

Dubbo Touch Association Officials Payment Guidelines and Financial Support Policy

Version 6 - June 2025.

Purpose of Policy

Provide a structure for Dubbo Touch Association (DTA) to offer a fair system for financial support to all individuals (including players, referees, coaches and managers) that encourages and incentivizes individuals' broader participation in activities relating to the running of the Association as well as supporting individuals who achieve high level representation.

Description

Referees

DTA referees who have completed the necessary course requirements and are identified as a badged referee receive payment for the officiating of local competition games to encourage more individuals to become a referee as well as reward and compensate referees for their commitment to providing a higher quality competition as a result of having qualified referees.

The Referee Director is to allocate referee credits to badged referees officiating in the senior local competitions being \$15 per game for 'Affiliate' (level 1) referees, \$20 per game for 'Representative' (level 2 and 3) referees and \$25 per game for State and National (level 4, 5 & 6) referees. Additionally appropriately accredited referee coaches are to be allocated referee credits equivalent to their badge level for each timeslot they undertake referee development, mentoring and coaching roles.

The Referee Director collate and record referee credits throughout the season and at the end of each season notify each referee of their referee credits accrued. The Referee Director submit the referee credit record to the Treasurer at the end of the season to organise payment of the referee credits within 4 weeks of the season completion. The Referee Director will maintain a referee credit record which outlines the referee credits, deductions for uniform/merchandise, payments made, and donations and submit to the committee at a monthly meeting at the end of each season. The Treasurer can request to audit the referee credits records at any stage they deem necessary.

Referees attending higher representative duties such as National Youth Championships, National Touch League, State of Origin etc can submit an application to the Referee Director requesting pro-rata payment of their referee credits to assist with the costs associated with attending such tournaments. The Referee Director would submit the pro-rata referee credit payment request to the Dubbo Touch Executive for consideration and approval.

In regard to the junior competition, the Referee Director and/or their delegated assistant is to allocate a payment of \$10 per game for any badge referee officiating a junior competition game and that payment

be made weekly. Referee Director and/or their delegated assistant is to maintain a referee payment record of the weekly junior competition payments made and submit to the committee at a monthly meeting at the end of the season.

Appropriately qualified referees officiating in a representative capacity at a regional or state tournament and contributing to fulfilling the Tournament 'conditions of entry' and the Dubbo Touch referee quota based on representative teams entered, are to receive a referee payment of \$150 per day of attendance per referee to assist with expenses such as travel, food, uniform etc. This payment also applies to representative referees that attend tournaments as part of the Dubbo Touch referee compliment (contribute to meeting the 'conditions of entry' referee quota) and perform duties such as referee upgrade panel. Additionally \$100 per night per referee be allocated to referees to cover accommodation expenses where accommodation is required and is not provided by Dubbo Touch. Representative referee payments will be coordinated by the Rep Player Coordinator in liaison with the Referee Director and Treasurer and be made the week following the tournament. The Rep Player Coordinator liaise with the Referee Director and Treasurer to organise payment of the representative referee accommodation payments on the submission of accommodation receipt. Rep Player Coordinator is to submit a representative referee payment spreadsheet and submit to the committee at a meeting following the representative season.

Coaches

A coach or assistant coach who is appropriately qualified and allocated to coach a Dubbo Touch representative team including development teams at a regional or state tournament receive a payment of \$100 per tournament to assist with expenses such as travel, food etc. Additionally, \$100 per night per coach be allocated to a coach to cover accommodation expenses.

All Dubbo Touch representative coaches and assistant coaches to receive a uniform including shirt, shorts and a hat.

Representative coach payments will be coordinated by the Rep Player Coordinator in liaison with the Treasurer and be made the week following the tournament. The Rep Player Coordinator liaise with the Treasurer to organise payment of representative coach accommodation payments on the submission of accommodation receipt. Rep Player Coordinator is to submit a representative coach payment spreadsheet and submit to the committee at a meeting following the representative season. The Rep Player Coordinator is to liaise with the Merchandise Coordinator to organise coach uniform orders and record on merchandise/uniform sales spreadsheet and submitted to the committee at a meeting at the end of the rep season.

Managers

Dubbo Touch representative team managers receive a uniform including shirt, shorts and a hat and the Rep Player Coordinator review further financial assistance should the role be fulfilled not by a parent or player.

The Rep Player Coordinator liaise with the Merchandise Coordinator to organise uniform orders for all coaches and managers and record on merchandise/uniform sales spreadsheet and submitted to the committee at a meeting at the end of the rep season.

Committee Members/Volunteers

Committee members and individuals who undertake a volunteer role or assist with tasks/activities within Dubbo Touch will be eligible for a maximum 200 credit points which is equivalent to \$200 per calendar year 1 January to 31 December. The credits accrued must be used in the calendar year they are accumulated, cannot be carried over into a consecutive calendar year, can only be accrued on a retrospective basis and can only be accrued once per role/task/activity.

Applications for credits are to be submitted to the Rep Player Coordinator in writing outlining roles undertaken or tasks completed to accumulate sufficient credit points. The credit point payment is available to support local competition registration or local representative team costs such as DTA levy, tournament registration, accommodation or uniform. Alternatively credit points can be transferred to immediate family members (parents, spouse, siblings etc). Once approved the Rep Player Coordinator will liaise with the Treasurer to make payment of credits on receiving of registration, DTA levy, accommodation or uniform receipt/s. The Rep Player Coordinator is to maintain a credits spreadsheet and submit to the committee at a meeting at the end of each calendar year.

DTA reserves the right not to support individuals who have acted contrary to the Dubbo Touch Code of Conduct or has been cited by a judiciary or have been sent off in a DTA competition or other representative tournament.

Below are various methods in which credit points can be accumulated:

Role	Credit Points
Committee position	100
Assistant or general committee position	60
Competition field set up	10-20
Social Gala Day organising support	20
Coaching clinic support	10
Refereeing school games	10
School visit/Gala Day support	15
Canteen helper	10

Regional/State/National Representation

An individual (player, coaches, referee etc) who is selected to in a regional, state or national representative team can apply for financial support from the Association to support their participation and assist with the financial costs associated with such ventures.

Level 1 - \$200

Regional Representative Team

Level 2 - \$300

NSW School Representative Team

Level 3 - \$400

NSW Representative Team (State of Origin)

Level 4 – \$500

Australia Representative Team within Australia

Level 5 - \$700

Australian Representative with International

>All requests must be submitted to the Rep Coordinator and must be reviewed and approved by the executive.

>Funding is not applicable to those who have received suspension or faced judiciary or played for another affiliate in the past 12 months.

Enquiries in regard to the policy be directed to the Rep Player Coordinator via info@dubbotouch.com.

First established November 2004

Amended and adopted 7 May 2009

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Amended and adopted 1 September 2014

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