



Waverley Hockey Club – Fee & Penalties policy

Purpose Outline the Club's expectations regarding Member's, Coaches, Team Managers and other volunteers' payment of fees and penalties.

1. Outstanding fees

- 1.1 Unless otherwise agreed between the Club and the player, any player with fees Outstanding from any period since 1 January 2018 will not be eligible for selection for any Club team in any competition until that player has either:
 - a) paid their Outstanding debt in full; or
 - b) entered into a payment plan with the Club and paid the minimum payment in accordance with that payment plan.
- 1.2 "Outstanding" fees includes all playing fees across winter, summer, social and indoor competitions, as well as volunteer levy, penalties and any other fees charged to the player.
- 1.3 The Club reserves the right to inform Hockey Victoria that the relevant player is not financial and to prevent any transfer to another club until Outstanding fees are paid in full.
- 1.4 All payment plans must require the player to have paid Outstanding fees in full by the end of the regular rounds of the season. If the player has not complied with the payment plan, then Waverley reserves the right to prevent the player from being eligible for selection in finals.

2. Winter Season

- 2.1 Winter Season fees will be set by the Executive Committee after consideration of the Club Budget for the relevant financial year.
- 2.2 Winter season fees include playing fees and a volunteer levy.
- 2.3 By Round 1 of the Winter Season, each player must either have;
 - a) paid the Club's fees for that season in full; or
 - b) entered into a payment plan with the Club and paid the minimum payment in accordance with that payment plan.
- 2.4 Any player that has not complied with 2.3 above will be considered to have fees Outstanding and be subject to Section 1 above.



- 2.5 Should the season, at no fault to the Club, be cancelled, abandoned or incomplete, a minimum fee will be charged to all players.
- 2.6 The minimum fee will be determined by the Club and will be calculated based on a range of factors, including whether or not Hockey Victoria and other suppliers discount or refund costs which the Club incurs or has incurred to operate. The Club reserves the right to charge full fees even if the season is cancelled, in order to ensure the ongoing financial viability of the Club for member's benefit in future years.
- 2.7 Should a player play less than 6 games in total in a season (including finals) due to injury, injuries or ceasing to play hockey, that player will be eligible for a refund from the Club of the difference between the fees they have paid for the full season fees. If the player plays 6 games or more then full fees are payable.
- 2.8 Premier League and Premier League Reserve players are expected to attend pre-season over the period of December to February each year and as such \$250 of total annual fees are due by no later than 28 February. Should the season be cancelled or a player be unable to play due to injury during the season this part of their total fees is not eligible for any refund.

3. Summer Outdoor Season

- 3.1 Summer outdoor fees will be set by the Executive Committee after consideration of the Club Budget for the relevant financial year
- 3.2 By Round 1 of the Summer Season, each player must either have;
 - a) paid the Club's fees for that season in full; or
 - b) entered into a payment plan with the Club and paid the minimum payment in accordance with that payment plan
- 3.3 Any player that has not complied with 3.2 above will be considered to have fees Outstanding and be subject to Section 1 above.
- 3.4 Should the season, at no fault to the Club, be cancelled, abandoned or incomplete, a minimum fee will be charged to all players.
- 3.5 The minimum fee will be determined by the Club and will be calculated based on a range of factors, including whether or not Hockey Victoria and other suppliers discount or refund costs which the Club incurs or has incurred to operate. The Club reserves the right to charge full fees even if the season is cancelled in order to ensure the ongoing financial viability of the Club for member's benefit in future years.
- 3.6 Should a player play less than one third of the total games of the Summer Season (excluding any finals) due to injury, injuries or ceasing to play hockey, that player will



be eligible for a refund from the Club of the difference between the fees they have paid for the full season and casual fees. If the player plays one third or more of the total games then full fees are payable.

4. Indoor Competitions

- 4.1 Indoor fees will be set by the Executive Committee after consideration of the Club Budget for the relevant financial year.
- 4.2 By Round 1 of the Indoor Season, each player must either have;
 - a) paid the Club's fees for that season in full; or
 - b) entered into a payment plan with the Club and paid the minimum payment in accordance with that payment plan.
- 4.3 Any player that has not complied with section 4.2 above will be considered to have fees Outstanding and be subject to Section 1 above.
- 4.4 Should the season, at no fault to the Club, be cancelled, abandoned or incomplete, a minimum fee will be charged to all players.
- 4.5 The minimum fee will be determined by the Club and will be calculated based on a range of factors, including whether or not Hockey Victoria and other suppliers discount or refund costs which the Club incurs or has incurred to operate. The Club reserves the right to charge full fees even if the season is cancelled in order to ensure the ongoing financial viability of the Club for member's benefit in future years.
- 4.6 Should a player play less than one third of the total games of the Indoor Season (excluding any finals) due to injury, injuries or ceasing to play hockey, that player will be eligible for a refund from the Club of the difference between the fees they have paid for the full season and casual fees. If the player plays one third or more of the total games then full fees are payable.

5. Player Sponsorship

- 5.1 Players may obtain sponsors to pay 50% or 100% of the player's fees (or another amount as agreed with the Club). The sponsor will be required to pay that amount by half-way through the regular season (or as agreed with the Club)
- 5.2 The Player will be liable to pay the difference between what the sponsor pays, and their fees. For example, if the sponsor pays half of the player's fees, the player must pay the other half.



- 5.3 If the Sponsor does not pay within the time required, the Player will be liable to pay the balance of their fees.
- 5.4 Players are still required to pay the volunteer levy, even if the sponsorship covers amounts above the players' fees.
- 5.5 The Player will be liable to pay the difference between the amount paid by the sponsor by the end of the regular season

6. Volunteer Levy

- 6.1 All senior players (except juniors playing seniors) will be charged an annual volunteer levy in addition to membership fees upon registration.
- 6.2 This volunteer levy is considered a fee and therefore if unpaid Section 1 above applies.
- 6.3 Players should refer to the Volunteer Levy policy on the Club website for more information.

7. Penalties

- 7.1 Hockey Victoria charges penalties including, but not limited to:
 - a) Incident reports
 - b) Incident investigation
 - c) Tribunal hearings
 - d) Late / incomplete / no score submission
- 7.2 Any penalty incurred by the Club as a result of a playing member, coach, team manager, volunteer or Waverley Hockey Club supporter's behaviour being found to be in conflict with expectations as set out in Hockey Victoria's policies (including but not limited to the Rules & Regulations, Code of Conduct, National Integrity Scheme policies) will be on-charged to the individual involved.
- 7.3 Any penalty incurred by the Club as a result of a playing member, coach, team manager or volunteer failing to adhere to deadlines for submission of information to Hockey Victoria (including but not limited to late / incomplete / no score submission of match results) will be on-charged to the individual involved.
- 7.4 Any player that has not complied with section 7.2 or 7.3 above will be considered to have fees Outstanding and be subject to Section 1 above.