The

structure of the Tribunal itself has also been varied: decisions will now be made by a three-person jury, of former AFL players. Other reforms include the allowance of legal representation, the victim player is no longer required to appear, and the role of the Chairman has been varied – to manage process and to decide points of law.



## NEXTGOAL

# Lane heads star-studded launch



The AFL Players' Association and AFL SportsReady are launching their AFL Player Career transition program, The Next Goal, at a breakfast function at the MCG on Thursday 17th of March.

MC'd by broadcasting doyen Tim Lane, the event will feature former Olympian Brennon Dowrick, AFLPA President Peter Bell, and program graduates former Swan Brad Seymour, Collingwood's James Clement and Matthew Burton of Fremantle and Kangaroos fame.

The Next Goal Career Transition Program forms part of the AFL Players' Association Career Transition Program. Developed in conjunction with AFL SportsReady, the program has provided opportunities for over 80 mature players to undergo work experience placements.

The program is designed to be flexible to accommodate the needs of footballers. Players are aligned with employers in an industry or field suited to the



Matthew Burton's finale

players' experience and qualifications. Players have worked in industries ranging from aquaculture to stockbroking, event management and fire brigade.

Round one of this year's program has seen four players nominate for a place. The Bulldogs' Jade Rawlings has begun a development role with Cricket Australia and Carlton's Lance Whitnall will start a placement

with Athlete Development Australia in February. Geelong's James Rahilly is seeking an opportunity in the construction management field whilst Josh Houlihan of St Kilda wishes to get involved in Interior Design.

For more information contact Lisa Milling at the AFLPA on (03) 9328 8001 or Chris Naish at AFL SportsReady on (03) 8663 3068.

## Legal service open 24 hours

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This is especially the case when the player is required to appear in court either as an accused or as a witness.

We live in a community where the old saying "the higher you are the harder you fall" is particularly applicable to AFL players. In the event that you experience legal problems, you will receive access to independent specialist criminal law advice and representation that can assist you in dealing with an unfamiliar process and the unwanted attention that it might attract.

For more advice on the Legal Advice Line please contact Bernie Shinnars on 03 9328 8001.

Stephen Myall, an accredited criminal law specialist and Senior Associate with Leanne Warren & Associates, can be contacted on (03) 9670 6066.

# Improved email service

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lowing – Barry1.aflpa.

For AFLPA Members who do not have an @aflpa email address and want to arrange one, Sarah Mitchell at the AFLPA can also assist you.

If you're still on a dial-up connection, the time has come for you to upgrade to broadband!

Through our special relationship with Pacific Internet, AFLPA Members can choose from the Express DSL or Professional DSL product ranges. Pacific

Internet's range of DSL plans provide fast Internet speeds, superior customer support and NO surprise excess bills. Pacific Internet contributes 5 per cent of every player connection back to the AFLPA, which is used for AFLPA programs. AFLPA members save 15 per cent on dial-up plans for as low \$11 a month.

For more information, please call the Pacific Internet AFLPA enquiry line on 1300 553 122 or visit [www.pacific.net.au/aflpa](http://www.pacific.net.au/aflpa)



**SHORTPASSES**

# Career counselling

Victoria University's Graduate Certificate in Career Counselling for Elite Performers provides specialist education of theory and practice in career and education counselling for people who are working with elite athletes.

The course aims to impart skills to career and education advisers that assist the personal and professional development of elite performers.

Current Kangaroos player Shannon Grant and player development manager Danny Daly are currently undertaking the course.

The course provides students with an in-depth understanding of the sporting sector with a strong emphasis on developing counselling skills. Students learn to develop a solid theoretical foundation as a framework for work in this field. Students attend a five day residential school to consolidate their learning. The course is delivered on-line and consists of four units that are offered on a part-time basis.

The course uses a combination of course manual, mentoring and electronic delivery of course material. Students can individually tailor training options.



Shannon Grant

Picture: Getty Images

Much of the course is taught in flexible delivery mode, using on-line teaching methods to reach students Australia wide. Assessment methods include case studies, log journals, practical demonstrations, reports and oral presentations.

To be eligible for admission, applicants shall normally hold an undergraduate degree in

human movement, education, sports science or psychology, or related area, and have a minimum of two years of relevant experience in the field.

For details, contact Victoria University, Department of Sport, Recreation and Performance on (03) 9919 1505 or email [dsrp@vu.edu.au](mailto:dsrp@vu.edu.au) or visit [www.staff.vu.edu.au/cc4ep](http://www.staff.vu.edu.au/cc4ep)

# Induction camp

Over 80 newly drafted AFL players and elevated rookies attended the AFL Players' Association/AFL Induction Camp held at Telstra Dome on January 11-12.

The induction camp welcomes new players to the AFL and offers players an understanding of the types of services and initiatives available to them as a member of the AFLPA. Players also receive an overview of the AFL and specific AFL rules.

Players attended several workshops aimed at assisting them in handling the expectations and pressures associated with playing football at an elite level.

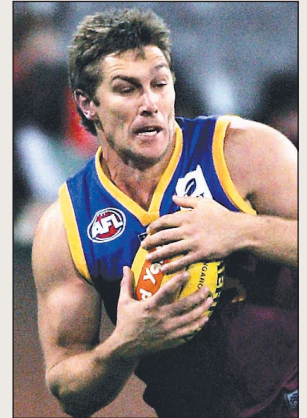
Workshop topics include cross-cultural awareness, religious and racial vilification, AFL players and the law, anti-doping, drink-driving and speeding, gambling awareness and family planning.

A highlight of the program was the honest and thought-provoking speech by St Kilda's Nick

Riewoldt. Nick offered the group some valuable insights he has so far learnt from the game.

Other guest presenters included, AFLPA CEO Brendon Gale, AFL General Manager Adrian Anderson, former Essendon greats Michael Long and Stephen Alessio as well as experts from Victoria Police, Family Planning, Transport Accident Commission and the Department of Sport & Recreation.

**QUIZ ANSWERS**



Alastair Lynch

Picture: Getty Images

1. Hallucinate
2. Jordan
3. Jockey
4. Canterbury Bulldogs
5. Perth
6. Everton
7. Markus Beyer
8. The Marrickville Mauler
9. Hampshire
10. Alistair Lynch 2002 QF 7.5 (47) Vs Adelaide's total score of 5.14 (44)

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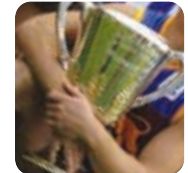


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