



Summer Issue 2, 2018 -19

www.footballcoachesaus.org.au

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Following Alen Stajcic's activation of his notice period by the FFA on January 20 Football Coaches Australia (**FCA**) sought **due process, accountability and transparency** for the benefit of Alen, **all male and female** national coaches, team management and players within the FFA Women's program.

FCA members should refer to the FCA Media releases relating to Alen Stajcic's termination on www.footballcoachesaus.org.au

In addition FCA sent a letter to Football Federation Australia on 29 January seeking answers to a number of questions relating to FFA HR policies and processes in the areas of:

- FFA Employee and Contractor professional development relating to FFA coaches' rights and responsibilities
- Provision of alleged confidential information to media by board member(s)
- Matildas National Team Post Tour/Camp Reviews
- HR Performance Reviews - 'Management of Performance' and 'Management of Under Performance'
- The validity and reliability of the interpretation of allegedly confidential surveys
- Seeking the right of all coaches to access a standard employment dispute and grievance procedure.

FCA sought an independent inquiry regarding the process that led to the activation of Stajcic's 9 month notice period

Australian Professional Coach Employment related issues



One of the core objectives of 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, NPL and Member Federation coaches and technical directors.

Alen Stajcic's termination has demonstrated the ongoing lack of respect, empathy and understanding that Australian football administrators have provided to coaches. Now is the time for change.

Currently, Australian coaches employed by Australian clubs can only resolve employment-related disputes at last instance in the court system. This is a non-specialised, expensive, and inefficient for the resolution of sporting issues which require speed, specialist expertise, and protection through a sporting sanction system to enforce judgments. As it stands, non-Australian coaches employed by Australian clubs have those protections in that they have the option to resolve employment-related disputes before a FIFA employment body. This is unacceptable.

It is time for Australia to adopt a formal dispute resolution process for all coaches within its football regulatory framework. Professional players and clubs may currently resolve their employment-related disputes at last instance before the FFA National Dispute Resolution Chamber or state-level football tribunals. There is no logical reason for professional coaches to be excluded from the Australian football family.

FCA last week (08/02) wrote to all Member Federations, the Australian Professional Football Clubs Association, and the Australian Association of Football Clubs to further the discussion regarding the implementation of standard grievance procedures and standard contracts for professional coaches as soon as possible.

FCA has drafted the following policy positions relating to these employment related positions:

1.1 - Standardised contracts at all levels

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.

This has become an endemic problem in the A-League. A standard termination clause guaranteeing full payout should be incorporated into all coaching agreements.

Standardisation would reduce the need for litigation as a means to settle disputes.

1.2 - Termination clauses for all National Team coaches

FCA believes all coaches directly employed by Football Federation Australia for all National Team positions should have an agreed process regarding the premature termination of their contracts.

Presently, coaches are having their contracts being terminated without a consistent process, largely on a case-by-case basis. This provides them with a lack of stability and awareness about any subsequent processes.

1.3 - Standardised employment dispute and grievance procedures

FCA believes all coaches subject should have the right to access a standard employment dispute and grievance procedure.

This procedure, established as private arbitration, should be run through the auspices of the FFA (for A-League, W-League, National Youth League, and National Premier League coaches), and the relevant state federation for National Premier League coaches.

This procedure should comply with the requirements (i.e. clubs and coaches have equal bargaining power in appointing arbitrators) in FIFA Circular 1010 to ensure that Australian law is respected.

This will prevent the current inadequacy where Australian coaches are required to litigate disputes in Australian court, whereas foreign coaches have the option of litigating disputes at the relevant FIFA body, as opposed to an Australian court.

The PFA has already established (with the FFA and clubs) a similar-type National Dispute Resolution Centre for player and club disputes.

The Australian Sports Foundation supports sporting organisation to fundraise.

Football Coaches Australia has registered with the foundation to gain deductible gift recipient status.

This will support Football Coaches Australia to raise funds for the Association's projects.

The Australian Sports Foundation is uniquely positioned to enable philanthropic support to Australian sport by providing tax deductibility for donations made to projects signed up with them. ASF is the only organisation that can provide a tax deduction for donations to sport across Australia. [Read more here.](#)

**Australian
Sports
Foundation**

Football Coaches Australia wishes to recognise the achievements of our following coach members:

2018-19 W-League success for Head Coaches Jeff Hopkins and Ante Juric

Football Coaches Australia congratulates Jeff Hopkins, for leading his Melbourne Victory FC W-League team to the 2018-19 Premiership, the first ever W-League Premiership plate for the club and Ante Juric for leading his Sydney FC team to the W-League Grand Final win versus Perth Glory FC. [Read more here.](#)



Jeff Hopkins



Ante Juric



Melbourne Victory FC W-League 2018-19



Sydney FC FC W-League 2018-19

2019 FFA/AFC Pro Diploma – Mel Andreatta and Kat Smith

Sixteen (16) Advanced licence Australian football coaches were successful in gaining admission into the 2019 FFA/AFC Pro Diploma program. Two of the successful candidates were Brisbane Roar FC W-League Head Coach Mel Andreatta and Melbourne Victory FC W-League Assistant Coach Kat Smith.

FCA have supported/ will continue to support Mel and Kat to secure funding options to allow them to complete the Pro Diploma program.

Following an extensive review of the FFA Pro Diploma, and responding to the needs of Australian Professional coaches, for the first time FFA will partner with the Australian Institute of Sport in the delivery of the program.

On completion of the course, successful candidates should demonstrate knowledge and competence in the following:

- Leading Self
- Leading Others
- Leading Culture
- The Business of Football
- Latest trends in World Football

and will have completed the following course tasks to an agreed standard:

- Growth Project – Leadership
- Football Philosophy
- Professional Club Report
- High Performance Environment Report (Other Professional Team Sport)
- Interview / Oral Examination
- Observation of the coach in their club



Mel Andreatta



Kat Smith

The following is the schedule for the 2019 program:

- | | |
|------------------|---|
| Module 1: | March 18 – 22, 2019 (5 days) Melbourne |
| Module 2: | May 20 – 24, 2019 (5 days) Venue TBA |
| Module 3: | September 2 – 10 2019* (4 days in the period) Venue TBA once FIFA Women's WC draw completed in April '19 |
| Module 4: | December 2 – 5 2019 (4 days) Sydney |

Joe Montemurro nominated for Manager of the Year

Former Melbourne City and Melbourne Victory Westfield W-League coach and current Arsenal F.C. Joe Montemurro has been nominated for an award at the 2019 edition of the London Football Awards.

Joe, who left City to manage Arsenal's women's team in November 2017 - has been nominated for the 'Manager of the Year' after an impressive 2018. The Award winner will be announced on February 28. [Read more here.](#)



John Anastasiadis and John Hutchison appointed as Assistant Coaches at Western United FC

John Anastasiadis was the first appointment to be made by Western United FC when he was appointed as Assistant Coach.

John was a member of the 1987 Young Socceroos World Cup squad, spent nine seasons playing regular football in one of Europe's top leagues, won two NSL Championships (one of which included a memorable extra-time winner), and to this day is the only Australian to have scored at Brazil's Maracana Stadium.

He won recognition for orchestrating Bentleigh Greens' to within a game of the FFA Cup Final in 2015, having taken charge four years earlier.

John won the Dockerty Cup in 2016, the Community Shield in 2016 and 2017 and Premierships in 2016 and Championships in 2015 and 2017.

Western United FC also then announced former Central Coast Mariner John Hutchinson as an assistant coach for the club's inaugural season in the competition.

Victorian native Hutchinson joins the budding franchise from MLS outfit Seattle Sounders, where he spent the last two years honing his coaching skills with the club's United Soccer League side.

The 39-year-old spent 10 years playing for the Mariners, racking up 228 appearances and leading the club to their first championship in 2013.



Interstate away game travel policy for travelling W-League teams

On behalf of its W-League coach members, Football Coaches Australia (FCA) has formally requested changes to the FFA League Travel Policies & Procedures, relating to number of travellers, for W-League interstate away game policy for travelling teams.

Currently, Football Federation Australia (FFA) subsidises an interstate travelling team party airfares *“for eighteen (18) passengers for the Away Club for all Regular Season interstate Matches. These eighteen (18) passengers are to be comprised of:*

- (A) Fifteen (15) Players (including two (2) registered goalkeepers); and*
- (B) Three (3) Team Officials (including one (1) registered Club Physiotherapist)”.*

It is thus left to the clubs to determine whether they send additional persons. This is ultimately a financial decision. Currently not all of the clubs send additional persons or finance an additional one (1) or two (2) persons.

FCA contends that the minimum interstate travelling party should be twenty (20) players by:

- Increasing players to sixteen (16): to incorporate eleven (11) starting players, four (4) outfield substitutes (to cover the scenario where a player gets injured in warm-up or for playing in excessive heat conditions etc), and one (1) goalkeeper substitute
- Increasing coaches and support staff to four (4), incorporating:
 - o Head Coach
 - o Assistant Coach(also acting as goalkeeper coach)
 - o Team Manager(also acting as kit manager)
 - o Physiotherapist

Ideally, a twenty-two (22) person interstate travelling party would be better practice. This would incorporate a specialist Goalkeeper Coach and dedicated Kit Manager. In addition to the above, W-League teams should always travel the day before an interstate game, as opposed to match day.



FCA wishes to ensure that W-League coaches can work in a fully professional environment so that they can best ply their coaching trade. At some clubs, significantly more is needed to be done to bridge the gap between the opportunities provided to the women's team and the men's team.

The wellbeing of W-League coaches is a pre-condition to the wellbeing of the players.

Player and staff welfare may be compromised when coaches are dealing with multiple (non- coaching related) roles.

Given that the W-League is played in Summer and usually during daylight hours, the current number of subsidised players does not cover for illness or injury at away games. Similarly, if a coach or support staff member falls ill, then teams are suddenly left with only two (2) persons to attend to the multiple roles required for optimum match-day performance. For these reasons, safety of coaches, staff and players is compromised.

It is unacceptable that there is a disparity between the high-performance management resources provided to the nation's elite male and female coaches and players. It is time to demonstrate that the women's game is as important as the men's game.

FCA is seeking nothing more than equity with the A-League interstate away game policy. FCA also calls for the clubs to be required to spend equal (or close to equal) amounts on interstate travelling parties.

FCA looks forward to the opportunity to working collaboratively with all stakeholders on this matter. The changes proposed, reflect FFA's strategic goal of being a leading organisation for females.

FCA Partnerships

Development of FCA National Wellbeing Support Services

Football Coaches Australia (**FCA**) welcomes the close working relationship being developed with PFA, “based upon a shared commitment to the pursuit of the highest standards of professionalism and citizenship in Australian football”.

FCA appreciates that PFA have agreed to provide FCA members with shared access to PFA national wellbeing support services.

PFA Members have access to a variety of wellbeing programs and services designed to provide critical support in times of need but also to assist them in dealing with the demands of professional sport both on and off the pitch

FCA will be able to access same ‘confidential counselling and psychological support services to assist in dealing with a variety of challenges’ that coaches may also be facing, including:

- Addiction
- Anxiety
- Depression
- Relationship breakdown
- Grief
- Transition
- Medical Support & Screenings



Football Coaches Australia partner with The Football Business Network

The **Football Business Network** are business professionals with over 25 years executive experience - and over 30 years football experience - including playing and coaching at Professional & Semi-Professional level here in Australia and also in Europe.

The two directors of The Football Business Network are:

- **James Boyle**, an accomplished Global Leader, Senior Executive, Board Member & Executive Advisor, with a 25 year history and track record in delivering success in developing business strategies, and optimising short and long term solutions for businesses and organisations in multiple sectors. A former professional soccer player in his youth in Scotland, James is a qualified coach in both Scotland and Australia, with over 30 years experience both playing and coaching at high levels in both countries.
- **James Pennefather**, a Senior Executive within the IT industry. Operating as a Director of a Gartner placed IT firm, and with over 30 years experience in business strategy, training and delivering solutions, James has provided world renowned organisations with the benefit of his experience.



Football Business Network

The Football Business Network will partner with Football Coaches Australia to host regular football functions to talk about the game, and provide influential coaches within our game with the opportunity to present as keynote speakers or panel presenters.

TFBN will also support FCA to hold unique events recognising the achievements of Australian professional and community football coaches.

The Football Business Network is a platform for like-minded corporate executives who have a passion for the round ball game to come together. Whether this is to look at business opportunities, sponsorship opportunities, discuss ideas with Australian professional football coaches - or just a place to socialise and talk all things football.

Football Coaches Australia will liaise with FCA members regarding upcoming corporate functions.

Ante Milicic appointed Westfield Matildas Head Coach

Football Federation Australia (FFA) has appointed Ante Milicic to lead the Westfield Matildas at the 2019 FIFA Women's World Cup in France.

Ante, who has been an integral part of Australia's national team coaching staff since 2014, has been appointed Head Coach of the Westfield Matildas through to the completion of this year's tournament, and will oversee his first three matches with the squad in the coming weeks when FFA hosts the inaugural Cup of Nations in Sydney, Brisbane, and Melbourne.

The highly regarded National team coach has attained a vast array of experience at international level over the past five years and has earned enormous respect amongst his coaching peers.

"It is an honour to be appointed Head Coach of the Westfield Matildas and I am determined to make



the most of this opportunity together with the squad and staff," Ante said.

"As demonstrated throughout the Westfield W-League this season, which culminated in Saturday's thrilling Grand Final in Sydney, Australia has many fantastic players right now and I know that the squad that is ultimately selected will be eager to seize its chance in France".

FCA also wishes Ante's support coaching staff all the best in their preparation for the World Cup.

Professional Development for Coaches International Football Coaching Conference Australia - Australia's only national football-specific coaching conference

The International Football Coaching Conference Australia (IFCCA) is a two-day conference, with the 2019 edition to be held at RACV Royal Pines Resort in Gold Coast, Queensland, Australia.

The conference will be held on Saturday 25 May and Sunday 26 May, 2019.

International Football Coaching Conference Australia (IFCCA) strives to become the number one football coaching conference in Australasia, and to be the go to conference for Australian and regional coaches seeking cutting edge global knowledge.

The IFCCA is working in collaboration with global keynote speakers and domestic football industry leaders to deliver cutting edge insight, research and approaches used by the world's leading clubs and associations, including those in Australia.



IFCCA

International Football
Coaching Conference Australia

Football Coaches Australia is a support partner of IFCCA.

FCA will have a 30 minute conference speaking opportunity at the conference and the FCA logo will feature on the IFCCA webpage, social media, mobile event app, media wall and the ballroom screens on display at the conference.

For full details of IFCCA log onto:

<https://www.ifcca.com.au>

An evening with Ron Smith

FNSW and Football Coaches Australia (FCA) will partner to deliver a professional development seminar featuring Dr Ron Smith.

The professional development workshop will be held at Football NSW on Monday March 4 @ 6.30 am.
The cost is \$ 20 with a \$ 10 discount for Football Coaches Australia members.

An evening with **DR RON SMITH**

In the modern era, Game Analysis is increasingly becoming a critical component of team and match preparation.

In this presentation, one of Australia's foremost coaches and coach educators, Dr Ron Smith – formerly Head Coach at the Australian Institute of Sport – will provide a comprehensive analysis of goal scoring trends from both the 2018 FIFA World Cup in Russia and 2019 Asian Cup in the UAE, and discuss implications for coaching and designing training sessions.

Attendance at this forum will count for 10 FFA accreditation points.



MONDAY 4TH MARCH, 2019

6:30PM - 9:00PM

**VALENTINE SPORTS PARK,
GLENWOOD
Level One, VSP Centre
(cream building)**

**COST: \$20
FCA MEMBERS: \$10**

[CLICK HERE TO REGISTER NOW!](#)

Football Coaches Australia Membership

Football Coaches Australia website has been established to 'Join Us' via online FCA membership registration and payment

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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