

STATE TEAM COACH SELECTION POLICY

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Author: Jo Smith	Approved by Board on: N/A (operational)
Responsible person: Sport Development Manager	Schedule review date: May 2019

Purpose

This policy, in alignment with Netball WA's philosophy is intended to provide direction in the execution of the process when selecting Coaches to the Netball WA 19U and 17U State Team Program and Teams.

This policy has been designed to:

- Identify suitably qualified applicants for selection to the WA State Team Coaching positions;
- Ensure a transparent, thorough and accountable selection process;
- Ensure a high standard of coaching of the State Team Program and Teams.

Responsibilities

It is the responsibility of the Netball WA Community Netball Department to ensure that:

- Staff and volunteers are aware of this policy;
- Any breaches of this policy coming to the attention of management are dealt with appropriately.

It is the responsibility of all employees and volunteers to ensure that they conform to this policy.



Process

1. SELECTION PANEL

A Selection Panel comprising of the following three (3) personnel shall be appointed to select Coaches for each State Team:

- Netball WA Sport Development Manager (Convener of Selectors)
- Netball WA Sport Development Coach/Player Coordinator
- West Coast Fever Head Coach or West Coast Fever (WCF) Academy Coach

The appointed State Team Head Coach may participate in an ex-officio capacity to select the State Team Assistant and/or Apprentice Coaches for their team.

In the event of a Selection Panel member not being available for a selection duty, they will be replaced for that duty by an appropriate NWA/WCF staff member, as designated by the Convener of Selectors.

The appointed Selection Panel will select each position by consensus and majority voting. Should the Selection Panel be split on any selection the Convener of Selectors shall have the determining vote.

The Selection Panel members shall fully comply with this Policy when executing their duties and shall recommend appointments to the General Manager Community Netball for ratification.

Netball WA reserves the authority to amend the composition of a Selection Panel at their discretion.

2. COACH ELIGIBILITY

Coach eligibility criteria for selection to Netball WA State Teams competing in National Netball Championships:

- Meet Netball Australia and Netball WA minimum NCAS Coach Accreditation Level as outlined in Coach Position Description;
- Meet requirements as outlined in the relevant Coach Position Description;
- Be a current affiliated member of Netball WA;
- All State Team Officials must be drug free and compliant with Netball Australia's Anti-Doping Policy and Integrity Framework requirements.



3. APPLICATION AND SELECTION PROCEDURE

- Applications for all State Team Coach positions shall be called for at a date determined by Netball WA;
- Applications are to be submitted via the Netball WA State Team Officials application form;
- Applicants will be shortlisted by the Selection Panel in line with the Position Description and selection criteria as determined by Netball WA;
- Shortlisted applicants may be interviewed and referees contacted to determine their suitability;
- Applicants will be advised of the outcome of the selection process verbally and in writing by the Netball WA Sport Development Manager;
- The Selection Panel shall be under no obligation to provide reasons for its selection decisions, although it may elect to do so at its discretion;
- Netball WA will communicate the names of the Head, Assistant and Apprentice Coaches for each State Team to its membership via any means suitable.

4. SELECTION CRITERIA

Refer to the relevant State Team Coach Position Description.

5. ATTENDANCE

Minimum attendance required as follows:

- All Phase trials and squad training sessions;
- All team training sessions;
- Fever in Time (FIT) State Academy Program sessions as agreed to;
- High Performance competition fixtures;
- National Netball Championships;
- State Team officials' induction;
- Meetings, planning sessions and State Team reviews;
- All scheduled team education sessions;
- Professional development opportunities.



6. INABILITY TO ATTEND STATE TEAM SELECTIONS AND/OR PROGRAM

If due to extenuating circumstances a State Team official is unable to attend a required activity, appropriate documentation must be provided to the Netball WA Sport Development Manager to receive exemptions from that activity.

The documentation must detail the extenuating circumstances. If the circumstance involves a medical condition or injury, a medical certificate or report detailing the complexity and severity of the condition and estimated recovery time must be included in the documentation provided to Netball WA.

The Selection Panel will determine whether the injured or ill State Team official is eligible to continue in the role. The Selection panel at their discretion may give weight to extenuating circumstances.

7. INABILITY TO ATTEND NATIONAL CHAMPIONSHIPS

In the event of a State Team official becoming unavailable to participate in the National Netball Championships they will be replaced before departure. The Selection Panel is required to forward recommendations to the Netball WA Sport Development Manager with a replacement and the rationale for selection.

The recommendations shall be presented to the General Manager Community Netball for ratification.

The Netball WA Sport Development Manager will inform the replacement State Team Official of their selection to the respective position both verbally and in writing.

8. SELECTION OUTSIDE OF APPLICATIONS

In exceptional circumstances Coaches may be considered by the Selection Panel for selection without applying for a position. The recommendations shall be presented to the General Manager Community Netball for ratification.



9. TERMS OF SELECTION

Coaches are required to:

- Fully comply with Netball WA's Policies and Procedures, including those set out in the Netball WA State Teams Handbook;
- Fully comply with Netball WA's Officials Agreement and Netball Australia's Participation Agreement;
- Fully comply with Netball Australia's Integrity Framework and Education requirements;
- Maintain performance of selection criteria as outlined in this policy and in the relevant Coach Position Description.

10. APPOINTMENT TERM

As per the relevant State Team Coach Position Description.

11. REMUNERATION

- Netball WA State Team Head and Assistant Coaches shall be provided an honorarium as stated in their relevant Position Description;
- The Netball WA State Team Apprentice Coach position is a coaching pathway development opportunity and as such is a voluntary position;
- Netball WA will cover the following National Championships costs for State Team members:
 - Return travel
 - Accommodation
 - Ground Transport
 - Meals
 - State Team uniform kit (additional items are at the expense of the participant)

12. APPEALS

The grounds of appeal against a decision by Netball WA regarding non selection of a Coach are:

- The applicable selection procedure was not properly followed;
- The applicable selection procedure was not implemented.



Any appeal by an applicant against non-selection must be made in writing to the Netball WA General Manager Community Department via the Netball WA Sport Development Manager, within 48 hours of the announcement of the decision against which the appeal is made. The appeal will be conducted in accordance with the provisions outlined in the Netball WA Appeals Policy Document.

A copy of the Netball WA Appeals Policy Document is available on the Netball WA website www.netballwa.com.au

13. CHANGES TO THIS POLICY

This Policy may be cancelled, amended or supplemented by Netball WA as and when it sees fit. Any variation or amendment will be given in writing, by the Chief Executive Officer on behalf of Netball WA. This Policy will be reviewed annually.

Related Documents

- Netball WA State Team Athlete Selection Policy
- Netball WA State Team Selectors Policy
- All Netball WA State Team Position Descriptions
- Netball WA State Team Handbook
- Netball WA Officials Agreement
- Netball Australia Participation Agreement
- Netball Australia Integrity Framework
- Netball Australia Codes of Conduct

Authorisation



Date: 17/8/2018

Simon Taylor
Chief Executive Officer
Netball WA

