



FOOTBALL COACHES AUSTRALIA

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www.footballcoachesaus.org.au

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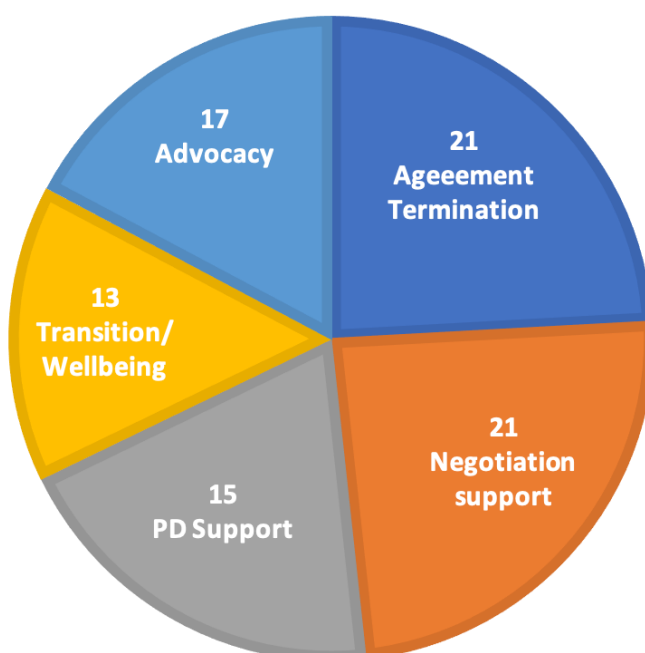
FCA REPRESENTATION OF MEMBERS

Since the Football Coaches Australia (FCA) Annual General Meeting held in July 2018 - FCA has supported 50+ members relating to 85 Advocacy/Support issues:

- Legal advocacy
- Coach agreement negotiation support
- Coach agreement termination issues
- Transition and wellbeing support
- Professional development support including resume preparation/job applications:

FCA SUPPORT 50 COACHES - 85 ISSUES

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FCA Matildas National Team Coaches PD Event

Football Coaches Australia, in partnership with FFA National Teams (Matildas Assistant Coaches) and Football NSW presented a unique professional development event for 100 FFA Advanced Licence football coaches on Tuesday 12 March 2019.

The event was approved for FFA Advanced Coaching Licence Re-Validation - Continuing PD - 30 CPD points in line with the new AFC Coaching Convention.

FCA wishes to thank FFA National teams and Football NSW, in particular Head of Football Peter Hugg and Coach Education Manager Christopher Adams, for their collaborative support in delivering the event.

Matilda Assistant Coaches Gary Van Egmond, Ivan Jolic and Kate Cohen demonstrated outstanding professionalism regarding the quality of their presentations.

They were supported by other presenters Brian Dene, FNSW Technical Director (Women) and the panel comprising of Ante Juric, Heather Garriock, Catherine Cannulli, Kate Cohen, Kate Wensley and Leah Blaney.

It is a FCA objective to deliver similar events in collaboration with Hyundai A-League and W-League coaches during pre-season 2019/20.



Inaugural FCA Corporate Pop Up Event

FCA has partnered with **The Football Business Network** and will deliver its first "Corporate pop up event" on Tuesday 1 May @ Hotel CBD, Sydney @ 6pm featuring Socceroos Coach Head Coach Graham Arnold, Canberra United Head Coach Heather Garriock and FCA President Phil Moss – it is the aim of FCA to deliver the 'Pop up corporate event' format in all States in the future.

The event has a clever and unique structure; a 'game of two halves' theme where the first half will feature Phil Moss questioning the special guests on pertinent coaching issues and exploring the role that success in one business can play in driving further achievements in others. In the second half questions from the floor will be accepted by both Arnold and Garriock.



Further Info ([link](#))

Share this link with your corporate colleagues ([link](#))

International Football Coaching Conference Australia

FCA is a supporting partner of the International Football Coaching Conference Australia, which will be held on Saturday 25 May and Sunday 26 May, 2019.

Australia's first national football-specific coaching conference will be held on the Gold Coast on Saturday 25 and Sunday 26 May 2019 at RACV Royal Pines Resort.

Supported by Football Federation Australia, Football Queensland, Football Coaches Australia and Professional Footballers Australia, IFCCA will bring together experienced football professionals from around the world who will look to elevate the standard of the game in Australia.

Covering areas including Community Grassroots Coaching, Player Development Methodology, High Performance, and Psychology within the context of a team model & club culture.

The conference is the first of its kind in nine years and is designed to help coaches of all levels learn from Australian and International keynote speakers and industry leaders.

**IFCCA****International Football
Coaching Conference Australia**

Knowledge shared during the conference will contribute to future development with opportunities to network with fellow football coaches, conference speakers and panellists.

The speakers announced so far include FCA member and Socceroos Head Coach Graham Arnold, former England Women's National Team Head Coach Hope Powell and Inter Milan Academy director Marco Monti.

Panellists already named include Fox Sports commentator and presenter Simon Hill, Football Broadcaster and Indigenous Ambassador Craig Foster and FCA Executive Member/ Junior Matildas Head Coach Rae Dower.

Go to www.ifcca.com.au for more information (link)

PFA Coaching Masterclass

FCA will be presenting @ the Professional Footballers Australia's coaching masterclass focusing on the following:

- the coaching pathway – transition from player to coach
- the challenges and opportunities
- panel discussion with HAL/WWL coaches providing real life insights into the role.

The Camp will see players in the first years of their career undertake content designed to help them successfully navigate the world of professional football and gain a deeper understanding of the industry, whilst those more experienced will be given the flexibility to choose from a wide variety of content across the two days to follow their own passions and cater to their individual needs.



Advocacy

FOOTBALL
FEDERATION
AUSTRALIA

FCA have recently written to the New Leagues Working Group (NLWG) Second Division League Working Group (SDLWG), Member Federations, APFCA and AAFC.

Football Coaches Australia (**FCA**) is seeking to table a proposal with the NLWG, to develop a regulatory and contractual framework, by which we can incorporate a standard national grievance resolution process and standard contract protections for Australian football coaches participating in the remodelled A-League proposed by the NLWG.

We have sought an opportunity for FCA to attend to these matters at the NLWG's earliest convenience to support our aim of incorporating these protections within final recommendations to be presented to FFA on 30 June 2019.

[Find below correspondence addressed to NLWG. Similar correspondence was also sent to all NLWG members – State football Member Federations and APFCA.](#)

In addition FCA has been engaging with the Second Division League Working Group to achieve the same aim.



4 April 2019

Ms Judith Griggs,
Chair,
New Leagues Working Group

Dear Judith

Proposed Memorandum of Understanding regarding standard grievance procedures and contracts for Australian football coaches

Football Coaches Australia (**FCA**) congratulates you on the progress the New Leagues Working Group (**NLWG**) has made to date.

Whilst fully understanding the complexities involved in this process, it is disappointing that FCA, an FFA Qualifying Member and only member of the FFA Congress excluded from the 2 working groups currently discussing the future of Australian professional football, has not been invited to participate in this forum given that the principles that underpin a remodelled A-League, including professional standards, are being compiled and agreed upon.

A core objective of the FCA since its inception has been the adoption of a standard national grievance resolution process and standard contract for A-League, W-League, Y-League, National Premier Leagues and MF coaches and technical directors.

As you are undoubtedly aware, professional football coaches are currently **excluded** from the parties that have access to grievance procedures provided within the FFA regulatory framework, whether through the National Arbitration Tribunal, National Dispute Resolution Chamber, or state-level dispute resolution procedures.

Currently, Australian coaches employed by the FFA or Australian clubs can only resolve employment-related disputes at last instance in the court system. This is a non-specialised, expensive, and inefficient mechanism for the resolution of sporting issues which require speed, specialist expertise, and protection through a sanction system to enforce judgments.

As it stands, non-Australian coaches employed by Australian clubs have those protections given that they have the option to resolve employment-related disputes before a FIFA employment body. The fact that non-Australian coaches have more rights and opportunities to resolve disputes than Australian coaches is simply unacceptable.

It is time for the professional game in Australia to adopt a formal dispute resolution process for professional coaches within its football regulatory framework. This should be complimented by agreed standard contracts for professional head coaches, assistant coaches, goalkeeper coaches, and technical directors at all levels of Australian professional football.

The football community in Australia has made tremendous progress in handling similar issues surrounding (Australian and foreign) players.

There is no logical reason for professional coaches to not be afforded the same protections currently provided to players. These are protections provided to foreign coaches by FIFA, and to local coaches in every sophisticated football association globally.

FCA would like to table a proposal with the NLWG, to develop a regulatory and contractual framework, by which we can standardise these protections for Australian football coaches participating in the remodelled A-League proposed by the NLWG.

We kindly ask that the NLWG provide an opportunity for us to attend to these matters at your earliest convenience to support our aim of incorporating these protections within final recommendations to be presented to FFA on 30 June 2019.



FCA support for Ernie Merrick regarding FFA Disciplinary and Ethics Committee Appeal

FCA was able to provide significant support in the co-ordination, preparation and delivery of Ernie Merrick's appeal to the FFA Discipline and Ethics Committee on Tuesday 12 March which highlighted FFA inconsistencies – The FFA Disciplinary and Ethics committee abandoned the original \$3000 fine to impose a one game suspended sentence.

Ernie stated the following after the appeal:

“Moving forward I hope this situation will spur the FFA to open a continued dialogue with coaches, allowing us to share our views and make a contribution to the development of the game”.

[Read More \(link\)](#)



FCA seeks more security for coaches



FCA has been endeavoured to have a prominent media presence in regard to recent national team and A-League coaching issues relating to Coach Agreement termination and termination payout issues.

The following article was published on "The World Game" on 27 March 2019.

While coaching changes make for terrific theatre, the more concerning aspect for the FCA is that resulting disputes over payments often see sidelined coaches left high and dry.

"Presently, coaches are having their contracts being terminated without a consistent process, largely on a case-by-case basis," FCA Chief executive Glenn Warry said.

"This provides them with a lack of stability and awareness about any subsequent processes.

"All coaches involved in the A-League, W-League, National Youth League, and National Premier League should have the right to access a Standard Coaching Contract approved by FCA in coordination with the relevant club bodies.

"Standardisation will help coaches and clubs to understand exactly what their legal obligations are for the duration of the agreed term.

The failure to adopt consistent standards has led to a rise in confusion and disagreements, as well as an industry trend of coaches not being paid their full contractual entitlements."

Warry added that clubs and coaches needed to look past simply wins and losses when setting goals.

"Coaches are currently evaluated primarily on this singular win-loss outcome measure, which is neither completely controllable by coaches nor reflective of their ability to develop players," he said.

"A-League clubs and head coaches should identify the specific objectives that will dictate their success and measure success on an annual basis.

"This may relate to a head coach's shared vision, leadership and development of high performance culture, win/loss ratios to achieve the result on match day in a manner that entertains the fans, game plan, style of play, ability to identify, recruit and develop players, and communication with players and stakeholders."

FCA Policy Positions

FCA Executive Committee has developed FCA Policy positions relating to a number of football issues. A draft FCA policy paper was tabled at the most recent FCA Executive Committee meeting.

A key FCA objective is to provide opportunities for Australian Professional Football Coaches to contribute intellectually to football decision-making that impacts on their role. The FCA Executive Committee welcomes input from FCA members as our policy positions evolve.



The FCA policy positions will be made available to members via the 'About' section on the revamped FCA website (www.footballcoachesaus.org.au), which will be set up by end of April 2019.

FCA Well-being

FCA National Well-being Support Services

Within the FCA/PFA Memorandum of Understanding, FCA and the PFA are committed to working together to facilitate strategic alignment, cooperation and collaboration between the professional players and coaches licensed by FFA and employed by Australian clubs.

An independent national psychological support network has been developed over a number of seasons.

It makes complete sense to provide member coaches

with access to the same national services in addition to seeking/developing other services unique to professional coaches. The FCA Wellbeing Sub Committee will develop these additional services.

The independent national support services will be made available to members via the Members Only section on the revamped FCA Website www.footballcoachesaus.org.au, which will be set up by end of April 2019.

Football Coaches Australia Membership

Football Coaches Australia website has been established to 'Join Us' via online FCA membership registration and payment. 2019/20 membership renewal will be available from May 2019.

More information available at the below links:

- [Review current membership benefits \(link\)](#)
- [Review professional and community coach membership fees \(link\)](#)

Please note you can claim a tax deduction for:

- Union fees
- Subscriptions to trade, business or professional associations

[Click here for more information \(link\)](#)

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