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| Name | Coaches and Managers Assistance Policy | | |
| Document No: | PO-013 | Version: | 012 |
| Approved by: | Management Committee | | |
| Issue date: | 16 January 2019 | Review Date: | January 2020 |

COACHES AND MANAGERS ASSISTANCE POLICY PORT ADELAIDE DISTRICT HOCKEY CLUB INC.

1. PURPOSE

The club recognises that coaches and managers give up considerable amounts of their time and incur additional expenditure to ordinary members and players.

Accordingly, in order to attract and retain people to these demanding roles it will provide financial assistance by way of fee relief and payment in certain circumstances.

2. POLICY

The following levels of assistance will be provided to club coaches and managers.

Level of Assistance

The level of financial assistance shall be that set out in the table below. Note that these values are set around the senior playing fees.

| Team | Coach | Assistant Coach | Manager | Coach/Manager |
|--------------------------------|--------------|------------------------|----------------|----------------------|
| Premier League | # | # | \$300 | n/a |
| Metro 1 | # | n/a | \$300 | n/a |
| Metro 2 | Fee Rebate | n/a | \$300 | n/a |
| Other Senior Teams and Masters | n/a | n/a | n/a | \$400 |
| Junior Teams | Fee Rebate | n/a | \$300 | n/a/ |

Paid by negotiation based on the relevant coach's skills and abilities.

Other:

- For the senior teams below Metro 2 the Coaching and Managers roles are combined.
- Where the Committee appoints 2 people to a role then they will be each paid 50% of the value of the respective value.
- These amounts are cumulative and people may manage or coach more than one team.

Payment

The subsidy is payable by way of fee relief. The amount due as a subsidy may be deducted against membership fees owed by the Member to the Club.

Where the subsidy exceeds the value of the membership fees payable by the Member then the subsidy may be applied in the following sequence:

- Applied to the benefit of immediate family members (spouse/partner, children or parents)

The member may also choose to carry the amounts forward and apply them against futures years membership fees.



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Qualification

In order to qualify for the subsidy coaches and officials are expected to:

- Coaches are expected to attend all scheduled training sessions and matches for their respective teams.
- Managers are expected to at least attend the Club on Thursday nights to manage selection and rosters for umpiring, bar, canteen and ground duties.
- Abide by the various codes of conduct and represent the Club through exemplar behaviour and sportsmanship both on and off the field.
- Successfully apply for a National Police Certificate (NPC).
- Be required to participate in all games in the season with the Club unless they are fulfilling representative commitments.
- Undertake training and development as may be required by the Club from time to time.

Note that the Premier League and Metro 1 Coaches have significant additional roles and responsibilities.

3. REVIEW OF POLICY

The Club will review this policy annually or as often as it determines necessary and will make any changes it determines necessary or desirable.

4. ACCESS TO POLICY

This policy will be available for viewing by any member of the club via its website (www.padhc.com.au) or a copy will be provided upon request.

5. CHANGE HISTORY

| Versions | Approval date | Approved by | Change |
|----------|-------------------------|----------------------|--|
| 001 | January 2008 | Management Committee | Original |
| 002-11 | Annually – each January | Management Committee | Existing policy reviewed and updated. |
| 012 | January 2019 | Management Committee | Existing policy reviewed, updated and transferred to new Policy format |