



**The 2017/18 PFA**

# W-League Report



# Supporting the Players Building the Game



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# W-League Foreword



The 10th season of the W-League was ground-breaking for many reasons: we celebrated a decade of elite female club football, Melbourne City were crowned champions for the third consecutive season (an Australian national league record for women or men), and players received significantly improved protections through their Collective Bargaining Agreement (CBA).

The first W-League CBA contributed to:

- Players being remunerated to a more desirable level, with the clubs averaging close to \$247,000 in player payments
- An increasing number of players attaining a full calendar of high quality club football and a steady flow of income by moving between the W-League and the National Women's Soccer League (USA)
- A more competitively balanced competition, with the percentage of 'blowouts' hitting a record low
- A decrease in the number of matches missed through injury, with the introduction of Minimum Medical Standards
- A direct and fast-paced style of play, resulting in more goals, shots and passes in the attacking third than that of the National Women's Soccer League and Women's Super League (England)

The players know how quickly football moves. Now that the foundations have been laid the focus turns to using our collective strength to push for a stronger industry, respected careers and a world class competition.

To achieve all of this we need to be ambitious.

We need to work hard to make sure the highest standards of high performance and

player welfare are enshrined across the league.

That the W-League's broadcast coverage is enhanced, making all games visible by leveraging new platforms.

That gender equality sits at the heart of all footballing decisions, driven by the principles of fairness and respect.

That career longevity is maximised and players' potentials are fulfilled through an extended and balanced competition.

That the Player Development Program is protected and built upon, supporting players in all aspects of their lives and creating resilient, happy and successful people.

The players have always been at the forefront of these issues because it is their careers and the careers of those to come that are inextricably linked to the success of the W-League.

The players continue to demonstrate both an unwavering desire to enhance all aspects of the W-League and a willingness to make personal compromises to grow the game.

Tools such as this 2017/18 PFA W-League Report allow the PFA and the broader industry to track critical areas of the league's progress and players' livelihoods.

Warm regards,

A handwritten signature in black ink, appearing to read 'Kathryn Gill'.

**Kathryn Gill | PFA Deputy Chief Executive**

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# W-League Survey



## Introducing the survey widget

Where this symbol appears, you will see data and quotes from our major annual survey of W-League players. Every W-League player was sent a link to the online survey in the week following the 2017/18 W-League Grand Final.

Between late February and early April, 96 players responded to the survey, although not every player completed every question.

The survey covered a broad range of areas impacting a player's career, from their contract, to work and study outside of football, to transition-readiness, to assessments of their club, the W-League, the new Collective Bargaining Agreement and the PFA.



# Collective Bargaining Agreement

## Summary

The 2017/18 W-League was a season of milestones, celebrating a decade of elite women's domestic football competition and the introduction of the historic 2017-19 W-League CBA: providing players, for the first time, with a minimum wage and significant protections as professional footballers.

### What is included in the CBA?



The rights, responsibilities and obligations of the players, FFA and the clubs



Insurance for all W-League players



Minimum Medical Standards



Minimum Player Payments and Maximum Player Payments



Grievance procedure to resolve disputes



Partnership with FFA to grow the game



Funding for the PFA Player Development Program



Competition and performance standards

## Compliance



### W-League Survey

While the new W-League CBA has resulted in clubs remunerating players to a more desirable level, it is clear from our major player survey that all clubs are falling short

of providing fully professional standards for W-League players and being fully compliant with all conditions of the new CBA.

It is evident that some clubs are performing better than others, while some clubs may be performing excellently in some areas and poorly in others.

Despite the various shortfalls in standards players suffered across the board, 80% of players intended to stay at their current clubs, and the biggest reasons players gave for not intending to re-sign with their current clubs were personal/lifestyle choices and coaching.

This shows a number of things: that the core football function is most important to players, that there may be a lack of awareness about (or low expectations of) superior conditions elsewhere, and that players may be more willing to suffer inferior conditions than risk uprooting their lives in such an uncertain career.

This final point suggests CBA compliance must be driven by central enforcement because players have limited capacity to choose an alternate employer.

# Employment Framework

## Snapshot

**\$246,665.33**

average spent on total player payments per club

**181**

total number of contracted players

**43%**

of players surveyed received more than the W-League minimum wage

**18.2%**

of W-League players have a full calendar of football, moving between the W-League and National Women's Soccer League

**45.7%**

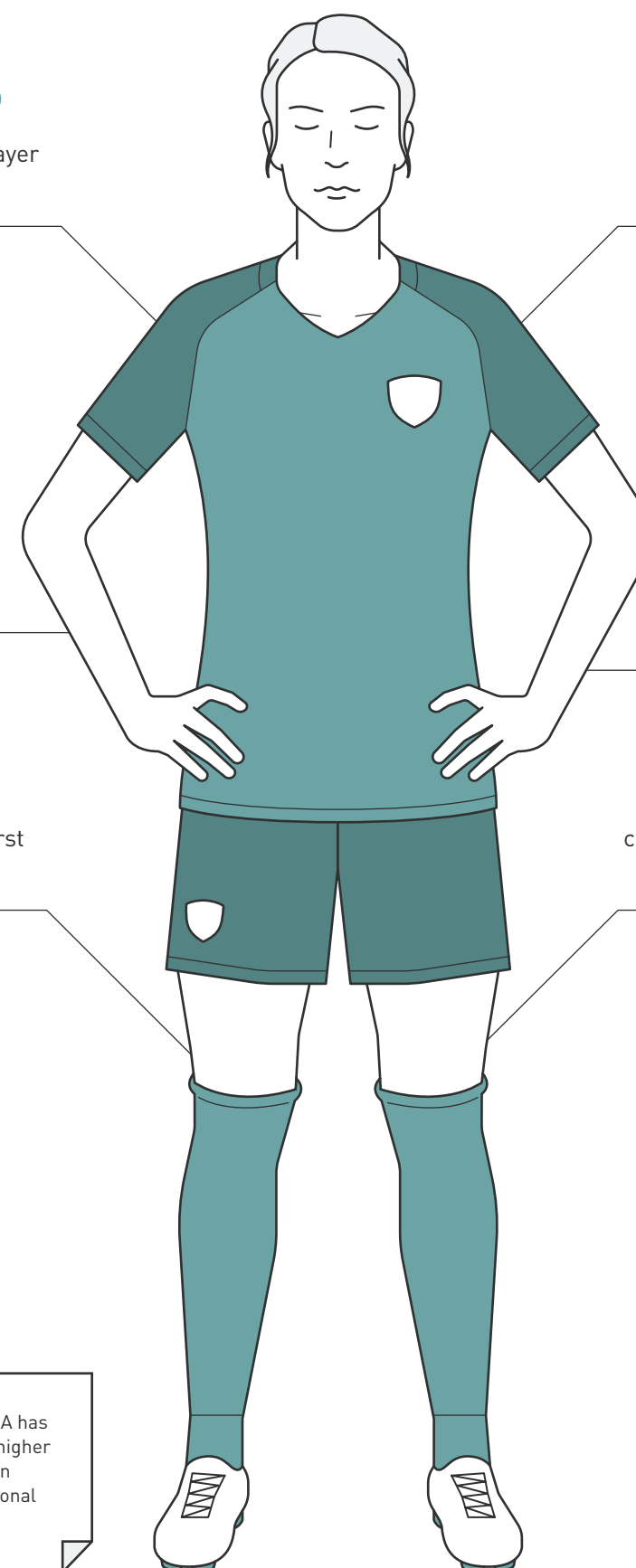
of players were in their first year at their current club

**7**

clubs used their full allocation of foreign players



While the introduction of the CBA has seen players remunerated at a higher level, work remains to be done in embedding professional operational standards across the league.



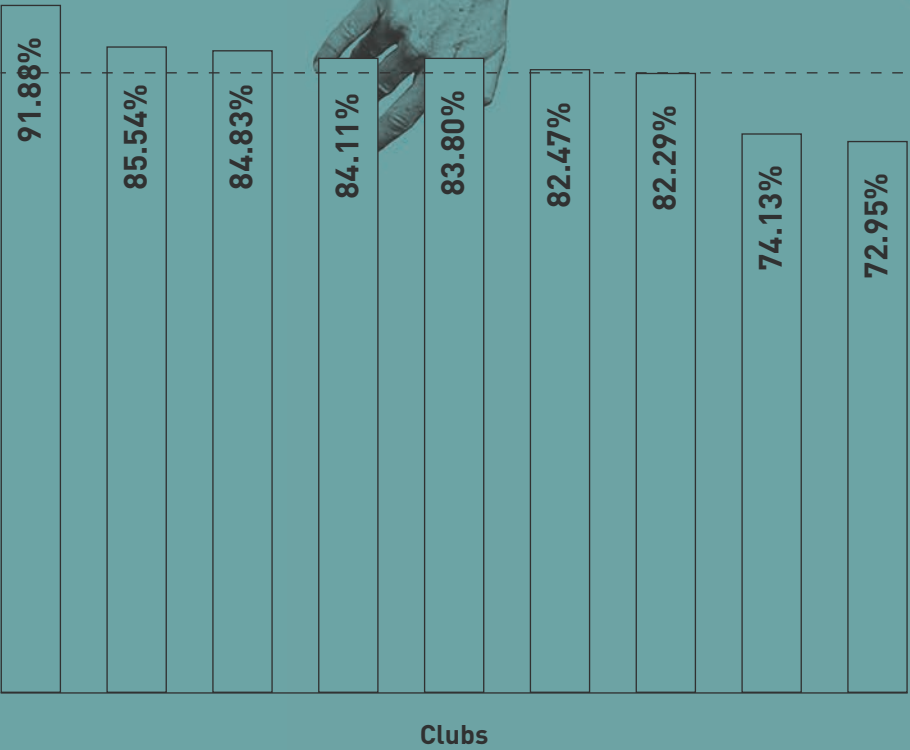
# Player Payments

## Salary Floor and Cap increase

	Salary Floor	Salary Cap
2016 /17	\$50,000	\$150,000
2017 /18	\$180,000	\$300,000

## Total player payments: Club by Club

Salary Cap: \$300,000



With the introduction this season of a minimum salary, each W-League club spent on average **\$246,665.33** on player payments, or **82.22%** of the Salary Cap.

# Minimum Salary Comparison

\$10,000  
2017/18



\$10,287  
2017/18



\$10,500  
2018



\$12,287  
2018/19



\$20,000  
2017



All figures in AUD.  
NWSL approximate based on exchange rate at time of publishing.  
Figures inclusive of superannuation besides NWSL.



## W-League Survey

In the Australian sports listed, only W-League players are able to negotiate salaries above the minimum.

Of players surveyed, **57%** were paid at or below the **\$10,000** minimum wage.

Players may have earned under \$10,000 if they played for less than the full season, for example.



# Player Analysis

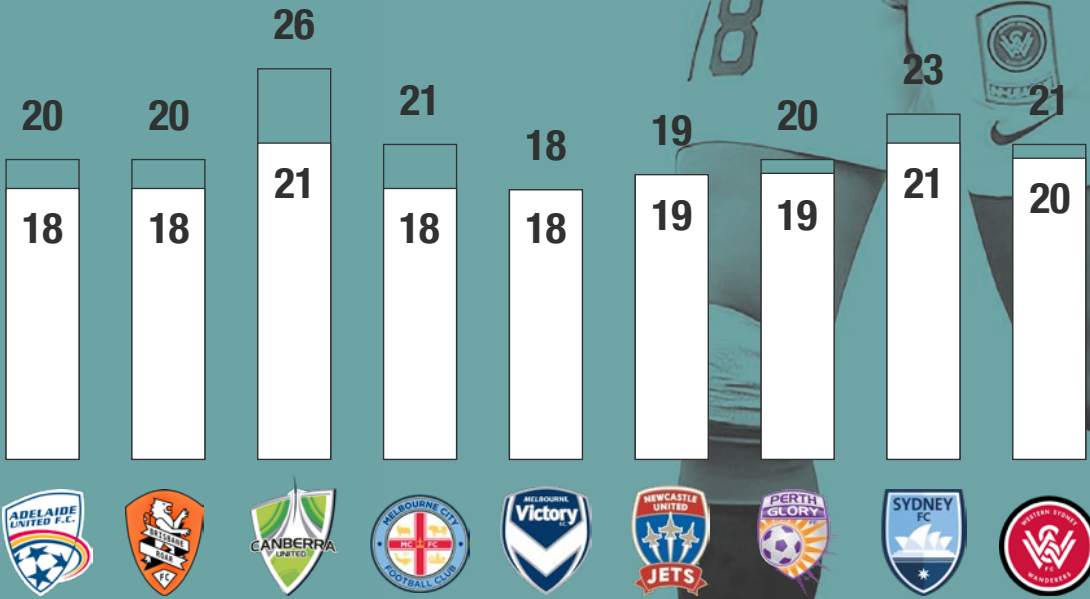
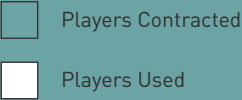
## Total players contracted



## Total players used



## Club by Club Breakdown

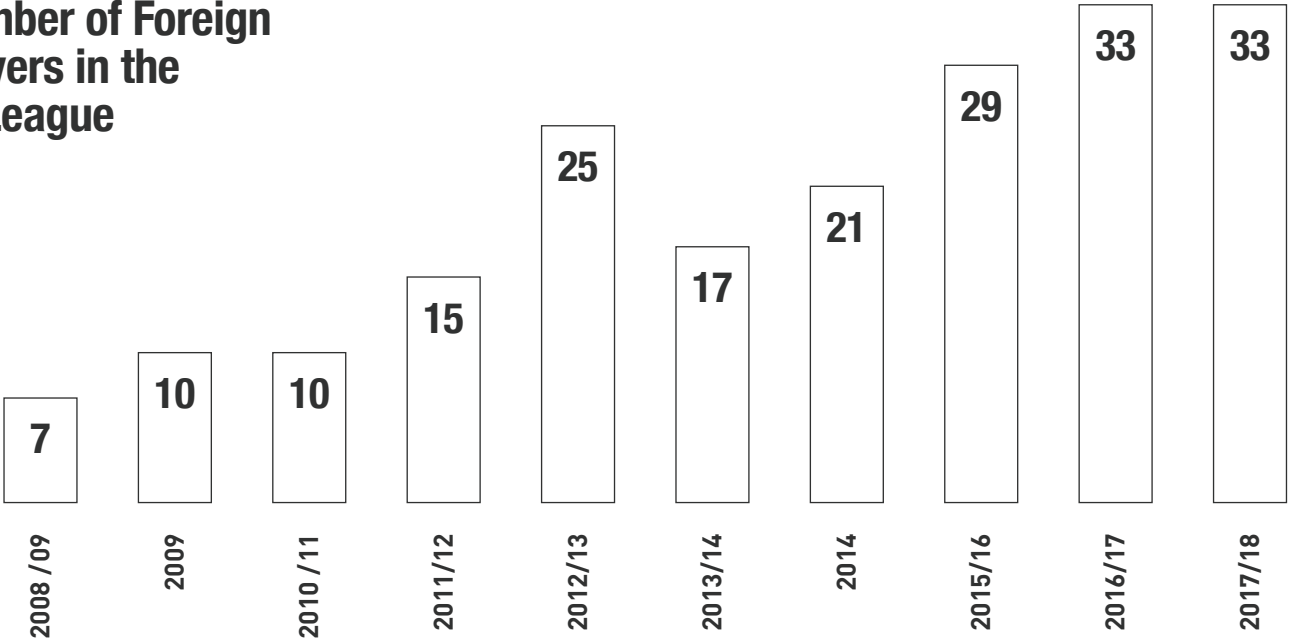


Each club used **19.1** players on average, down from **20.7** last season. The minimum wage may have incentivised clubs to work with their initial rosters rather than recruit additional 'free' players throughout the season. The improved medical standards also contributed to a decrease in matches missed through injury (see Injury Report, p40).

**59** players (**31.4%**) were in their first year in the W-League compared to **29%** last season. **86** (**45.7%**) were in their first year at their current club, up from **40%**.

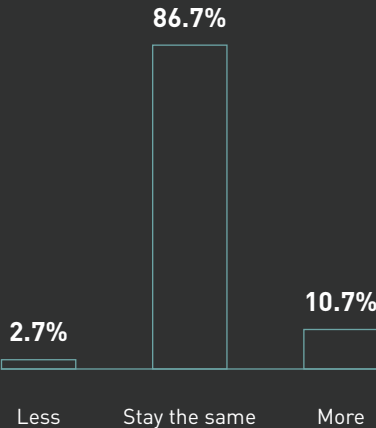
# Foreign Players

## Number of Foreign Players in the W-League



## W-League Survey

Do you think the number of foreign players per club should change?



**Less:**  
"I think it's more important to give Australian players a chance to play in their own league. It would mean that clubs would be forced to foster talent in their own states. Our commentators also have a habit of ignoring local talent to praise international players and those in our national team"

**More:**  
"It will increase the level of the league and cause it to be more professional."

"Attract top quality players to improve standard and profile of W-League"

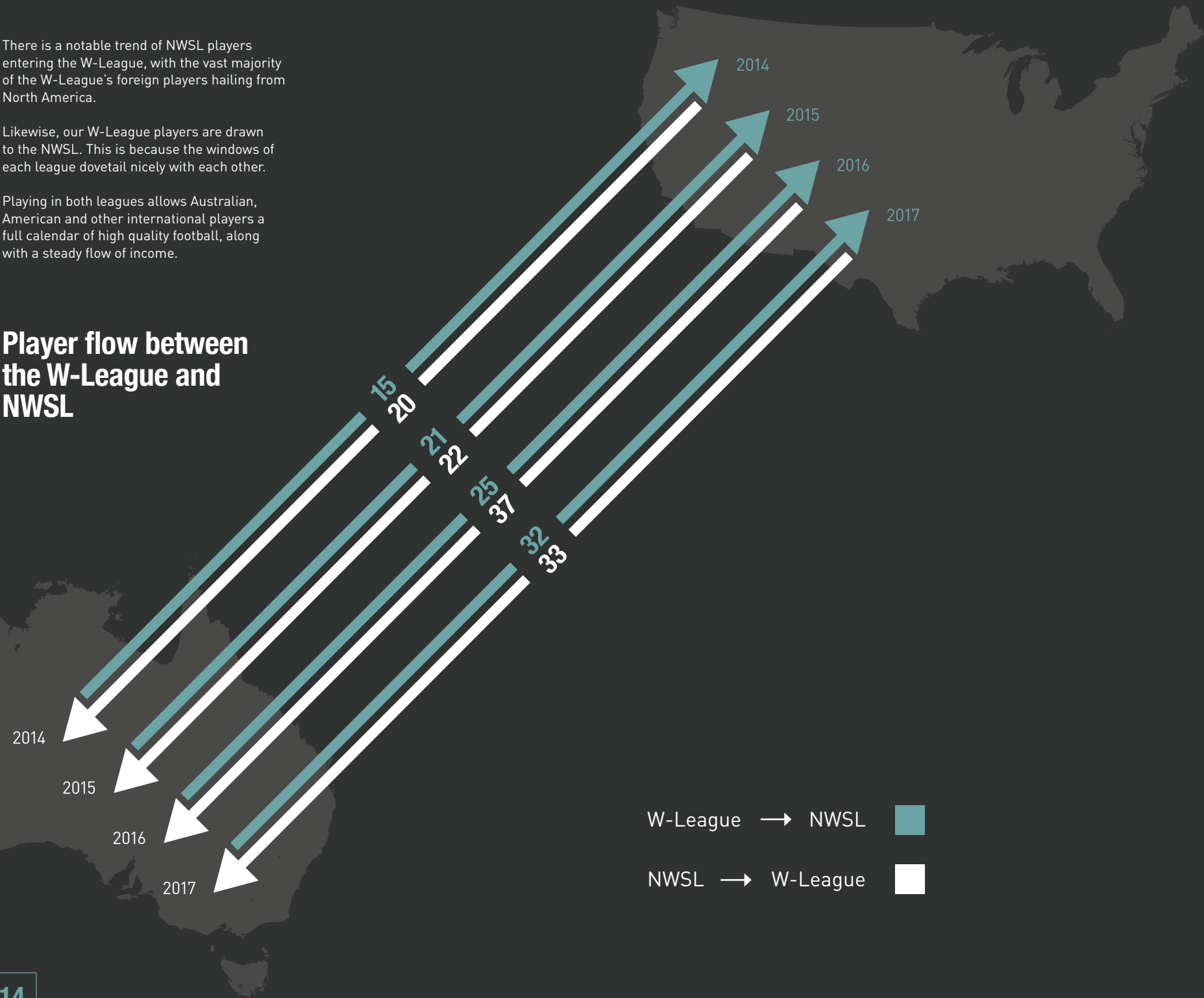
# W-League & NWSL Relationship

There is a notable trend of NWSL players entering the W-League, with the vast majority of the W-League's foreign players hailing from North America.

Likewise, our W-League players are drawn to the NWSL. This is because the windows of each league dovetail nicely with each other.

Playing in both leagues allows Australian, American and other international players a full calendar of high quality football, along with a steady flow of income.

## Player flow between the W-League and NWSL



# NWSL Players in the W-League: Club by Club

2017 NWSL Club	Number of Players	2017/18 W-League Club
	3	Melbourne Victory (1) Perth Glory (1) Newcastle Jets (1)
	4	Adelaide United (3) Newcastle Jets (1)
	2	Melbourne Victory (1) Western Sydney Wanderers (1)
	2	Perth Glory (2)
	2	Adelaide United (1) Melbourne City FC (1)
	3	Canberra United (1) Perth Glory (1) Sydney FC (1)
	3	Brisbane Roar FC (1) Newcastle Jets (1) Sydney FC (1)
	5	Brisbane Roar FC (1) Canberra United (1) Melbourne City FC (2) Melbourne Victory (1)
	1	Newcastle Jets (1)

Note: Figures indicate American and other international players



# Australian Players in the NWSL: Club by Club

2017 NWSL Club	Number of Players	2017/18 W-League Club
Portland Thorns (1)	1	
Orlando Pride (2) Seattle Reign (3)	5	
Orlando Pride (1)	1	
Sky Blue FC (1)	1	

While this dynamic is evidently appealing for a growing number of Australian, American and other international players, it presents a number of challenges.

Players’ workloads are subject to the competing interests of at least two clubs and possibly a national team, which may each want the player peaking and resting at different times.

Players needing to maximise their earnings across these different employers may not be able to take necessary breaks, optimise their conditioning and minimise the risk of injury.

The nomadic lifestyle also impacts on players’ abilities to maintain critical support networks and begin preparing for transition.

There is also a potential problem on the horizon as both leagues expand their calendars, because the seasons may overlap and become less conducive to players playing in both each year, actually reducing the annual playing and earning opportunities for some players.

While we celebrate the increasing opportunities for professional female footballers, we will continue to work for more aligned, stable and rewarding careers and advocate for employers to adopt a coordinated, player-centric approach to managing their athletes.

# Match Minutes

Age	Number who made an appearance	Total appearances	Total minutes played	Average minutes per player
U17	13	56	2,983	229
18-24	82	640	45,341	553
25-29	55	540	43,585	792
30+	22	181	12,457	566
Total	172	1,417	104,366	607

Compared to last season, there was a significant decrease in players under 17 and a near equivalent increase in players over 30.

Ten fewer U17 players made an appearance, and there was a 71% decrease in the number of minutes played by such players. Each U17 player played around half as many minutes on average this season compared to 2016/17, meaning each played only about two and half matches on average. However, the number of over 30 players who got on the pitch jumped from 8 to 22 and the total minutes played by this cohort also more than doubled.

A core principle of the CBA was to provide career longevity, allowing players to reach their full potential and enjoy more stable employment, so it is pleasing to see the share of minutes shift towards the older bracket so significantly and so quickly. The decreased rates of injury, which correlate with the introduction of the CBA’s Minimum Medial Standards, may also have lessened the reliance on U17 replacement players.

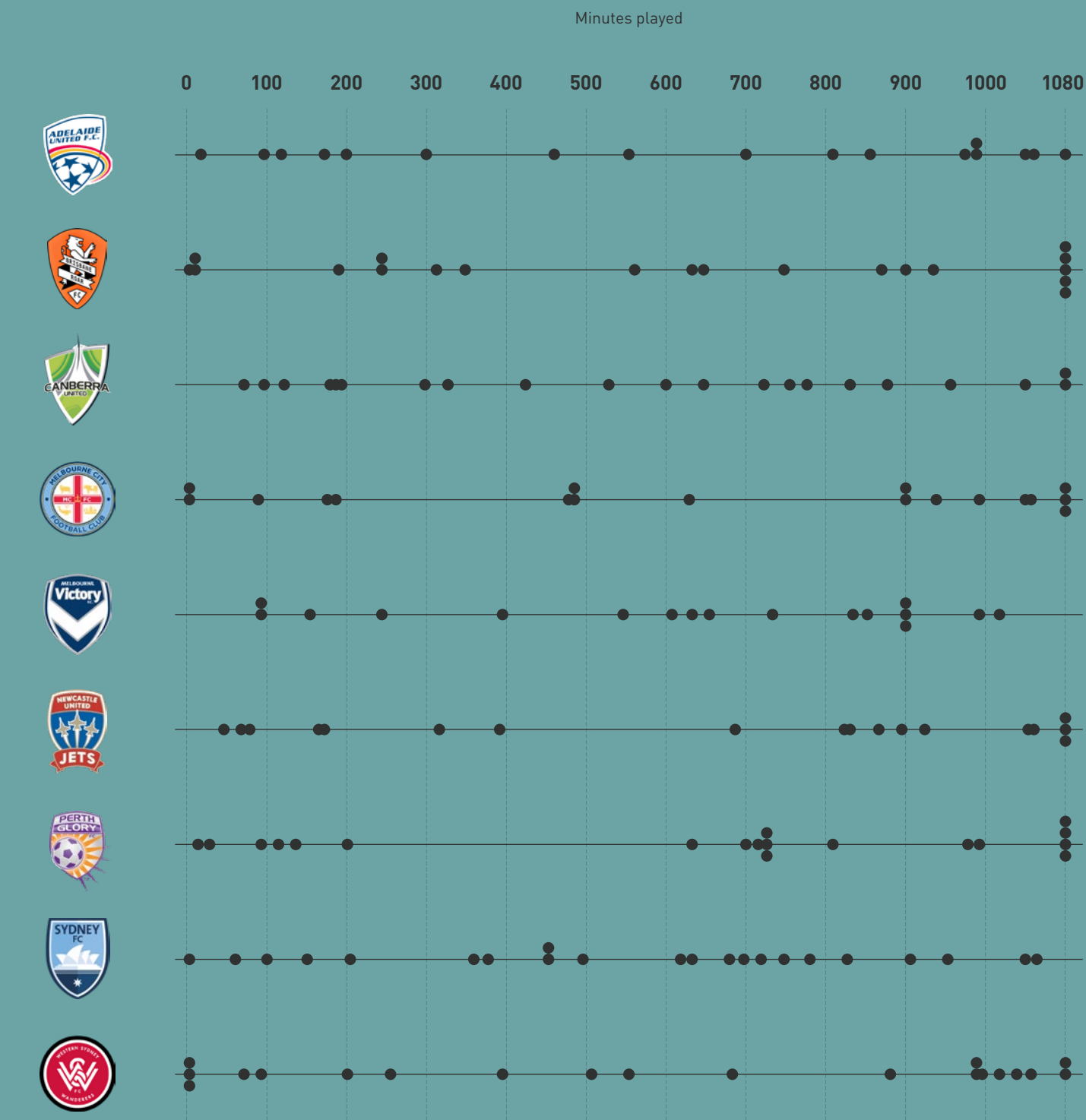
Nevertheless, this decrease in opportunities for youth players must be tracked closely with regards to player development.

The average player played the equivalent of 6.7 full matches

A core principle of the CBA was to provide career longevity, allowing players to reach their full potential...

# Starting XI Stability

Spread of minutes within each team



# Match Minutes Comparison

Comparison of collective and individual game time vs A-League, NWSL and Frauen Bundesliga

Competition	Total collective minutes	Max minutes for a single player
W-League	23,760	1,080
A-League	53,460	2,430
NWSL	47,520	2,160
Frauen Bundesliga	43,560	1,980

Regular seasons only

It is clear the W-League is not providing enough game time for either individual players or the broader playing cohort due to its relatively short length and small number of teams.

While the current synergy between the W-League and NWSL is serving some players well, in the long term we need a roadmap to create sustainable careers solely in the W-League.

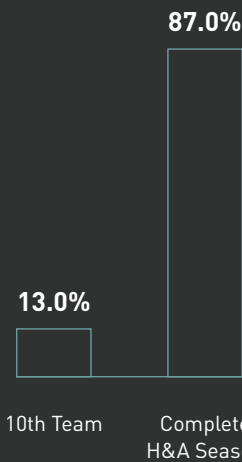


## W-League Survey

Players have a strong desire to see an expanded competition, which can be achieved in a number of ways. The vast majority of players said the first priority is for a longer season with a balanced draw.

Extending or expanding the W-League is critical to provide more opportunities to play and more game time for those who do, but due to the fragmented nature of the players' careers and the international and club calendars, this process must be collaborative and take into account the impact on players' aspirations, finances and wellbeing.

Which is MOST important: the addition of a 10th team or a complete home and away season?



# League Assessment

## Snapshot

5.6%

matches decided by four or more goals hit a record low

10%

players who found away facilities to be substandard

92.3%

a vast majority of players want increased broadcast coverage

36%

players who were not at all satisfied with their club's integration of A-League and W-League

2,237

the average attendance hit a record high, boosted by double headers

This section paints a picture of a league in transition; as standards rise, investment increases and interest balloons.

However, growth and progress has been sporadic and nonuniform, making for an improving but somewhat unstable environment for the players.

The chopping and changing of venues and broadcast arrangements from match-to-match has added to the instability.

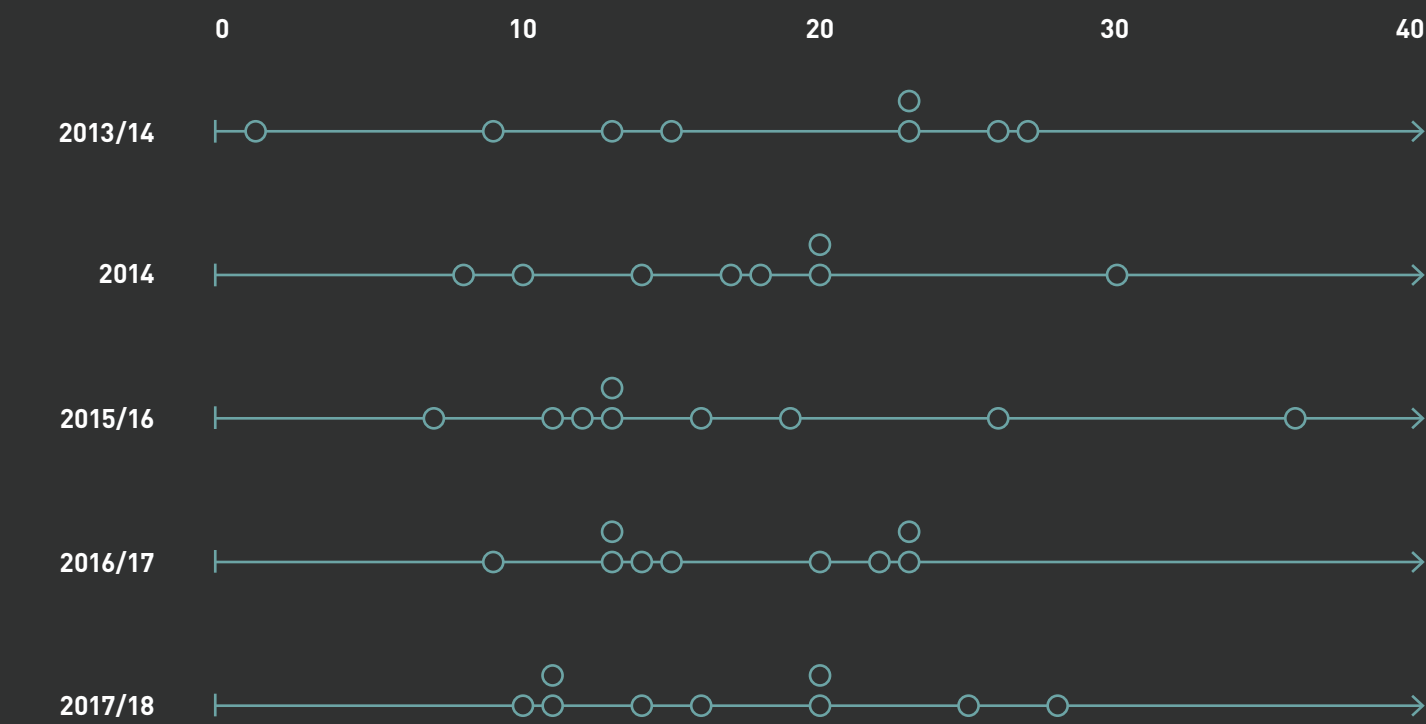
No women's or men's team had ever won three back to back grand finals in Australian national league history before Melbourne City's triumph.

Five of the past six W-League Champions have finished outside the top two in the regular season.



# Competitive Balance

Points spread comparison



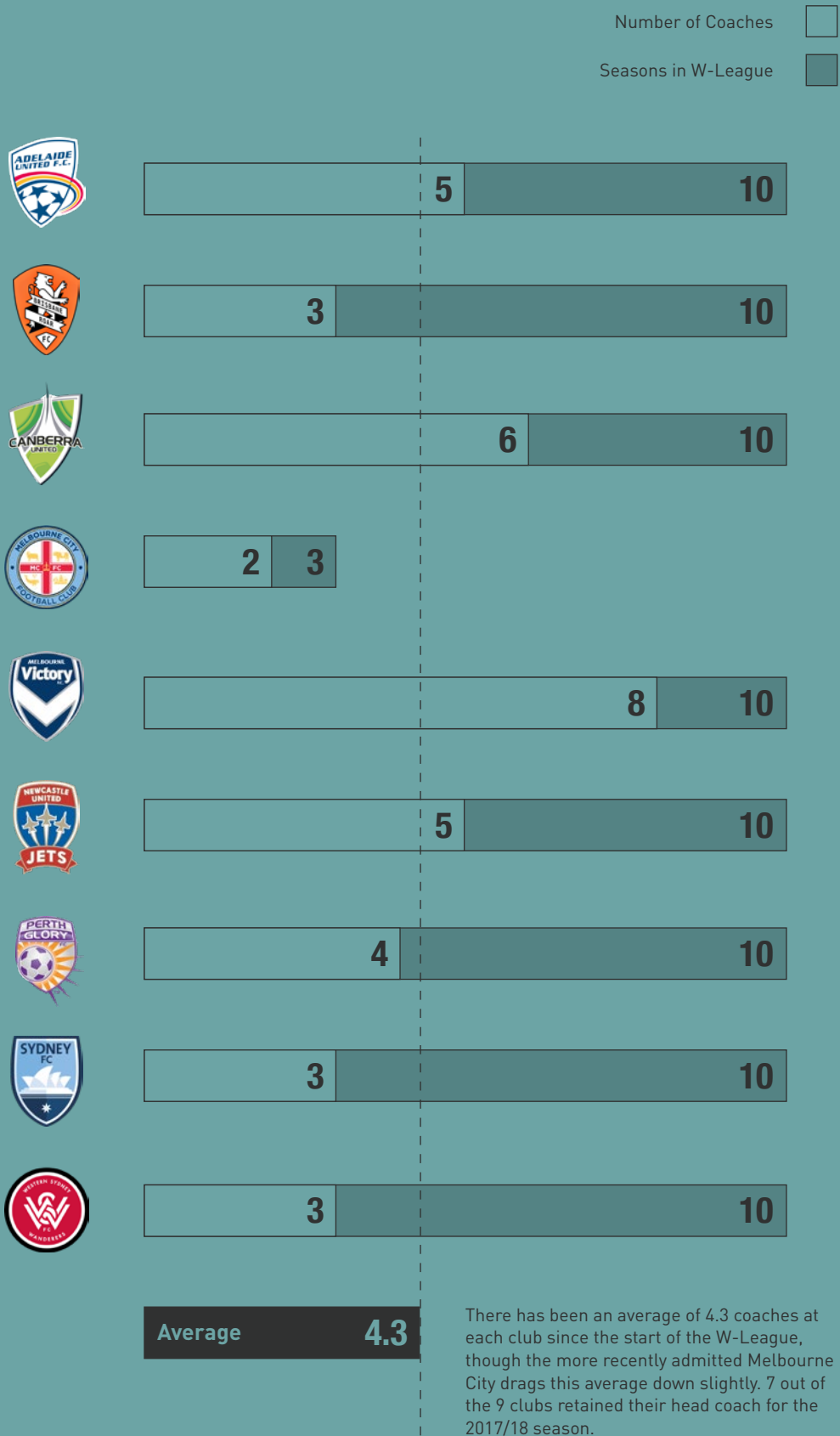
Match Competitiveness

% of Matches with Margins	2013/14	2014	2015/16	2016/17	2017/18
Draw	14.6%	14.6%	16.7%	18.5%	13.0%
1	31.3%	33.3%	31.5%	42.6%	42.6%
2	16.7%	22.9%	20.4%	16.7%	22.2%
3	20.8%	12.5%	11.1%	11.1%	16.7%
4+	16.7%	16.7%	20.4%	11.1%	5.6%

As we see from the tighter clustering of clubs above, the W-League has become more competitively balanced in the past two seasons. This has coincided with increased investment across the board.

The table on the left shows that the percentage of 'blowouts', or matches decided by four goals or more, hit a record low this season, so both the league table and individual matches have become more tightly contested.

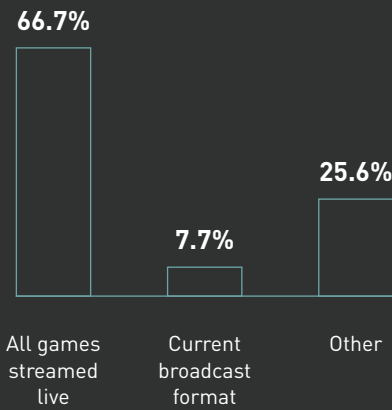
# Coaching Stability





W-League Survey

Would you prefer to have all matches of the W-League live streamed or keep this season's broadcast format?



The players indicated a strong appetite for expanded broadcast coverage of the W-League, through various combinations of extra televised matches, full streaming coverage and online access for international viewers, such as NWSL's YouTube partnership.

The PFA commissioned the streaming of two matches in the final round which were more meaningful for the ladder but were not covered by existing broadcast commitments, which were locked in in advance. There exists an opportunity to further exploit emerging technologies to enhance broadcast coverage of the W-League.

Broadcast



24

Number of matches broadcast on Fox Sports



17,306

Average audience

Highest rating matches:



34,760

Melbourne City v Newcastle Jets  
Round 3 (Sunday 4:30pm)



28,391

Sydney FC v Melbourne City  
Grand Final (Sunday 4:30pm)



25,326

Melbourne City v Canberra United  
Round 6 (Sunday 4:30pm)



21,718

Newcastle Jets v Western Sydney Wanderers  
Round 1 (Sunday 2:30pm)



21,377

Brisbane Roar v Melbourne Victory  
Round 10 (Friday 5:20pm)

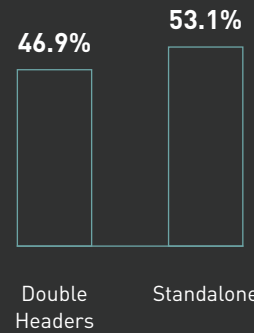
Note:  
SBS figures not available

Scheduling



W-League Survey

Would you prefer to play double headers at times that are less conducive to optimal performance, or have standalone games at more appropriate times?



Double Headers:

"Because of the exposure it gives us."

"Play on better grounds."

"I wish we had another box. I would like the best of both worlds."

Standalone:

"It's unsafe for games to be played when the temperature is too hot!"

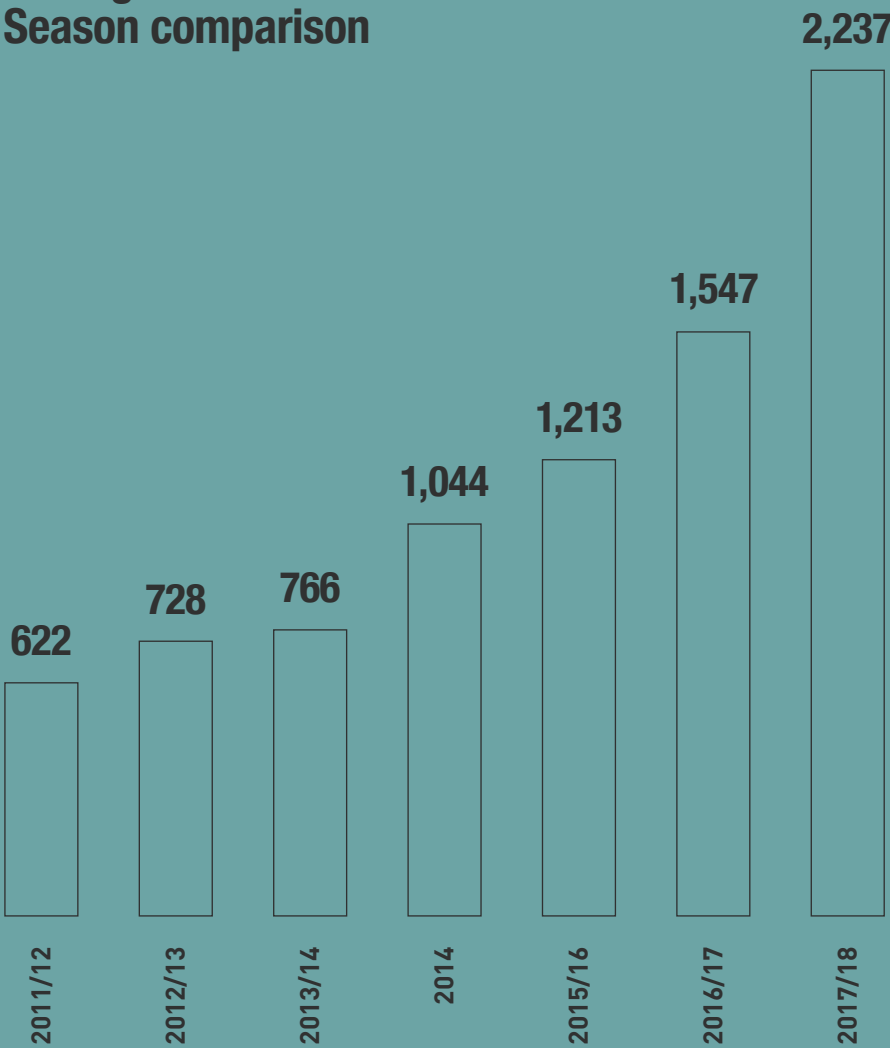
"The product on the field ends up being of a higher quality...makes the game more marketable."

"Double headers aren't important to winning a championship."

Even on issues where the players are split, such as whether to have more or fewer double headers, they show a high level of engagement with how the competing issues will impact them and their colleagues, and often a willingness to make personal compromises to grow the game.

# Attendance

Average attendance:  
Season comparison



It is difficult to draw meaningful conclusions about W-League attendances because of the inclusion of double headers with A-League matches. Different clubs have different numbers of double headers (or none at all) and some clubs also use various home venues, adding further noise to the data.

While it is difficult to scientifically assess the willingness of fans to go to and pay to see matches, it is clear from the data that double headers are leading to greater live exposure for the W-League.

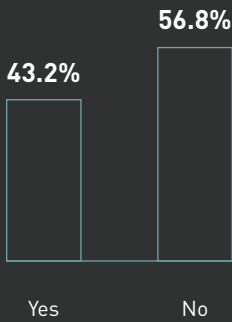
The players' feedback highlights the need to balance the competing priorities of exposure, atmosphere, pitch quality and professionalism as the league continues to grow.

Data courtesy of FFA



## W-League Survey

Would you prefer to play in smaller boutique stadiums rather than A-League venues?



Yes:

"Yes, because the atmosphere is better and I think more people are likely to come and support us. Also, playing at the bigger stadiums such as Suncorp, we aren't allowed to warm up on the pitch and have to change our warm up routine despite the men training on it during the week."

No

"A-League standard venues should be W-League standard. Simple as that. We play better football in proper stadiums on top high-quality surfaces because we feel professional. The better we play, the easier we are to market."





# Stadium Ratings

## Club averages across minor stadia / major stadia for playing surface

The PFA W-League Stadium Ratings are voted on by selected players after every match. Players rate the quality of the pitch, the atmosphere and facilities out of 5.

The average scores for four metrics of pitch quality are presented for each stadium, with clubs' 'minor' stadia separated from 'major' stadia which are used in double headers with the A-League team.

Three of the minor stadia pitches present immediate concerns with overall ratings of under 2.5 out of 5.

In terms of atmosphere, the players found the smaller venues to be superior, with the minor stadia scoring on average 3.4 out of 5 compared to 3.1 for the bigger venues.

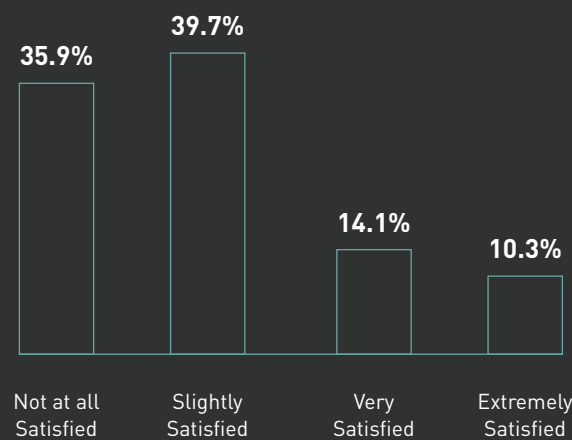
Club	Playing Surface Criteria	Minor Stadia Rating	Major Stadia Rating
	Pace Hardness Smoothness Overall	<b>Marden Sports Complex</b> <div><div></div> 3.5</div> <div><div></div> 3.5</div> <div><div></div> 2.4</div> <div><div></div> 2.4</div>	
	Pace Hardness Smoothness Overall	<b>AJ Kelly Reserve</b> <div><div></div> 3.0</div> <div><div></div> 4.0</div> <div><div></div> 5.0</div> <div><div></div> 4.0</div>	<b>Suncorp Stadium</b> <div><div></div> 3.9</div> <div><div></div> 3.9</div> <div><div></div> 3.3</div> <div><div></div> 3.7</div>
	Pace Hardness Smoothness Overall	<b>McKeller Park</b> <div><div></div> 3.6</div> <div><div></div> 3.9</div> <div><div></div> 3.6</div> <div><div></div> 4.3</div>	
	Pace Hardness Smoothness Overall	<b>Lakeside Stadium &amp; MCFC Academy</b> <div><div></div> 5.0</div> <div><div></div> 5.0</div> <div><div></div> 4.5</div> <div><div></div> 4.0</div>	<b>AAMI Park</b> <div><div></div> 3.7</div> <div><div></div> 3.0</div> <div><div></div> 3.8</div> <div><div></div> 3.3</div>
	Pace Hardness Smoothness Overall	<b>Epping Stadium &amp; Lakeside Stadium</b> <div><div></div> 3.0</div> <div><div></div> 3.0</div> <div><div></div> 3.0</div> <div><div></div> 4.0</div>	<b>AAMI Park</b> <div><div></div> 4.0</div> <div><div></div> 3.0</div> <div><div></div> 5.0</div> <div><div></div> 4.0</div>
	Pace Hardness Smoothness Overall	<b>No.2 Sports Ground</b> <div><div></div> 4.0</div> <div><div></div> 5.0</div> <div><div></div> 4.0</div> <div><div></div> 4.0</div>	<b>McDonald Jones Stadium</b> <div><div></div> 4.0</div> <div><div></div> 3.7</div> <div><div></div> 3.9</div> <div><div></div> 4.7</div>
	Pace Hardness Smoothness Overall		<b>nib Stadium</b> <div><div></div> 4.3</div> <div><div></div> 4.2</div> <div><div></div> 4.7</div> <div><div></div> 4.7</div>
	Pace Hardness Smoothness Overall	<b>Seymour Shaw</b> <div><div></div> 4.0</div> <div><div></div> 1.0</div> <div><div></div> 1.0</div> <div><div></div> 2.0</div>	<b>Allianz Stadium</b> <div><div></div> 3.4</div> <div><div></div> 3.5</div> <div><div></div> 4.1</div> <div><div></div> 4.1</div>
	Pace Hardness Smoothness Overall	<b>Marconi Stadium</b> <div><div></div> 3.5</div> <div><div></div> 3.3</div> <div><div></div> 3.0</div> <div><div></div> 2.2</div>	<b>ANZ Stadium</b> <div><div></div> 3.7</div> <div><div></div> 2.7</div> <div><div></div> 3.7</div> <div><div></div> 4.0</div>





# Integration of W-League with A-League

Level of player satisfaction with the integration between women’s and men’s programs at their club



## Player comments on integration:

### Successful:

- “Mixed tables at club functions”
- “A-League coach and players support like talk or videos”
- “Share facilities, dining and games area, and mingled together”

### Unsuccessful:

- “We did joint appearances occasionally but never formally met each other”
- “I feel like our teams are completely segregated...only a couple of their players will watch us”
- “Treat the women as more than an afterthought”



## W-League Survey

Survey results showed a low level of satisfaction with the integration between the W-League and A-League teams at most relevant clubs.

The specific comments from players about what worked and what didn’t showed this is not a question of economic investment but shifting behaviours and attitudes, so there is no excuse for clubs not to show improvement in this area.

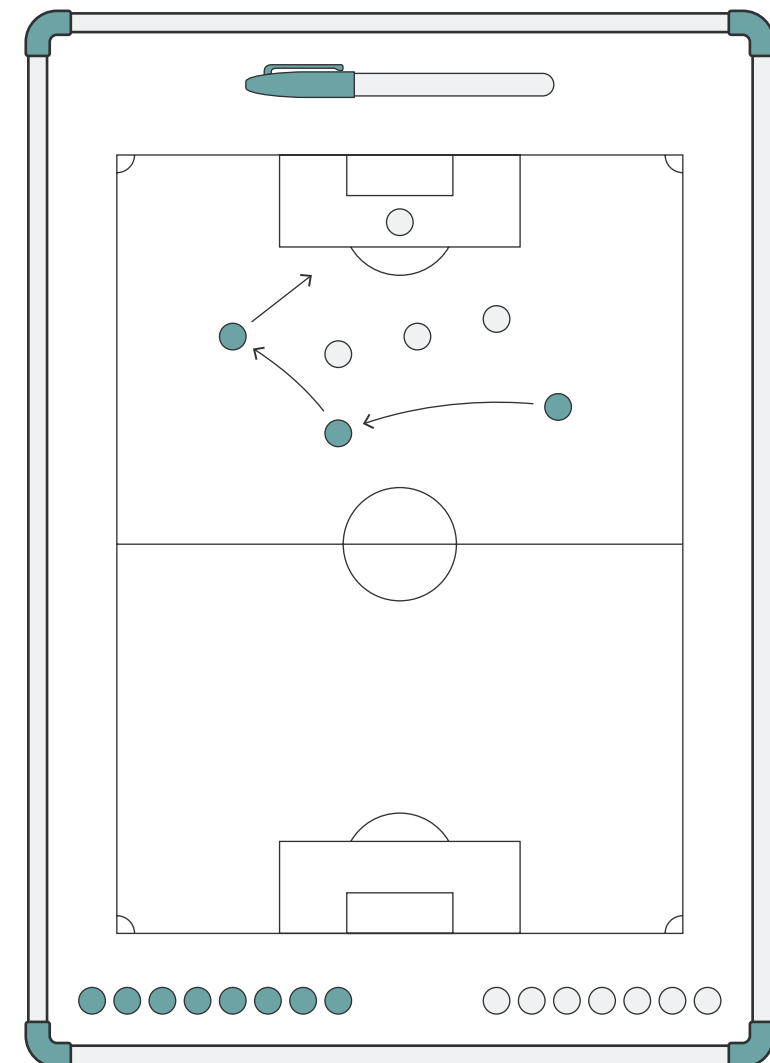
Not only do relatively small and simple gestures go a long way for W-League players, but Australian clubs have an opportunity to be truly world-leading in their adoption of ‘one-club’ approaches to their women’s and men’s teams.





# Technical Report

## Snapshot



**This section identifies tactical trends for the 2017/18 W-League season. This season, for the first time, the W-League is benchmarked against overseas leagues using Opta data.**

The 2017 National Women's Soccer League (USA) and the 2017/18 Women's Super League (UK) are used for comparison. Data from finals is excluded to present balanced comparisons and the data from the WSL is current to April 19.

The W-League is a high-scoring league compared to the WSL and the NWSL. This is due to a higher volume of shots rather than a different quality of shots.

The W-League is fairly direct and fast-paced, with relatively low pass completion and a lot of turnovers, a high percentage of which occur in the forward half, suggesting more high pressing. The NWSL is the most flowing of the three leagues while the WSL is generally very stop-start and also direct.

The WSL's passing and possession numbers are inflated by two very dominant teams, which also dominate results, while the W-League and especially the NWSL were more balanced in terms of game style across teams.

To the extent that such inferences can be drawn from this data, the W-League presents as having an entertaining style of play but with room to improve technically compared to the NWSL.

This season witnessed a marked drop in the number of cards and penalties in the W-League.

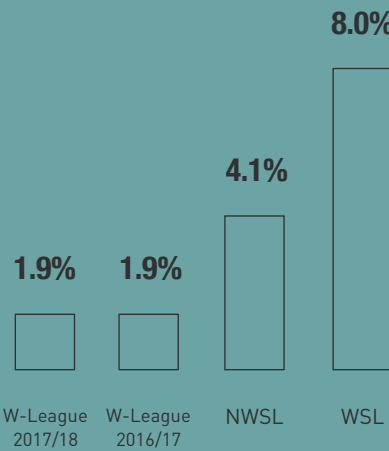


# Goals

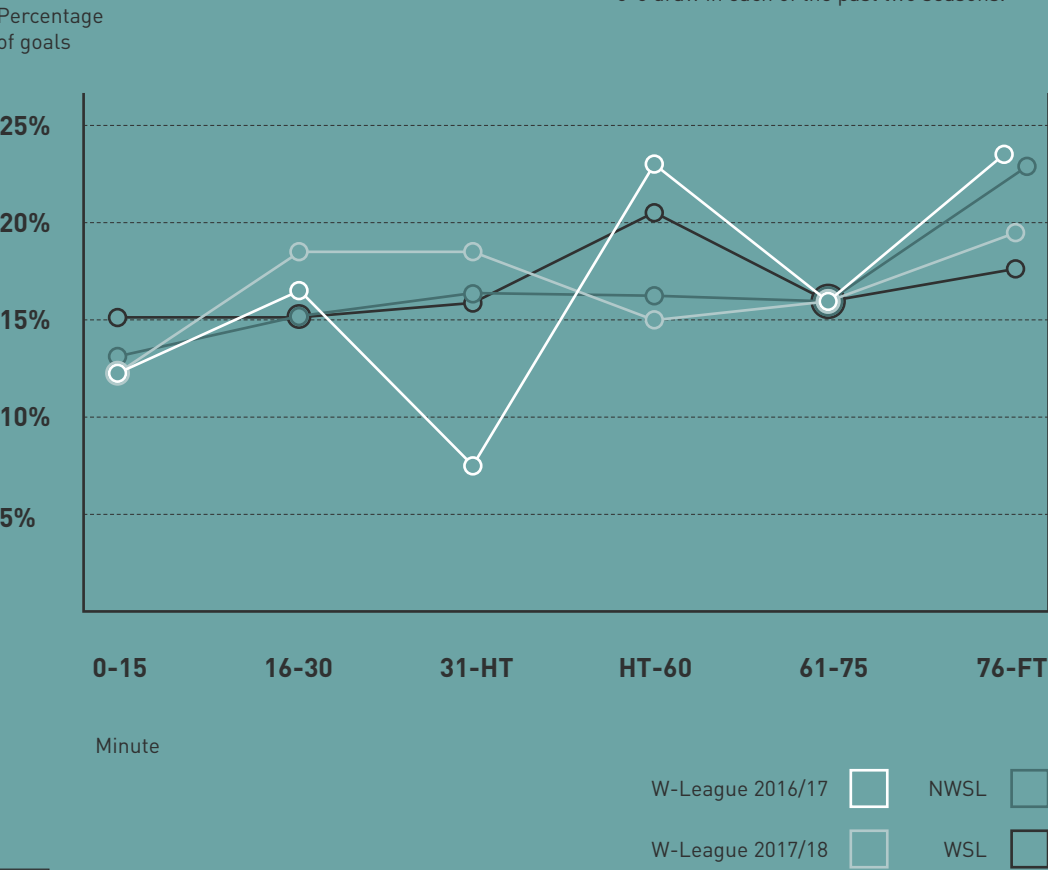
## Goals per game



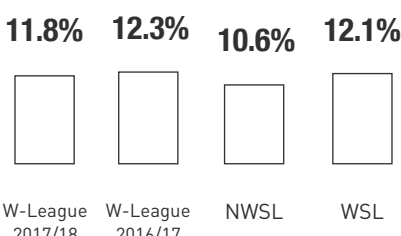
## Percentage of goalless draws



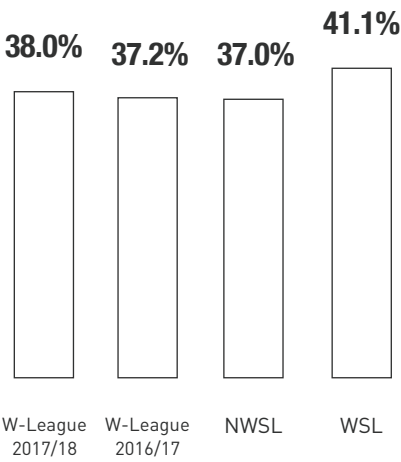
## Scoring breakdown



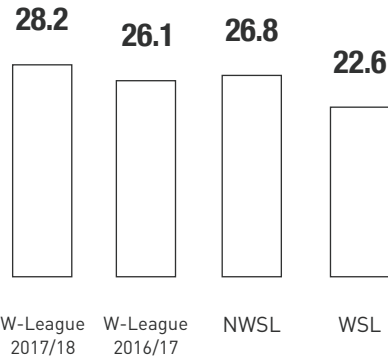
## Percentage of shots converted



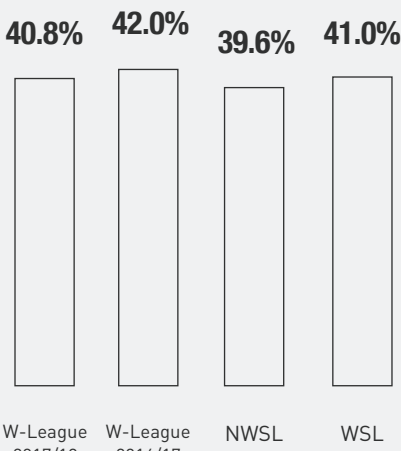
## Percentage of shots on target



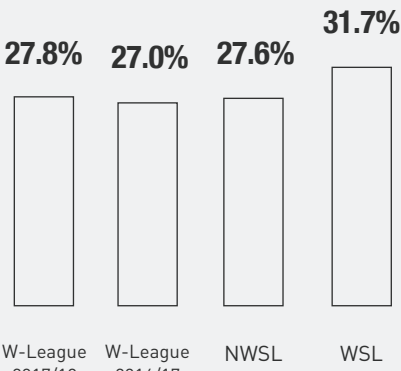
## Total shots per game



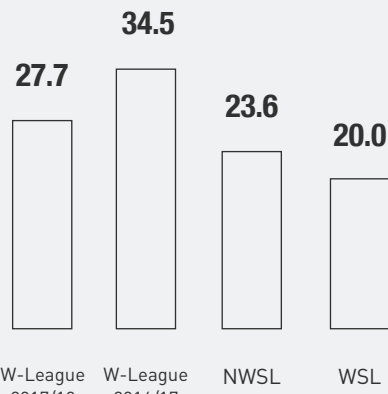
## Percentage of shots from outside the area



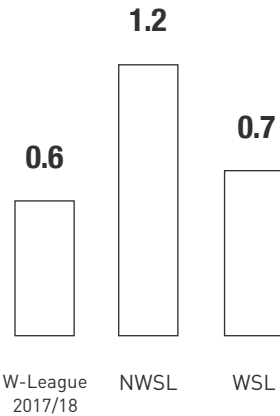
## Percentage of goals from set pieces



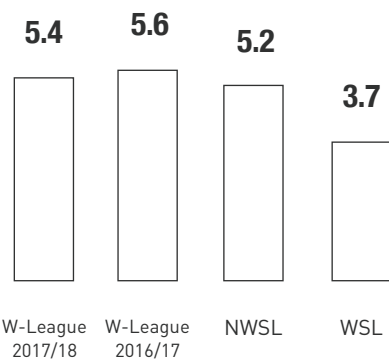
## Crosses per match



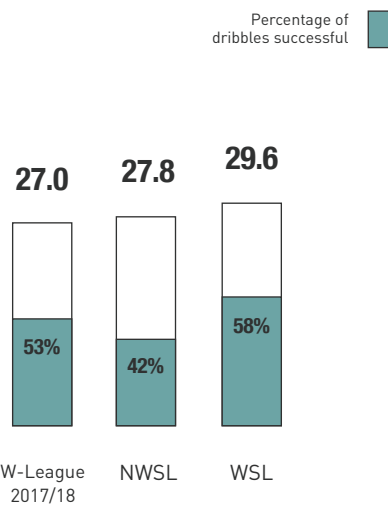
## Through balls per match



## Offsides per match



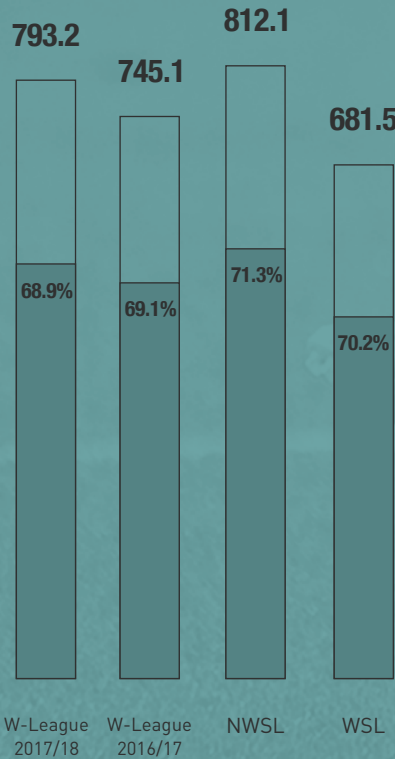
## Dribbles per match



# Creation

# Passing

Passes per match



Percentage of passes successful

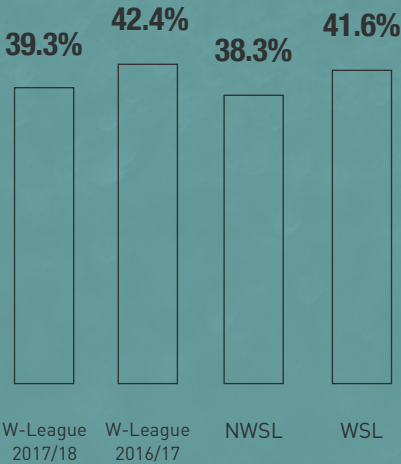
Number of passes in average sequence



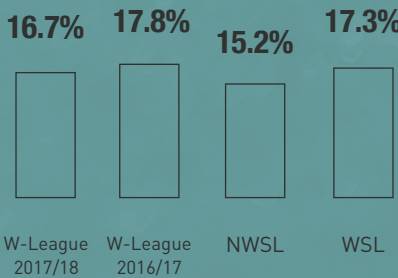
Percentage of passes in attacking half



Percentage of passes forward



Percentage of passes long



# Possession

Average possession for top 2 possession teams

Manchester City	60.8%
Chelsea FC	59.4%
Melbourne City	57.6%
Brisbane Roar	55.7%
Orlando Pride	53.6%
Portland Thorns	53.2%

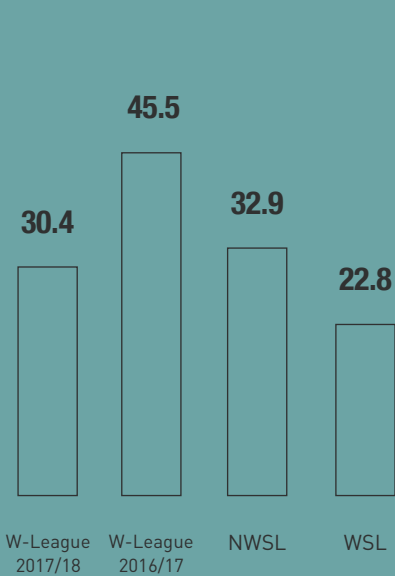
Average possession for top 2 placed teams

Manchester City	60.8%
Chelsea FC	59.4%
Brisbane Roar	55.7%
Portland Thorns	53.2%
Sydney FC	49.5%
North Carolina Courage	48.3%

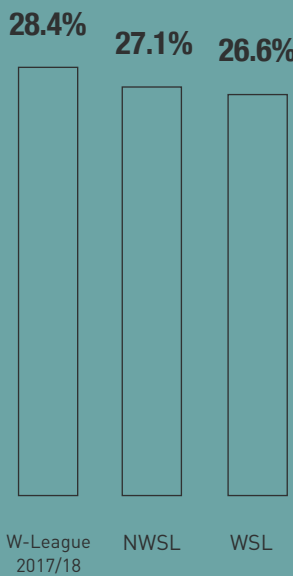


# Defending

Interceptions per match



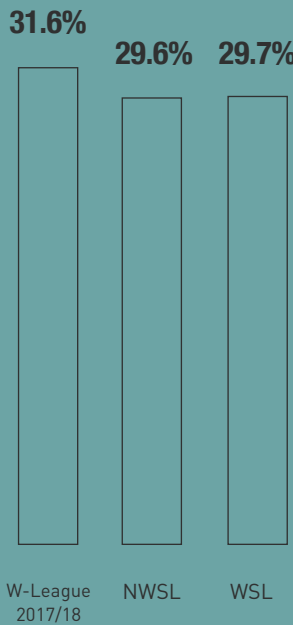
Percentage of interceptions in opponent's half



Tackles per match



Percentage of tackles in opponent's half

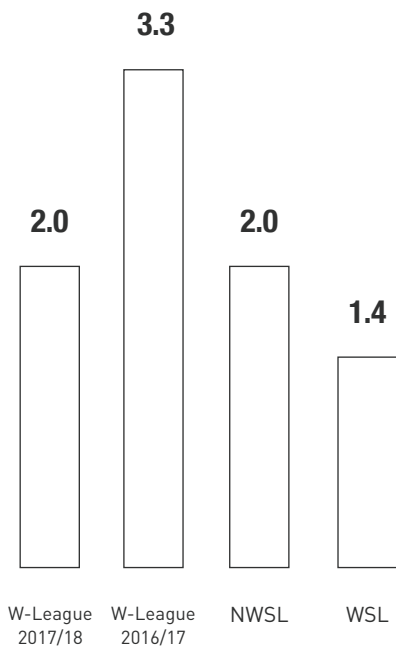


Fouls per match

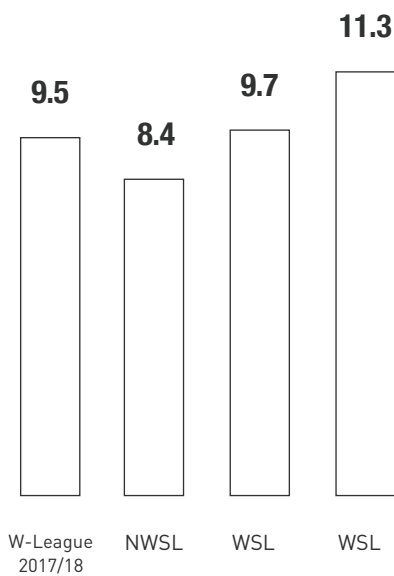


# Refereeing

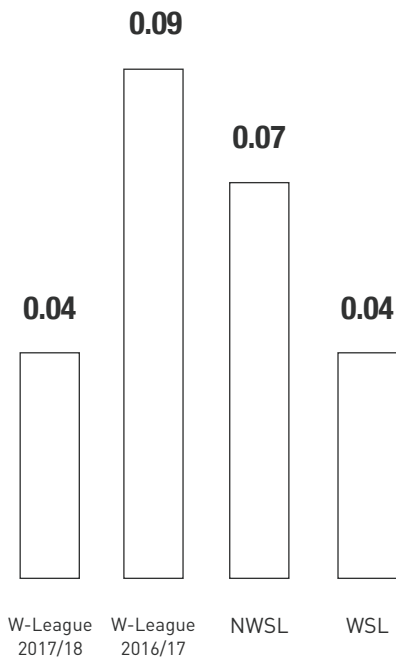
Yellow cards per match



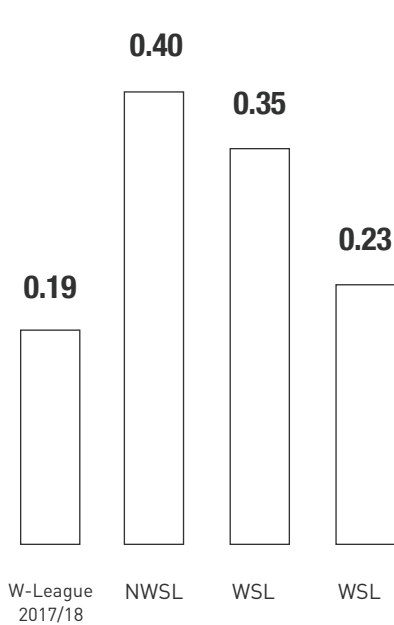
Fouls per yellow card



Red cards per match



Penalties per match





# Injury Report

## Snapshot



# Methodology

During the 2017/18 W-League season, the PFA collected and recorded the occurrence of all injuries causing players to miss matches.

The PFA Injury Report was formulated from publicly available information and private feedback, specifically through the following key sources:



Football Federation Australia (FFA) weekly W-League match previews



Official media releases



Direct communication with W-League players




Official W-League club match previews/reviews



Official websites

During the 2017/18 W-League Season (excluding the W-League Finals Series), the PFA monitored all players (N = 188) of all clubs.

The collection of the data included:



Number of injuries



Injury location



Official games missed due to injury

In this report, injury is defined as “any physical complaint sustained during a competitive game or training that resulted in a player being unable to take part in, at a minimum, the player’s next official W-League game.” Based on the data collected about injury occurrence and related games missed, descriptive analyses were conducted.

This report does not include injuries players received while playing for the Australian National Women’s Team.

**Important Note:** The accuracy of the PFA W-League Injury Report’s results and analysis is dependent upon the accuracy of the sources of information from which it is derived. Accordingly, the PFA does not warrant that the results are an exact and complete record of player injuries. They are, however, an accurate summation of the publicly available information provided by FFA and club sources.

# 2017/18 W-League Season Overview

35

Total injuries

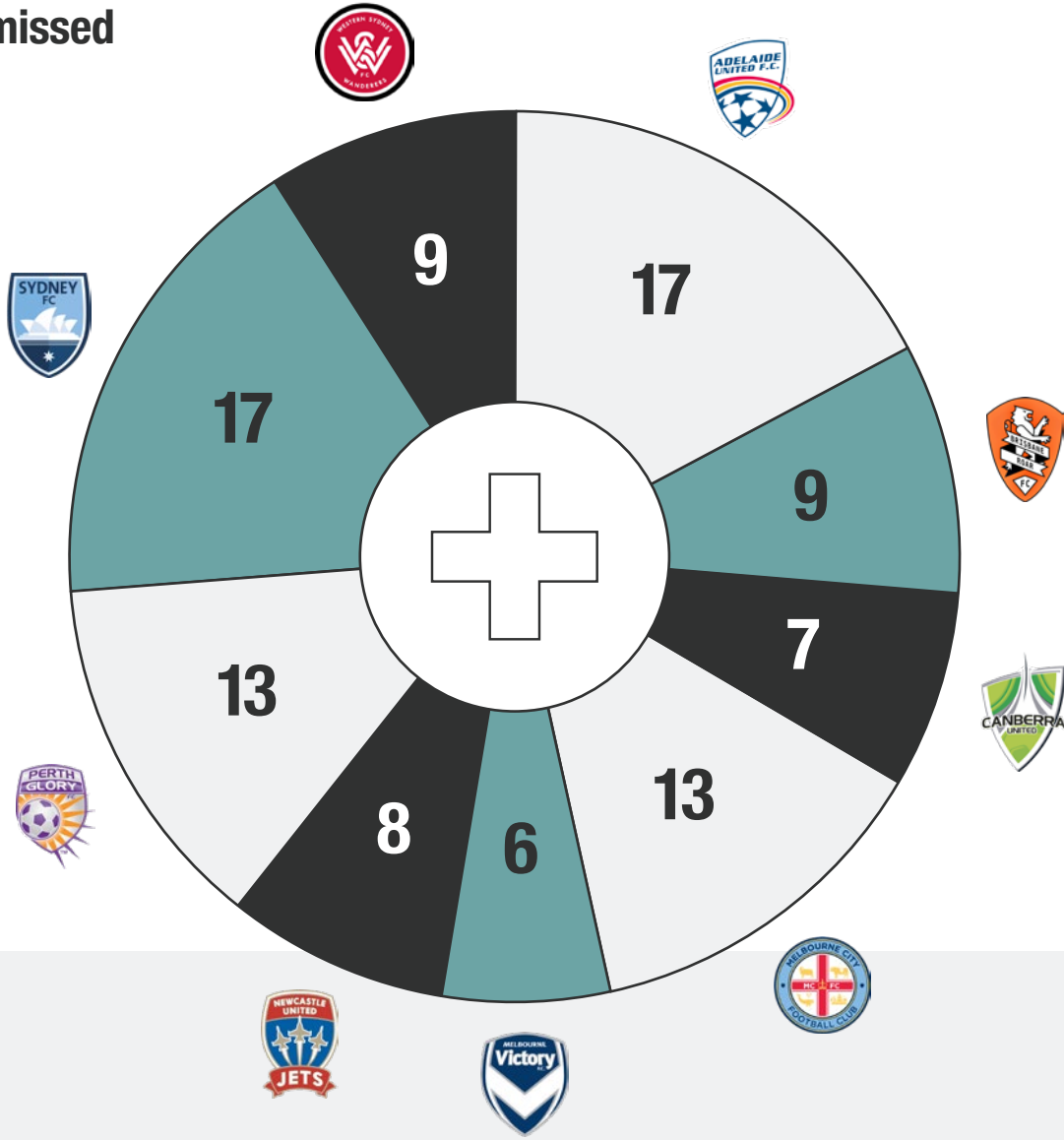
99

Matches missed due to injury

2.83

Average matches missed per injury

Matches missed per club



\$136,231.97

Total cost of injuries

Total cost is calculated by dividing the total player payments at each club by 192 (16 players x 12 rounds) to find the average cost to that club of each match missed due to injury, then multiplying by the number of matches missed (above)

# Location of Injuries

Total	
35	99
Number of injuries	Matches missed

## Unstated

3	6
Number of injuries	Matches missed

## Sick/Virus

4	5
Number of injuries	Matches missed

## Wrist

2	17
Number of injuries	Matches missed

## Quad

3	4
Number of injuries	Matches missed

## Knee

5	10
Number of injuries	Matches missed

## Leg

1	1
Number of injuries	Matches missed

## Foot

1	1
Number of injuries	Matches missed

## Concussion

2	11
Number of injuries	Matches missed

## Arm

3	16
Number of injuries	Matches missed

## Hip

1	2
Number of injuries	Matches missed

## Hamstring

2	3
Number of injuries	Matches missed

## Adductor

1	2
Number of injuries	Matches missed

## Ankle

7	21
Number of injuries	Matches missed

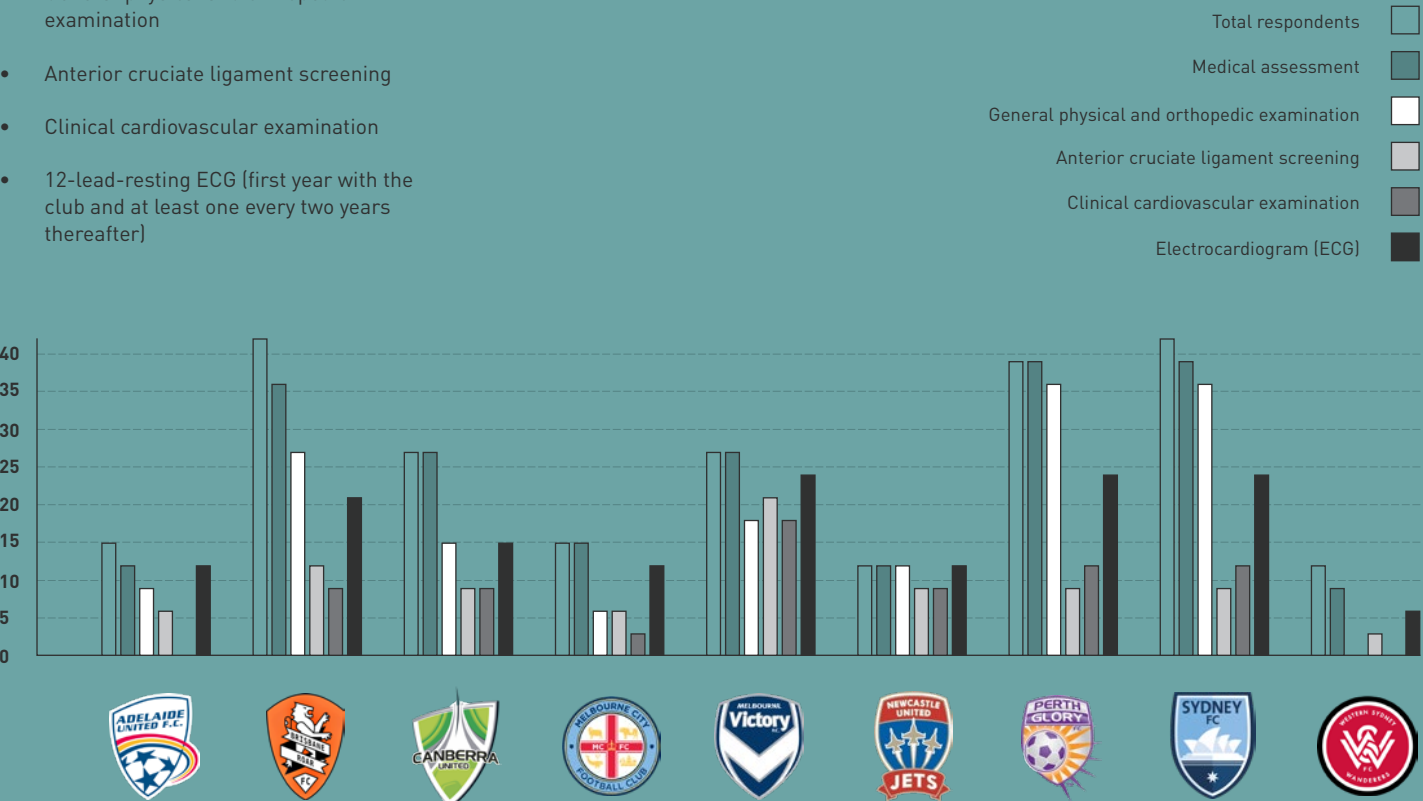
Matches missed as a result of ankle injuries have risen by 50% compared to the previous season.

# Minimum Medical Standards

Under the CBA, the following medical assessments must be completed on all rostered players:

- Medical assessment
- General physical and orthopedic examination
- Anterior cruciate ligament screening
- Clinical cardiovascular examination
- 12-lead-resting ECG (first year with the club and at least one every two years thereafter)

## Medical screenings undertaken at each of the clubs



Data from PFA W-League Annual Player Survey



## W-League Survey

The survey showed that no one club adhered to the Minimum Medical Standards, in administering all the prescribed medical assessments to their players.

We acknowledge the survey is not a perfect reflection of compliance because of the varied samples of players at each club. The signing of players after the club conducts pre-season tests could be a reason for non-compliance but not an excuse.

Further work needs to be done between the PFA, clubs and FFA to ensure the CBA is enforced and the highest standards of high performance and player welfare are enshrined across the league.



# Professional Development

Our annual survey provided valuable insights across players’ employment, education, financial security, wellbeing and living arrangements. But the survey also confirmed what our conversations with you, the members, has already told us: that every player is unique.

We also know that as W-League professionalism increases, so does each player’s challenge of balancing football with study, other work, commercial opportunities and personal life.

Whatever your aspirations and circumstances, the PFA will be with you for your journey.

Over the coming seasons we are determined to better support you to find your balance and achieve your goals. We hope to help build resilient athletes who can harness the strengths that make you high performers in football to apply to all aspects of your lives.

My role within the PFA was established as part of the W-League CBA to help drive this mission.



**Erin Clout**  
Player Relations and Engagement Executive  
erin@pfa.net.au

We have already launched new projects aimed at connecting members with the opportunities and support that best suit their needs. As we continue to build this program, we want your feedback so we can continue to make sure we tailor services that work for you.

Please always feel free to contact me to get involved in these programs or share your ideas for new ones – or, just to chat. I look forward to meeting you all soon.

## WithYouWithMe

We have partnered with WithYouWithMe to create an athlete employment and training program that support players find jobs in in-demand industries which are matched to the players’ skills and interests.

The program has access to athlete-friendly employers and is able to support your training and work whilst still playing W-League.

## Minerva Network

Minerva has access to some of Australia’s most successful businesswomen who are available to mentor players.

This program is open to all the W-League players and is a great resource for anyone who feels they wish to personally develop in a particular area, be it leadership, public speaking, self-confidence, or even a chance to learn from someone who is in a career you’re interested in.



## W-League Survey

### Player comments on work:

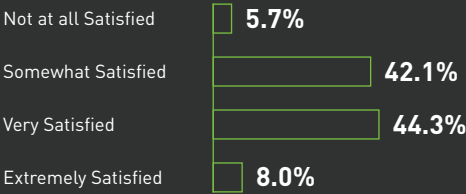
“It’s difficult juggling full time work during W-League. I was lucky to have my hours changed so I could finish on time for training and then training was pushed earlier making it stressful to make it to training on time. It’s also hard to be physically and mentally prepared for training after working all day.”

“Work has always allowed me to feel confident in knowing I can support myself financially. It also provides ‘real world’ life experience and friends that helped take away stress from my football career.”

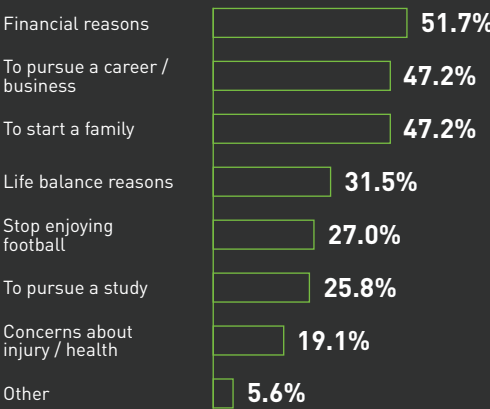
“My work is great, however it’s stressful to fit both in.”

### Balance

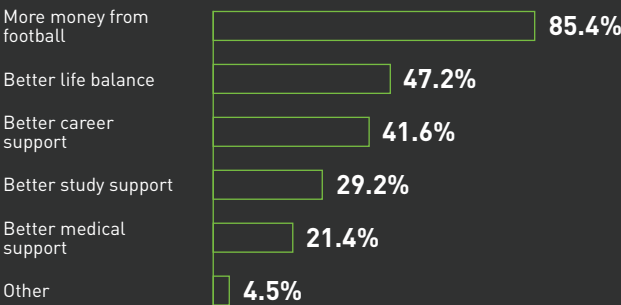
How satisfied are you with your current balance between football/work/study/life?



What reasons might you leave the game earlier than you otherwise might have?



What factors would assist in prolonging your football career?



However, players who worked and studied concurred that it was often challenging to fit either in around football commitments.

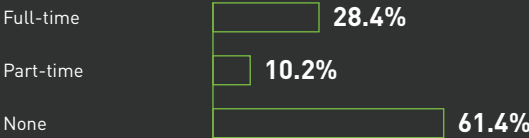
The same proportion of studiers and workers – around two thirds – had

ceased or delayed their study or work because of football commitments.

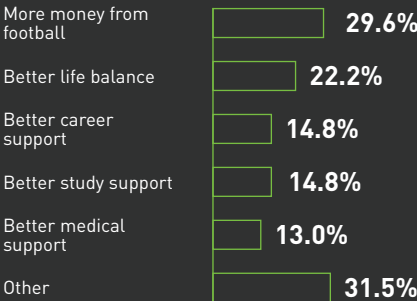
Around one in four players surveyed work more than 20 hours a week outside of football.

### Study

Current study

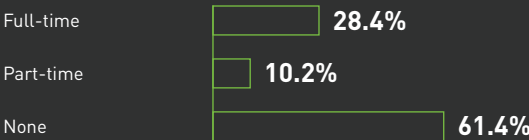


If not, why not?

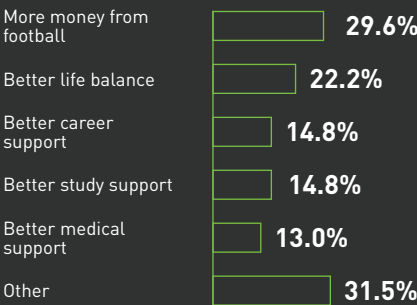


### Work

Currently working



If not, why not?



**Courage**  
**World Class**  
**Intelligence**  
**Trust**  
**Respect**



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