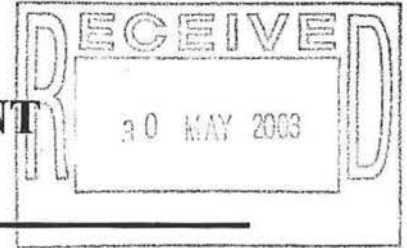


SECONDMENT AGREEMENT



This Secondment Agreement dated 14 May 2003

BETWEEN:

Scott Volkers, Queensland Academy of Sport, Swimming Head Coach,
and Australian Swimming Inc Head Women's Coach.

Phone: (07) 3404 3200. Fax: (07) 3404 3205 Email: scottvolkers@csi.com.
PO Box 187 Brisbane Albert Street, QLD 4002.

- AND -

Australian Swimming Inc (ASI)
as represented by the Chief Executive Officer (Glen Tasker)

Phone: (02) 6256 9666. Fax: (02) 6256 9667 Email: swim@swimming.org.au.
Unit 12/ 7 Beissel Street Belconnen 2617. Internet: www.swimming.org.au

- AND -

The Queensland Academy of Sport (QAS)
as represented by the Executive Director, Alex Baumann

Phone: (07) 3404 3200. Fax: (07) 3404 3205 Email: alex.baumann@srq.qld.gov.au.
PO Box 187 Brisbane Albert Street, QLD 4002.

Secondment is the temporary assignment of an employee to a position in an outside organisation. It provides a process for organisations to meet their short term human resource needs when those needs cannot be effectively met through the staffing process, or to address the career development of employees for future human resource needs.

The reason for the secondment is that the employee has been appointed by Australian Swimming Inc. (ASI) to the part time position of National Head Coach, Women, servicing the National Swim Team in addition to the Head Coach position with the Queensland Academy of Sport. The Queensland Academy of Sport supports the secondment of Scott Volkers to ASI in accordance with the following agreed conditions.

The parties agree as follows:

1. Scott Volkens will be seconded from Queensland Academy of Sport to ASI (Job Responsibilities attached) for the period 1 November 2002 to 31 December 2004.
2. The Queensland Academy of Sport (QAS) will continue to pay the salary of Scott Volkens and ASI will pay \$15,000 to the QAS. These funds will be used by the Academy to support the Head Coach in the execution of his duties and to backfill his position while he is away with the national team. A schedule of the proposed disbursement of these funds is attached.
3. Scott Volkens' employment conditions will be in accordance with his Queensland Academy of Sport contract.
4. Whilst on secondment, Scott Volkens will continue to accrue leave and other entitlements.
5. Queensland Academy of Sport will maintain all leave for the duration of the Agreement.
6. Each month, ASI will pay the Head Coach's additional phone line costs so he can adequately perform his duties.
7. ASI will reimburse all reasonable expenses incurred by the Head Coach in the execution of his duties. The High Performance Director or the High Performance Manager must approve and eventually sign-off on these expenses.
8. ASI will provide an allowance to the Head Coach when he is with the Team at major international events; such events include FINA World Championships, Olympic and Commonwealth Games and Pan Pacific Championships.
9. Contacts for administrative purposes: Greg Hodge, High Performance Swimming Director, for ASI and Peter Shaw, Sport Programs Manager, for the Queensland Academy of Sport.
10. Scott Volkens will be bound as appropriate by the policies and procedures of the Queensland Academy of Sport and ASI respectively as and when they may apply whilst on secondment.
11. Scott Volkens's title whilst on secondment shall be Queensland Academy of Sport Swimming Head Coach and ASI National Head Coach, Women.
12. Scott Volkens's contract of employment with Queensland Academy of Sport will continue to be subject to the normal review provisions that will be applied to all Queensland Academy of Sport contracts of employment.
13. Where the secondment is terminated prior to the 31st December 2004, Queensland Academy of Sport guarantees, within the conditions of the contract of employment, to provide Scott Volkens a salary and work equivalent to that prior to the secondment.
14. Scott Volkens jointly reports to Peter Shaw, QAS Sport Programs Manager for the duration of the secondment period in relation to Queensland Academy of

Sport programs and services, and to Greg Hodge, High Performance Swimming Director for ASI programs and services.

15. The Executive Director of the Queensland Academy of Sport shall be responsible for the resolution of grievances and disputes that may arise as a result of this secondment.
16. Queensland Academy of Sport will provide parties with three months notice of the secondment completion date where it may differ from the 31st December 2004 date as specified in this agreement.
17. This agreement may be amended by mutual consent of all parties at any time.
18. The secondment may be terminated before its term has expired. This can be done at the request of any one party on 30 days notice to the others, in writing.
19. To confirm understanding and acceptance of this agreement, all parties are required to sign in the appropriate space below:

Queensland Academy of Sport: Signed and dated:



 (Alex Baumann, Executive Director)

Witnessed by:

 (Name:)

Australian Swimming Inc:

Signed and dated:



 (Glen Tasker, Chief Executive Officer)

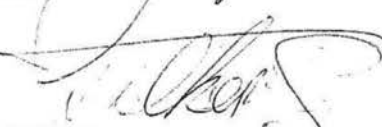
Witnessed by:



 (Name:)

The Employee:

Signed and dated:



 (Scott Volkers)

Witnessed by:

 (Name:)

Job Responsibilities

1. Must be a practicing coach on a full time basis, with a recognised coaching accreditation, or be employed as a coach by a recognised organisation, and must continue in this role for the term of the appointment.
2. The National Head Coach is responsible for:
 - 2.1. the communication, harmony, team dynamics and the conduct of meetings within the Women's Team camp and competitive programs; and,
 - 2.2. devising and setting the technical direction of the program.
3. Act as Head Coach for the Team and other teams as determined from time to time by ASI.
4. When the Team is selected ensure a swimmer's committee is established to raise Women's Team issues with the Management Staff.
5. Where required, provide Team coaches with technical support throughout the year, on teams, camps and in home programs. This will be done in conjunction with the High Performance Director.
6. Provide the High Performance Director with input into the preparation of the High Performance Plan for the ensuing quadrennial.
7. When teams are selected the Head Coach must establish regular and real contact with the athletes and coaches until the end of the selected meet has been swum.
8. Identify athletes and coaches to attend and participate in National Event Camps.
9. Recommend athletes and coaches to be selected for World Cup, Mare Nostrum and other coach selected development tours.
10. Have input into the selection of the assistant managers they would like to work with their team during the championships.
11. Within the framework of Australian Swimming's guidelines, speak to the media on team preparation and performance issues within their respective areas of responsibility only.
12. In the first instant, the Head Coach reports to the High Performance Director. In the case of unresolved issues, the Chief Executive Officer will work with both staff members to achieve the required result for the Team.

Schedule for disbursement of ASI Financial Contribution**Annual ASI Contribution:**

2002/2003	\$15,000
2003/2004	\$15,000
2004/2005	\$ 7,500