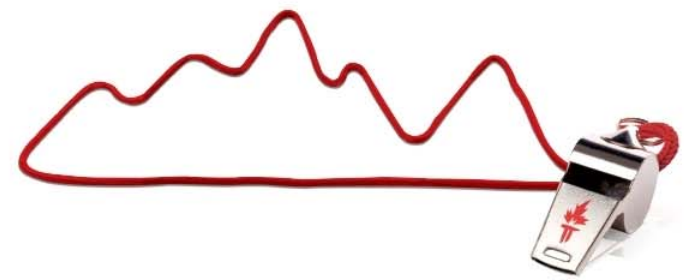


PETRO-CANADA SPORT LEADERSHIP SPORTIF VANCOUVER 2009

NOVEMBER 12-15, 2009 • DU 12 AU 15 NOVEMBRE 2009 • SHERATON VANCOUVER WALL CENTRE





A TRADE UNION FOR SPORTS COACHES AND TRAINERS

looking out for coaches as a workforce

J J Faul

A Ferreira

SOUTH AFRICA

INTRODUCTION

Sport Coaches



Sport and Recreation Industry

Employees – Labour Relations Act

Complicated Work Environment

South Africa new to Professional Sports

- Putting Coaching Systems into Place
- And looking out for coaches



Coaching
Association
of Canada



Association
canadienne
des entraîneurs



BACKGROUND

- **Coaches in South Africa**
 - No job security – even though labour act is in place.
 - No representation and/or formal negotiating body.
- **Initiative Came from coaches**
 - To form representative body.
 - Act as voice in policy-making processes
 - Direct influence on work environment.
 - Influences performance and coach as individual
 - Break hire-and-fire culture



Coaching
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BACKGROUND

- **Trade union for Coaches and Trainers founded.**
 - **UNI-CODE – Across all sporting codes.**
 - **Head coaches, assistant-coaches, fitness trainers, video analysts etc.**

- **Contribute to coaches and their development**
 - **Joining ICCE = logic & strategic move.**
 - **Aid National Coach Education Initiatives.**



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PROGRESS

- **Members**
 - 50 Cricket Coaches and Trainers.
 - Now expanding to other sporting codes.
 - Same basic principles.

- **Scepticism**
 - Coaches – waiting to see if it succeeds.
 - Various previous attempts to form coaches' representation

- **Employers**
 - Not necessarily overly excited.
 - Almost all admit the need for this kind of body.

- **Funding**
 - Government
 - Private companies.



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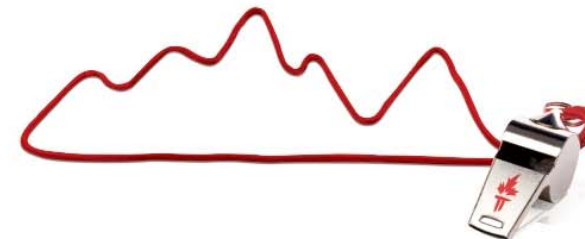
SOUTH AFRICAN LABOUR RELATIONS ACT (L.R.A) (Act 66 of 1995)

TRADE UNIONS

Definition

“An association of employees whose principal purpose is to regulate relations between employees and employers, ‘principal purpose’ indicates that the regulation of relations between employees and employers need merely be one of the functions of a trade union. Union is free to engage in such activities as bringing pressure to bear on government, involvement in social and community affairs, and so on”.

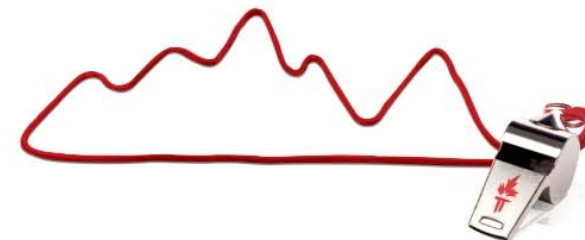
(Grogan; 2001 (six edition) – Juta Law, South Africa)



- ❖ **MEMBERSHIP : EMPLOYEE – EMPLOYER RELATIONSHIP**

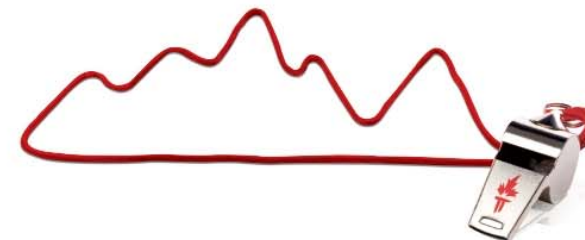
- ❖ **Sport Coaches in South Africa:**
 - **Fix term contracts with performance clause**

- ❖ **Financial settlement if employment has been terminated before the end of the contract term**



- ❖ **“Coach Fired” - Nature of professional sport**
- ❖ **“When is a coach not performing? The short answer would be when his team is not winning, but also when he is failing in his management duties”**
- ❖ **“It remains important to stress that the absence of a performance clause does not imply that a player or a coach has an unlimited right to ‘sit out’ the term of a contract. He can be dismissed for not performing”**

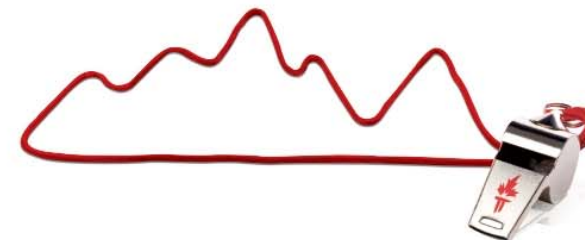
(Introduction into Sports Law in SA; Cloete *et.al* 2005 – Lexis Nexis)



AIMS OF COACHES TRADE UNION / ASSOCIATION

Memorandum of Understanding with regulating body on:

- ❖ **Prize Money, sharing of**
- ❖ **Pension scheme**
- ❖ **Sunset funding on a slide scale**
- ❖ **Use of image rights**
- ❖ **Regulating the coaching industry**



OTHER:

- ❖ **Code of conduct**
- ❖ **Training**
- ❖ **Commitment to community involvement**
- ❖ **Uplift the image of the professional sports coach on all levels**

