

# BOARD MUST FACE TODAY...

FOOTBALL WAS PLUNGED INTO CRISIS WITH THE AXING OF MATILDAS COACH ALEN STAJCIC...

## RECOMMENDATION TO DISMISS THE COACH

- **Did** the Board receive all appropriate and necessary documentation recommending dismissal or did the Board receive a summary from the CEO/senior management making such a recommendation?

- **Who** recommended to the CEO that instant dismissal was necessary?

- **If** the allegations were true, why was instant dismissal the only option?

- **It** has been stated in the media by a Board member that there were other allegations/complaints made, as far back as April, 2018. Were these ever brought to the attention of Alen Stajcic? If not, then why not?

- **If** so, how were they dealt with?

- **The** terms "toxic", "misogynistic" and "homophobic slurs" have been referenced in the media. From where did the media obtain this information and were these terms mentioned in the Reports and were they ever discussed with Alen Stajcic prior to his final meetings with David Gallop?

- **It** has been stated that members of Management held discussions with football staff and some Matildas. Which members of Management conducted the interviews? Which staff and which Matildas were involved? Why were not all Matildas interviewed? Who determined which Matildas should be interviewed and what was the basis for their selection for interview?

## THE PROCESS

- **What** information was made available to Alen Stajcic in relation to both Reports?

- **On** how many occasions was Alen Stajcic asked to address the culture of the team, including after the Asian Cup in 2018?

- **If** there were previous discussions and it was deemed there were issues that needed addressing, when did this occur and what transpired?

- **Was** Alen Stajcic ever warned in this regard and, if so, was he ever counselled?

- **Did** HR engage with Alen Stajcic anywhere in this process?

- **What** HR policies exist with regard to complaints against staff?

- **What** HR policies exist with regard to a staff member being able to address any complaints? By way of example, HAL players have Grievance Procedures in their standard contracts.

- **What** role did Luke Casserly, Emma Highwood and David Gallop have in the issue of team culture, and if there were complaints to management, how and with whom, if at all, were they addressed?

- **What** role did Luke Casserly, Emma Highwood, Mark Falvo, Jo Setright and David Gallop play in arriving at a recommendation to sack Alen Stajcic?

- **A** two-day meeting to discuss matters including team



culture and leadership was organised by, among others, Alen Stajcic for January 21/22. Why was Alen Stajcic not provided with an opportunity to attend that meeting, instead, being sacked two days earlier? What was so urgent that he could not be part of any discussion?

- **What** was so important that a previously unscheduled Board meeting was called by teleconference prior to the already arranged players' meeting on January 21/22? What difference would a few days make?

## THE LEAKING OF INFORMATION TO SELECTED MEDIA

- **Did** the Board or Chairman or CEO authorise the leaking of information to selected (eg akin to Federal Budget leaks)?

- **If** so, why were these media outlets selected?

- **Leaks** to the media occurred two days before Alen Stajcic was sacked, and one day before the Board held its meeting? Why was this if the Board did not decide until Friday 18

January.

- **Why** were some of the players informed of the sacking before Alen Stajcic was advised and before the Board had met?

- **If** the leaks were not authorised, what steps has the Board undertaken to identify if a director or employee of FFA, or the PFA, is the source of the leaks?

- **What** steps has the Board taken to address the leaks provided by one of their own and do they believe this makes that person's position as a director untenable?

## ALEN STAJCIC WELLBEING

- **Why** did it take 10 days, and only after a public shaming, for FFA to approach Alen Stajcic to offer wellbeing support?

- **What** support has been offered to other members of the Matildas' staff and their families, including those who resigned?

- **What** support has been provided to those Matildas who are distraught about this sacking?

**Kamasz added:** "Alen has his days and is still in disbelief that at no stage was he ever informed there was an issue. His wife is an emotional wreck."

**"His career,** including internationally, is ruined by what has occurred, yet he is innocent of the innuendo that surrounds FFA's silence.

**"If the** board of FFA is fair dinkum, they should invite Stajcic, even on a without prejudice basis, to address their meeting on Monday.

**"If the** stakeholders are fair dinkum, they should seek an audience with the board at the same meeting.

**"Now is** an opportunity to understand why they were misinformed and why the process undertaken by the CEO and management was totally mismanaged and flawed."