

EARLY ATTEMPTS AT FORMING SOCCER PLAYER UNIONS IN AUSTRALIA¹

Braham Dabscheck
School of Industrial Relations
University of New South Wales

‘The Federation knew if they worked with the players’ association they would have to give in – and they didn’t want to give in’ – Sjel (Mike) de Bruyckere.²

On 27 April 1993 a video conference held in Melbourne, Sydney and Adelaide of prominent players of the National Soccer League, a former player and persons associated with players – seventeen in all – brought about the formation of the Australian Soccer Players’ Association in an attempt to use collective strength to improve the economic lot of players. Leading figures in the formation of the Association were West Adelaide player and Socceroo Greg Brown, who was elected President, former Socceroo captain John Kosmina, Vice-president, and young solicitor Brendan Schwab (the son of former Australian Football League Executive Commissioner Alan Schwab), Public Officer, who is responsible for the administrative and legal affairs of the association.³ In the first issue of its newsletter, *The Player*, published in October 1993, it is reported that the Association ‘already enjoys good relations with the Australian Soccer Federation’. Not only has the Federation recognised the Association ‘as the players’ industrial body’ but also it has been invited to participate in three of the Federation’s committees – legal matters, player status and security matters and fair play. The Association announced on 13 September 1993 that it was combining with the Rugby League Players’ Union⁴ under the umbrella of the Media Entertainment and Arts Alliance.

The minutes of the inaugural general meeting of the Australian Soccer Players' Association of 27 April 1993 recorded John Kosmina stating 'that he had first proposed such an Association approximately five years ago but the logistics had previously prevented its formation'. At the end of 1989 Kosmina flagged the need for a players' union in a regular column that he once provided for the *Australian*. In that article Kosmina referred to instances where players had considered, but never undertaken any action, to form a players' organisation. He stated that 'The [players'] association idea is nothing new. It has been discussed numerous times in the past. Unfortunately, a somewhat apathetic attitude among the players has seen no positive results.'⁵

While the Australian Soccer Players' Association undoubtedly constitutes the first serious attempt to form a players' association or union in the National Soccer League, it is not the first attempt at creating such an organisation in the annals of Australian soccer. From the late 1950s to the mid-1970s at least six other attempts to form player associations or unions can be identified. The object of this article is to rescue these early attempts to form player bodies from historical oblivion. Unlike the Australian Soccer Players' Association there was no attempt by the leaders of these early efforts at organisation to ally themselves with the trade union movement, whether it be other established unions or state trades and labour councils. If they felt the need for advice and help, they invariably looked to English soccer's Professional Footballers' Association.⁶

Two questions need to be asked. First, why did these attempts to form player associations occur when they did, particularly the five attempts of the late 1950s and 1960s? Second, why did the leaders of these respective organisations look overseas to the Professional Footballers' Association for advice?

Australian soccer experienced a major transformation after World War II that has been associated with the influx of (non-British) European migration. Mosely and Hay have provided rival interpretations of how this transformation took place. According to Mosely, whose account is mainly based on NSW and to a lesser extent on Queensland experience, the Anglo-Australian, almost amateur,⁷ model of a district competition was increasingly subjected to attack by various ethnic groups who wished to promote the needs of their own clubs, and were prepared to spend money to attract players in pursuit of glory on the field. In the 1950s and 1960s a series of faction fights and splits occurred between Anglo-Australians and the 'ethnics'. Victory for the latter resulted in new organisations, which, with the exception of the National Soccer League formed in 1977, oversee the management and operation of Australian soccer today.⁸

Hay's analysis of developments in Victorian soccer in the late 1950s and early 1960s discounts the importance of differences between 'ethnics' and Anglo-Australians. He points out that in Victoria a majority of leading clubs were ethnic and had a strong 'Anglo' presence in their committees. Hay's explanation of the splits and faction fighting which occurred in Victoria is linked to a new generation of officials seeking to enhance the organisation and professionalism of the game, and conflict between leading successful clubs and the central body (the Victorian Amateur Soccer Football Association) pursuing the needs of all clubs – a conflict endemic to soccer.⁹

During the 1950s, and especially in the first half of the 1960s, Australian soccer grew and prospered as it had never done before. Between 1953 and 1962 attendance at first grade fixtures in Sydney increased from 132 000 to 835 000.¹⁰ The 1963 Grand Final produced a record crowd of 30 158. Such was the growth in soccer's popularity that there was even idle talk of soccer escaping its cinderella status and taking on Rugby League and Australian Rules Football, the traditional bastions of winter sport.¹¹

Increased attendances generated income that provided clubs with the wherewithal to attract players from within Australia and particularly overseas. Increasing numbers of players from the United Kingdom, other parts of Europe and South America found themselves playing in Australia. While money flowed through soccer, for players it was a part-time occupation as it was for those participating in other Australian team sports of this era. Given the traditional secrecy associated with payments to players with the practice of ‘backhanders’ or ‘under-the-table’ payments to star (former overseas international) players and the passage of time, it is difficult to ascertain the income players derived from the game. In the mid-1960s a regular first team player may have received as much as £10 per game, while a former overseas international £25.¹² A star, who doubled as a player-coach, who played with a club that had a good run in both league and cup competitions may have earned £1000 during a soccer season. An indication of the money clubs spent on players is provided by Victorian club George Cross, whose financial details at the end of a successful season were detailed in *Soccer World* on 4 December 1964. During 1964 George Cross spent slightly over £6900 in wages and allowances on players and officials. If George Cross had a core of twenty ‘first’ grade players and two officials – manager and coach – and assuming an even distribution of income (which is most unlikely) this would translate into an average of £315 per person.¹³

The labour market, or employment rules of soccer world wide, was governed by the retain and transfer system.¹⁴ Under that system a player was bound to the club he signed with for life. He could not play with another club unless he obtained ‘permission’ from his ‘original’ (or ‘owning’) club; and for talented players such a move normally involved the payment of a transfer fee to secure their release. Australia, or rather the various state leagues, had their own versions of these rules.¹⁵ When a player signed with a club he signed for life. Associated with the transition of Australian soccer from an amateur to a semi-professional pursuit these employment rules

were revised and tightened. At the end of 1964 *Soccer World* published a list of the transfer fees being asked by thirteen of Sydney's leading clubs. Of the ninety-five players listed only two were given a free transfer. The fees demanded ranged from £50 to £1900, with nine players priced at £1000 or more, and an average fee of £340.¹⁶

The players of this era, like players of other professional team sports world wide - before and since - objected to the retain and transfer system, the impositions it placed on them in moving between clubs and/or obtaining adequate compensation for their skills. Alan Hetherington, President of the NSW Soccer Players' Association formed in January 1965, complained bitterly about transfer fees. He commented that 'some clubs think players are nothing but slaves without a second thought for their dignity and self-respect'.¹⁷ In addition players objected to clubs who did not pay them monies they had been promised. It was not unknown for players to arrive from overseas and receive little of the income that was offered to induce them to come to a new land; or clubs had run out of funds to fly in their wives. More generally, players had little redress against the heavy hand that could be wielded, by what Mosely has described as, 'kitchen table management committees'.¹⁸ Former Dutch international Sjel (Mike) de Bruyckere, the Secretary and a driving force behind the Victorian Soccer Players' Association, in launching that body in June 1964, pointed out that 'each club has its own committee and they can do what they like to you. They can put you in the seconds or reserves, and you can't do anything about it. Where can you go with your problems?'¹⁹ In short, there was a core of players in this era who believed and/or hoped that a players' association would provide them with the collective strength to overcome and redress the various employment problems they encountered.

Mosely and Murray have observed that 'by the mid-1960s some of the major ethnic teams were made up of Britons with only a token member of the nationality of the club that supplied the support and the organisation

of the club.²⁰ Several, possibly many, of these players had played in the English Football League and had been members of the Professional Footballers' Association.

In the latter 1950s and 1960s, the Professional Footballers' Association, under the leadership of secretary Cliff Lloyd, was experiencing one of the more successful periods in its history; a period that helped launch it to the prominent position it currently enjoys in English soccer.²¹ In the 1950s English soccer's employment rules were governed by a system of maximum wages (set at £20 per week in 1958) and the retain and transfer system. In the late 1950s the Professional Footballers' Association initiated action to abolish the maximum wage and to test the legal validity of the retain and transfer system. After protracted negotiations and threatened strike action, the Football League in early 1961, agreed to abolish the maximum wage. A leading figure in this campaign was Fulham player and Professional Footballers' Association Resident, Jimmy Hill.²² In 1963 Mr Justice Wilberforce in the Eastham case found the retain and transfer system to be an unreasonable restraint of trade.²³

Given the increased activity of and successes of the Professional Footballers' Association in the areas of wages and contracts, and other activities it pursued concerning injury insurance and compensation and welfare matters on behalf of members, it is not surprising that former members wrote home seeking advice or help, or activist players sought to replicate its success in Australia.²⁴ None of the six attempts to establish player associations in Australia were able to afford to pay a full-time official, an essential element in the success of the Professional Footballers' Association. Ever since its formation in 1907, in good and bad times, the Professional Footballers' Association had the resources to employ full-time officials to attend to the needs of members and the organisation. These Australian attempts at unionisation were headed by part-time players.

Besides their commitments as players, other full-time jobs and families, they had to find time to attend to the internal needs of a players' association and develop a bargaining relationship with leagues and clubs in seeking to enhance the employment rights and income of players.

On 20 June 1959 the *Sydney Morning Herald* published a brief report of the inaugural meeting of the Players' Soccer Union of the NSW Soccer Federation held on the previous night at Arlington Oval. Bill Murphy was elected Chairman and Ron Brown, Canterbury's international goal keeper, Secretary-Treasurer. *Soccer World* published a letter it received from Brown concerning the union on 26 June. The letter stated that the union 'will conform to the English Union's Constitution, with provisions made to suit our own playing conditions'. Brown maintained that the creation of the union would provide an aid to the professional development of soccer, which is 'the trend followed by all Federation clubs', enhancing a 'close liaison between players, clubs and Federation alike', and helping 'take Australia into world-class football'. Other than for these mentions in the *Sydney Morning Herald* and *Soccer World* there is little other information about this attempt to establish a players' union.²⁵ Presumably, the union was opposed by clubs and the Federation. It failed to establish itself as a viable organisation.

The minutes of the Management Committee of the Professional Footballers' Association of 14 February 1960 record a letter received from R Haddington, a former Manchester City player, stating his intention to form a players' association in Australia. Ray Haddington emigrated to Australia in 1959 and played with Juventus in Adelaide, South Australia. A number of former players from the United Kingdom, who had also been former members of the Professional Footballers' Association, were playing in Adelaide's eight-team competition. According to Haddington clubs treated 'migrant', or 'ethnic', players poorly compared to Anglo-Saxons. Haddington and other former United Kingdom players formed the South Australian Soccer Players' Association in an attempt to improve the

employment position of all players, and to reduce discrimination against 'ethnic' players.²⁶ *Soccer News* of 2 April 1960 reported that Haddington²⁷ wanted to develop a uniform, or standard, contract and a benefit scheme for players who had served with a club for a long period (English soccer had, and still has, a benefit scheme for long serving players). He also expressed a desire, if successful in South Australia, to expand the players' association to other states. (Interestingly, he recalled attending a meeting in 1960 when persons from Victoria were trying to establish a players' association of Australia Rules players in Victoria and South Australia).

At its height the South Australian Soccer Players' Association had thirty to forty members, the overwhelming majority of whom were former players from the United Kingdom (in addition to a few Ukrainians) who were trying to build a replica of the Professional Footballers' Association. Clubs pressured players, particularly 'ethnic' players, not to join the Association. It had trouble attracting members and Haddington recalled being howled down by the 'English community' for attempting to improve the employment position of 'ethnics'. Given such opposition, and the difficulties associated with attracting members, the Association folded at the end of the year.

Before the commencement of the 1963 season there was an attempt to unionise players in Brisbane. The *Courier Mail* of 11 March 1963 provided a report of an 'unofficial players' spokesman' who was holding 'informal talks' with players from Federation clubs about forming a union. The spokesman hoped to have players' delegates elected to the Federation's Management Committee 'to obtain a direct approach... on problems affecting players generally'. The spokesman also objected to the transfer system, that there was no right of appeal against the transfer fees clubs placed on players, which reduced their ability to obtain alternative employment. In March 1963 there was a series of articles by *Soccer World's* Brisbane correspondent, Len Todd, trenchantly criticising the undemocratic nature of the transfer system and calling for the formation

of a players' organisation. In so doing he invoked the example of the 'British Players' Union'.²⁸ Other than for these newspaper reports, there is no other information concerning this attempt to form a players' union in Brisbane. It appears that this attempt was shortlived and/or failed.

In 1964 players of the Victorian Soccer Federation attempted to form a players' association. It appears that the move to form such an association was instigated by Fred Hutchinson, manager of the Hakoah club. He contacted solicitor Kevin Cook who drew up a constitution. A number of players had grievances with their clubs concerning contracts and payments, and objected to the transfer system that precluded their ability to change clubs.²⁹ Mike de Bruyckere, a leading personality in Victorian soccer, became involved in the planning stages of the association and took on the responsibilities of secretary. A former Dutch international, de Bruyckere, had represented Australia and in early 1964 was coach of State League club Melbourne Hungaria. During his playing days in Holland with Wilhelm II he had been a member of a Dutch Players' Association.³⁰ In *Soccer News* de Bruyckere was quoted as saying that 'The purpose of the formation of a players' union in Victoria is to establish a better understanding between the players themselves and the Federation'.

A meeting of thirty-eight players from seven State League, as well as Metropolitan and junior, clubs held on 27 May 1964 unanimously endorsed the formation of the Victorian Soccer Players' Association. A second meeting of approximately 100 players, with representatives from all twelve State League, plus Metropolitan, clubs on 24 June 1964 elected a Management Committee and determined membership fees of two guineas per annum. The meeting invited Jim Paul, a former player and Deputy Chairman of the defunct Victorian Amateur Soccer Football Association, which had been superseded by the Victorian Soccer Federation in 1962, to be President. For reasons that are unclear he did not take on this task. Fred Hutchinson, who had been a leading figure in the formation of the Association subsequently became President. Other committee members

were Nigel Shepherd (Slavia), Ollie Norris (Croatia), Bill Latto (Hakoah), Don Hodgson (George Cross), Roy Hammond (ABV 2), Kevin Cook (Solicitor) and Mike de Bruyckere (Secretary). Also in attendance at the meeting was Victorian Soccer Federation President Harry Dockerty. He was reported as saying: 'I am pleased to be here and wish your association good luck for the future. I think the move will improve Soccer in Victoria.'

At a committee meeting in the following week it was decided to write to player unions in England, Scotland and Holland to inform them of the existence of the Victorian Soccer Players' Association, and for those unions to advise players coming to Australia to contact the Association first. It was also decided to ask the Victorian Soccer Federation to make available a room in Soccer House for their fortnightly meetings.

The major goal of the Victorian Soccer Players' Association was the abolition of the retain and transfer system. Resentment was expressed against employment rules that enabled clubs to dominate players, the problems and frustrations players experienced in being able to find employment with a new club, whether in Australia or overseas, when their current contracts had expired and they were no longer wanted by their 'owning' club. The Association also saw itself providing members with legal advice, representing them in dealings with clubs and the Federation, and providing members and their families with financial, or welfare, benefits when needed.

While Harry Dockerty may have wished the Players' Association well at its 24 June 1964 meeting, this does not seem to have been a viewpoint shared by other members of the Federation or a majority of State League clubs. Melbourne Hungaria sacked de Bruyckere because of his involvement with the Players' Association - though he did resume his playing career with Lions.³¹ According to de Bruyckere his sacking, coupled with pressure from clubs on players, led to the Association's death knell. Even club delegates became wary of actively pursuing the affairs of the Association. It was unable to gain recognition as a bargaining agent

from the Victorian Soccer Federation. The only success that it experienced was using the threat of court action to secure the transfer of players between clubs. Given its inability to provide players with any tangible benefits, membership of, and interest in, the Association declined. On 24 September 1965 *Soccer World* reported that only six of the twelve State League clubs had players who still supported the Association. By 1966 de Bruyckere had had enough and closed down the Association, and in an act of frustration destroyed the minutes of meetings and other documents associated with the affairs of the Victorian Soccer Players' Association.

On 13 January 1965 some forty players, from eight of the ten NSW first division, as well as second division and amateur, clubs met at Hellenic House to form the NSW Soccer Players' Association. The meeting elected an executive with Alan Hetherington (Metro) President, Mike Johnson (South Coast United) Secretary, Brian Williams (Corinthians) Assistant *Secretary* and Vic Ireland (Corinthians) Treasurer. *Soccer World* of 22 January 1965 reported that 'the vast majority of players at the meeting were English', and that letters had been sent to Federation Internationale De Football Association President, Sir Stanley Rous, and Professional Footballers' Association Secretary, Cliff Lloyd, for advice and help. Mike Johnson had played alongside Jimmy Hill at Fulham during the successful campaign of the Professional Footballers' Association to abolish English soccer's maximum wage (see above). Johnson had also been a club delegate with Doncaster Rovers before moving to Australia.³²

The leaders of the players' body claimed that a players' association would help 'to bring more stability into the game from a players' point of view'. Two major concerns of the Association were to ensure that players received monies that clubs had promised them, and to act 'when clubs placed ridiculously high transfer fees on players'. In addition, as with the Victorian example, the Association wished to represent players in their dealings with clubs and the Federation 'to improve the relations between players and the soccer authorities', and to establish a benevolent fund for

members.³³ Plans were made to play a match between 'British' and 'Continental' teams to raise income for the Association. It does not appear, however, that such a game was ever played. Membership fees were set at 10s joining, and 2s 6d per week.³⁴

It appears that the NSW Soccer Players' Association encountered problems in attracting members. An editorial in *Soccer World* on 5 February 1965 reported that both Hetherington and Johnson were 'worried that apathy among players may kill the budding organisation'. In March 1965 it was reported that the association had forty-five members; in September 1965 Johnson claimed approximately eighty members.³⁵ Part of the reason for its small membership was that the Association first wanted to obtain recognition from the NSW Soccer Federation before embarking on a major recruiting drive. A presentation was made to the Federation's Management Committee on 6 April 1965. Federation President Ben Nathan had earlier expressed support for the Players' Association, stating that 'a strong players' association that speaks for all players would solve most of the problems that bedevil our football'.³⁶ As happened in Victoria the previous year this was not a view shared by other Federation and club officials. Rather than express outright opposition they employed the tactic of deferring any decision on recognition. Repeated phone calls from Mike Johnson were fielded with the response that probably a decision would be made at the Federation's next meeting. In an article in *Soccer World* on 17 September 1965 Johnson stated that 'all the Federation [has] to do to completely put us out of action is to continue with holding recognition from us'. And that is what the Federation did With Hetherington resigning his position as President because of other commitments, and Johnson moving on to play in Cooma at the beginning of 1966 so died the NSW Soccer Players' Association.

In 1976 a group of Western Australian soccer players held a meeting in the Norwood Hotel, East Perth and formed the Soccer Players' Association. Leading figures in the creation of this organisation were Reg Davies,

Graham Aughton, David Clark and Dennis Barstow. Davies had formerly played in England's Football League, and had been a Professional Footballers' Association member. In forming the Soccer Players' Association he wrote to his alma mater for advice and help. The constitution of this organisation bears a striking similarity to that of the Professional Footballers' Association. The Soccer Players' Association was registered under the *Western Australian Association Incorporation Act 1895*. Annual membership fees were set at \$5, and remained at that level during the life of the Association. The major functions it performed were to represent players in contract and employment disputes, to organise an end of season mini 'World Cup' between players of different nationalities in the form of a social gathering, and to provide an award for a players' player of the year. At its height the association had 308 members, a unionisation rate of approximately 90 per cent with the Western Australian Soccer Federation having a ten-team competition with three grades. With the passing years, however, the Soccer Players' Association found it difficult to recruit members, and find replacements for committee members who retired from the game. In the words of Eric Marocchi, a former leading official of the Soccer Players' Association 'players lacked any sense of a collective consciousness', and by the end of the 1980s the Association became 'dormant'.³⁷

Six attempts by players of Australian soccer in various leagues and at different times to form and operate player associations have been examined. The players involved in these respective attempts played on a part-time basis, and were never able to generate enough income to employ full-time officials to attend to the needs of players or members, as happened with the Professional Footballers' Association, which they invariably modelled themselves on, and, of course, other trade unions. The major concerns of players were the inferior position afforded to them by the retain and transfer system,³⁸ and the non-payment of monies promised by clubs. The 1959 attempt by Bill Murphy and Ron Brown, and the 1963 attempt

in Brisbane may have been nothing more than the cries of isolated activists wailing in the wilderness against feelings of impotence. The attempt by Ray Haddington in Adelaide in 1960, and those of Victorian and NSW players in the mid-1960s, were easily countered by their respective Federations and clubs refusing to grant recognition. While Western Australian players had more success in establishing an association, it eventually 'ran out of puff' following the retirement of its founding members.

During preparations for the 1974 World Cup the Socceroos threatened a strike over what they considered inadequate pay in a warm-up game against an overseas club side.³⁹ And in August 1993 a different generation of Socceroos used strike action to increase their payments from \$1000 to \$5000 for a World Cup qualifier against Canada.⁴⁰ It remains to be seen if Australia's current crop of players under the banner of the Australian Soccer Players' Association, aided by the expertise and resources of the Media Entertainment and Arts Alliance, can succeed in improving their employment rights and wages and working conditions - objects which Australian player associations of yesteryear failed to achieve.

NOTES

1. I would like to thank Phil Mosely whose assiduous reading of *Soccer World* discovered three of these player associations, and Roy Hay who recently tracked down a copy of that difficult to obtain newspaper, *Soccer News*, which provided details of Ray Haddington's 1960 attempt to form a players' union. Both Mosely and Hay provided valuable information concerning soccer in NSW and Victoria during the 1950s and 1960s. In addition I would like thank Sjel (Mike) de Bruyckere, Ray Haddington, Mike Johnson, and Eric Marocchi, for information concerning the respective player associations they were associated with. Finally, I would like to express my thanks to Roy Hay for his detailed comments on an earlier draft of this article. Of course, I am responsible for all errors of fact or interpretation.
2. Interview, Sjel (Mike) de Bruyckere, Heathmont, Victoria, 18 Oct. 1993.
3. Minutes, Inaugural General Meeting, Australian Soccer Players' Association, 27 Apr. 1993. For further details concerning this meeting see *Sydney Morning Herald*, 30 Apr. 1993, and R Galvin, 'Soccer's Slave Trade', *Inside Sport*, Oct. 1993, pp. 16-18, 20, 22, 24 and 140.
4. For details concerning its history see B Dabscheck 'Rugby League and the Union Game', *Journal of Industrial Relations*, vol. 35, no. 2, June 1993, pp. 242-73. For a more general discussion of player associations/unions in Australian sport see B Dabscheck, 'Unions and Sport: Australian Professional Players' Associations', *Economic and Labour Relations Review*, vol. 2, no. 2, Dec. 1991, pp. 114-30.

5. See *Australian*, 12 Dec. 1989 and 11 Jan. 1990. In April 1989, Apia-Leichhardt goalkeeper Tony Pezzano spoke about the need to form a players' union. See *Australian*, 7 Apr. 1989.
6. In *The Player*, Oct. 1993, the Australian Soccer Players' Association refers to the 'positive feedback and information' it has received from Gordon Taylor, the Professional Footballers' Association Chief Executive.
7. Mosely has observed that 'consistent with its working-class support base, soccer has seldom been concerned with amateurism'. See P Mosely, 'Soccer', in W Vamplew et al, *Oxford Companion To Australian Sport*, OUP, Melbourne, 1992, pp. 316, 321-3.
8. See Mosely, 'Soccer'; and P Mosely and B Murray, 'Soccer', in W Vamplew and B Stoddart eds, *Cambridge History of Australian Sport*, CUP, Melbourne, 1994 (forthcoming).
9. R Hay, 'Marmaras' Oyster or Seamonds' Baby: The Formation of the Victorian Soccer Federation, 1956-64, *Sporting Traditions*, vol. 10, no. 2, May 1994.
10. Mosely and Murray, 'Soccer'.
11. See various issues of *Soccer World*, 1960-5.
12. To put these figures into context players of the Victorian Football League in the 1960s received £12 10s a game. See B Stewart, *The Australian Football Business: A Spectator's Guide to the VFL*, Kangaroo Press, Kenthurst, 1983, p. 87. In 1965 the basic (or minimum male adult) wage, as determined by the then Commonwealth Conciliation and Arbitration Commission, was £158s per week.
13. Soccer was more popular in NSW than Victoria. It might not be unreasonable to surmise that NSW State League clubs generated more income, and spent more on players, than Victorian clubs.
14. Other team sports, such as Australian Rules Football, Rugby League and the North American games baseball, basketball, ice-hockey gridiron (American football) also operated under similar sets of rules
15. In the late 1950s several Australian clubs obtained overseas players, mainly from Austria and Holland without paying transferfees, which resulted in Australia being banned by Federation Internationale De Football Association, the international governing body of soccer. This enabled some players to move interstate without the encumbrance of transfer fees. The ban was eventually lifted in July 1963 when a portion of the fees were paid. For details see Mosely, 'Soccer'; Mosley and Murray, 'Soccer', and Hay, 'Marmaras' Oyster'.
16. *Soccer World*, 18 Dec, 1964.
17. *Soccer World*, 22 Jan. 1965.
18. Mosely, 'Soccer', p. 231.
19. Mike de Bruyckere, newspaper scrapbook, 1964. Most of the items contained in this scrapbook, are cuttings from Soccer News. Unfortunately dates have not been clearly identified, and copies of *Soccer News* for this period are difficult to track down. Spare a thought for Mike Bruyckere. His last game before coming to Australia was an international watched by 65 000 spectators. His first game in Australia was in Geelong before fifty spectators and assorted cows which were shooed from the paddock before kick-off.
20. Mosely and Murray, 'Soccer'.
21. For details of the Professional Footballers' Association's history see B Dabscheck, "Defensive Manchester": A History of the Professional Footballer' Association', in R Cashman and M McKernan, eds, *Sport in History*, UQP, St Lucia, 1979, pp. 227-57; B Dabscheck, 'Beating the Off-side Trap: The Case of the Professional Footballers' Association', *Indus*

- trial Relations Journal*, vol. 17, no. 4, Winter 1986, pp. 350-61; B Dabscheck, "'A Manor a Puppet?': The Football Association's 1909 Attempt to Destroy the Association Football Players' Union", *International Journal of the History of Sport*, vol. 8, no. 2, Sept. 1991, pp. 221-38; and J Harding, *For the Good of the Game: The Official History of the Professional Footballers' Association*, Robson Books, London, 1991.
22. For his account of events see J Hill, *Striking for Soccer*, Peter Davies, London, 1961.
 23. *Eastham and Newcastle United Football Club and others* (1963) 3 All ER 139. This case has been used as a precedent in Australian sports law cases. For information on changes to English soccer's employment rules see Dabscheck, 'Defensive Manchester', and Dabscheck, 'Beating the Off-side Trap'.
 24. The Professional Footballers' Association also acted as a model for, what turned out to be an unsuccessful attempt, to unionise Australian Rules footballers in Victoria in 1955. Former St Kilda full back Tom McNeil, toured Europe in the early 1950s and made contact with several soccer players unions, including the Professional Footballers' Association. For details of this failed attempt at unionisation see B Dabscheck, 'Out of Bounds: The 1955 Australian Football Players' Union', *Journal of Australian Studies*, no. 27, Nov. 1990, pp. 32-9.
 25. There are two brief mentions in *Soccer World*, 3 July 1959 and 7 Aug. 1959.
 26. Interview, Ray Haddington, 13 Dec. 1993.
 27. In his article his surname is misspelt as Heddington.
 28. *Soccer World*, 8, 15 and 29 March 1963.
 29. Roy Hay's interview with Fred Hutchinson, 9 Nov. 1993.
 30. Several club delegates of the Victorian Soccer Players' Association had played in England and had been members of the Professional Footballers' Association. Unless otherwise stated, information concerning the Victorian Soccer Players' Association is derived from the de Bruyckere interview and the de Bruyckere scrapbook.
 31. See *Sporting Globe*, 27 May 1964, 6 and 10 June 1964.
 32. Interview, Mike Johnson, Woonona, NSW, 29 Sept. 1993.
 33. *Soccer World*, 22 Jan. and 9 July 1965.
 34. *Soccer World*, 12 March 1965.
 35. *Soccer World*, 12 March and 17 Sept. 1965.
 36. *Soccer World*, 12 March 1965.
 37. The information concerning the Soccer Players' Association is based on an interview with Eric Marocchi, 24 Apr. 1992.
 38. In 1978 Auburn goalkeeper Steve Hoszowski unsuccessfully challenged soccer's retain and transfer system; though the facts of the case do not provide succour for its defenders. Hoszowski sought a transfer to St George which Auburn was prepared to grant with the two clubs agreeing on a transfer fee, which Hoszowski objected to. Chief Justice Helsham of the Supreme Court of NSW found that 'there was nothing in the system that prevented his transfer, even if it restricted it; clearly the plaintiff was only interested in invalidating the system if he could. The transfer fee did not prevent the plaintiff from having a transfer and from playing football. If he did not play during the 1978 season, it was at his own volition, and not as the result of the operation of the system.' *Hoszowski v Brown and Anor*, Supreme Court of NSW, no. 1667 of 1978 (unreported).
 39. See *Daily Telegraph*, *Sydney Morning Herald* and *Australian*, 6 Feb. 1974.
 40. See *Sydney Morning Herald* and *Australian*, 11 Aug. 1993.