

# 2024 selection policy

The purpose of this document, in line with RDNA's philosophy, is to outline the policy and operation process that apply to the selection of athletes and appointment of coaches

*Rockingham and  
Districts Netball  
Association Inc.*



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## 1. Application of the Rockingham & Districts Netball Association Representative Selection and Appointment Policy

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### 1.1 Application

The application of the selection and appointment procedures and policies outlined in this document apply to all individuals participating in the Rockingham & Districts Netball Association (RDNA) selection/appointment process for Representative Teams and Squads. Representative Teams and Squads refers to the teams or squads that represent the RDNA at Netball WA's annual Fuel to Go and Play Association Championships.

### 1.2 Responsibility

The RDNA Development Officer is responsible for overseeing the application of this policy and procedures. The RDNA Management Committee is responsible for the overall compliance to the policy. Any breaches of this policy coming to the attention of management are dealt with appropriately.

### 1.3 Purpose

The purpose of this document, in line with RDNA's philosophy, is to outline the policy and procedures that apply to the selection of athletes and appointment of coaches to partake in the Fuel to Go and Play Association Championships.

Consistent application of this policy will ensure that there is:

- Transparency for all stakeholders involved in the selection/appointment process.
- Clear communication and understanding between all stakeholders involved.
- Effective and timely planning and execution of all aspects of the selection/appointment process
- High standard of selection/appointment, coaching and support servicing for RDNA Representative Teams and Squads.

### 1.4 Philosophy

The selection of athletes and coaches for RDNA Representative Teams and Squads will be grounded in a philosophy of "potential over performance". That is, the respective selection panel will select/appoint athletes/coaches who demonstrate the potential to play/coach netball at a representative level and contribute to the team achieving key performance indicators relevant to age and stage of development in alignment to the Netball Australia Skill Development Framework. Success at the Fuel to Go and Play Association Championships, whilst important, is not the primary objective of RDNA pathway programs. RDNA aims for a top 4 finish by our teams in their divisions to indicate our Association athletes and coaches measure well against other Associations in Western Australia.

## 2. Selection Panel and Convenor

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### 2.1 RDNA Representative Teams and Squads Selection

A pool of Selectors will be assembled at trials to select athletes into RDNA Teams and Squads. The number of selectors in this pool is dependent on the number of athletes at the trials. The RDNA Development Officer, in consultation with the RDNA Head Coach, is responsible for Selector appointments.

### 2.2 Convenor of Selectors

The RDNA Development Officer is the Convenor of Selectors. The role of the Convenor is to oversee the selection process i.e. arrange and chair meetings, facilitate discussions, and ensure the process adheres with this Policy. The Convenor of Selectors has voting rights during the selection process.



## 2.3 RDNA Selection Panel

A Selection Panel for each RDNA Team or Squad trial will comprise of a minimum of five (5) members made up of the following personnel:

1. RDNA Development Officer – Convenor
2. RDNA Head Coach
3. RDNA Management Committee Representative, appointed by the Committee
4. Two or more appointed Selectors; the number is dependent on the number of athletes at the trials

Appointed Selectors must have at minimum, a current Intermediate Coach Accreditation and completion of the 'Select for Success' course is desirable.

RDNA will ensure the Selection Panel is comprised of an odd number of members.

Meetings of the Selection Panel require a quorum of three to proceed. In the event of a Selection Panel member not being available for a selection duty, or an appointed role being vacant, the RDNA Development Officer may coopt another appropriate Selector to the Selection Panel.

Final Team and Squad selections will be decided by a majority vote of the Selection Panel.

## 2.4 Confidentiality Requirements

Selection Panel members must declare any conflict of interest in relation to the athlete selection process they have been assigned to. Conflicts include family members trialling. In the event a selector's family member is trialling, they will not be permitted to grade, provide feedback on, or vote on the athlete's selection. Club affiliations are unavoidable and therefore may not constitute a conflict.

In the matter a conflict of interest is disclosed then that panel member's vote shall not be counted. For that vote, another party may be brought in.

Selectors will not discuss selection matters outside of official selection meetings at any time.

## 3. Athlete Selection

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### 3.1 Athlete Selection Criteria

The RDNA Fuel to Go and Play Association Championships Representative Teams shall comprise ten (10) to twelve (12) athletes per team. The Selection Panel will determine the initial numbers for training squads.

The Selection Panel will assess athletes on the following competencies and attributes (but not limited to):

Playing Competencies, such as:

- potential to represent RDNA
- sound technical skill base
- tactical understanding and ability to read play
- achievement and maintenance of fitness requirements for this level of competition
- current appropriate match play data and statistics
- other – current selection to higher level Team/Squad on the Netball WA Pathway.

Personal Attributes, such as:



- mental toughness and resilience; ability to overcome adversity and able to adapt to surroundings/circumstance
- discipline and responsibility; self-motivated and committed to own development
- leadership; ability to lead by example and demonstrate sound values and behaviours both on and off the court
- communication; ability to communicate positively and open to receiving feedback
- character and attitude.

Other factors, such as:

- past competitive performances
- coachability
- team composition and playing position
- current form
- extenuating circumstance i.e., current/recent injury/illness, bereavement or similar that may compromise form
- financial with RDNA and Club
- ability to commit to athlete attendance requirements.

Notwithstanding any of the provisions set out in this policy, it is acknowledged that when applying the criteria and considerations set above, there will be circumstances in which the choices will become difficult and require the Selection Panel to exercise their discretion and judgement. Providing the Selection Panel has carefully considered the criteria and considerations set out in this Policy and have exercised their discretion and judgement in good faith, then the Selection Panel will have fulfilled its obligations under this Policy.

### **3.2 Athlete Eligibility**

Athlete eligibility criteria for selection to RDNA Representative Teams and Squads competing in the Fuel to Go and Play Association Championships must:

- Meet the age criteria for the trial as per the Netball WA Fuel to Go and Play Competition Handbook.
- Be financial with RDNA and affiliated Club.
- Be registered as a player in the RDNA Winter competition in the year in which the representative competition is scheduled. Junior aged players must be playing in the Saturday Junior Competition and Senior aged players must be playing in the Monday Senior Competition.
- Be drug free and compliant with Netball Australia's Anti-Doping Policy and Integrity Framework requirements
- Have registered for the trial by the deadline.
- Disclose any injuries to RDNA staff as soon as possible.
- In exceptional circumstances athletes may be considered for selection outside their age group, at the discretion of the Selection Panel in alignment with Netball WA rules and regulations.

Athletes who do not meet the above criteria may apply for an exemption, in writing, to the RDNA Development Officer 48 hours prior to the trial date. All requests will be subject to the Selection Panel's approval and decisions are final.

### **3.3 Athlete Selection Process**

- Dates for selection trials will be distributed to all affiliated Clubs and advertised on the RDNA website and social media platforms.
- Registrations for selection attendance must be completed online by the closing date for nominations in line with the RDNA selection timelines.
- Selections for RDNA Representative Teams and Squads will be conducted in one (1) phase trials, with additional trials added if required.



- Athletes selected from the trials will be invited into the Squad.
- Final selection of 10-12 athletes for each team will take place at a date determined by the RDNA Development Officer.
- The Selection Panel will make team selections in consultation with the Team's Lead Coach.

Important Note: the Selection Panel reserves the right to include/invite an athlete/s into RDNA Representative Teams and Squads at any time providing they meet the eligibility criteria.

- An athlete seeking an exemption from attending any trial must do so in writing (with supporting documentation) to the RDNA Development Officer.
- If an athlete fails to attend any trial and believes that exceptional circumstances prevented them from attending, a written application may be made to the RDNA Development Officer within 24 hours of the date of the trial. Relevant and supporting documents may be requested if deemed necessary. Documentation should 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 should be included in the documentation provided to the RDNA Development Officer.
- The Selection Panel reserves the right to determine the outcome of any approved exemptions from trial attendance.
- The teams and squads will be announced on the RDNA Facebook page and RDNA website no more than fourteen (14) days after the conclusion of trials.
- The Selection Panel is not obliged to provide feedback to non-successful trialists.

#### 4. Selected RDNA Representative Team and Squad Athletes

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##### 4.1 Athlete Attendance

Selected athletes must attend the following:

- All RDNA Representative Team and Squad training sessions (strength & conditioning and skill)
- All Athlete Education Sessions
- Fitness Testing
- Match play carnivals or scratch matches scheduled in the calendar
- Fuel to Go and Play Association Championships
- Awards Function

##### 4.2 Terms of Selection

Athletes are required to:

- Pay the athlete contribution fee and uniform costs by due date or have a payment plan arranged with the RDNA Treasurer prior to the due date(s).
- Fully comply with RDNA's Policies and Procedures, and those set out in the Netball WA Association Championships Handbooks.
- Fully comply with Netball Australia's Integrity Framework and education requirements.
- Maintain performance of selection criteria and personal attributes as outlined in this Policy.
- Disclose any pre-existing injuries or injury sustained throughout the program to the RDNA Development Officer and seek the appropriate medical assistance as required with an injury report and maintenance plan to be communicated to RDNA.
- Undertake any medical or fitness assessment as required by the RDNA Development Officer at the athlete cost.



- Participate in all RDNA Representative training sessions and activities as directed by the RDNA Development Officer.

#### **4.3 Inability to attend the Fuel to Go and Play Association Championships**

In the event that a Representative athlete becomes unavailable to participate in the Fuel to Go and Play Association Championships, the athlete will be replaced. The Selection Panel will select a suitable replacement, taking into consideration all criteria outlined above.

The RDNA Development Officer will inform the replacement athlete of their selection to the team both verbally and in writing.

## **5. Coach Appointment Panel and Convenor**

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### **5.1 RDNA Representative Teams and Squads Coach Appointments**

An Appointment Panel will be assembled to appoint coaches to RDNA Representative Teams and Squads. Appointments to the Appointment Panel is the responsibility of the RDNA Development Officer.

### **5.2 Appointments Convenor**

The RDNA Development Officer is the Appointments Convenor. The role of the Appointments Convenor is to oversee the coach appointment process i.e. arrange coach applications, facilitate interviews, ensure the selection policy is adhered to. The Appointments Convenor will have voting rights during the appointments process.

### **5.3 RDNA Appointment Panel**

An Appointment Panel for each RDNA Representative Team or Squad coach application process will comprise of a minimum of three (3) members made up of the following personnel:

1. RDNA Development Officer – Convenor
2. RDNA Head Coach
3. Panel Member appointed by the RDNA Development Officer in consultation with the Head Coach.

In the event of the Panel Member not being available for a duty, or an appointed role being vacant, the RDNA Development Officer may coopt an RDNA Management Committee member or another appropriate person to fill that role.

RDNA will ensure the panel is comprised of an odd number of personnel.

Final Coach appointments will be decided by a majority of the Appointment Panel.

### **5.4 Confidentiality Requirements**

Appointment Panel members must declare any conflict of interest in relation to the coach appointment process they have been assigned to. Conflicts include family members applying. In the event an Appointments Panellist's family member is applying, they will not be permitted to assess, provide feedback on, or vote on the applicant's appointment. Club affiliations are unavoidable and therefore may not constitute a conflict.

If a Panel member declares a conflict of interest, then that panel member's vote shall not be counted. For that vote, an RDNA Management Committee member may be brought in to reach a decision.



Appointment Panel and Coaches will not discuss appointment matters outside of official appointment meetings at any time.

## 6. Coach Appointments

### 6.1 Coach Appointment Criteria

RDNA Fuel to Go and Play Association Championships Representative Teams/ can comprise up to three (3) coaches per team, including a lead, assistant, and apprentice coach, where practicable. Strength and Conditioning Coaches and Coach Mentors may be appointed for the Fuel to Go and Play Association Championships program.

The RDNA Development Officer and RDNA Head Coach do not need to apply for coach positions and their coaching expertise should be utilised on cohorts of athletes that demonstrate strong potential or that have been left without a coach. The Appointments Panel will make this determination.

The Appointments Panel will assess coach applicants on the following competencies and attributes (but not limited to):

Competencies:

- Ability to drive intensity
- Strong technical and tactical knowledge
- Work in a team environment
- Willingness to coach and share knowledge
- Must be able to develop athletes along the pathway
- Must be able to implement a seven-step progression

Attributes:

- Relationship building, grounded in honesty, trust, and integrity
- Excellent communicator
- Ability to create environment of learning and collaboration
- Big picture mentality
- Not there for own motives, looks to the greater good

### 6.2 Coach Eligibility

RDNA Representative Teams and Squads coaches must have the current, minimum accreditations as detailed in the table below:

Program	Lead Coach	Assistant Coach	Apprentice Coach
Representative Team Tier 1	Intermediate/Development	Development	Foundation
Representative Team Tier 2, 3 or 4	Development	Foundation	Foundation
Strength and Conditioning	Formal recognised certification, accreditation, or qualification.		
Appointed Coach Mentors	Intermediate	N/A	N/A

And satisfy the following criteria:

- Hold a current Working with Children Check.





- Be a current affiliated member of the RDNA in the same calendar year as the competition and must be financial with RDNA and affiliated Club.
- Be coaching a Club team in either the RDNA Junior, Mixed or Senior Competition.
- Be drug free and compliant with Netball Australia's Anti-Doping Policy and Integrity Framework requirements.
- Have applied by the application deadline.
- Have good standing against the relevant codes of behaviour.
- Coaches who do not meet the above criteria may apply for an exemption, in writing, to the RDNA Appointments Panel via the RDNA Development Officer. All requests will be subject to the Panel's approval and decisions are final.

### 6.3 Coach Appointment Process

- The RDNA Development Officer will open coach applications and the coach application form will be made available to the Clubs via email, the RDNA website and/or social media platforms.
- Coach applications will be open for no less than two (2) weeks.
- The RDNA Appointments Panel will review the applications against the above criteria and determine whether interviews are required.
- In the event the RDNA Appointments Panel deem interviews required, the RDNA Development Officer will design two (2) interview questions and devise an interview schedule.

For the Fuel to Go and Play Association Championships:

- The RDNA Appointments Panel will appoint a pool of successful coaches.
- Coaches may be appointed to teams after the release of the Netball WA Association Championships Competition Handbook to ensure no clashes for player-coaches or umpire-coaches.

Appointments are final.

## 7. Appointed RDNA Representative Teams and Squads Coaches

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### 7.1 Coach Attendance

Appointed coaches must attend the following:

- Coach meetings
- RDNA Representative Squad/Team training sessions (strength & conditioning and skill)
- Athlete education sessions
- Fitness testing
- Match play carnivals or scratch matches scheduled in the calendar
- Fuel to Go and Play Association Championships
- Awards Function

### 7.2 Terms of Appointment

Coaches are required to:

- Fully comply with relevant Codes of Behaviour.
- Fully comply with the Netball Australia Integrity Framework.
- Make themselves aware of the Netball Australia Member Protection Policy and comply with the codes and standards of behaviour it sets out.



- Implement the prescribed training sessions with fidelity and to a high standard.
- Be punctual, reliable, and professional.
- Adorn appropriate attire for training and matches, inclusive of the RDNA coach uniform provided and suitable footwear for court surfaces.
- Seek approval from the RDNA Development Officer for use of Team communication platforms.
- Be conversant in all relevant RDNA policies and procedures.
- Participate in all RDNA Representative training sessions and activities as directed by the RDNA Development Officer.

### 7.3 Inability to attend the Fuel to Go and Play Association Championships

In the event a Representative coach becomes unavailable to participate in the Fuel to Go and Play Association Championships or State Cup, the coach will be replaced. The Appointment Panel will recommend a suitable replacement and will take into consideration all criteria outlined above.

## 8. Remuneration

- No players will receive remuneration for their participation in RDNA Representative Teams and Squads.
- Appointed Coaches of RDNA Representative Teams and Squads will receive a coach honorarium as determined by the RDNA Management Committee in accordance with Netball WA recommendations (see tables below).
- Payments are provided in the form of an honorarium and must consider travel expenses, workload, and coach accreditation.
- Coaches will receive their honorarium no later than fourteen (14) days after the conclusion of their term of appointment, where practicable.

Fuel to Go and Play Association Championships Representative Team	
Lead Coach	
Advanced	\$400
Intermediate	\$350
Development	\$300
Assistant Coach	
Intermediate	\$150
Development	\$100
Foundation	\$80
Apprentice Coach	
Foundation	\$20

Strength and Conditioning Coach	
Lead Coach	Depends on Costs
Assistant Coach	

Appointed Coach Mentor	
Mentor	
Advanced	\$200 (PA)
Intermediate	\$100 (PA)



## 9. Actions of Intervention

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In the event that there are reasonable grounds for concern that an athlete or coach has conducted themselves in a manner that is non-compliant with the Terms of Selection or Terms of Appointment, the RDNA Development Officer, RDNA Head Coach or member of the Management Committee may implement timely *actions of intervention*. These actions of intervention include, but are not limited to:

- Consultation to implement restorative practices.
- Consultation to implement conditions to continue appointments/selection.
- Appointment of a support person or a mentor.
- Demotion.
- Suspension.
- Termination of appointment/selection.

In the event actions of intervention are initiated, the RDNA President (or another Management Committee member) must be consulted by the RDNA Development Officer and will oversee the action taken. Final action shall be reported to the RDNA Management Committee by the RDNA Development Officer, in writing.

All matters pertaining to actions of intervention are to remain private and confidential. In the event actions of intervention are undertaken, the outcomes and recommendations are final.

## 10. Appeals

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The grounds for appeal against a decision by RDNA regarding non-selection of a RDNA athlete or appointment of an RDNA coach is if the outlined selection procedure and process was not properly implemented. Appeals pertaining to alleged breaches of this Policy and its processes must be made in writing to the RDNA Management Committee following the process set out in the *RDNA Policy and Procedure for Complaints and Disputes*. This document is available on the RDNA website.

## 11. Changes to the Policy

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This policy may be cancelled, amended, or supplemented by RDNA as and when it sees fit. Any variation or amendment will be given in writing by the RDNA President on behalf of RDNA. This policy should be reviewed annually.

Related Documents:

- RDNA Constitution
- RDNA Codes of Behaviour
- Netball Australia Integrity Framework