



MEMORANDUM OF UNDERSTANDING
BETWEEN AFL HUNTER CENTRAL COAST Inc AND
NEWCASTLE CENTRAL COAST UMPIRES
ASSOCIATION Inc



This Memorandum of Understanding (MOU) is between the AFL Hunter Central Coast Incorporated (herein after referred to as "the League"), and the Newcastle Central Coast Umpires Association Incorporated (herein after referred to as "the Association").

1. Application of MOU

- a. This MOU is valid for the 2023 & 2024 AFL Hunter Central Coast (AFLHCC) seasons unless altered or terminated in accordance with clause 2.
- b. This MOU replaces any set procedure or other agreement previously made between the League and the Association.
- c. This MOU shall take precedence over any other document that exists within the League and the Association.
- d. The Association will provide umpires as required by the League in accordance with Schedule 2, clause 13 and clause 6 of this MOU.
- e. That the League will recognise the Association as the non-exclusive bargaining agent of all Umpires.

2. Commencement and Duration of MOU

- a. This MOU shall be effective from the date of both parties signing.
- b. This MOU shall remain in force unless amended, renewed or terminated, but will nominally expire on 31 October 2024. Any amendments or renewals to this MOU must be mutually accepted by both parties and countersigned.
- c. Either party to the MOU may terminate the MOU on two months written notice to the other party. Written notice is to include reasons and justification for termination.
- d. The Schedules of pay rates, as outlined in Schedules 1 and 3 of this MOU shall come into force upon signing by both parties.
- e. The Parties agree to meet by no later than 120 days prior to the expiration of the MOU (or by other date as agreed between the Parties) to review the operation of this MOU And to discuss the possibility of renewing the MOU for a further term on terms to be agreed by both Parties. With the negotiations to be concluded and the League to consider a renewal or alterations and both parties enter into an agreement prior to 31 October 2024.

3. Umpires' Situation

It is agreed that:

- a. The Association will become affiliated with the League and receive all benefits associated with being an affiliate. The Association will sign an Affiliation Agreement as prepared by the League, provide information as required under the said agreement with no affiliation fee.

Failure to complete these requirements by the agreed time may lead to termination of the Umpires MOU.

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MEMORANDUM OF UNDERSTANDING
BETWEEN AFL HUNTER CENTRAL COAST Inc AND
NEWCASTLE CENTRAL COAST UMPIRES
ASSOCIATION Inc



- b. the Umpires referred to in 4 (a), shall umpire and officiate in matches under a separate agreement with the Association.
- c. Where applicable when the Association provides Umpires to the League as a service and the League is paying for that service on the day the service is provided to the individual umpire. In the event that the League is required to pay for services in regular instalments for that service payment will be required no later than 14 days after the date of the invoice for services provided.
- d. The League is to establish a consolidated league appointed umpire database (junior and senior combined). The League will also establish an umpire database for solely the club appointed umpires, which will be operated by Football Operations.
- e. Each umpire may sign an Association membership form or shall supply personal details to the Association
- f. The Association will offer a membership option to junior umpires, therefore representing umpires at junior and senior level in the League.

4. League Umpiring Services

- a. Schedule 2 may be amended as required by the League after consultation and agreement with the Association.
- b. No Field Umpire shall be permitted to officiate a match on their own. The exception here would be a Field Umpire appointed to junior matches, particularly Under 9 unless otherwise specified in the League's Rules Document.
- c. The onus of liability or indemnity for any club umpire will not be the responsibility of the Association.

5. Umpires' Conduct

The Umpires, as members of the Association, shall:

- i. Agree to follow the rules, regulations, Code of Conduct and by-laws of the Association, and
- ii. Agree to officiate all games in accordance with the Laws of AFL and the By-Laws of the League. This is also to be included in the database registration process.
- iii. Agree to AFL NSW/ACT Umpire Code of Conduct.

6. Payment and Entitlements for Services

- a. The League and the Association agree to use Schedules 1 and 3 of this MOU as the basis of payments to the Association and umpires for services provided.
- b. Payments to Senior match umpires will be the responsibility of the NCCUA (the League in the case of the Finals Series and Special matches). Match payments will be made fortnightly. The process agreed upon by the NCCUA and the League is detailed in Schedule 5.

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MEMORANDUM OF UNDERSTANDING
BETWEEN AFL HUNTER CENTRAL COAST Inc AND
NEWCASTLE CENTRAL COAST UMPIRES
ASSOCIATION Inc



- c. Where a Senior League Appointed Umpire is appointed by the Head Coach to umpire in a match on behalf of a club, this umpire is to be paid the same amount as they would have been paid should they have been appointed as a League Appointed Umpire to the same match.
- d. Payments to Junior match umpires will be the responsibility of the host club (the League in the case of the Finals Series and Special matches). Upon completion of the necessary match day paperwork a club official (nominally the Match Day or Ground Manager) will make the necessary payment of the Base Pay Rate (see Schedules 1 and 3) to the umpire and obtain the umpires signature as acknowledgement of receipt of the match payment.
- e. Where an Umpire is required to attend a tribunal for a report in the Senior Competition or Junior Competition, the League shall pay the Umpire \$25.00 travelling expense on each occasion, per umpire required to attend a Tribunal hearing. This is to be paid to the umpire upon written request to the league from the umpire or NCCUA within fourteen (14) days. Other participation options exist as per clause 16.v. If an umpire participates in the tribunal through the use of technology, a fee of \$10 is to be paid to the umpire upon written request to the league from the umpire or NCCUA within fourteen (14) days. Umpires shall also be entitled to an Umpires Advocate, who will be present to represent the reporting umpire. Should the tribunal be postponed or cancelled and the umpire is not informed within an adequate timeframe a payment shall be made as compensation for no notification.
- f. Where any umpire is appointed to a game which does not proceed due to a team that forfeits on match day, the team that forfeits shall be liable for umpire payments (as per AFLHCC By-Laws).
- g. Where an umpire is not paid – All communication to the NCCUA or Club, as may be the case is to be made via the league. Unpaid umpires can contact the Umpiring Coordinator – ACT & Regional NSW or Umpire Head Coach.
- h. It is acknowledged that the Association reserves the right to withhold any monies owed to the Association from an Umpire's Match Payment, where this payment is being made electronically by the Association.

7. Incentive Payments

- a. The League agrees to pay the Umpires an incentive payment for each appointed match during the season, where the umpires qualify (as per criteria below 7.e.) with Incentive Payments (see Schedules 1 and 3) being made in two Incentive periods.
- b. The Incentive Periods shall be Rounds 1 to 12 and Round 13 to Grand Final. For clarification, the round numbers referred to above are those of the senior competition and the incentive periods for the junior competitions shall coincide with these incentive periods.
 - i. An incentive payment to an individual for less than \$50 will be held over until the final incentive payment of the year.
- c. The Head Coach (for Seniors) and Umpiring Coordinator – ACT & Regional NSW (for Juniors) shall provide the Association and League within 7 days of the end of each incentive period, a report showing umpires that qualify for incentives through training attendances sand match availability.
- d. The NCCUA (seniors) must make these payments no later than 14 days after receiving the report from the Head Coach and Junior Appointments Coordinator.

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MEMORANDUM OF UNDERSTANDING
BETWEEN AFL HUNTER CENTRAL COAST Inc AND
NEWCASTLE CENTRAL COAST UMPIRES
ASSOCIATION Inc



e. The criterion to be used by the Committee in determining eligibility for incentive payments, but may not be limited to the following:

- i) attend and actively participate in at least 66% of official training sessions*, including formal pre-season training sessions, or provide valid justification for non-attendance. Valid justification may include, but is not limited to sickness, work commitments, family emergencies and injury (as long as the umpire is using their best endeavours to rehabilitate from the injury). For the purpose of this MOU, official training will be considered to start on 1 March each year.
- ii) Opting to attend club training is not a valid justification for non-attendance for the purpose of qualifying for incentive payments.

* Official Training sessions (including pre-season training) shall be defined as AFL Hunter Central Coast junior training (Newcastle & Central Coast venues), Pathway Squad training, Tribunal appearances and senior Umpire group training (venues as determined by the AFLHCC, Head Coach and the Association). Official Training sessions require umpires to train at least once a week.

*Official Training also includes the monthly combined training/coaching session, incorporating the NCCUA general meeting and any "alternate" training session.

- ii) not be a Senior Club Umpire.
- iii) be accredited to at least NUAS Development Umpire accreditation in a relevant umpiring discipline.
- iv) umpires who are currently undergoing Development Umpire accreditation in their umpiring discipline are to receive the incentive payment. However, the umpire must be clearly demonstrating to the Head Coach that they are actively participating in the accreditation process. Otherwise the Head Coach may deem them to be not accredited and will not receive the incentive payment.
- v) be able to demonstrate knowledge and understanding of umpiring skills required for an umpiring discipline; along with meeting expectations placed on umpires in the performance of their duties on match day to the approval of the Umpires Appointments Panel.
- vi) be encouraged to join the Association.
- vii) be available for selection for at least 66% of weekends for the said payment periods throughout the season. Any umpire who is unavailable due to work placement may be eligible for an exemption. Any exemption must be approved by the AFLHCC Head Coach and AFLHCC Football Operations Manager and be subject to satisfactory evidence of such placement.
- viii) Have completed all match day reports, failure to complete any match day report may result in loss of incentive for the entire incentive period (either round 1-12 or round 13-Grand Final).

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MEMORANDUM OF UNDERSTANDING
BETWEEN AFL HUNTER CENTRAL COAST Inc AND
NEWCASTLE CENTRAL COAST UMPIRES
ASSOCIATION Inc



- f. Those Umpires not meeting the requirements in clause 7(e) shall not be eligible for an Incentive Payment.
- g. The Head Coach and/or Umpiring Coordinator – ACT & Regional NSW shall consider all training records along with any written evidence provided by umpires as valid justification towards claims for incentive payments.
- h. It is the responsibility of Umpires to provide the League with bank details, through the Database registration process. The Umpires must also provide the Umpiring Coordinator – ACT & Regional NSW with a Tax Form declaring incentive payments as a hobby. Failure to do so may see the payments delayed.
- i. Failure to provide Tax Forms prior to Round 9 will result in forfeiture of incentive payments for that period. Equally, failure to provide Tax Forms by the commencement of the finals in the competition in which the incentive is earned will result in forfeiture of incentive payments for that period.
- j. An appeal system will be set up to consider disputes between the Umpire(s), The Association and the League in regard to Incentive Payments to Umpires. An outside party agreed upon by both The Association and the League will oversee the appeal. The outcome of the appeal decided by the neutral party hearing the appeal will be binding on all parties.
- k. It is acknowledged that the Association reserves the right to withhold any monies owed to the Association from an Umpire's Incentive Payment, where this payment is being made electronically by the Association. Where the payment may be made by the League, the Association reserves the right to invoice the League for any monies owed by an Umpire and request that those monies be withheld from the Umpire.

8. Sponsorship

- a. Any existing sponsorship agreements will be honoured by all parties for the duration of the current agreements.
 - b. Prior to entering into any new sponsorship agreement, each party must advise the other party of their intent to enter into a sponsorship agreement.
 - c. Inventory that is subject to being commercialised by the parties is as follows:
 - i. Umpire on-field uniforms (AFL HCC*)
 - ii. Umpire off-field uniforms (NCCUA)
 - iii. NCCUA Website (NCCUA)
 - iv. AFL HCC Website (AFL HCC)
- *NCCUA can submit to the league for approval of logos for on-field uniforms (see 16)
- d. The Association shall not enter into any sponsorship agreement without first advising the League and must not in any case enter into a sponsorship agreement that would conflict with any existing or pending sponsorship agreement that the League has or will be entering into.
 - e. The League should where possible not enter into a sponsorship agreement that would conflict with any existing or pending sponsorship agreement that the Association has or will be entering into.
 - f. The League will endeavour to support the NCCUA in obtaining sponsorship where needed

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MEMORANDUM OF UNDERSTANDING
BETWEEN AFL HUNTER CENTRAL COAST Inc AND
NEWCASTLE CENTRAL COAST UMPIRES
ASSOCIATION Inc



g. Sponsorship money obtained by the Association is for the Association's use exclusively.

9. Training

- a. AFL NSW/ACT and AFL HCC will work together to secure suitable training facilities for umpire training. The League shall fund the payments for the use of training facilities if a third party (club) is not already the primary user responsible for the facilities hire cost.

10. Accreditation

- a. All Umpires must be accredited to at least AFL NUAS Development level or be undergoing such accreditation. Exceptions to this clause may only be granted by agreement between the Association and the League.

11. League Paperwork/Reports

- a. The League shall provide all required materials, including access to electronic applications and/or materials, for the Umpires to complete their match day duties.

12. Umpire Appointment

- a. All Senior Umpire appointments including Special matches shall be the responsibility of the Head Coach, working with the appointed AFL HCC Umpire coaches in accordance with the AFLHCC Umpire Selection Policy.
- b. All Junior Umpire Appointments including Special matches shall be the responsibility of the Junior Appointments Coordinator working with the AFL HCC Umpire coaches (Head, Central Coast, Hunter, Goal, Boundary and Satellite as required) and the Umpiring Coordinator – ACT & Regional NSW, and may also seek advice from a representative of AFL HCC. This is to be conducted in accordance with the AFLHCC Umpire Selection Policy.
- c. Umpires are able to be appointed to more than one match on the same day. These appointments, however, are at the discretion of either the Head Coach or Umpiring Coordinator – ACT & Regional NSW, which ever may be the case. This will only be done so on the basis that the umpires, or their colleagues, performance will not be affected by the additional appointment.
- d. All Umpires appointments are to be provided to the League by 12pm Thursdays.
- e. Umpires Observers or Mentors may be appointed to matches with their reports being forwarded to the relevant coach(s). Guidance on how to complete observations will be provided by the relevant coaches and the Umpiring Coordinator – ACT & Regional NSW.

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MEMORANDUM OF UNDERSTANDING
BETWEEN AFL HUNTER CENTRAL COAST Inc AND
NEWCASTLE CENTRAL COAST UMPIRES
ASSOCIATION Inc



- f. Emergency Umpires.
- i. Definition: An Emergency Umpire means any Umpire whose appointment by the League/Head Coach to officiate in a Match requires that umpire to:
- a. Replace another person appointed to officiate in the match in any Umpiring Discipline in the event that that person is unable to complete officiating in the match; and
 - b. Perform such other duties as may be reasonably prescribed from time to time by the League.
- ii. Where an Emergency Umpire is required to fill the role of another Umpire, the Emergency Umpire will be paid the Match Payment applicable to the role that he/she was required to assume in lieu of the payment which would otherwise have been made to the Umpire as an Emergency Umpire.
- iii. Emergency Umpires shall be appointed to all Finals matches, and all grand finals
- iv. An Emergency Umpire appointed to any match shall be paid at the rate prescribed in Schedule 1 of this MOU.

13. Representative Matches

- a. All appointments for Senior Representative Matches shall be the responsibility of the Head Coach working with the Umpiring Coordinator – ACT & Regional NSW.
- b. All appointments for Junior Representative Matches/Carnivals shall be the responsibility of the Umpiring Coordinator – ACT & Regional NSW working with the Head Coach.
- c. Junior Umpires appointed to Junior Representative Matches/Carnivals shall be paid based on age group, as per schedule 3. In the event the matches are shortened playing times these payments are to be made pro-rata.
- d. The League shall organise for the Umpire Panels to be photographed, as the Representative Teams would be.

14. Special Matches

- a. Definition: A Special match shall be defined as other non-premiership match for the purpose of this MOU.
- b. Payment of Umpires for Special matches will be
 - i) Umpires are to be paid 50% of the regular in season base rate payment per game for all Senior pre season matches (or an amount as agreed to by the League and the Association before pre season matches commence each season); or,

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MEMORANDUM OF UNDERSTANDING
BETWEEN AFL HUNTER CENTRAL COAST Inc AND
NEWCASTLE CENTRAL COAST UMPIRES
ASSOCIATION Inc



- ii) as agreed and documented between the League and the Association. An agreement between the League and Association in relation to clause 15 (b) shall not be less than that prescribed in clause 14 (b) for the Special match being umpired.

15. Duties regarding Umpires Reports

- a. Umpires will complete online a standard Notice of Report and an Offence Grade Template by 5pm on the Sunday following the match where a player was seen to commit a reportable offence.
- b. The Notice of Report shall be completed in accordance with any relevant AFLHCC By-Laws and the Laws of the AFL.
- c. Umpires will correctly complete the online forms and templates, including the Law the infringement was reported against.
- d. Umpires shall not be responsible for incomplete Report of Umpire forms due to Clubs not completing Team sheets correctly.
- e. The League shall where possible inform the Association of tribunal times, place, and umpires required no later than 12 pm Wednesday prior to the hearing, unless otherwise advised .
- f. Where an umpire is required to attend a tribunal hearing, resulting from a report in either Juniors or Seniors match, the umpire may participate in the tribunal hearing through the use of technology, for example via a phone call or skype.
- g. Any reports by unregistered club umpires are subject to review by the league prior to acceptance of the report.

16. Uniforms, Clothing and Training Equipment

- a. AFL HCC agrees to have its umpires order the necessary on-field uniforms through both the AFL NSW/ACT preferred ordering system (Project).
- b. Off-Field uniforms will be the responsibility of the NCCUA and ordered via S-Trend;
 - i. The Association shall be responsible for all other off-field apparel required to successfully provide the services offered to the League, except as detailed in this MOU.

17. Insurance

- a. The League will provide, at no cost, all AFL HCC umpires with General Public and Product Liability, Club Management Liability and Personal Accident (Standard Silver Cover) Insurance as provided by the AFL Insurer (Marsh Insurance). The Association has the option to upgrade the cover if they so wish for their members

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MEMORANDUM OF UNDERSTANDING
BETWEEN AFL HUNTER CENTRAL COAST Inc AND
NEWCASTLE CENTRAL COAST UMPIRES
ASSOCIATION Inc



18. Promotion of NCCUA Sponsors

- a. AFL HCC to provide NCCUA with the below;
 - i. One (1) page in football record for NCCUA report and sponsors logos
 - ii. Minimum One (1) website and social article with reference to NCCUA sponsors
 - iii. NCCUA sponsors mentioned on BARTV MOTW coverage (Logo's Shown onscreen where possible)

19. Association Grant

- a. AFL HCC agreed to provide the Association with a grant of \$3000 per annum towards welfare, social connections, engagement activities for umpires. All payments and activities are required to be approved and align with the AFLHCC Strategic Plan;
 - i. An agreed upon amount will be paid upfront (prior to round 1) with the remaining amount paid at the completion of the season following the submission and review of the detailed acquittal.
- b. The Association agrees to use the Association Grant for the following activities;
 - i. Supporting the retention of Umpires through social activities that are inclusive of all members, for the benefit of umpires;
 - ii. Support the transition of Umpires from the junior environment to the senior environment through the running of joint activities between junior and senior umpiring groups
 - iii. Provide new and improved training equipment to benefit umpires at training venues.
 - iv. Electronic payments of senior umpires for all home and away games
 - v. Incentives payment for senior umpires as required under point 7 'Incentive Payments'
- c. The Association agrees to provide a detailed Annual Report to AFL HCC outlining how the grant has been spent and a report of the activities undertaken
- d. The Association grant funding will be reviewed annually by the Association and AFLHCC.

20. General

The Association shall:

- a. work co-operatively with the League and the Umpiring Coordinator – ACT & Regional NSW to establish an umpiring cell in both Newcastle and Central Coast regions. Training at these venues will be run according to the Coaches Structure (see Schedule 4).
- b. appoint a Liaison Officer (nominally the President of the Association) to look after the day to day umpiring matters of the Association.
- c. be entitled to a page within the League's Football Record for contributions and/or sponsorship advertising.

The League shall:

- a. appoint an Umpires Head Coach as part of the AFL HCC Umpire structure.
- b. provide funding, out of the League's Annual Budget, for the approved coaching positions in schedule 4 of this MOU.

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**MEMORANDUM OF UNDERSTANDING
 BETWEEN AFL HUNTER CENTRAL COAST Inc AND
 NEWCASTLE CENTRAL COAST UMPIRES
 ASSOCIATION Inc**



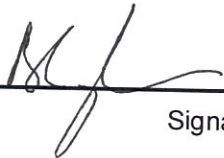
- c. provide a list of duties (in consultation with the Association and the Umpiring Coordinator – ACT & Regional NSW) for the Umpire Coaches roles listed in Schedule 4.
- d. support the Association in their efforts to recruit new members.
- e. not provide any details of an umpire to any unauthorised person.
- f. provide uniforms for Club Umpires.
- g. Ensure that the Clubs are made aware of the requirement to recruit and appoint Club Umpires for Black Diamond Plate Men's, Black Diamond Plate Women's and Black Diamond Shield Men's teams, as may be the case per club.
- h. Ensure that clubs are made aware of the need to ensure that Club Umpires are not being paid in excess of the amounts payable to a League Appointed Umpire for that particular grade, see Schedule 1.
- i. Ensure that where an Umpire is appointed by the League or Umpire Head Coach to umpire on behalf of a club, the club requesting the umpire(s) is to pay the umpire(s) as per Schedule 1, electronically in line with other senior match payments.
- j. Ensure greater communication with the Head Coach and NCCUA regarding League matters, any special requirements and upcoming events and meetings.

Signed for and on behalf of the
 Newcastle Central Coast
 Umpires Association

Signed for and on behalf of the
 AFL Hunter Central Coast



 Signature



 Signature

CAMERON MOORE

 Print Name

SAM CUNNINGHAM

 Print Name

NCCUA PRESIDENT

 Position Held

AFL HCC FOOTBALL OPERATIONS

 Position Held

Date 16th January 2023

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**MEMORANDUM OF UNDERSTANDING
 BETWEEN AFL HUNTER CENTRAL COAST Inc AND
 NEWCASTLE CENTRAL COAST UMPIRES
 ASSOCIATION Inc**



**AFL HUNTER CENTRAL COAST
 SCHEDULE 1**

Schedule A - Rates for 2023 & 2024 AFLHCC Seasons				
Black Diamond Cup	2023	2023	2024	
	Base Rate (per match)	Incentive Payment (per match)	Base Rate (per match)	Incentive Payment (per match)
Field – 3 Umpires	\$110	\$35	\$110	\$35
Field – 2 Umpires	\$140	\$45	\$140	\$45
Boundary	\$85	\$26	\$85	\$26
Goal	\$70	\$20	\$70	\$20
Black Diamond Cup Women's				
Field	\$95	\$32.50	\$110	\$35
Boundary	\$72.50	\$23	\$85	\$26
Goal	\$62.50	\$17.50	\$70	\$20
Black Diamond Cup Plate Men's				
Field	\$70	\$25	\$70	\$25
Boundary	\$50	\$17	\$50	\$17
Goal	\$45	\$13	\$45	\$13
Black Diamond Plate Women's and Shield				
Field	\$60	\$20	\$70	\$25
Boundary	\$45	\$13	\$50	\$17
Goal	\$40	\$11	\$45	\$13

Rates for AFLHCC Final Series							
Black Diamond Cup Mens	No of Officials	Payment per Official (Does not include Incentive Payments)					
		Base Rate (per match)					
		Semi Finals	Prelim Finals	Grand Final	Semi Finals	Prelim Finals	Grand Final
Field	3	\$130	\$145	\$185	\$130	\$145	\$185
Boundary	3	\$105	\$120	\$155	\$105	\$120	\$155
Goal	2	\$85	\$95	\$120	\$85	\$95	\$120
Emergency	1	\$60	\$70	\$80	\$60	\$70	\$80
Interchange Steward	1	\$30	\$30	\$30	\$30	\$30	\$30
Black Diamond Cup Womens							
Field	3	\$95	\$105	\$120	\$130	\$145	\$185
Boundary	2	\$75	\$85	\$100	\$105	\$120	\$155
Goal	2	\$65	\$70	\$85	\$85	\$95	\$120
Emergency	1	\$60	\$70	\$80	\$60	\$70	\$80
Interchange Steward	1	\$30	\$30	\$30	\$30	\$30	\$30

Initials:


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**MEMORANDUM OF UNDERSTANDING
BETWEEN AFL HUNTER CENTRAL COAST Inc AND
NEWCASTLE CENTRAL COAST UMPIRES
ASSOCIATION Inc**



Rates for AFLHCC Final Series							
	No of Officials	Payment per Official (Does not include Incentive Payments) 2023			Payment per Official (Does not include Incentive Payments) 2024		
		Base Rate (per match)			Base Rate (per match)		
		Semi Finals	Prelim Finals	Grand Final	Semi Finals	Prelim Finals	Grand Final
Black Diamond Plate Men's							
Field	3	\$85	\$95	\$110	\$85	\$95	\$110
Boundary	2	\$70	\$75	\$90	\$70	\$75	\$90
Goal	2	\$60	\$65	\$80	\$60	\$65	\$80
Emergency	1	\$50	\$60	\$70	\$50	\$60	\$70
Interchange Steward	1	\$30	\$30	\$30	\$30	\$30	\$30
Black Diamond Plate Women's & Black Diamond Shield							
Field	3	\$75	\$85	\$100	\$85	\$95	\$110
Boundary	2	\$60	\$65	\$80	\$70	\$75	\$90
Goal	2	\$50	\$55	\$70	\$60	\$65	\$80
Emergency	1	\$40	\$50	\$60	\$50	\$60	\$70
Interchange Steward	1	\$30	\$30	\$30	\$30	\$30	\$30

Incentive Rates for AFLHCC Final Series							
Black Diamond Cup	No of Officials	Incentive Payments per Official			Incentive Payments per Official		
		2023			2024		
		Semi Finals	Prelim Finals	Grand Final	Semi Finals	Prelim Finals	Grand Final
Field	3	\$42	\$49	\$65	\$42	\$49	\$65
Boundary	3	\$35	\$40	\$54	\$35	\$40	\$54
Goal	2	\$28	\$31	\$41	\$28	\$31	\$41
Emergency	1	\$21	\$25	\$30	\$21	\$25	\$30
Black Diamond Cup Women's and Plate Men's							
Field	3	\$28	\$32	\$40	\$42	\$49	\$65
Boundary	2	\$25	\$30	\$36	\$35	\$40	\$54
Goal	2	\$20	\$24	\$28	\$28	\$31	\$41
Emergency	1	\$19	\$21	\$24	\$21	\$25	\$30
Black Diamond Plate Women's and Shield							
Field	3	\$26	\$29	\$40	\$28	\$32	\$40
Boundary	2	\$19	\$22	\$20	\$25	\$30	\$36
Goal	2	\$15	\$17	\$24	\$20	\$24	\$28
Emergency	1	\$15	\$17	\$21	\$28	\$32	\$40

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MEMORANDUM OF UNDERSTANDING
BETWEEN AFL HUNTER CENTRAL COAST Inc AND
NEWCASTLE CENTRAL COAST UMPIRES
ASSOCIATION Inc



AFL HUNTER CENTRAL COAST
SCHEDULE 2

UMPIRES REQUIRED FOR SEASON 2023

Black Diamond Cup Men's ♦
 Field – 3 Umpires
 Boundary – 2 Umpires
 Goal – 2 Umpires

**Black Diamond Plate, Black Diamond Cup Women's,
 Black Diamond Shield Men's and Black Diamond Plate
 Women's ▣**
 Field – 2 Umpires.

Where numbers do not permit;
 1 Appointed Umpire and 1 Club Umpires or
 2 Club Umpires
 Boundary – 2 Umpires
 Goal – 2 Umpires

Please note:

The above requirements are for Home and Away matches only. For all Finals and Special matches (other matches nominated by the League) full panels shall be required for each grade.

- ▣ Where possible the Association will endeavour to provide umpires to in order of priority; Black Diamond Cup Men's, Black Diamond Cup Women's, Black Diamond Plate Men's, Black Diamond Shield and Black Diamond Plate Women's. If the numbers of umpires affiliated with the Association are not sufficient to appoint umpires to any grades, Clubs will be required to appoint Club Umpires where required and sufficient notice will be given to provide Club's with sufficient time to appoint Club Umpires to fill umpire vacancies.
- ♦ Where full umpiring panels cannot be appointed in Black Diamond Cup Men's matches for a round, the Head Coach may deem it necessary to appoint two field umpires instead of three field umpires to a match. This will only be considered by the Head Coach after all other options to appoint full umpiring panels has been exhausted.

Initials:


 NCCUA


 AFLHCC



**MEMORANDUM OF UNDERSTANDING
BETWEEN AFL HUNTER CENTRAL COAST Inc AND
NEWCASTLE CENTRAL COAST UMPIRES
ASSOCIATION Inc**



**AFL HUNTER CENTRAL COAST
SCHEDULE 3**

Junior Umpire Payment Rates for 2023 AFLHCC Seasons				
Junior Age Group	Rates Single Field Umpire	Rates Two Umpires	Rates Three Umpires	Incentive Payment (per match)
	Base Rate (per match)	Base Rate (per match)	Base Rate (per match)	
Under 9	\$35	\$25		
Under 11	\$45	\$30		
Youth Girls Under 11	\$45	\$30		
Youth Age Group				
Under 13	\$60	\$50		
Under 15	\$85	\$60		
Under 17	\$100	\$70	\$70	
Youth Girls Under 13/15	\$80	\$50		
Youth Girls Under 17	\$90	\$50		
Boundary		\$25		
Goal		\$20		

Junior Umpire Rates for AFLHCC Final Series		
Semi & Preliminary Finals		
	Base Rate (per match)	Incentive Payment (per match)
Field Umpires (2 Umpires)	Same Home & Away Fees + \$5	
Field Umpires (3 Umpires)		
Boundary Umpires (2) – U15+	\$35	
Boundary Umpires (4) – U15+	\$30	
Boundary Umpires (2) – Below Under 15s	\$25	
Boundary Umpires (4) – Below Under 15s	\$20	
Goal Umpires	\$20	
Grand Finals		
	Base Rate (per match)	Incentive Payment (per match)
Field Umpires (2 Umpires)	Home & Away Fee + \$10	
Field Umpires (3 Umpires)		
Boundary Umpires (2) – U15+	\$40	
Boundary Umpires (4) – U15+	\$35	
Boundary Umpires (2) – Below Under 15s	\$30	
Boundary Umpires (4) – Below Under 15s	\$25	
Goal Umpires	\$25	

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MEMORANDUM OF UNDERSTANDING
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Late arrival of umpire

Should an Umpire arrive late to an appointed match, then the level of payment will be made on a pro-rata basis. The pro-rata calculation is to be on the basis of whole quarters officiated during the game.

Standby Appointment

Where an Umpire takes control of a game that is underway (due to another Umpires non-arrival) then the minimum fee payable will be pro-rata to the whole quarters officiated during the game.

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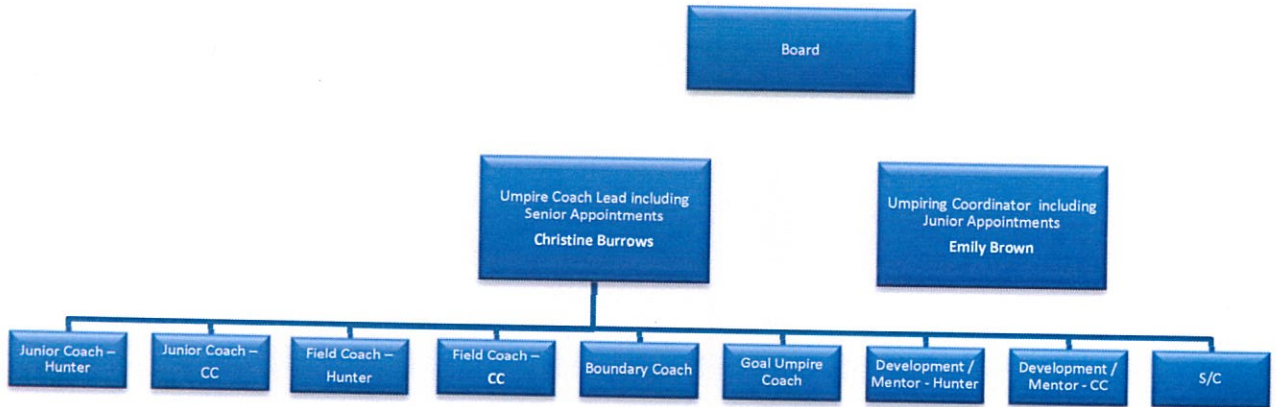


MEMORANDUM OF UNDERSTANDING
BETWEEN AFL HUNTER CENTRAL COAST Inc AND
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ASSOCIATION Inc



AFL HUNTER CENTRAL COAST
SCHEDULE 4

Umpire Coaching Structure 2022



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MEMORANDUM OF UNDERSTANDING
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ASSOCIATION Inc



AFL HUNTER CENTRAL COAST
SCHEDULE 5

Process used for Senior Match Payments

An NCCUA Official will:

1. Collate the As Run Appointments and Umpire Attendance for each match for each round.
2. Enter the correct match payment amount next to each umpire for each match, in accordance with Schedule 1, as well as a total required to be paid per match (and by which club – Home Club).
3. After every two rounds an Invoice is to be drawn up and emailed to the League, along with the As Run Appointments (with added finances) as supporting documents.

A League Official will:

1. Double check the Invoice and Supporting Documents, to ensure that the amounts are correct and add up.
2. Ensure the Invoice is paid within 7 days of it being received.

An NCCUA Official will:

1. Prior to making any payments, check with the NCCUA Secretary and Treasurer to ensure umpires to not owe the Association any money, which may need to be withheld.
2. Once the Payment is received in the NCCUA Match Payments Account begin making the match payments to umpires.
3. Where possible these payments are to be made as OSKO Payments.
4. Where any umpire may not have provided correct bank account information, these umpires are to be contacted and asked to provide this information as soon as possible. Should this information not be provided during the time in which the payments are being made these payments may be held over until the next round of payments.

Initials:


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