

TERMS OF REFERENCE

Background

Approximately six months before the 2019 FIFA Women's World Cup, the FFA Board made the decision to terminate the contract of Alen Stajcic on a without cause basis.

The decision of the Board is not under review or subject to review. However, the process raised questions for the Board on the manner in which conduct, performance and information are addressed by FFA as an organisation.

Scope

To conduct an impartial review and prepare a summary report for the FFA Board in relation to the process by which the national teams are managed, and the flow of information and decision-making including the way in which items are reported to the Board. To use the decision made to terminate Alen Stajcic's contract in January 2019 as an example to shed light on these process questions.

The review will involve face-to-face interviews with relevant FFA senior management and national team staff, as well as a review of documentation, information and correspondence.

Key questions

- Where does/should accountability sit for the conduct & performance of the national teams?
- By what processes are these accountabilities exercised, and are those processes clear, timely and effective?
- When issues are raised and/or identified, are the processes for investigating, addressing and escalating those matters clear and effective?
- What is the duty of care that FFA owes to the players and its employees?
- What processes give the Board comfort that Management recommendations are driven by full and frank disclosure of information and are not based on any personal bias or unsubstantiated claims?
- What processes are in place to ensure the confidentiality, privacy and protection of any players, employees or others in disclosing information to FFA management and/or the Board?
- Are the processes, policies and procedures used by the national teams department sufficient to monitor and ensure that the environment in which the national teams operate is professional and supportive and in accordance with FFA values?

The panel will compile a confidential report and provide findings and recommendations to the FFA Board by the end of October 2019. The FFA Board will consider the report and, where appropriate, will share publicly a summary of the findings and next steps.