

## STATE TEAM SELECTORS POLICY

<b>Version: 2018 V1</b>	<b>Creation Date: 16/8/2018</b>
<b>Policy Type: Selection</b>	<b>Approved by CEO on: 17/8/2018</b>
<b>Author: Jo Smith</b>	<b>Approved by Board on: N/A (operational)</b>
<b>Responsible person: Sport Development Manager</b>	<b>Schedule review date: May 2019</b>

### Purpose

This policy, in alignment with Netball WA's philosophy is intended to provide direction in the execution of the process when appointing selectors to the Netball WA 19U and 17U Fever in Time (FIT) State Academy Phases and State Team selections.

This policy has been designed to:

- Identify selectors for the WA 19U and 17U FIT Phases and State Team Trials;
- Ensure a transparent, thorough and accountable selection process;
- Ensure a high standard of selection and athlete development for 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 the all employees and volunteers to ensure that they conform to this policy.



## Process

### 1. SELECTION PANEL

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

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

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. SELECTOR ELIGIBILITY

Eligibility to be a Selector of Netball WA State Teams competing in National Netball Championships:

- Meet Netball WA minimum NCAS Coach Accreditation Level as outlined in Selector Position Description;
- Meet requirements as outlined in the Selector Position Description;
- Be a current affiliated member of Netball WA;
- All Selectors 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 Selector positions shall be called for at a date determined by Netball WA;
- Applications are to be submitted on the Netball WA State Team Selector 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 Selectors for each State Team to its membership via any means suitable.

### 4. SELECTION CRITERIA

Refer to State Team Selector Position Description.

### 5. ATTENDANCE

Minimum attendance required as follows:

- All Phase trials;
- Fever in Time (FIT) State Academy Program sessions as agreed to;
- High Performance competition fixtures;
- Squad training sessions as required;
- Meetings and State Team reviews.



## 6. INABILITY TO ATTEND STATE TEAM SELECTIONS

If a Selector is unable to attend a Phase selection trial or other selection touch points due to extenuating circumstances appropriate documentation must be provided to the Netball WA Sport Development Manager to receive exemptions from this session/s.

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 injured or ill selectors are eligible to continue in the role. The Selection panel at their discretion may give weight to extenuating circumstances.

## 7. SELECTION OUTSIDE OF APPLICATIONS

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

## 8. TERMS OF SELECTION

Selectors 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 the State Team Selection Policy;
- Fully comply with Netball Australia's Integrity Framework and Education requirements.
- Maintain performance of selection criteria as outlined in this policy and in Selectors Position Description;



## 9. APPOINTMENT TERM

As per the Selector Position Description.

## 10. REMUNERATION

- Netball WA State Selectors shall be provided an honorarium as stated in their relevant Position Description.

## 1. APPEALS

The grounds of appeal against a decision by Netball WA regarding non-selection of a State Selector 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 Netball 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](http://www.netballwa.com.au).

## 2. 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 Selectors Position Description
- Netball Australia Codes of Conduct



## Authorisation



Date: 17/8/2018

Simon Taylor  
Chief Executive Officer  
Netball WA

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