

Professional Footballers Australia

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Annual Report 2019



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From the CEO



There are few more dynamic industries than sport and few more dynamic parts of sport than Australian football.

Despite this inherent volatility, the PFA is proud to report that it continues to grow as a business and continues to deliver compounding outcomes for its membership.

During the past 12 months, the PFA has achieved a range of significant outcomes as a business and for its membership:

- Increasing fully financial membership to almost 700 players, a growth from under 200 players as recently as 4 years ago;
- Continuing to prudently manage the financial affairs of the business with a third consecutive year of surpluses and an increase to the overall savings of the PFA;
- Increasing the financial turnover of the PFA by over 50 per cent over the past three years through a combination of collective bargaining, commercial partnerships and increased membership;
- Ensuring that every Australian elite footballer is covered by a sophisticated collective bargaining agreement;
- Securing an extension to the collective bargaining agreements for the A-League and W-League which built on player entitlements and secured a genuine gender equality payment structure for W-League players;
- The establishment of the PFA's Footballers' Trust and an inaugural contribution of almost \$200,000 from the players;
- Engaged with record numbers of players within the PFA's Player Development Program and provide a record number of Education Grants - an increase in 2019 of over 500 per cent on 2016 (the first year of the previous CBA); and
- Working toward a National Team CBA that should contain a world leading model for the employment of National Team players through a model of revenue share, gender equality in all areas and reinvestment in youth football in cooperation with the players. In essence, players investing in each other to help grow the game.

These outcomes could not be achieved without the commitment and engagement of you as players and the support of the highquality staff we have at the PFA.

"

In addition, the PFA's advocacy continues to be world-leading, with a 100 per cent strike rate across all of its dispute resolution jurisdictions, recovering over \$12million for players over the past three years.

In addition, campaigns such as those to "Save Hakeem" and pursue equality for women footballers have gained international recognition. Indeed, the work of the PFA – alongside so many other interested stakeholders – in securing the release and return to Australia of Hakeem Al-Araibi remains one of the players' greatest victories. With Hakeem now working for the PFA and Football Victoria as a Human Rights ambassador, the players are continuing to give Hakeem a platform for recovery and growth.

These outcomes could not be achieved without the commitment and engagement of you as players and the support of the high-quality staff we have at the PFA.

The players and staff will continue to compound their strength and influence as the game faces continued evolution, with key areas needing to be driven over the next 12 months:

- A long-term collective bargaining agreement for the A-League and W-League players within the new world of club owners controlling the league, with areas such as the salary cap and transfer system needing to be reformed;
- Ensuring that the League model under the owners continues to work in the best interest of the game as a whole and areas such as youth football and women's football do not become secondary considerations;
- Driving for the establishment of a professional national second division to help grow the sport's national footprint; and
- Leadership in the area of growing a genuine and immersive football culture in Australia, building on the findings of the PFA's report "Culture Amplifies Talent: A Framework for Building Golden Generations", which demonstrates the power of culture in building internationally competitive footballers.

Whilst we are proud of the work we have done over the past 12 months in absolute partnership and integration with the membership, we know there are challenges for the sport and for the players ahead. The PFA, however, has never been better equipped to face those challenges and continue to "support the players and build the game".

Warm Regards,

John Didulica Chief Executive

From the President



On behalf of the PFA Executive, thank you for reading the 2019 PFA Annual Report.

As each year comes to a close, I always like to reflect on the past 12 months. This report always provides the perfect opportunity to do just that and increasingly should give us all a huge amount of satisfaction when we consider what we have achieved together.

2019 has been a particularly impressive year from the PFA's perspective, as the organisation continues to support, advocate and represent players at new levels of dedication, passion and integrity.

It makes me incredibly proud to observe the increased level of engagement our players have with the PFA, the addition of diverse offerings and programs, the improved quality of those programs, the industry-leading research into players' careers and the willingness of players to come forward when they face challenges. The following pages display those impressive achievements and the PFA's day-to-day work tells that story.

Whether it is through legal representation, empowering players to make life-changing decisions in relation to finance and education or delivering vital wellbeing support, the PFA's constant mission to create excellent people on and off the pitch is self-evident.

From a personal perspective, a seminal moment which perfectly summarised the PFA's enterprise came in February this year. Victorian footballer Hakeem Al-Araibi was jailed in Thailand and threatened with extradition to his home country – a regime that had previously tortured him for the mere act of speaking out against human rights abuses.

Despite the extreme challenges and diplomatic sensitivities around Hakeem's plight, the PFA took a stand. It rallied players and the Australian football community, from grassroots through to its international connections, and drove a campaign headed by a former player, PFA Chair, CEO and PFA Champion, Craig Foster. The campaign pressured big institutions, the Australian government and FIFA and garnered international media attention, leading to Hakeem's eventual release. We should all be incredibly proud of what we have achieved together and what we continue to build for the future generations of players.

That campaign perfectly encapsulated what the players and the PFA can achieve as a collective and deliver positive outcomes for players. Importantly, and in the spirit of the PFA's work, the support for players didn't stop there.

During the Women's World Cup in France, the PFA again was on the front-line championing players' rights. Taking a rational, evidencebased approach, the players and the PFA challenged FIFA's status quo in relation to gender pay disparity. In the board room, the PFA continues to put the interests of the players and the game first to ensure there are excellent outcomes during CBA negotiations.

Equally, I'm incredibly proud to be President of an organisation whose primary focus is to make us, the players, the best people we can be. It's an honour and a title and position I do not take lightly. The level of support the PFA provides through its Player Development Program is truly remarkable.

I challenge all of our players, delegates and executive members to continue to drive high levels of achievement through engagement with the PFA and, more importantly, for each other.

We should all be incredibly proud of what we have achieved together and what we continue to build for the future generations of players.

There are many individual and collective challenges that lay ahead for our players and the game. What remains a constant when it comes to finding solutions that benefit everyone is the voice of the players and the passion we have to achieve better outcomes for one another.

Alex Wilkinson

Executive Summary

Key Highlights



Members





Money secured by the PFA for members over the course of 2018/19 Financial Year





New legal cases opened

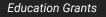


16

Beyond the 90 work placements



267







PFA Scholarships



85

Players took part in the PFA's Property Investment Education Program as delivered by former A-League player George Lambadaridis



68

badges

180

Players took part in the PFA's Athlete Branding Program as delivered by Agency X



480

A-League, W-League and National Y-League Players took part in the PFA Financial Literacy Program as delivered by major partner LUCRF Super



Attendees at 2019 Player Development Camp



162

Psychological Support Network consultations over the past three years



Special Assistance Funding was provided to players to assist during times of extreme hardship

PLAYER REPRESENTATION

(CTTI)

The PFA, through collective and industrial representation, has the ambition to ensure football becomes Australia's sporting career of choice and its safest and most universal sport for men and women. At the heart of the PFA's work are the players, who through representative positions on the Executive Committee, or as club delegates, help to advance and protect the players' interests, conditions and welfare and actively resolve issues on their behalf.

Executive Committee



Alex Wilkinson President



Nigel **Boogaard** Executive Member



Kim **Carroll** Executive Member



John **Didulica** Chief Executive



Lydia **Williams** Executive Member



Nikolai **Topor-Stanley** Executive Member



Mile Jedinak Executive Member



Elise Kellond-Knight Executive Member



Glen **Moss** Executive Member



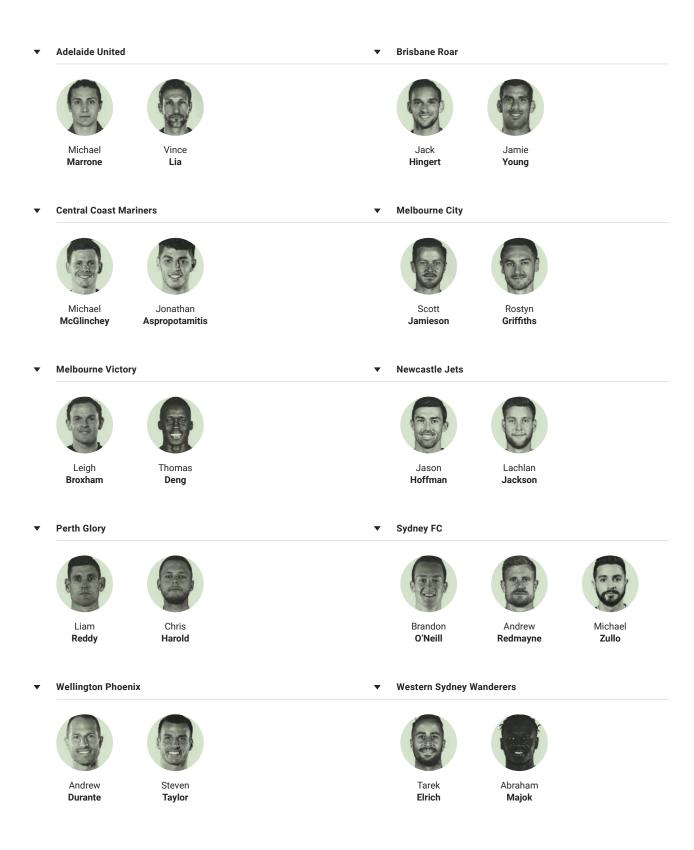
Francis Awaritefe Executive / FIFPro Member

Run by Players, for Players

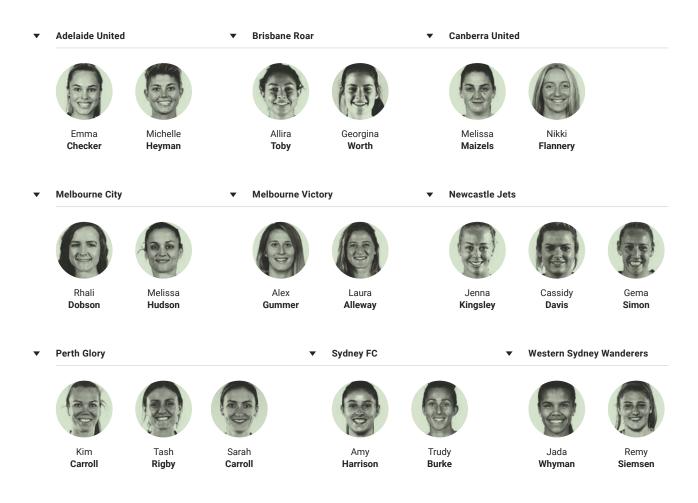


Brendan **Schwab** *Chairman*

PFA A-League Delegates



PFA W-League Delegates



PFA Socceroos & Matildas Committee

Socceroos





Mark Milligan



Robbie Kruse

Mat

Ryan





Trent Sainsbury



Massimo Luongo











Lydia Williams

Elise Kellond-Knight





Steph

Cately



Emilv

van Egmond

Tameka Yallop

Membership / Organising

The PFA's membership has continued to increase season on season as increasing numbers of Australian players seek to create value in their careers through the organisation's programs. During the 2018/19 period that this report encompasses, a record 666 financial members were recorded; the highest number of players in the history of the PFA.

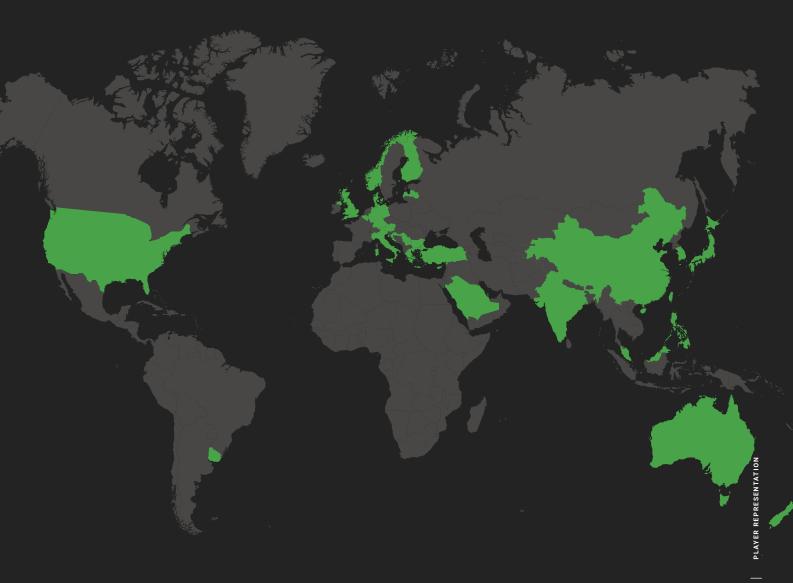


1 July 2018 - 30 June 2019	Number of Financial Members
A-League 2018/19 (not Including Socceroos)	224
W-League 2018/19 (not including Matildas)	129
Socceroos	23
Matildas	22
NPL	18
NYL	156
Overseas (not including Socceroos)	45
Elite Development	49
Total	666

Nationalities of our members



PFA members plied their trade in 28 different countries



Legal and Advocacy

The PFA's in-house legal team provides world class expertise and service within professional sport and in player representation. The PFA each season assists members, providing legal advice and assistance in relation to collective bargaining agreements, contract enforcement, contract negotiation, protection of player image rights, commercial matters, representation and advocacy and dispute resolution. Over the past three years, the PFA has recovered over \$12m in professional players' wages through its legal and advocacy services.

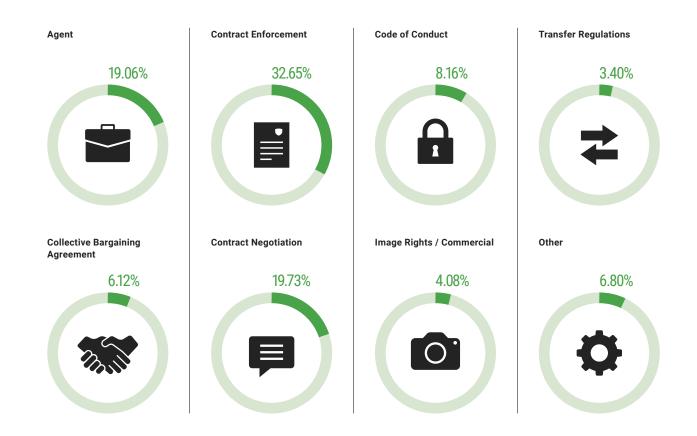
 Money secured by the PFA for members over the course of the 2018/19 financial year

\$2.52m

Total number of cases



Type of cases



▼ Legal cases by membership group



Overseas Based Australian Professionals

Legal cases previous years comparison





W-League

"

The PFA are always there to support you and will make sure you have the best support when you need it the most.

James Troisi Adelaide United PLAYER REPRESENTATION

PLAYER DEVELOPMENT

Established by the players, for the players, the mission of the PFA's Player Development Program is to develop, support and empower the players. Under the PDP model, the PFA aims to ensure the players have access to Health and Wellbeing, Career and Education and Personal Development services, while accessing Industry Understanding and Professionalism.

PFA Player Development Program Model



, ,

Our mission is to develop, support and empower our people throughout and beyond their professional football careers.

> Lydia Williams PFA Executive and Matilda

PLAYER DEVELOPMENT

Health & Wellbeing

All players have access to the PFA's Psychological Support Network. This confidential and nationwide service consists of psychologists, psychiatrists and psychotherapists, who provide players with support in a variety of areas.

Areas where support has been provided











Addiction







Depression

Anxiety

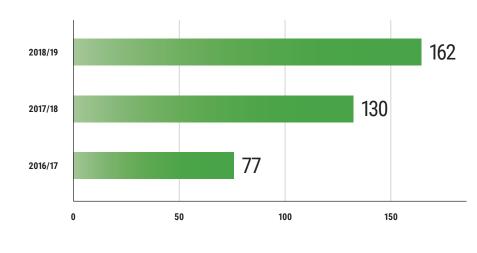
Relationship Breakdown

Grief

Body Issues

Performance Anxiety

Psychological Support Network consultations over the past three years



"

Knowing the support was confidential and from an expert gave me enough confidence to ask for help

"

Current Player A-League

PLAYER DEVELOPMENT

Wellbeing literacy program completed at all A-League, W-League and Y-League Clubs. This focused on:









Signs of distress

Impacting Factors

Self-care

Available Support Services

Physical wellbeing support services



All A-League, W-League and Senior National Team Players undertook Skin Cancer Checks during 2018/19.

players were provided with

physio support services.

8



strength and conditioning programs.

Special Assistance Funding



in Special Assistance Funding was provided to players to assist during times of extreme hardship.



C The PFA is committed to ensuring we are there to support players no matter how tough it gets

JJJ Mile **Jedinak** *PFA Executive*



Career & Education

Education Grants

▼ Total Education Grants



Education helps players to develop into the person they want to be, to live the life they want both during their playing career and beyond it

> Elise **Kellond-Knight** PFA Executive and Matilda

"

TATA

PFA Scholarship Winners

Kimon Taliadoros Scholarship



Tara

Andrews



Tarek **Elrich**

Cassidy

Davis

 \mathbf{v}



Craig Foster Scholarship

Jamie

Young



Hakeem Al-Araibi

PFA Coaching Scholarship



Moss



Melissa **Maizels**

▼ Beyond the 90 - the PFA work placement program

Number of placements

The Beyond the 90 Program provides an opportunity for players to engage in a meaningful work placement experience alongside their professional playing careers. During the 2018/19 season players undertook placements with a variety of leading companies.



ActronAir

Coach education



35

Players completed



GK Level 2

Players

completed

"

My study has helped me to succeed on the pitch, helped me cope with disappointment and given me control over the future direction of my life

"

Jamie **Young** Brisbane Roar

Recruitment support





A-League & W-League Player highlights and scouting packages produced

PLAYER DEVELOPMENT

Personal Development

During the 2018/19 season:



85 Players took part in the PFA's Property Investment Education Program as delivered by former A-League player George Lambadaridis

"

It is vital that we have the skills to make educated decisions regarding our finances and through the PFA Player Development Program we are fortunate to have access to great support

nutrition program with Compeat Nutrition

"

Alexandra Gummer Melbourne Victory

Industry Understanding and Professionalism







on Improving their knowledge of the

industry, Personal Brand, Mental Health and Wellbeing and Money Management

"

"

We know how important our personal brand is, not just to our own careers, but more broadly to the image of the sport. To be able to utilise experts to help us to make a positive impact has been hugely beneficial

Lydia **Williams** PFA Executive and Matilda

Player Engagement

Throughout 2018/19 players across both senior National Teams and the A-League and W-League undertook charity work and spoke publicly on issues of importance to them and their peers through the PFA and groups that are part of the PFA's network.





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The PFA is committed to providing policy leadership and support to ensure Australia is the best governed football nation in the world, is internationally competitive on and off the field and is a central part of Australian culture. The PFA's research and reports continue to entrench the organisation's position as thought leaders in Australian football and beyond, which gives the players a powerful and credible voice.

Research and Reports

In 2019, the PFA released a seminal research report on the 'Golden Generation' of Socceroos, and 'Stefan's Law'; a project the PFA hopes will lead to widespread preventative measures introduced around lightning events in Malaysia.

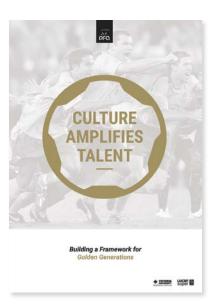
▼ 2018/19 W-League Report



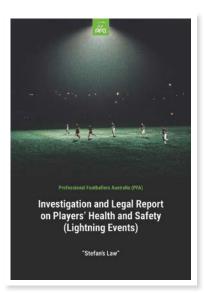
▼ 2018/19 A-League Report



▼ Golden Generation Report



▼ Lightning Strike Report



Brand and Communications

The PFA continues to utlise a range of platforms and channels to communicate with its members and amplify its work with the broader public. In the past 12 months, the PFA has increased its regular communication and digital output to ensure its membership and the broader football public are engaged, informed and updated on key aspects of PFA work and policy.



Website

+26.9%



The Marston

+86.4%

+17.0%

Instagram



Twitter

Facebook

Linkedin

in



Media Coverage

Miscellaneous

For the Matilas, the season never ends www.abc.net.au

Collective Bargaining •



Soccer star Mindy Barbieri's injury highlights financial hardship faced by female players www.abc.net.au



Dozens of A-League players have no contract in place for the new season www.dailytelegraph.com.au

12



PFA demands investigation into the state of the SCG pitch www.dailytelegraph.com.au



W-League players will earn the same minimum hourly wage as their A-League counterparts www.foxsports.com.au

#SaveHakeem



How #SaveHakeem people power freed refugee footballer Hakeem al-Araibi www.abc.net.au

'Our Goal is Now' Campaign •



Matildas join fight for higher pay www.theaustralian.com.au



'Is it too much to ask?' Matildas take fight to FIFA over fair Women's World Cup pay www.theguardian.com





Australia's women footballers to get same base pay as men www.sbs.com.au



Pay equality for A-League and W-League in salary overhaul www.thewomensgame.com



'Welcome home Hakeem!' Footballer locked up in Thailand lands back in Australia after Bahrain dropped his extradition case www.edition.cnn.com

() daily

Cup

ww.10daily.com.au



extradition case dropped



Refugee footballer Hakeem Al-Araibi arrives in Australia after Bahrain extradition case dropped www.website.com.au

Matildas fight FIFA for gender equal

World Cup pay

www.whimn.com.au



A rare Australian victory for the cause of human rights www.website.com.au





PFA launches online campaign to advocate for Matildas over huge chasm in World Cup prize purse www.dailytelegraph.com.au



'This isn't right': Matildas take on

FIFA over equal pay ahead of World

Soccer union steps up women's pay fight before World Cup www.smh.com.au

PFA Awards



A-League grand final: Perth Glory dominate PFA team of the season www.thewest.com.au



Socceroos news: Mat Ryan caps perfect week with PFA Player of the Year gong www.foxsports.com.au



PFA award caps big few days for Ryan www.smh.com.au

Control Research International Action (Sec. 1)



Chris Ikonomidis honoured with Professional Footballers Australia's Harry Kewell Medal www.theleader.com.au

PFA urges A-League's new

www.smh.com.au

management to scrap cap, reboot competition

PFA A-League Report



PFA boss: A-League salary cap 'broken' and must be scrapped www.foxsports.com.au

Footballers Trust



Huge majority of A-League players want salary cap scrapped www.theworldgame.sbs.com.au



Scrap A-League salary cap: players www.thewest.com.au

PFA Documentaries

Report

www.youtube.com



African Nations Cup 2019 – Football Empowerment www.youtube.com



Professional Footballers Australia launches major charity initiative, Footballers' Trust www.pfa.net.au

Golden Generation Report



Lessons taken from the PFA's Golden Generation study www.ftbl.com.au



Socceroos golden generation report should flip Australia's youth development system on its head www.heraldsun.com.au



Study reveals secret behind Australia's Golden Generation www.theworldgame.sbs.com.au



PFA publishes pioneering report into Golden Generation of Australian footballers www.pfa.net.au



Marco Petrovski – Lightning Strike

Study finds themes behind success of soccer's 'golden generation' www.smh.com.au



Culture key to development of Socceroos 'Golden Generation' www.ausleisure.com.au







Landmark players' study finds Australia must recreate 'football culture' which underpinned Socceroos golden generation www.heraldsun.com.au

A POWERFUL ASSOCIATION

The PFA aims to deliver world-class standards of administration within a member based organisation by deeply engaging current and former players in the PFA's affairs and the wellbeing of the game, providing outstanding standards of service delivery and being at the cutting edge of the policy and strategy of football. As part of our work in 2019, the PFA delivered a revamped two-day Player Development Camp, while holding a Player Agents Conference and hosting the 2019 FIFPro Congress in Sydney in November.

Events

Player Agents Conference

 The PFA held its third Player Agents Conference in April with 25 individuals from the player agency service, discussing player career paths, tax, troubleshooting overseas player contracts and A-League PCRs. The overriding objective was to cultivate a more holistic management of talent within the sport.





2019 PFA Player Development Camp

The third edition of the PFA Player Development Camp was attended by over 160 current A-League and W-League players. The event program was significantly enhanced to ensure players at all stages of their professional journey were catered for. Held in Melbourne over two days, the objective of the Camp was to provide players with an opportunity to develop skills and build their knowledge base to excel on the pitch and thrive off it.

With content delivered by a range of industry experts, the structure of the event saw players in the first years of their professional careers undertake bespoke content aimed at equipping them to successfully navigate the world of professional football and the broader industry.

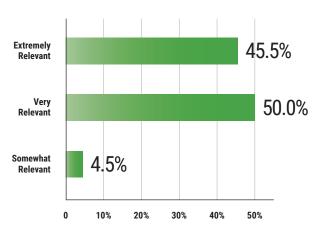




 Attendees who would recommend the camp to other players

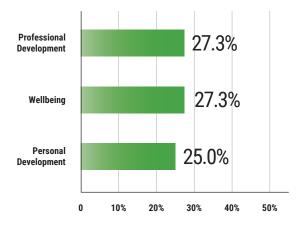


▼ Relevance of the content to you and your career



Overall content rating





Most useful topic



One of the best experiences for my career, a real must for all players

> Tarek Elrich Western Sydney Wanderers

"

"

35

PFA Awards

Voted by the players, for the players

The PFA player awards and recognition program acknowledges the outstanding achievements of PFA members in the many different dimensions of a footballer's life. The program rewards members who have achieved on field excellence, excelled in areas away from the field of play, contributed to other areas of Australian football or made contributions to fellow professionals that have transformed the career paths enjoyed by the footballers of today.

▼ 2018/19 PFA A-League Team of the Season



2018/19 PFA W-League Team of the Season



PFA Footballer of the Year



PFA Harry Kewell Medal



- Chris **Ikonomidis**
- Dylan Tombides Award



Noah **Botic**

PFA Women's Footballer of the Year



PFA Young Women's Footballer of the Year



Karly Roestbakken

Collette McCallum Award



Karly **Roestbakken**

Player Recognition

Recognising excellence on and off the pitch

Senior National Teams

50 Senior International Appearances

Mathew Ryan 30/12/18 v Oman (Dubai)

- **150 Senior International Appearances**
- Lisa De Vanna 10/11/18 v Chile (Sydney)

Australian National League - Milestone Appearances/Goals (including visa players)

350 Appearances

Men's

Andrew Durante 24/11/18 Wellington Phoenix (v Adelaide United)

300 Appearances

Alex Wilkinson 08/02/19 Sydney FC (v Brisbane Roar)

Vince Lia 13/04/19 Adelaide United (v Melbourne City)

200 appearances

Jason Hoffman 07/02/19 Newcastle Jets (v Wellington Phoenix)

Michael Marrone 24/02/19 Adelaide United (v Newcastle Jets)

Kosta Barbarouses 30/03/19 Melbourne Victory (v Perth Glory)

Scott Neville 13/10/19 Brisbane Roar (v Perth Glory)

Ivan Franjic 27/10/19 Perth Glory (v Wellington Phoenix)

100 appearances

Terry Antonis 03/11/18 Melbourne Victory (v Newcastle Jets)

Jack Clisby 04/11/18 Central Coast Mariners (v Adelaide United)

Roy Krishna 24/11/18 Wellington Phoenix (v Adelaide United)

Andy Keogh 02/12/18 Perth Glory (v Wellington Phoenix)

Adam Taggart 14/12/18 Brisbane Roar (v Melbourne Victory)

Brandon O`Neill 15/12/18 Sydney FC (v Western Sydney Wanderers)

Brendan Hamill 6/12/18 Western Sydney Wanderers (v Adelaide United) Carl Valeri 28/12/18 Melbourne Victory (v Wellington Phoenix)

Corey Brown 09/01/19 Melbourne Victory (v Adelaide United)

Daniel Georgievski 12/01/19 Newcastle Jets (v Melbourne Victory)

Louis Fenton 02/02/19 Wellington Phoenix (v Perth Glory)

Daniel Bowles 16/02/19 Brisbane Roar (v Perth Glory)

James Troisi 02/03/19 Melbourne Victory (v Newcastle Jets)

Milos Ninkovic 9/03/19 Sydney FC (v Brisbane Roar)

Joel Chianese 18/04/19 Perth Glory (v Sydney FC)

Lawrence Thomas 03/05/19 Melbourne Victory (v Wellington Phoenix)

Paul Izzo 05/05/19 Adelaide United (v Melbourne City)

Jamie Maclaren 05/05/19 Melbourne City (v Adelaide United)

Diego Castro 27/10/19 Perth Glory (v Wellington Phoenix)

50 goals

Kosta Barbarouses 15/01/19 Melbourne Victory (v Brisbane Roar)

Matt Simon 16/01/19 Central Coast Mariners (v Melbourne City)

Andy Keogh 02/02/19 Perth Glory (v Wellington Phoenix)

Adam Taggart 02/02/19 Brisbane Roar (v Adelaide United)

Roy Krishna 21/04/19 Wellington Phoenix (v Melbourne City)

100 clean sheets

Eugene Galekovic 19/01/19 Melbourne City (v Perth Glory)

Liam Reddy 14/04/19 Perth Glory (v Newcastle Jets)

100 appearances

Women's

Katrina Gorry 28/10/18 Brisbane Roar (v Perth Glory)

Leena Khamis 07/12/18 Western Sydney Wanderers (v Canberra United)

Lydia Williams 09/12/18 Melbourne City (v Newcastle Jets)

Shannon May 15/12/18 Perth Glory (v Newcastle Jets)

Lisa De Vanna 21/12/18 Sydney Fc (v Perth Glory)

Teigen Allen 28/12/18 Melbourne Victory (v Perth Glory)

Kim Carroll 12/01/19 Perth Glory (v Newcastle Jets)

Clare Wheeler 15/12/18 Newcastle Jets (v Perth Glory)

Lauren Barnes 05/01/19 Melbourne City (v Melbourne Victory)

Amy Harrison 10/01/19 Sydney Fc (v Western Sydney Wanderers)

Emily Condon 13/01/19 Adelaide United (v Canberra United)

Helen Caceres 20/01/19 Melbourne City (v Newcastle Jets)

Angela Beard 27/01/19 Melbourne Victory (v Sydney FC)

50 goals

Tameka Yallop 09/12/18 Melbourne City (v Newcastle Jets)

37



Partnerships



John Moriarty Football

JMF operates in the remote Indigenous communities of Borroloola and Robinson River in the Northern Territory. JMF brings 2-16 year old Indigenous children together through sport, promoting good health and wellbeing. It aims to make a significant difference to school attendance and healthier lifestyles, with a belief that every child deserves a safe, protected start in life.



FIFPro

FIFPro is the representative organisation for more than 65,000 professional footballers worldwide. Established in 1965 with the mission of supporting the players, FIFPro is the biggest player union in the world.

The PFA joined FIFPro in 1999, and 20 years later the PFA has become an integral part of the 'world players' association,' with PFA co-founder and Life Member Brendan Schwab previously holding the role of FIFPro Vice President and FIFPro Asia Chairman before being appointed as the Head of UNI World Athletes. With over 180 Australian's based abroad, FIFPro has been integral in ensuring the rights of PFA members are respected both domestically and worldwide.



LUCRF Super

LUCRF Super has been the major partner of the PFA since 2009. They play a key role in providing superannuation and financial education to PFA members. As a result of our partnership, hundreds of our members have joined LUCRF Super. Many have taken advantage of benefits that are open to all of our members, such as personalised financial advice and a secure mobile app. For more information go to: www.lucrf.com.au



▼ Victoria University

Victoria University (VU) is known for its industry-focused courses, flexible approach to education, and supportive and culturally diverse learning environment. VU's research and international reputation is also regarded as world-class. Ranked in the top 2% of universities globally (Times Higher Education World University Rankings), Victoria University is world-class in the west.

PFA People



John Didulica



Kathryn Gill Deputy Chief Execut



Angela Collins Head of Legal



Beau Busch



Erin Clout Player Relations Manager & Player Development Manager (PDM), Canberra United



Nick Farrugia Player Relations Coordinator



Brianna Mann Accounts and Administration Manage



Jim Files Digital Media Coordin



Julius Ross ead of Communication



Brett Taylor Research and Insights Manager



Jim **Kourtis** Finance (Part Time



Jon McKain Player Development Manager (PDM), Socceroos and Overseas Based Players



Stephanie Gill Player Development Manager (PDM), Brisbane Roar



Emily Figueroa Player Development Manager (PDM), Newcastle Jets & Central Coast Mariners



Gabby Ripoll Player Development Manager (PDM), Matildas & Sydney FC



Dean Heffernan Player Development Manager (PDM), Western Sydney Wanderers



Jason Tutt Player Development Manager (PDM), Melbourne Victory



Lucas Pantelis Player Development Manager (PDM), Adelaide United



Helen Regan Player Development Manager (PDM), Wellington Phoenix



Joey Didulica Player Development Manager (PDM), Melbourne City FC



Robbie Gaspar Player Development Manager (PDM), Perth Glory





A POWERFUL ASSOCIATION

Courage World Class Intelligence Trust Respect



Professional Footballers Australia

2/55 Walsh Street West Melbourne VIC 3003

1300 650 497 | info@pfa.net.au www.pfa.net.au

Partners







