

OUR COUGAR FAMILY



NBL1 PLAYER PAYMENT POLICY





Managed by: Cockburn Basketball Association

Responsible Person: TT

Version: V1.0

Scheduled Review Date: 30/09/2023

BUSINESS AREA: NBL1

TITLE OF DOCUMENT: Player Payment Policy

DOCUMENT CODE: 020-POL-NBL1

Approval Of Policy Documents

Created by **Tyrone Thwaites**, Cockburn Basketball Association **CEO** on **31/01/2023**

POLICY: Cockburn Basketball Association Board Approved and Minuted V01 on 29/03/23 at the scheduled board meeting.

Version	Date Approved	Next Review	Amendments
V01	29/03/2023	31/01/2024	



Cockburn Basketball Association – NBL1 Player Payment Policy

1. Definition and Purpose

The Cockburn Basketball Association (CBA) has progressively enhanced its capacity and resources towards its NBL1 program since 2017. In addition, the re-brand of the State Basketball League to NBL1 (nationally), has exponentially grown the amount of payments allowed to be made to players by the league, and the actual amount paid by association's (including the CBA).

As such, CBA will use this document to provide clear guidelines to provide a level of objectivity to how payments are made inside the NBL1 program, with particular focus on local (non-restricted) NBL1 athletes. This is to ensure the CBA is utilising its resources in line with its purpose, culture and values, and eliminating scope for funds to be inappropriately distributed without cause.

2. Scope

This policy applies to:

- Payments to NBL1 athletes at the Cockburn Basketball Association.

3. Policy Principles

- The CBA will ensure it is compliant with all relevant employee, volunteer and/or contractor laws as applicable.
- CBA's NBL1 player payment budget will be utilised in an effective and appropriate manner. It will not be misused or handled inappropriately.
- Athletes will be provided transparency on relevant payment caps, in order to remove a level of subjectivity. This will also ensure the CBA does not get into a bidding war with a rival association and risk misusing funds.

4. Definitions

Local Player – Tier 1:

- A **Tier 1 Local Player** is defined as an Australian Citizen or Permanent resident who, to date, has had an involvement in basketball at a professional level of a substantial nature (EG, a WNBL/NBL/equivalent training player, development player or fully contracted athlete).



Local Player – Tier 2:

- A **Tier 2 Local Player** is defined as an Australian Citizen or Permanent resident who, to date, has not involved in basketball at a professional level of a substantial nature.

Restricted Player:

- A **Restricted Player** follows the definition of ‘Restricted Player’ according to the NBL1 West Rules of Operation for the season the athlete would be contracted for.

Professional Level:

- **Professional level** refers to participation in basketball at the following levels:
 - WNBL/NBL as a permanent training player, development player or full-time professional.
 - An overseas professional league.

For the purpose of this policy, the same principles apply to professional and restricted level athletes.

5. Local Player Payments

Athletes who fit the criteria of a local player (Tier 1 or 2), will have any player payment considered based on the following principles.

Local Player – Tier 1:

- A Tier 1 athlete may be considered for an honorarium, service agreement or employee-based contract. This will be considered on a case-by-case basis to ensure appropriate information is garnered to ensure Fair Work compliance.
- A Tier 1 athlete requires Director of Finance approval for any direct or indirect expenses outside of match payments, superannuation, annual leave, and agent fees. This may include, but is not limited to, clearances, flights, accommodation, and health insurance / medical bills.
- Should there be any ambiguity as to whether an athlete falls under an honorarium or employee arrangement, the CBA will lean in favour of an employee contract to ensure Fair Work compliance.
- There is no cap on match payments or weekly wages, provided they meet yearly budget requirements and aligned with CBA Finance policy.



Local Player – Tier 2:

- Reimbursement of fuel or relevant expense up to \$2,000.
- Determination of relevant expense is at the discretion of the CBA Chief Executive Officer.
- Reimbursement must follow the CBA Finance Policy for payment to be processed.
- Athletes will not be paid lump sum payments or weekly honorarium amounts.

6. Restricted/ Professional Player Payments

- Restricted/Professional player payments have no cap, provided they are inside budget parameters and CBA Finance policy.
- Restricted/ Professional players must be paid as a service agreement or as an employee, whichever is most suitable. They cannot be paid an honorarium.
- Restricted/ Professional players may be reimbursed for expenses if it is inside the terms of their agreement.

7. Community Expectations

Local Player – Tier 1:

- Athletes who are paid in accordance with Tier 1, are expected to engage in 3-6 hours of community engagement activity with the CBA per week, in addition to their standard player community engagement requirements and NBL1 basketball specific activity.

Local Player – Tier 2:

- Athletes who are paid in accordance with Tier 2, are expected to engage in 1 hour of community engagement activity with the CBA per week, in addition to their standard player community engagement requirements and NBL1 basketball specific activity.

Restricted/ Professional Players:

- Athletes who are paid in accordance with being a Restricted/ Professional Athlete, are expected to engage in up to 15 hours of community engagement activity with the CBA per fortnight, in addition to their NBL1 basketball specific activity.

These Community Expectations are a guide only, with the CBA Chief Executive Officer (CEO) to exercise discretion with specific hours on a case-by-case basis with each athlete.



8. Other

The CBA CEO or if the CEO is a head coach, then the President, may determine the status of each player (Tier 1, Tier 2 or Restricted/ Professional) if there is any ambiguity.

Only by agreement of the Board of Directors (on proposal from the CEO) may an exception be granted for a player to be provided payment outside the terms of this Policy. This must be reflected in the appropriate board meeting minutes.