



Association of Heads of Independent Girls' Schools

ABN 81 660 358 175

7 April 2017

_____(Name)
_____(Address)
_____(Suburb, Post Code)

Dear _____(Name),

We are pleased to engage you as a Football Referee with the Association of Heads of Independent Girls' Schools NSW (AHIGS), to officiate sports matches between the students of the various AHIGS members' schools for the season (Services) on the terms and conditions contained in this letter.

Details of engagement and payment

- 1. Subject to any earlier termination under clause 13, your engagement is for a maximum period of 7 weeks from Saturday 29 April to Saturday 17 June 2017 excluding 10 June 2017 (Term).
2. You acknowledge that AHIGS does not warrant or represent that your engagement will continue beyond the Term. However if, for any reason, your engagement continues after expiry of the Term, then the terms of this letter of engagement will continue to apply.
3. The number of games you are required to officiate each Saturday may vary depending on the draw for your venue. It is expected that you will attend all Saturday sessions, unless a previous arrangement has been made with the AHIGS Assistant Director of Sport.
4. The maximum number of paid games per week will be 4. You will be paid between \$17.50 and \$35 per game as per the table below. This rate is based on the information you have supplied AHIGS regarding your qualifications and prior IGSSA refereeing experience.

Table with 6 columns: Rate, Assistant Ref, Unqualified but competent, N/A, N/A, Level 4

- 5. Providing we have received your correctly completed referee's card or the conveners game sheet by the advised deadline, you will receive three payments during the Term. The first two will be made within the Term and the third (and final) at the conclusion of the Term. Payment will be made to you by electronic funds transfer (EFT) to your nominated bank account and may take up to 4 weeks. A payment confirmation remittance advice will be forwarded either to your email address or postal address.
6. Payment will only be made after your referee card is received and reconciled to your venue convener's game sheet. It is your responsibility to ensure that you return all required documents to the AHIGS Office in order for your payment to be processed.
7. If AHIGS does not require your services to referee on a particular day or for a particular number of games you will not be paid for the games that you have not refereed.



Website: http://ahigs.nsw.edu.au/IGSSA.aspx

LG1, 56 Delhi Road
North Ryde NSW 2113
Phone: (02) 9888 9477
Fax: (02) 9888 9277

Terms and conditions

8. Details of the Services to be provided are set out in **Schedule 1**.
9. You are required to provide the Services, with due care, skill and diligence.
10. You may delegate the provision of part, or all, of the Services to another person in consultation with the AHIGS or School Sport Co-ordinator.
11. In all matters relating to the Services you will be responsible to AHIGS. For practical purposes all communications should be directed to the AHIGS Assistant Director of Sport, Mr Michael Jenkins.
12. AHIGS can terminate your engagement:
 - (a) at any time on 1 day's notice or payment of fees in lieu of notice; and
 - (b) immediately without notice if you:
 - (i) breach any material provision of this agreement;
 - (ii) engage in any serious misconduct or any conduct likely, in the reasonable opinion of AHIGS, to bring AHIGS into disrepute;
 - (iii) if you give a false assurance under clause 18; or
 - (iv) if you do not provide the undertaking in clause 21 prior to commencing to provide the Services or provide a false undertaking.
13. You acknowledge that you provide the Services to AHIGS as an independent contractor and that nothing in this letter constitutes a relationship of employer and employee, principal and agent or partnership between you and AHIGS. AHIGS will not be responsible for the provision of personal / carer's leave, annual leave or any other employment-related benefits. AHIGS will maintain compulsory workers compensation insurance as required by law.
14. AHIGS will maintain public liability insurance for claims arising out of your participation as a referee. You will be responsible for the payment of the excess (\$2500) for any claim arising wholly as a result of your conduct.

Acceptance of this engagement

15. By accepting this engagement, you are taken to have given AHIGS the assurance that you have the experience, qualifications and accreditations set out below:
 - (a) you are 16 years of age or older;
 - (b) you are accredited to referee through the relevant state sporting body, or are working towards such accreditation, or possess sufficient experience with the sport to be confident umpiring an AHIGS Sporting Committee (IGSSA) match.

If you cannot give these assurances, you should not sign the acceptance. If you sign the acceptance when you are not in a position to give such assurance and an assurance is found to be false or inaccurate, AHIGS may terminate your engagement without notice.

16. You acknowledge that AHIGS strongly recommends that all referees and conveners hold a current First Aid Certificate.
17. **Enclosed** with this letter is the AHIGS Sporting Committee (IGSSA) Code of Conduct incorporating the AHIGS Harassment Policy. By signing the acceptance of engagement you are confirming that you have read these documents and agree to abide by their terms.

Other documents required

18. Your engagement is subject to you providing AHIGS with an undertaking in the form of **Schedule 2** prior to the commencement of Services. If you do not provide this undertaking prior to the commencement of Services or you provide a false undertaking, AHIGS may terminate your engagement without notice.

19. Finally, please complete the enclosed "Statement by Supplier" form for taxation purposes, and the "Payment via Electronic Funds Transfer" form. Completed forms must be returned to the AHIGS Business Office with the signed acceptance page of this letter **prior to** you commencing to provide the Services.

Please indicate your acceptance of these terms by signing the attached acceptance of this letter of engagement and returning it to the AHIGS Office at LG1 56 Delhi Road, North Ryde NSW 2113 together with the other documents required.

Yours sincerely

Michael Jenkins

Michael Jenkins
AHIGS Assistant Director of Sport

SCHEDULE 1 – STATEMENT OF SERVICES

AHIGS Football Referee

AHIGS Football Referees are responsible for officiating at AHIGS inter-school football matches in accordance with the Football Federation Australia rulebook, and additional IGSSA Rules & Guidelines (see website <http://ahigs.nsw.edu.au/IGSSA/Sports/Term2/Football.aspx>)

Referees must:

- Report to the venue on time and dressed appropriately.
- Conduct a risk and safety inspection of the playing surface prior to the match and determine whether playing conditions are safe and suitable. If in doubt, speak with the Venue Convener.
- Ensure that all mandatory safety equipment rules are observed. If these rules are breached then play must not commence or continue.
- Liaise with the Venue Convener regarding any rules changes, pitch safety checks and other issues.
- Ensure that all mandatory safety equipment rules are observed. If these rules are breached then play must not commence or continue.
- Ensure that no girls are wearing jewellery.
- Be familiar with the AHIGS Risk Warning, AHIGS Sporting Committee (IGSSA) Code of Conduct and the AHIGS Harassment Policy (see website www.ahigs.nsw.edu.au/IGSSA) and implement it.
- Checking the venue status by accessing either:

IGSSA web site: <http://ahigs.nsw.edu.au/tabid/687/Default.aspx>

myIGSSA mobile screen: <http://m.ahigs.nsw.edu.au/>

sms bounce back: sending a text message containing the sport and first letter of the venue (**i.e. footballa**) to **199 25465**. Please make sure you check that you are able to send / receive messages from 19 numbers before trying to use this option.

PLEASE NOTE: SMS cost 55 cents per message sent. For SMS support, call 1300 552 189. BounceBack SMS users under the age of 18 must have the account holder's permission to use this service.

- If you are already at your venue and conditions become dangerous, suspend play and speak with your Venue Convener.
- Follow the steps below should an accident occur during the game:
 1. blow time out and assess the situation
 2. reassure the injured girl
 3. seek help – staff member, team manager, parent
 4. re-commence play at an appropriate time.

SCHEDULE 2 – Contractor Personnel Undertaking

The Association of Heads of Independent Girls' Schools (**AHIGS**) requires that all self employed contractors provide the undertaking set out below.

1. Undertaking

1.1 I undertake to AHIGS that:

- (a) I am not a Disqualified Person;
- (b) none of the Assessment Requirement Triggers apply to me;
- (c) I am not subject to an interim bar on engaging in child related work under section 17 of the WWC Act and I have not had an application for a Working With Children Check Clearance refused;
- (d) I have not had any previous employment or engagement terminated on the grounds that I engaged in any Reportable Conduct and/or sex offence or any misconduct that may involve Reportable Conduct and/or a sex offence;
- (e) I have not retired or resigned from any previous employment or engagement following allegations that I engaged in any Reportable Conduct and/or sex offence or any misconduct that may involve Reportable Conduct and/or a sex offence;
- (f) I have never been charged with engaging in any Reportable Conduct and/or sex offence;
- (g) I am not currently the subject of allegations that I engaged in Reportable Conduct and/or sex offence or any misconduct that may involve Reportable Conduct and/or a sex offence;
- (h) I have never been the subject of allegations of any Reportable Conduct and/or sex offence or any misconduct that may involve Reportable Conduct and/or a sex offence;
- (i) I will not engage in any Reportable Conduct and/or sex offence; and
- (j) I have not been the subject of proceedings commenced for any of the offences specified in Item 1(3) of Schedule 1 of the WWC Act (whatever the outcome of those proceedings).¹

1.2 If you cannot give the undertaking set out above, you should not sign this Undertaking. You may, however, wish to speak with the **Executive Officer** about the relevant occurrence.

2. Definitions

In this Undertaking:

- (a) **"Assessment Requirement Trigger"** means an offence or finding of misconduct involving children, as defined in Schedule 1 of the WWC Act.²
- (b) **"Child related work"** means work as defined in section 6 of the WWC Act³ and further defined in Part 2 of the *Child Protection (Working with Children) Regulation 2013*.⁴
- (c) **"Children's Guardian"** means the Children's Guardian appointed under section 178 of the *Children and Young Persons (Care and Protection) Act 1998*.
- (d) **"Disqualified Person"** means a person who has been convicted of, or against whom proceedings have been commenced for, a disqualifying offence. A list of disqualifying offences is at Item 1 of Schedule 2 of the WWC Act.⁵

¹ This may be found at: http://www.austlii.edu.au/au/legis/nsw/consol_act/cpwca2012388/sch1.html

² This may be found at: http://www.austlii.edu.au/au/legis/nsw/consol_act/cpwca2012388/sch1.html

³ This may be found at: http://www.austlii.edu.au/au/legis/nsw/consol_act/cpwca2012388/s6.html#child-related_work

⁴ This may be found at: http://www.austlii.edu.au/au/legis/nsw/consol_reg/cpwcr2013479/

⁵ This may be found at: http://www.austlii.edu.au/au/legis/nsw/consol_act/cpwca2012388/sch2.html

(e) **"Reportable Conduct"** means:

- (i) any sexual offence, or sexual misconduct, committed against, with or in the presence of a child (including grooming of a child, child pornography offences or an offence involving child abuse material);
- (ii) any assault, ill treatment or neglect of a child; or
- (iii) any behaviour that causes psychological harm to a child, whether or not, in any case, with the consent of the child.

Reportable Conduct does not extend to:

- (iv) conduct that is reasonable for the purposes of the discipline, management or care of children, having regard to the age, maturity, health or other characteristics of the children and to any relevant codes of conduct or professional standards, or
- (v) the use of physical force that, in all the circumstances, is trivial or negligible, but only if the matter is to be investigated and the result of the investigation recorded under workplace employment procedures, or
- (vi) conduct of a class or kind exempted from being reportable conduct by the Ombudsman, except where there is an alleged pattern or repeated instances of such conduct.

Note: Examples of conduct that would not constitute "reportable conduct" include (without limitation), touching a child in order to attract a child's attention, to guide a child or to comfort a distressed child; a school teacher raising his or her voice in order to attract attention or to restore order in the classroom; and conduct that is established to be accidental.

(f) **"WWC Act"** means the *Child Protection (Working with Children) Act 2012* (NSW).

(g) **"Working with Children Check Clearance"** means an authorisation from the Children's Guardian to engage in child related work in accordance with the WWC Act.

Signed

Date

Print Name

I have a Working with Children Check number

WWC_____

Please provide number



Association of Heads of Independent Girls' Schools

ABN 81 660 358 175

AHIGS Referee – Acceptance of Offer

_____ **Football Referee** at _____
Name *Please Print Clearly* Venue

I confirm that I have had the opportunity to consider and discuss the letter of offer of engagement dated 7 April 2017.

I acknowledge that sporting activities are dangerous and may result in personal injury, illness, permanent disability or death and resultant economic loss or property damage. I am participating as a referee voluntarily and at my own risk.

I release AHIGS from liability for any personal injury, disability, or loss or damage to property I suffer arising from my participation in the sporting activity as a referee.

I confirm that (*please delete whichever is not applicable*)

my qualification is: _____ and I am currently a member of _____ Referees Association or

I currently hold no formal qualifications.

I accept the offer of engagement on the conditions set out in the letter.

Signature: _____ Date: _____



AHIGS
Sporting
Committee
(IGSSA)

Website: <http://ahigs.nsw.edu.au/IGSSA.aspx>

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Statement by a supplier

(reason for not quoting an ABN to an enterprise)

PURPOSE

This fact sheet provides guidance on:

- pay as you go (PAYG) withholding from payments for supplies, and
- the requirements for quoting an Australian business number (ABN).

When you pay suppliers who provide goods or services to your business, those suppliers generally need to quote an ABN. They can quote their ABN on an invoice or some other document that relates to the goods and/or services they provide. If any supplier does not provide their ABN, you may need to withhold an amount from the payment for that supply. This is sometimes referred to as 'No ABN withholding'.

WITHHOLDING FROM PAYMENTS

Generally, you must withhold 46.5% of the total payment for a supply unless:

- you have an invoice or some other document relating to the supply on which the supplier's ABN is quoted
- the ABN of the supplier's agent is quoted (if the supply is made through the agent), or
- one of the exceptions to withholding applies or the supplier is not entitled to an ABN.

You may also be required to withhold 46.5% from the payment if you have reasonable grounds to believe that the ABN quoted is invalid (for example, it belongs to another entity).

QUOTING AN ABN

A supplier must quote their ABN by the time the payment is made to prevent 46.5% of that payment being withheld. A supplier may quote their ABN on an invoice or other document relating to the supply.

Documents on which an ABN may be quoted include:

- invoices
- quotes
- renewal notices (such as for insurance or subscriptions)

- order forms
- receipts
- contracts or lease documents
- letterheads, emails or internet records (web pages)
- records of over-the-phone quotation of an ABN and/or
- catalogues (and other promotional documents) the supplier produces.

You must keep this information with other records relating to the supply.

◆ You do not have to check whether the ABN is valid. However, if you suspect that the ABN quoted does not belong to the supplier or the supplier's agent; you can check it by either visiting www.abr.business.gov.au or phoning the Tax Office on **13 72 26**, 24 hours a day, seven days a week.

WHEN WITHHOLDING IS NOT REQUIRED

You do not have to withhold an amount from a payment if:

- the payer is not making the payment in the course of carrying on an enterprise in Australia
- the payment is \$75 or less, excluding any goods and services tax (GST)
- the supply that the payment relates to is wholly input-taxed, or
- the supplier is an individual and has given you a written statement which says:
 - the supply relates to a private recreational pursuit or hobby, or
 - the supply is wholly of a private or domestic nature for that supplier.

However, you should withhold if you have reasonable grounds to believe that this statement is false or misleading.

- The supplier is an individual aged under 18 years and the payment does not exceed \$120 a week.

You also should not withhold an amount from a payment if you are satisfied that:

- the supply is made by an individual or partnership without a reasonable expectation of profit or gain
- the supplier is not entitled to an ABN as they are not carrying on a business or enterprise in Australia, or
- the whole of the payment is exempt income for the supplier.

I If a supplier has applied for an ABN, they may ask you to hold back payment until the ABN has been obtained and quoted. This is a matter for you and the supplier to work out. However, unless one of the above exceptions applies, you must withhold 46.5% of the payment if it is made before an ABN is quoted. If you do not withhold from the payment, you may have to pay a penalty equal to the amount you should have withheld.

INFORMING THE PAYER IF NO WITHHOLDING APPLIES

As the payer, you may request a written statement from the supplier to justify not withholding if the supply:

- relates to a private recreational pursuit or hobby
 - For example, a hobby artist receives a prize of \$100 in a shopping centre art show.
- or
- is wholly of a private or domestic nature for the supplier.
 - For example, a home owner sells some personal furniture to a second hand store.

As a minimum, the statement should contain:

- the supplier's name and address
- why it was not necessary to withhold, **and**
- the supplier's signature.

The Tax Office has developed a form, *Statement by a supplier*, which is attached to this fact sheet and can be used for this purpose.

If you do not withhold because an exception applies, you should keep sufficient records to:

- identify the supply and the supplier, and
- justify the reason for not withholding.

You may choose to obtain a signed statement from the supplier containing the required information or use our form. If we conduct a review and find that the statement was incorrect, you won't be penalised if we believe it was reasonable for you to rely on the supplier's signed statement.

IF YOU ARE REQUIRED TO WITHHOLD

If you are required to withhold an amount, you must:

- be registered for PAYG withholding. This can be done by phoning 13 28 66 between 8.00am and 6.00pm Monday to Friday. You may already be registered if you are withholding from other payments, such as wages to employees.
- withhold 46.5% of the payment unless an exception applies.
- report and pay the withheld amounts to the Tax Office using your activity statement.
- complete a *PAYG payment summary – withholding where ABN not quoted* (NAT 3283), providing a copy to the supplier at the time of payment or as soon as possible afterwards. Suppliers can use the payment summary to claim a credit in their income tax return for the amount withheld.
- keep a copy of the payment summary with your records.
- complete a *PAYG withholding where ABN not quoted – annual report* (NAT 3448).

IF YOU DO NOT WITHHOLD WHEN REQUIRED

You may be subject to penalties if you do not withhold an amount when required. The penalty will be equal to the amount that should have been withheld. It is an offence not to withhold and the payer may be prosecuted in appropriate cases.

MORE INFORMATION

If you need more information about ABNs, you can:

- visit www.ato.gov.au
- phone the Tax Office on 13 28 66 between 8.00am and 6.00pm Monday to Friday, or
- speak to your tax adviser.

If you do not speak English well and want to talk to a tax officer, phone the Translating and Interpreting Service on **13 14 50** for help with your call.

If you have a hearing or speech impairment and have access to appropriate TTY or modem equipment, phone **13 36 77**. If you do not have access to TTY or modem equipment, phone the Speech to Speech Relay Service on **1300 555 727**.

Statement by a Supplier

Complete this statement if you:

- are an individual or a business
- have supplied goods or services to another enterprise (the payer), and
- are not required to quote an Australia business number (ABN).

Payers must withhold 46.5% of the total payment it makes to you for a supply that you make as part of your

enterprise you carry on in Australia, unless an ABN has been quoted or there is no need to quote an ABN.

HOW TO COMPLETE THE STATEMENT

- Print clearly in BLOCK LETTERS using a black pen only.
- Use BLOCK LETTERS and print one character in each box.
S M I T H S T
- Place in ALL applicable boxes

Please complete Sections A & B

Section A: Supplier details

1. Your name? (Please clearly print your name)

2. Your address? (Please clearly print your residential address)

Suburb/town _____ State/Territory _____ Postcode _____

3. Your reason/s for not quoting an ABN? Place in the appropriate box/es.

- The payer is not making the payment in the course of carrying on an enterprise in Australia.
- The supplier is an individual aged under 18 years and the payment does not exceed \$120 a week.
- The payment does not exceed \$75, excluding any goods and services tax (GST).
- The supply that the payment relates to is wholly input taxed.

The supplier is an individual and has given the payer a written statement to the effect that the supply:

- is made in the course or furtherance of an activity done as a private recreational pursuit or hobby, or
- is wholly of a private or domestic nature (from the supplier's perspective).
- The supply is made by an individual or partnership without a reasonable expectation of profit or gain.
- The supplier is not entitled to an ABN as they are not carrying on an enterprise in Australia.
- The whole of the payment is exempt income for the supplier.

Section B: Declaration

Please note YOU must complete this section

Under pay as you go (PAYG) legislation and guidelines administered by the Tax Office, the named supplier is not quoting an ABN for the current and future supply of goods or services for the reason or reasons indicated.

Name of supplier (or authorised person) (Please clearly print your name)

Signature of supplier (or authorised person)

Daytime phone number

Date

Penalties apply for deliberately making a false or misleading statement.

Do not send this statement to the Tax Office. Give the completed statement to any payer that you are supplying goods or services to. The payer must keep this document with other records relating to the supply for

Payers can check ABN records of suppliers by visiting www.abr.business.gov.au or phoning **13 72 26 24** hours a day, 7 days a week.



Association of Heads of Independent Girls' Schools

ABN 81 660 358 175

Contractor Details Form

AHIGS will make payment for your services via Electronic Funds Transfer (EFT) to your nominated bank account. Payment **may take up to 4 weeks** after all paperwork including this form, the signed referee cards and convener sheets have been received and reconciled.

Please complete this form (noting that it is your responsibility to provide us with your correct bank information) & return it by either via mail, fax (9888 9277) or email to accounts@ahigs.nsw.edu.au.

Name			
Date of Birth		Gender	
Contact Phone Number			
Residential Address			
Suburb		Postcode	
Email			
Superannuation Fund			
Super Fund Member No.			

BANK ACCOUNT INFORMATION (if not already provided this calendar year)



Please use bank & remittance email details previously provided this year (*tick box*)

Bank Account Holder			
Bank / Institution			
BSB (6 Digits)		Account No. (Max 9 Digits)	

NEXT OF KIN*We are required to maintain a list of next of kin of all our independent contractors.** This is held in a secure location that only AHIGS - IGSSA personnel are able to access. Please provide the following details:

Emergency Contact _____

Relationship to you _____

Their Contact Number _____ or _____

Signature _____ Date _____



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