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# Mackay Cutters Employer Support Program

Why employing a Cutter not only supports the community but is a smart business decision!



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## Introduction



### **A Short History but a consistent goal**

The Mackay Cutters are a relatively young club by comparison to many in the Rugby League world. Originally the brain child of the late Greg Sutherland about 9 years ago, the Cutters were seen as a critical step in the development of young men (and more recently women) in the Mackay Rugby League Community. They could reach the highest level available below NRL without leaving the town. In our short history we have boasted having a hand in the development of players such as Michael Morgan, Jason Taumalolo and Curtis Rona to name a few. Not a rich club, and without the backing of League's Club money, we are run on a very restricted budget which has been impacted severely with the local economic downturn. Therefore, all the Cutters can really offer to their playing squad is the opportunity to develop their League skills to the highest level, give them a pathway to possible NRL, but most importantly, to make them better people. We cannot compete by way of player payments with many other Clubs, both in the local competition and further afield, and therefore it is opportunity from a football and career perspective that we extend to young men who we decide fit our cultural ethos, who we believe will become part of our community from a football perspective, and in the broader sense. If they don't see that as more valuable than a few hundred dollars in extra player payments, they are probably not the right fit for our Club in the first place.

This document is designed to explain to potential employers that we take our role in assisting these players to find careers and to perform to an exemplary level in them, and it states below what steps we will take as a Club to ensure their employment success. We don't want charity, and we accept that business is difficult. To this end we commit that should an employer take on one of our squad into their business as an employee, we will have expectations of that player to perform exceptionally with that employer. Our actions will include but not be limited to the following:-

1. We will conduct and screen potential players in relation to their preferred occupations and skill sets prior to signing them. Our goal will then be to fit those players with that occupation, or as close to it, rather than adopt an "any job is better than no job" attitude.
2. We will not recommend players to employers for positions that we think they are either unsuitable for or incapable of performing.

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3. A Club representative (usually the Coach or CEO) will attend any interviews or discussions (if requested) with a potential employer and player to ensure there is clarity of understanding from all parties about the employment and how it fits with the employer and the Club.
  4. We will maintain regular contact with the employer on a monthly basis throughout the season, either by phone or personal contact to ensure the player is performing acceptably in their position with the Company.
  5. We will accept and act on any calls from the employer to discuss unacceptable work performance with a player should the need require.
  6. The player will be advised prior to the initial interview that unacceptable performance in their job can and will in fact affect their playing future with the Cutters.
  7. The Club will at all times keep the Employer informed in a timely manner of any situations that occur at our Club that may affect the Players ability to work. We will confirm injury type and likely term of incapacitation, or other items such as representative selection or away games that may impact attendance on a short term basis.
  8. We will be available from the Board of Directors through to the CEO and Coach to discuss any situations deemed relevant in relation to any player if requested by an employer, as our goal is to help them be successful on and off the field. Our attitude is that football is part of life, it isn't life itself.

## **SUMMARY**

In conclusion rest assured the Mackay Cutters fully understand that your business is a higher priority to you than our Football Club, and we hope that by employing a Cutters Player you will actually have a better employee by virtue of the fact that there is another organization critically interested in how they perform in their job with you. We hope that this program will prove so successful that in time it will actually encourage employers to seek us out to see if we can provide someone to them for apprenticeships and other positions. Our goal is that this arrangement is beneficial to all parties, most importantly the Player, to you the Employer, and finally to the Mackay Cutters.

We thank you for considering employing a young man who will represent your Company, our Club and this community with pride.

Steve Dowden  
Chairman  
Mackay Cutters