

2025 MSA Club Coaches Survey

Executive Summary



Background

From the MSA board meeting 14 Nov 2024: Action: Rob Wilson to source data to best efforts confirm Coaches who earn income vs. volunteer Coaches (to help inform a review of Coaching course and accreditation fees).
From the NCC meeting 6 Nov 2024: Include survey Q asking who pays for accreditation and ongoing costs.
From the MSA board meeting April 2025: Survey approved
Survey closed. 31st July 2025

Summary

34% response rate from MSA clubs

Club payment approach

47% pay coaches via an hourly rate
62% have volunteer coaches (including clubs that provide payment-in-kind or not at all)
Some clubs engage coaches using multiple approaches

Hourly rate

Average hourly rate across all respondents is \$21
Average hourly rate across clubs that pay their coaches is \$48

Cost coverage

43% of clubs and/or state/territory cover some costs
36% of clubs and/or state/territory cover no costs
21% of clubs and/or state/territory cover all costs

NCEC Commentary

Results demonstrate significant differences in payment approaches across the clubs
It is incorrect to say that MSA has (nearly) all volunteer coaches

Some interesting comments from individual clubs

<i>Volunteer coaches are paid a fee to partially offset the cost of travel to and from the pool. Each coach receives an equal share of coaching fees collected from club members. Roundtrips are: 17 km; 20 km; 42 km; 102 km.</i>
<i>Negotiated salary</i>
<i>Annual CPR course paid for by the Club</i>
<i>Coaching is done on a volunteer basis with the club.</i>
<i>Not paid an hourly rate but a per head rate.</i>
<i>We really don't have an official coach, we just select and do a program</i>
<i>Membership paid for all coaches who coach a minimum of 6 sessions per calendar year</i>
<i>Most of our coaches are full time.</i>
<i>Based on award rate + benefits</i>

Results

As determined by National Coach Education Coordinator from both Survey Monkey analysis and Excel Pivot tables

Q1	Clubs	70	clubs responded out of	203
		34%	response rate	

From Survey Monkey:

Does your club use:(you need to enter a number into each box)

Answered: 70 Skipped: 0



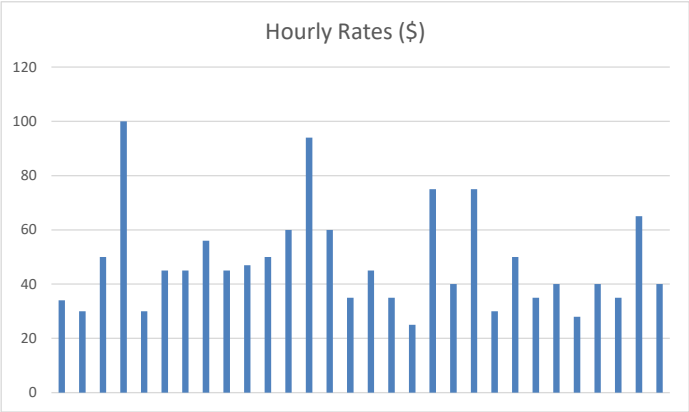
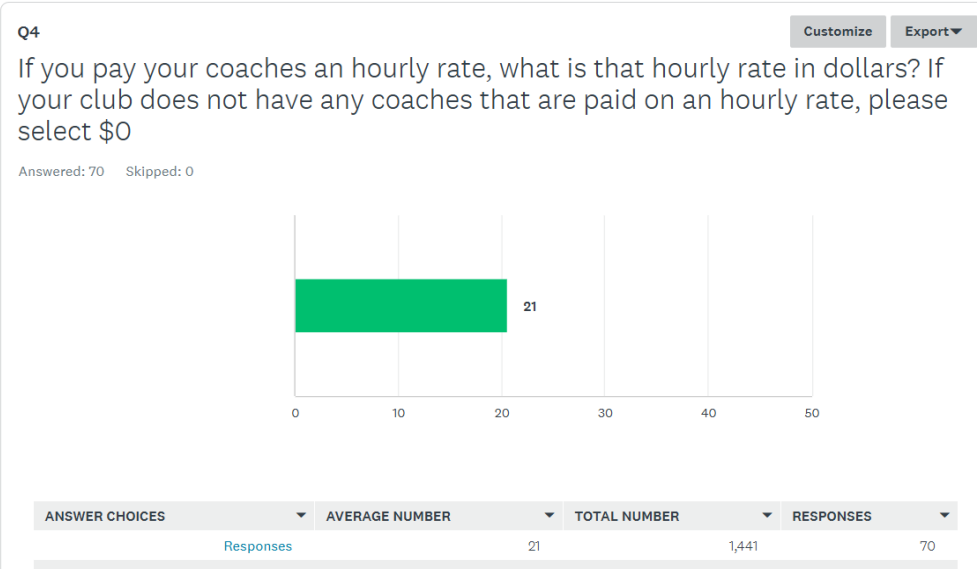
	Number of clubs with this option	Percentage of survey respondents	Number of coaches across the clubs		
Non-member coaches paid on an hourly rate	20	29%	38		
Member coaches paid on an hourly rate	25	36%	54		
Member coaches not paid on an hourly rate, but paid-in-kind (e.g. membership paid for, token session payment, etc)	14	20%	51		
Volunteer coaches (no payment, no payment-in-kind)	33	47%	80		
TOTAL	92				
** Note that some clubs use multiple options					

Above table summarised	Number of clubs with this option	Percentage of survey respondents	Number of coaches across the clubs		
Hourly rate coaches	33	47%	92		
Other	43	61%	131		
TOTAL	76				
** Note that some clubs use multiple options					

Q4

Hourly rate

From Survey Monkey:



Average Hourly Rate from non-zero respondents \$ 47.97

Q6

Covering the cost

Q6

 Customize  Export

Does your club or state/territory cover the costs for the accreditation of your coaches and the ongoing professional development of your coaches:

Answered: 70 Skipped: 0

