



Club Merrylands Bowling Group

Bowls Bonus and Player Incentive Agreement

Commencement: This Agreement supersedes and replaces all previous Club Merrylands Bowling Group Codes of Conduct and came into force on 1st October 2024.

Eligibility Criteria

1. The player must be a Full Financial Bowling Member or a Life Member of Club Merrylands Bowling Group.
2. Must not represent another Club unless approval from the Board is given.
3. Must meet the Qualifying Conditions and Code of Conduct in this agreement.

Qualifying Conditions

1. All Pennant players are expected to be on the green to train or play at least once per week during the pennant season and the four weeks prior to the start of the Men's, Women's, and Open Pennant seasons.
2. Players must be in attendance at the venue club at least half an hour before trial ends take place, so, if needed, team talks can take place.
3. All players are to sign this document and a Tax Declaration Form (Page 12).
4. The Selectors will determine positions and grades, and Players are expected to play in the Grade/Division and position as selected for the betterment of the Club.
5. Pennant players must advise the Selectors of their availability by no later than 5.00pm on the Thursday evening preceding each round.
6. The Board reserves the right to withhold incentive bonus, if any Player or Representative is found guilty of:-
 - a. Breaching the Players Code of Conduct
 - b. Fails to adhere to the Conditions of Play/Entry
 - c. Is in breach of any of the Club's general Rules and Regulations.
7. It is a requirement that Players return all Pennant Clothing and Equipment supplied by the Club at the cessation of their commitment as Pennant Players, if this is within two years, to the Club.
Any player found not to be adhering to the spirit of these conditions may have their incentive bonuses reduced or forfeited.

CODE OF CONDUCT

1. Introduction:

- 1.1 **Purpose:** The purpose of this Code of Conduct is to ensure that all Participants (players, coaches, managers and supporters) representing Club Merrylands Bowling Group participating in a Pennant event, Major Event or any other tournament are aware of the standard of conduct expected of them and the consequences of breaching that standard.

2. Definitions:

- 2.1 For the purpose of this Code:

- (a) **Conditions of Play:** means the playing conditions, eligibility and other rules of the tournament under which the event is to be played, as determined by the controlling body in accordance with the regulations.
- (b) **Controlling Body:** means the director of an event as appointed by the State, Region or Club.
- (c) **Event Officials:** means any individuals who are appointed by the State, Region or club to positions of responsibility at the event including, but not limited to, volunteers, employees, officers, umpires and the Controlling Body at which the event is being held.
- (d) **Laws of the Sport:** means the laws for playing the Game of Bowls as approved by Bowls NSW (including all domestic Regulations and the Conditions of Play).
- (e) **Major Events:** means Club Championships, Region Events, State/National Events, Bowls Australia ranking events.
- (e) **Misconduct:** means, but is not restricted to, situations during an event where a Participant:
 - i. Breaches any provision of the Laws of the Sport;
 - ii. Deliberately loses or attempts to lose a game of bowls or plays unfairly;
 - iii. Alters a bowl after it has been stamped by a registered bowls tester without submitting it for retesting and restamping;
 - iv. Uses any profane, indecent or improper language or unsportsmanlike behaviour;
 - v. At any time or place engages in offensive or insulting behaviour towards Bowls NSW, Region or Club, or any person acting for or on behalf of Bowls NSW, Region or Club;
 - vi. Acts in a manner which brought, or could bring, Bowls NSW, Region or Club into disrepute;
 - vii. Aids or abets any of the conduct specified in (i) to (vi) above.
- (f) **Participant:** means any person who participates in an event, including but not limited to players, coaches, managers and supporters.



3. Player Obligations:

- 3.1 **Sportsmanship:** Participants must conduct themselves in a proper manner, including maintaining a high standard of personal conduct, so as not to bring themselves, Club Merrylands, Region, Bowls NSW, Bowls Australia, or the game of bowls into disrepute. Accordingly, all Participants will:
- (a) Best efforts: always play to the best of their ability and to perform as part of a team.
 - (b) Respect: maintaining an attitude of respect and politeness towards their opponents and event officials.
 - (c) Integrity: refraining from any conduct which might reflect on the integrity of a Pennant event, Club Merrylands, Region, Bowls NSW, Bowls Australia, or the game of bowls generally.
 - (d) Discrimination: refraining from any discriminatory practices (or making any discriminatory statements) based on age, sex, race, religion, ethnic background, or special ability/disability bowlers.
 - (e) Misconduct: refraining from engaging in misconduct.
- 3.2 **Laws:** Participants must always observe and abide by the Rules and Regulations as outlined by the Controlling Body. Participants must also observe and abide by;
- (i) The Rules and Regulations and Licencing Requirements of any host Club and conduct themselves in a fit and proper manner at all times.
 - (ii) The Rules and Regulations on buses or coaches and in accordance with RTA Regulations, directions of the driver and those set down by Club Merrylands.
- 3.3 **Uniform/Clothing:** Club Merrylands uniform should always be clean and well-presented and worn for the purpose of Pennants and Major Events or as directed or sanctioned by the appropriate Controlling Body.
- 3.4 **Best efforts:** A Participant must always use his/her best efforts to complete a game and must not default unless he/she is reasonably unable to play or complete a game.
- 3.5 **Obscenities:** Participants must refrain from directing any words, signs or gestures towards any other Participants and Event Official(s) that are understood in any language to have an obscene or offensive meaning.
- 3.6 **Media:** Participants are entitled to make public statements or any other communication with the media (including via web-based social media e.g. Facebook, Twitter) in relation to their personal performance at an event provided that Participants do not make, or endorse, any public statement in the media that has (or may have) a negative effect on the interests of any other Participants, Event Official(s), Club Merrylands, District/Zone, State or Club involved in the event.
- 3.7 **Arrival Time:** Participants shall at all times present themselves at the time appointed or nominated by Managers/Event Official(s) for all requirements of practice and play and shall not unduly prevent or hinder others in pursuit of it.



- 3.8 **Accommodation:** When staying away in accommodation provided by the Club, Participants must always conduct themselves in an exemplary manner and shall not cause undue complaints to be filed against the Club. All such property of the premises shall be treated with care and respect. Any damages incurred will be borne by the offending party.
- 3.9 **Alcohol:** Participants shall not be intoxicated during any event whilst representing the Club.
- 3.10 **Drugs:** Prohibited drugs are not permitted to be taken or used at any time.
- 4 Breach of Code:**
- 4.1 **Breach of Obligations:** If an Event Official, player, coach, or other person entitled to do so under the Laws of the Sport, considers that a Participant may have breached any obligation under this Code, they shall refer the matter to Club Merrylands who shall:
- (a) Dismiss the matter without a hearing if Club Merrylands considers that the matter is frivolous or is brought for vexatious reasons; or
 - (b) Consider whether the breach is deemed as bringing the Club into disrepute in which disciplinary action may incur to be taken from the Club.
- 4.2 **Right to Natural Justice:** Prior to imposing a suspension, Club Merrylands must inform the alleged offending Participant of the alleged breach of the Code and give the Participant the opportunity to provide their version of events giving rise to the alleged breach.



Player Bonuses and Incentives

1. Representation

1.1 International

1.4.1	Jackeroos Squad	\$5,000 per annum
1.4.2	Non-capped event (Australia only)	\$2,000 per annum
1.4.3	International selection (Not Australia)	\$1,000 per annum

1.2 State

1.4.1	Open Side	\$1,200 per annum
1.4.2	Age or Restricted side	\$600 per annum

1.3 Region

1.4.1	Open Side	\$100 per day
1.4.2	Age Restricted side	\$75 per day
1.4.3	Payments doubled when at Inter-Zone	

2. Club Representation

2.1 Pennant

2.1.1 Pennant Sectional Rounds

Win based on points scored by the side. Greater than 50% is a win (full payment), less than 50% is a loss (no payment), 50% of match win points (50% payment)

Open Gender Pennant

Platinum	\$130	per win
Grade 1	\$120	per win
Grade 2	\$110	per win
Grade 3	\$100	per win
Grade 4	\$90	per win
Grade 5	\$80	per win
Grade 6	\$70	per win
Grade 7	\$60	per win
Pennant Cup	\$20	per win

Single Gender Pennant

Division 1	\$90	per win
Division 2	\$80	per win
Division 3	\$70	per win
Division 4	\$60	per win

2.1.2 Finals

Play at State Pennant Finals (Region Winner)	\$500
Region Runner up (Must have played minimum 3 games)	\$200
State Winner	\$1,000
State Runner up	\$500



2.1.2 Reserves

For Region and State Finals reserves will receive 25% (pro-rata)

2.1.3 Managers

(For all grades) \$50 per day

2.2 Mid-Week Pennant

Finals Winner \$100 per player

*To receive payment you must have played a minimum of 75% of the games

3. Club, Zone, and National Events

3.1 Club events Prizemoney

All amounts are per person in the team.

Event	1st	2nd
Major Singles	\$500	\$250
Major Pairs	\$250	\$125
Major Triples	\$170	\$80
Major Fours	\$125	\$60
Minor Singles	\$150	\$75
All others	\$80	\$40

Male and Female Bowler of the Year \$250 each
 Encouragement Award \$100
 Most Improved Bowler of the Year \$100
 Additional award to be confirmed

3.1.1 Bowler of the Year points

Points accrued from the following events: Region & Major Singles, Region & Major Pairs, Region & Major Triples, Region & Major Fours and Region & Club Mixed Pairs.

Rank	Points
1st	10
2nd	7
3rd-4th	5
5th-8th	3
9th-16	1



3.2 Region event Prizemoney

Class	Winner		Runner Up	
	Singles	Team	Singles	Team
Open	\$ 500	\$ 250	\$ 200	\$ 100
Age and/or Restricted	\$ 200	\$ 150	\$ 100	\$ 75

Region Open Bowler of the year \$500

Region Senior (Over 60) Bowler of the year \$400

Region Reserve Bowler of the year \$300

Region Junior Bowler of the year \$300

3.3 State event Prizemoney

Class	Winner	Runner Up
Open	\$ 1,000	\$ 500
Age and/or Restricted	\$ 500	\$ 250

State Open Bowler of the year \$2,000

State Senior (over 60) Bowler of the year \$1,000

State Junior Bowler of the year \$800

3.4 National event Prizemoney

3.4.1 National Events Non-Restricted

Australian Champion \$2,000

Australian Runner up \$1,000

Australian Indoor Qualifier \$500



3.5 Reimbursement

The Board may consider a reimbursement of out-of-pocket expenses in the case of player(s) who have won their way through to the State Championships and are required to travel outside the metropolitan area provided they furnish receipts. Player(s) can make a claim if they receive payment under clause 3.3 - 3.4 if the claim under clause 3.3 - 3.4 is insufficient to cover costs.

4. Tournament Bonus (For not previously mentioned events)

4.1 The Club will only make any payment under the agreement in respect to an “approved tournament”. The Board of Directors of the Club (“the Board”) has the absolute discretion to determine which tournaments will be approved tournaments.

4.2 In order to be considered by the Board under clause 4.4, the tournament must consist of two or more games, comprising a full day’s play.

4.3 In the event of a single entry being issued to a Player for the inclusion in a State or National team’s tournament, the Player must present the invitation to the Board prior to the commencement of the tournament for that tournament to be considered under clause 4.5.

4.4 If an approved tournament is either a Pairs, Triples, Fours, or Side/Medley tournament, for any Player in the team to be eligible to receive any payment that team must consist only of Players who satisfy the eligibility criteria.

4.5 For an approved tournament, the Club will pay a player who finishes as the winner or runner up the 50% of the cash prize paid by the tournament organisers to the Player up to a maximum of \$2,000. However, the Player must furnish evidence from the tournament organisers of the cash prize received. The cash prize excludes costs of medals or other non-cash components.

4.6 Tournaments already mentioned, gala days, one-day carnivals, social tournaments, Club Merrylands Bowling Group tournaments, consolation or repechage or any other like tournament will not be approved tournaments.

4.7 Tournaments will not be approved if they are on the same day as a Merrylands Tournament where player(s) are eligible to play in the Merrylands run tournament.

5. Conditions

The Board of Directors, at any time during the year, may change or alter the Player Bonuses and Incentive section of this agreement and this may include any new/not mentioned event by the relevant Zone/District, State or National Body.