



NORTH WEST HOBART GRADUATES HOCKEY CLUB

Update March 2023

Subscriptions and Remuneration Policy

This policy has been approved by the NWHGHC committee and is to be applied to all members from the 1st day of November 2018. Variations to this policy can only be made by submission to the NWHGHC committee and requires a majority vote to be approved.

GENERAL BACKGROUND

This policy is written to ensure that all subscription fees and remuneration is fair for all members and supports the day to day operations of the club whilst maintaining a sound financial position. The calculation of subscription fees is described within this policy for players in all grades and provides the methodology of individual player subscriptions in cases where players are playing either as interchange players, pool players or playing regularly with more than one team. In addition to subscription fees, this policy incorporates incentives to encourage members to contribute in the areas of coaching and officiating, along with eligible refund entitlements. All subscriptions and remuneration covered under this policy are reviewed and set prior to the commencement of the season by the Treasurer with the support of Committee Officers as required and must be endorsed the NWHGHC Committee.

1 Standard Subscription Fee Methodologies

1.1 Regular players

1.1.1 Anyone who plays with a team for **more than 75%** of the games in that particular grade is deemed to be a regular player and will be invoiced full subs at the specified rate for that grade in the season in which they have played.

1.1.2 Any player having played **only 50% of games** will be charged 50% of the relevant grades subscription fees.

These fees will then be incremented 10% for each game up until 75% of games are played. (e.g. on a 20 game roster if the player plays 12 games they will be charged 70% of the full subs).

1.1.3 For the avoidance of doubt refer to the table below for the calculation method of players who play between 50% and 75% of rostered games.

Rostered	20	19	18	17	16	15	14	13	12
Rounds									
% Subs					Games Played				
50%	10	10	9	9	8	8	7	7	6
60%	11	11	10	10	9	9	8	8	7
70%	12	12	11	11	10	10	9	9	8
80%	13	13	12	12	11	11	10	10	9
90%	14	14	13	13	12	12	11	11	10
100%	15	15	14	14	13	13	12	12	11

1.2 Interchange players

1.2.1 Anyone who plays in one grade and fills-in, in a higher grade (other than a player playing both PL and 1st grade), and is not part of the regular playing group in that grade is deemed to be an interchange player (e.g. an under 16 player benching for 1st grade or Premier League and still playing a regular game in underage).

1.2.2 A player is classified as an interchange player if they play no more than 25% of the rostered games as per 1.1.3.

1.2.3 These interchange players shall be charged the subscription fee applicable for the lower grade only.

1.3 Pool players

1.3.1 Anyone who is filling in on an irregular basis in one or more teams is deemed to be a pool player. A pool player who plays **more than 50%** of the matches in a particular grade in a season is deemed to become a regular player.

1.3.2 Pool players who have not played more than 50% of matches in a particular grade shall be charged at the rate of the team they have played most games with, on a pro rata basis e.g. a player who has played 4 games in 3rd grade and 5 in 2nd grade shall be charged pro rata 2nd grade fees calculated as follows:

~ Total fee for grade divided by number of games multiplied by total games played for the club.

1.4 Players playing 2 or more grades (who are not deemed interchange players under 1.2)

1.4.1 Players in Premier League and First grade (known as A-Pool) will be treated as one group for the purpose of calculating a subs invoice and subs will be averaged across the group.

1.4.2 No additional subs will be charged to players who play as interchange or who move up or down within the A-Pool group.

1.4.3 Players playing additional games in grades other than A-Pool will still be charged according to the relevant clause/s elsewhere in this policy

1.4.4 Players (1st-5th grade) who is a 'Regular Player' in 2 or more grades shall be charged the applicable fee (as outlined in 1.1) for the higher grade plus 75% of the applicable fees for the lower grade/s.

1.4.5 Junior players who play in a Senior and Junior team as a 'Regular Player' shall be charged the applicable fee (as outlined in 1.1) for the higher grade plus 50% of the applicable junior teams fees to cover the cost of their games in the lower grade/s.

1.4.4 Junior players who play in 2 junior teams e.g. an U16 player also playing U18 will not be charged any additional fees but will be charged at the rate for the oldest age group they regularly play in (in this example U18).

1.5 Players who are upgraded during the season

Players who are upgraded after the commencement of the season whether permanently or short-term shall be charged at the rate of the grade in which they have played the most games.

2 Life Members

Life members of the NWHGHC who are still playing shall receive a discount of 50% on their subs. This discount is not transferable to any other member.

3 State players

Players who are chosen to represent Tasmania in state teams up to and including U21's, Seniors and Masters, shall receive a minimum discount of \$50 on their subs in the season following their representation. Train-on players are only eligible if they actually travel with the team.

This amount shall be reviewed by the Committee annually, based on advice from the Club Treasurer as to what the club can afford in any particular season. Factors to be considered are sponsorship revenue, overall financial position of the club and the number of state reps in that particular year. **4**

Coaches

4.1 Anyone who has coached a club team, either junior or senior, below 1st grade level, will receive a Hockey Tasmania (Southern) Gate Pass or the equivalent value of the gate pass as a discount on their subscription invoice in the current season. At the request of the recipient, this discount may be applied to the subscription invoice of any playing member if they are not a playing member of the club. Alternatively, the Committee may approve a gift voucher to be purchased and provided to the coach for the same value, less any costs incurred for the purchase of the voucher.

4.2 Premier League or 1st grade players (A Pool) who commit to coach a junior team will be given a 40% discount on their subs in the current season. Additionally, should the A Pool player, prior to the first game of the season, hold a level 1 or above coaching accreditation, they will receive a further discount of 10%.

4.3 If the coaching role is shared between two or more people, the discount applied shall be to the same value entitled by each person however, proportioned out between the coaches.

For example: If there are two coaches, one being a B Pool Player and the other an A Pool Player, then both coaches receive 50% of their respective entitlements set out within this policy.

4.4 For clarity, coach incentives outlined in 4.1 and 4.2, apply to standard winter and masters rosters only. For all other hockey rosters such as, but not limited to, indoor, primary / high school, state teams, regional teams, or for skill development sessions/clinics an incentive may not apply and is valued as a voluntary contribution, 'giving back to the club'. However, the committee may choose to provide incentives for any, all or none of these additional hockey activities. Any remuneration provided must be in line with similar coaching activities and incentives under this policy.

4.5 Where a coach provides training, skill development and game day coaching for a Stick 2 Hockey (S2H) team, being one that is rostered an average of 6 weeks, every school term, and played with modified rules as an introduction roster for juniors aged between 6 and 13 years, they will receive remuneration of 25% of the value outlined at 4.1 or 4.2, whichever is applicable, for each term coached.

4.6 For any person coaching more than one team, or who receives more than one discount under this policy, discounts will be applied to subs in order of highest to lowest discount %. For example:

A Pool Player (Goalkeeper with own GK kit) full subscription value \$700

Less Subs Balance

GK discount 50% -\$350 leaving \$350 subs balance

Coaches U13 boys shared 50/50 no accreditation discount 20% -\$ 70 leaving \$280 subs balance

Coaches 1 term of S2H 10% discount (25% of 40% refer 4.1) -\$ 28 \$252

5 Goal Keepers

5.1 Goalkeepers who provide their own goalkeeping kit shall receive a 50% discount on their subs. Where these players are goalkeeping in more than one grade, the discount shall apply to only the subs in the highest grade in which they play.

5.2 Goalkeepers who are playing in more than one grade with a goalkeeper/field dispensation shall receive the discount for the grade they are playing goalkeeper in and the subs for the other grade/s shall be charged as per 1.4

6 Refunds and Incentives

6.1 The following is a list of refunds and incentive types approved by the committee:

- a) SHL Gate Pass for non-playing committee members, or committee approved volunteers
- b) Working with Vulnerable People Registration Card*
- c) Coaching Accreditation*
- d) Umpiring Accreditation*
- e) Gift vouchers*
- f) One playing Shirt for all new^ junior players to the club participating in junior full field hockey up to the U18 age group. (Note: Juniors playing in part field hockey, generally in the U13 age group played on 1/8, 1/4 or 1/2 field will be provided with tops on loan, for the term or season) *
- g) Refer a friend subscription discount may be applied each season to encourage new players^ to the club. This discount will be \$25 to the existing member who referred the new player^ and to the new player^. This amount may be increased, should new recruitment be required to gain members for the short and long-term viability of the club. *

*These items must be pre-approved by a Coordinator and/or an Officer of the committee

^ New Players are those who have not played hockey with NWHGHC previously.

6.2 At the discretion of the Committee, managers and other volunteers, may be entitled to a refund or incentive, as recognition or re-imbursement, of costs or services rendered to the club.

6.3 Should the Committee receive additional or surplus funding this may, at the committee's discretion, be used to target a specific group of players such as junior development, special situation or talented players, specialist coaches, sponsorships offered to minority groups or potential members without the financial capability to play hockey. Any additional payments in this manner need to be submitted to and endorsed by the committee.

6.4 The committee may accept fundraising or sponsorship donations that are provided for a specific purpose. These specific purpose donations may be for the purposes of, but not limited to, funding the turf hire for junior pre-season training, equipment, special skills clinics or import player costs.

7 Subscription Fee Payments

7.1 Due dates, payment arrangements and early payment discounts

7.1.1 All subscriptions should be **paid in full 30 days from issuance of the invoice**. Players who pay within the 30 days shall be given an early payment incentive of \$50 for senior teams and \$25 for junior teams. The relevant incentive amount shall be added to the total amount of subscriptions due as calculated under this policy by the Treasurer but will not be payable if the account is finalised within 30 days.

7.1.2 Payment Plans are available to all players and should be in place with the club Treasurer within 30 days of the subscription fee invoice being issued. To be eligible for the early payment incentive the payment plan instalments must be received by the club on each respective due date and the final payment must be made by no later than 31 July.

7.1.3 **All subscription 'payment plans' must be finalised by the last rostered game of the season** (prior to finals) unless approval is given by the committee for a further extension.

7.1.4 **Any player who has not paid subs by 31 July** and who does not have a payment plan in place **will be ineligible to play** until the matter is resolved to the satisfaction of the committee.

7.2 Overdue Payments and Collections

7.2.1 The Treasurer will make several attempts to collect any overdue payments from members. Should any member still have subscription payments outstanding as at the 31 July the Treasurer will provide a list of these members to the respective Coordinators and they will follow up either directly with the member or the members coach/manager to make payment arrangements.

7.2.2 Should a member fail to pay any outstanding amount by the end of the season for which the money is owing, then that member will not be allowed to participate in any club activities or play hockey as a member of the club until all moneys owing are paid in full.

7.2.3 If a member with overdue amounts from the previous year's season, having settled all previous overdue amounts, wishes to re-register as a member for the current season, the committee may require an upfront payment to be made or a payment plan to be put in place prior to the member commencing the current season and being allowed to take the hockey field. 7.2.4 The NWHGHC is entitled to withhold clearance of any member who wishes to transfer to a different club that has any outstanding amounts owing to the club.

8 Expectations and Acceptable Standards

8.1 Should a member, coach, volunteer or player who may be entitled to, and receives, a refund or incentive payment under this policy, not meet the requirements of the role they have committed to perform (such as those outlined in the coaches and managers roles and responsibilities document or reasonably requested by the Committee) the Committee reserves the right to invoice the member up to the value of the refunded or incentive amount.

8.2 Prior to the action outlined in 8.1 taking place, a representative of the committee, or a suitably qualified person appointed by the committee must discuss the performance issue/s with the member, provide constructive feedback on how to improve to meet expectation and be given a minimum of 30 days to rectify their performance and meet the required expectations of the role.

8.3 The only exception to providing 30 days to rectify the performance is when the action or inaction of the member is in breach of the Hockey Australia Member Protection Policy. Should such a breach occur the member may be removed from the position and immediately invoiced the full amount of any subscriptions owing to the club without any incentive, refunds or discounts being applied.