

Netball WA Governance & Membership Review

Regional Office Structure

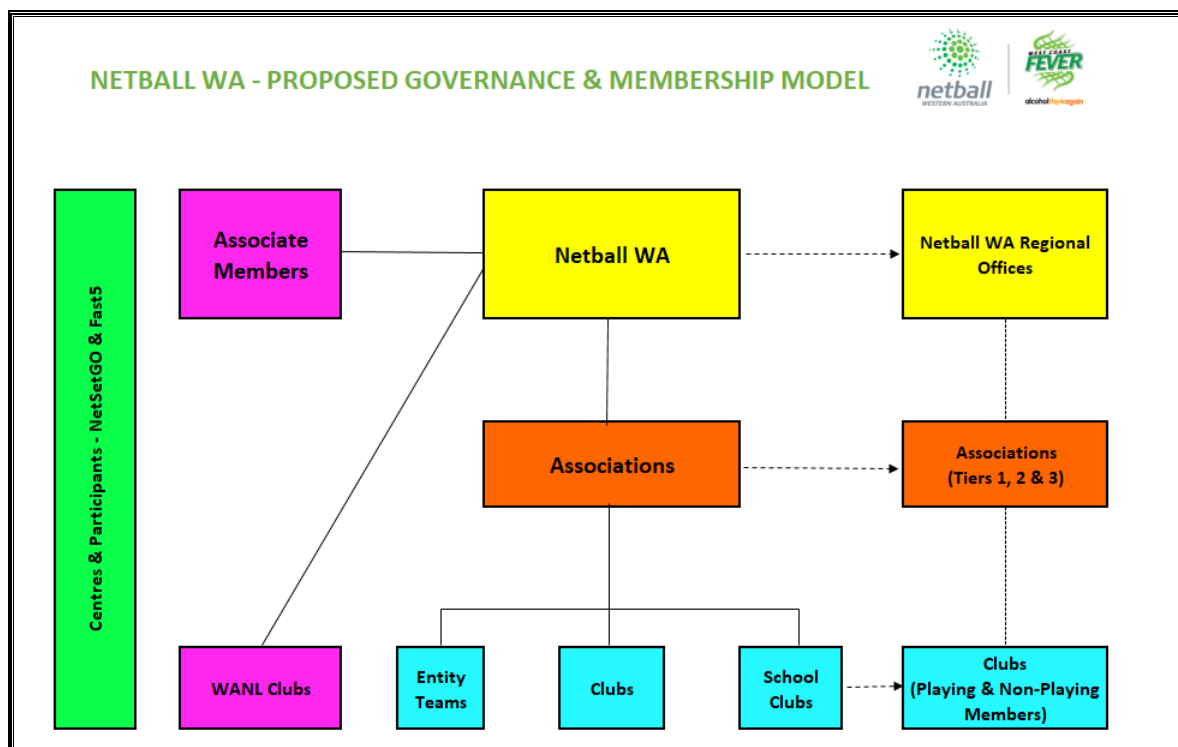
Introduction

The following information outlines the Netball WA (NWA) Regional Office Structure to be implemented on 1 January 2019.

This proposed structure is one of the key changes to be implemented as a direct result of the feedback received from all levels of the NWA membership during the Netball WA Governance and Membership Review conducted by McLaughlin Sports Consultancy (MSC) independent consultant in 2015-2016.

Netball WA will establish 9 Regional Offices, six (6) of these located in country areas and three (3) in the metropolitan area. All offices will be staffed with local personnel, employed by Netball WA.

The new Netball WA Governance and Membership Structure is best represented by the diagram below:



Regional Office Purpose

NWA voting members (Regions) voted for a change to the Netball WA Constitution in March 2018. This will see the current NWA Regional Governance structure dissolved by the end of 2018 and a new NWA Regional Office format implemented in 2019.

This new structure will allow NWA to have a direct line of communication and servicing to Member Associations and Clubs throughout the state, which was one of the key gaps identified in the review undertaken by MSC.

The changes to the NWA Constitutional and Regional Office structure will allow:

- Netball WA to have a streamlined governance structure that will allow participation and growth of netball across both the traditional Member Association and Club environments and non-traditional participation environments;
- For a direct investment and communication between the governing body and its Member Associations and Clubs;
- Netball WA to build and grow the capacity of its Membership workforce to deliver community netball across the state;
- For Member Associations to have direct yet collaborative input into the planning and development of the Regional Development Plans;
- For direct servicing of Member Associations and Clubs;
- Employment of Regional Office staff with local knowledge and understanding of the community sporting landscape;
- Member Associations to directly leverage off NWA sponsorships and other commercial partnerships to enhance local community netball.

As the Australian sporting landscape continues to evolve and change with new programs, initiatives and game formats, it is important that NWA is resourced appropriately to support and sustain its Member Associations and Clubs during this significant period of change.

Regional Offices & Roles

It is proposed that nine (9) NWA Regional Offices will be established across the state. These will be as follows:

- Six (6) x Country Regional Offices will be based in the following areas:
 - Great Southern
 - Midwest-Gascoyne
 - North West
 - Peel
 - South West
 - Wheatbelt-Goldfields
- Three (3) x Metropolitan regions will be based in the following areas:
 - Metro North
 - Metro Central
 - Metro South

Click here for the [Proposed Netball WA Regional Office Network](#)

NWA Regional Office staffing hours may vary depending on each Region's membership size and the distance between Member Associations/Clubs.

Regional Office Staffing will be as follows:

- Membership Coordinator
- Development (Coach/Player) Coordinator
- Officials Coordinator
- Most roles will be of a part-time nature, however there will be opportunities for specific roles to be combined to create a full-time position. This option has already been explored/discussed by a few country regions.
- Please refer to the proposed 2019 Regional Office Staffing Structure and Functional Areas of the NWA Community Department which are outlined on pages 6 & 7 of this document.

Other information:

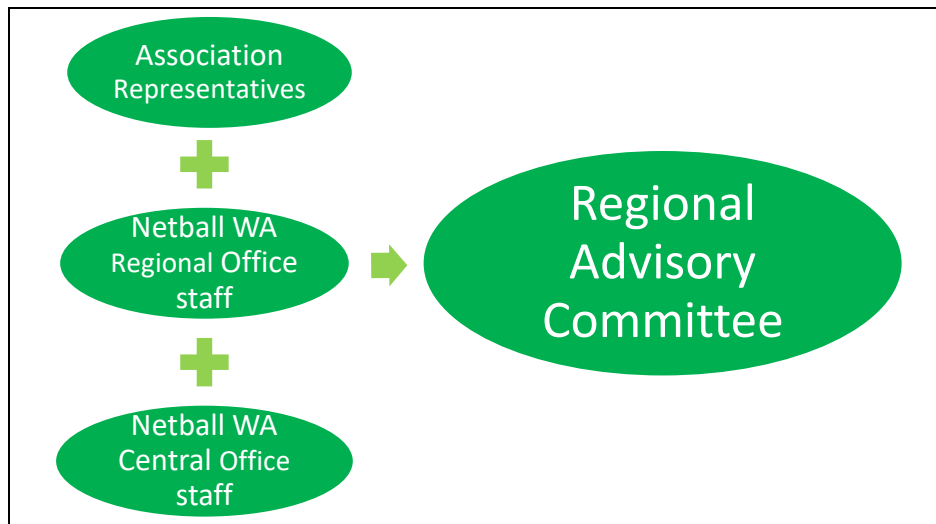
- Personnel will be employees of Netball WA.
- New Position Descriptions have been developed for each role. These will differ from current regional position descriptions.
- NWA's preference is for roles to be filled by local regional personnel and therefore persons currently in these regional roles (Administrators/Regional Development Coordinator (RDO) and Regional Umpire Development Officer (RUDO) will be encouraged to apply.
- Option for local Association representatives to be part of Netball WA Regional Office interview panels.
- The Regional Office workforce will be overseen by NWA Stakeholder Manager.
- Regional Office workforce will receive ongoing professional development and training.
- A comprehensive needs analysis will be undertaken with each Association to determine the specific servicing requirements for both them and their clubs to enhance their ability to build capacity within their volunteer workforce, coach, umpire, officials, athletes and administration. This information will then be included as part of the Regional Development Plan.
- NWA has developed Draft 2019 Calendars and Development Plans however these are subject to change on the completion of the Associations Needs Analysis.
- The recruitment process for the Regional Office staff will commence in mid-September 2018 with the aim of appointing by mid November 2018. Regional Office Staff will commence in January 2019.

Office Locations

- Country Offices – preferred option is to be located at the Department of Local Government, Sport and Cultural Industries (DLGSC) Sportshouse/s under a Sportshouse Hosting Agreement.
- Other options will need to be considered should staff reside in towns where there is no DLGSC Sportshouse.
- Metropolitan Offices – to be located at the State Netball Centre and potential Association hot desks.

Regional Advisory Committees

The diagram below outlines the proposed structure of each Regional Advisory Committee.



- A Regional Advisory Committee will be established in each Regional Office area.
- Servicing of the Member Associations will be planned between the Member Associations, NWA Regional office and NWA Central office staff using the Regional Development Plan (RDP) process (formerly known as the Joint Business Plan process).
- The RDP process is currently used to determine the activities, programs etc. between Netball WA and each Region.
- Planning of and progress against RDP to be conducted at quarterly Regional Advisory Committee meetings between all three parties.

Quarterly Meetings

- Each Association within the Regional area (Tier 1, Tier 2 and Tier 3) are to nominate a minimum of one Association representative to attend NWA Regional Office quarterly meetings. For further information on the proposed NWA Association Tiers, please click here [Draft NWA Membership Policy Schedule](#).
- Meetings will be conducted under a “Terms of Reference”.
- A broad outline of the purpose of these meetings are as follows:
 - **Meeting 1** Planning for the following year’s servicing – development of RDP
 - **Meeting 2** Association updates/feedback and planning for and key events, competitions and projects
 - **Meeting 3** Progress against the RDP. Association updates/feedback and planning for key events, competitions and projects.
 - **Meeting 4** Annual review of RDP. Evaluation and solution focus of key events and projects. Brainstorming/collaboration of new initiatives and projects.
- It is anticipated that two meetings per year will be conducted face to face with the remaining two conducted via technology.
- Timing of quarterly meetings to be determined by the Regional Advisory Committee.
- DLSGC representatives may also attend these meetings.

Financial Modelling

The three sources of funding outlined below will underpin the NWA Regional Office Structure. **Current financial modelling is indicative only until approved by NWA Board in September 2018.**

- **Netball WA Regional Grants**

- Netball WA Regional Grants come from NWA Community membership funding (inclusive of NWA junior and senior playing membership fees).
 - Currently NWA contributes \$190K to annual Regional Grants to support the Regional and Joint Business Plan activities.
 - Under current modelling approximately \$360K plus additional Netball WA shared services will be contributed to the Netball WA Regional Office model.
 - Please note that proposed WANL grants will be in addition to the proposed funding for the Regional Office structure.
- **Regional Fees**
 - Regional Fees will be standardised across the State (determined by NWA Board). Currently the range of Regional Fees throughout the State is between \$10 - \$22 (GST inc.).
 - NWA will standardise these fees within this range. Current modelling is \$15-\$18 (GST inc.) per playing member but please note, this may be subject to change.
 - Therefore, in the first year of operation some Regions will pay less Regional fees, some will pay the same/similar fee and others will pay more.
 - Currently there are Regions that apply regional fees to Suncorp NetSetGO participants. Under NWA proposed financial modelling Suncorp NetSetGO participants will not be expected to pay Regional Fees.
- **Office DLGSC (Office of Sport and Recreation - Regional Servicing Grants (RSG) - applicable to country regions only.**
 - Netball WA will be required to apply for RSG on an annual basis. Please note that these grants are currently known as Regional Organisational Grants.
 - The RDP will be used to support the RSG application process.
 - RSG will be aligned and allocated to the relevant regions.
 - Currently Netball WA Regions receive approximately \$100,000 in Regional Organisation Grants (ROG) funding for seven regions (North West, Midwest-Gascoyne, Wheatbelt, Goldfields, Great Southern, South West, Coastal (Peel DLGSC)).
- **Other**
 - There may be some potential redeployment of NWA Central Office staff into the Regional Office structure.
 - Current modelling of Regional Office structure is approximately \$1.1 million dollars.
 - Member Associations will have access to the draft NWA Competition Framework all development pathways as per the NWA FTEM model.
 - Please refer to the attached Competition Framework and FTEM model for further details.

Netball WA will use the 9-month period post the Annual General Meeting to assist the current NWA Regions to either cancel, wind-up their Association, and transition to the proposed NWA Regional Office structure. Regions and Member Associations will be engaged and consulted with during this transition period.