



ATHLETE SELECTION POLICY

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INDEX

POLICY OBJECTIVE/INTENT1
KEY POLICY PRINCIPLES1
OTHER RELATED POLICIES AND DOCUMENTS2
DEFINITIONS2
POLICY PROCEDURES3
 1. Selectors.....3
 2. Athlete Eligibility.....4
 3. Selection.....4
 4. Squad and Team Composition4
 5. Selection Criteria5
 6. Selector Responsibilities5
 7. Athlete Removal from Squad/Team6
 8. Feedback & Wellbeing6
 9. Appeals6
 10. Further Appeal8
ANNEXURE 19
ANNEXURE 210
ANNEXURE 3 **Error! Bookmark not defined.**

POLICY OBJECTIVE/INTENT

Netball Australia Limited (**NA**) selects and manages national squads and teams to represent Australia in international netball matches and International Netball Federation (**INF**) sanctioned events, including but not limited to, World Netball Championships, Commonwealth Games, World Netball Series and World Youth Netball Championships. The NA National Program comprises of:

- Australian Netball Diamonds and squad;
- Australia Development/Australia A team and squad;
- Australia 21 and Under team and squad; and
- Netball Centre of Excellence (including 19/U squad, 17/U squad, Tall Athlete squad and other programs or squads as determined by Netball Australia).

The National Program objectives are to select national squads and teams as determined by NA in preparation for competition in line with the High-Performance Pathway, and to provide the best opportunity for national team success in international competition.

KEY POLICY PRINCIPLES

A. Eligibility

- A.1. Athletes are qualified to compete for Australia in the World Netball Championships where they comply with the rules and regulations of the INF.
- A.2. Athletes are qualified to compete for Australia in the Commonwealth Games where they hold Australian citizenship and comply with the rules of the INF, the Commonwealth Games Federation and the Australian Commonwealth Games Association.
- A.3. Athletes are qualified to be selected for national squads and compete for Australia in test matches where they are eligible to participate in either the next Commonwealth Games or World Netball Championships for Australia.

B. Terms and Conditions

- B.1. Athletes agree to terms and conditions of the playing contract and/or event participation agreements with NA.
- B.2. Where an athlete does not wish to stand for National Selection, the athlete must complete Annexure 3 in accordance with the Policy and within the time period advised by NA.

C. Selection

- C.1. Selection is based on the integrity, objectivity and discretionary application of selection criteria of the selection panel.

D. Athlete Wellbeing

- D.1. All squad members not selected in a team are to be provided with feedback and have access to confidential counselling services facilitated by NA.

E. This Policy remains in force unless otherwise determined by the Netball Australia Board.

F. Any change to this Policy shall be notified to relevant persons in accordance with the provisions of the Constitution and By Laws.

OTHER RELATED POLICIES AND DOCUMENTS

- Netball Australia Constitution
- ANPA Diamonds Collective Bargaining Agreement
- National Selector Position Description
- National Underage Selector Position Description
- International Netball Federation Limited Regulations
- Commonwealth Games Federation Constitution
- Australian Commonwealth Games Association Constitution and By Laws
- All relevant and related documentation including policies and agreements

DEFINITIONS

"Aggrieved athlete" athlete whom brings a grievance to Netball Australia in relation to team or squad selection.

"Appointments Panel" is the approved group of persons by the NA Chief Executive Officer who have the responsibility for the selection of National Selectors under this Policy.

"Australian Commonwealth Games Association" (ACGA) means the national controlling body in Australia responsible for Australian Commonwealth Games teams, programs and operations.

"Australian Netball League" (ANL) Australian domestic competition. If the competition ceases to exist or its name is changed in anyway and for any reason, any subsequent or successor competition substantially similar to the Australian Netball League netball competition that is conducted by NA.

"Conflict of interest" is a conflict between personal and professional interests. This includes but is not limited to the following interests: family member, close personal relationship, current coach.

"Diamonds" means those athletes who have been selected to represent Australia in the final Australian team selected for the relevant competition.

"EGM Performance" means the NA Executive General Manager (or equivalent role if the job title is changed) as referred to in this Policy and responsible for the nominated area.

"Head of Performance and Pathways" means the NA role (or equivalent role if the job title is changed) as referred to in this Policy.

"International Test matches" Test matches played between the Australian Netball Diamonds, Australian 21/Under Netball team and other nations within Australia or overseas.

"International Netball Federation" (INF) is the international federation recognised by the International Olympic Committee or the General Assembly of International Sports Federations as the entity responsible for governing Netball internationally.

"National Netball Championships", 19/Under and 17/Under age based national competition between states. If the competition ceases to exist or its name is changed in anyway and for any reason, any subsequent or successor competition substantially similar to the National Netball Championship that is conducted by NA.

"National Selectors" means those appropriately qualified persons who have been appointed to this role by NA.

"Netball Australia" (NA) means the national entity which is a member of and is recognised by INF as the entity governing Netball in Australia.

Netball Centre of Excellence (NCoE) means the Netball Australia high performance program targeted at future national team athletes.

"Squad Camps" Squad based camps conducted under the auspices of Netball Australia.

"Suncorp Super Netball" the highest level domestic competition conducted by Netball Australia featuring eight Australian teams. If the competition changes its name or ceases to exist any subsequent or similar competition substantially similar to the Suncorp Super Netball that is conducted by Netball Australia.

All other terms have their ordinary meaning as per the Netball Australia Constitution.

POLICY PROCEDURES

1. Selectors

1.1. Selectors for squads and teams will comprise of:

Australian Netball Diamonds	National Coach (Chair) National Selector 1 National Selector 2
Commonwealth Games	National Coach (Chair) National Selector 1 National Selector 2
Australia Development/Australia A	National Coach (Chair) Australia Development/Australia A Coach National Selector 1 National Selector 2
Australian 21/Under	21/U Coach (Chair) NCoE Head Coach EGM Performance or Delegate/s
NCoE programs including 19/Under program, 17/Under program, Tall Athlete program and other programs that are held from time to time.	NCoE Head Coach (Chair) 21/U Coach EGM Performance or Delegate/s

1.2. Qualified National Selectors are appointed via a recruitment and selection process conducted by the Appointments Panel consisting of the NA EGM Performance, the National Coach and the NA Head of Performance and Pathways.

1.3. All National Selectors and/or Delegate/s will have demonstrated elite level coaching experience, hold a minimum advanced coach accreditation and/or have experience as a national/international player.

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- 1.4. Head Coaches on a current contract to coach a Suncorp Super Netball team are not eligible to be a National Selector.
 - 1.5. The Appointments Panel has authority to amend the composition of a Selection Panel at their discretion, including the appointment of additional selectors.
 - 1.6. The EGM Performance will seek the endorsement of the NA Chief Executive Officer for all National Selector appointments and this endorsement must be received for the National Selector appointment to be valid.
 - 1.7. The National Selector position descriptions set out the roles and responsibilities for which each National Selector appointment is based and may be amended from time to time at the sole discretion of NA.
 - 1.8. Where any person appointed under this Policy becomes an employee of NA, NA employees must comply with the Netball Australia Employee Manual, all NA policies, procedures, Code of Conduct and the Integrity in Netball Framework.
 - 1.9. All National Selector positions will be appointed for a period of two years. At the discretion of the EGM Performance, appointment terms may be for lesser periods of time but not greater. All other selection positions are appointed at the discretion of the EGM Performance.

2. Athlete Eligibility

- 2.1. Athlete eligibility criteria for selection in Test Match, World Netball Championship and Commonwealth Games squads (refer Annexure 1):
 - 2.1.1. Be a registered member of a Member Organisation of Netball Australia and therefore a member of Netball Australia;
 - 2.1.2. Qualified to compete for Australia;
 - 2.1.3. Have not breached NA Anti-Doping Policy unless the athlete has already been sanctioned by the breach and completed the sanction imposed; and
 - 2.1.4. Have not by their actions or omissions brought themselves or Netball into disrepute.
- 2.2. In addition to 2.1, athlete eligibility for selection in the Commonwealth Games Squads includes:
 - 2.2.1. 2.2.1 Holding Australian citizenship; and
 - 2.2.2. 2.2.1. Signing the CGA team Agreement.
- 2.3. The NA Chief Executive Officer shall have the power to waive clause 2.1.1 at their sole discretion, but only after a recommendation is received in writing to do so by the EGM Performance.

3. Selection

- 3.1. Selection will be made throughout the following events:
 - 3.1.1. International Test matches.
 - 3.1.2. Suncorp Super Netball.
 - 3.1.3. Australian Netball League.
 - 3.1.4. National Netball Championships.
 - 3.1.5. Squad Camps.

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- 3.2. Australian Netball Diamonds squad selection will occur up to twice yearly.
 - 3.3. Notwithstanding 3.2 above any athlete can be added or removed from the Australian Netball Diamonds squad at any time in accordance with this Policy.
 - 3.4. Where an athlete does not wish to stand for National Selection, they must complete the Opt Out form set out in Annexure 3 of this Policy and within the time period determined by NA. Athletes who have publicly announced their retirement from representing Australia internationally are not required to submit the Opt Out form.

4. Squad and Team Composition

- 4.1. The Australian Netball Diamonds squad shall comprise up to 22 athletes.
- 4.2. The Australia Development/Australia A squad shall comprise up to 22 athletes.
- 4.3. The Australia 21/Under squad shall comprise up to 22 athletes.
- 4.4. The number of NCoE squad, team and camp selections will be determined from year to year at the discretion of the EGM Performance.
- 4.5. Invitees may be invited into the squads at the discretion of selectors.
- 4.6. The official team, where appropriate, shall comprise 12 selected athletes from the applicable squad.
- 4.7. Where an athlete is selected in one squad and eligible for another, in the event that the athlete is subsequently selected in the more senior squad, their position in the original squad may be replaced at the discretion of the Selection Panel.

5. Selection Criteria

- 5.1. In exercising their discretion selectors may select based on the following selection criteria:
 - 5.1.1. Previous international and national performances.
 - 5.1.2. Current international and national performances.
 - 5.1.3. Current level of skill and physical fitness.
 - 5.1.4. Current or potential injury or condition which may impair, inhibit or prevent the participant's performance to the requisite level.
 - 5.1.5. Composition and balance of team including but not limited to position coverage.
 - 5.1.6. In the case of the NCoE, positions identified as critically important at the national level.
 - 5.1.7. Other factors considered by the selectors to be important.

6. Selector Responsibilities

- 6.1. The selection panel decision is final, the reason for selection is not required as part of the selection process.
- 6.2. Any final selection decision rests with the appointed Chair of the selection panel.
- 6.3. Where an athlete is unable to fulfil squad commitments the Selection Panel has the ability to promote eligible athletes to the applicable squad.
- 6.4. The Selection Panel has the ability to make changes and substitutions to squads and teams at their discretion.

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- 6.5. A selector with a conflict of interest must notify the Head of High Performance of the conflict as soon as they become aware it exists.
 - 6.6. A selector, that in the opinion of the Appointments Panel or the EGM Performance has an unmanageable conflict of interest will remove themselves from the selection or resign as a selector
 - 6.7. A selector may advise the EGM Performance of another selector's conflict of interest in the event that the risk has been overlooked.
 - 6.8. As directed by the EGM Performance a selector will:
 - 6.8.1. Attend all selection activities (i.e. meetings, Championships, trainings, teleconferences) as deemed necessary by Netball Australia.
 - 6.8.2. Act with integrity and objectivity in all aspects of the selection process in complying with this policy and other related policies and documents.
 - 6.8.3. Maintain detailed records and selection materials to ensure that communications and meetings are appropriately recorded.
 - 6.8.4. All selection activity to remain confidential to the selection panel and appropriate Netball Australia staff.
 - 6.8.5. A selector who is unable to fully meet all the requirements of this clause 6.8 may resign or be removed and replaced on the panel subject to this Policy.

7. Athlete Removal from Squad/Team

- 7.1. An athlete may be removed from a squad/team at the sole discretion of NA due to a range of matters, including:
 - 7.1.1. Failure to adhere to the National Code of Conduct and Terms of Agreement;
 - 7.1.2. Injury or illness resulting in the athlete's incapacity to fulfil obligations;
 - 7.1.3. Performance, skill and/or fitness levels are not at benchmark standard;
 - 7.1.4. Breach of the NA Constitution, Anti-Doping Policy or other policies or procedures as deemed applicable to the National Program; or
 - 7.1.5. Her membership of a Member Organisation and therefore NA ceases.

8. Feedback and Wellbeing

- 8.1. Successful and unsuccessful athletes may be advised of the outcome of selection prior to public announcement.
- 8.2. Individualised feedback will only be provided when a squad member is not selected for a team. Individualised feedback shall be provided to the athletes by the coach, selector or other as determined by the EGM Performance.
- 8.3. Standard operating procedures for team selection will be implemented and wellbeing support will be made available to all squad athletes by NA as required.

9. Appeals

- 9.1. An athlete, who fails to be selected for a squad and/or team pursuant to the criteria set out in this policy, may appeal against omission from the team or squad as set out in this section.
- 9.2. The grounds for such an appeal are that the selection panel, in making their decision, failed to comply with the policy.

9.3. Notice period

- 9.3.1. Any appeal by an athlete against omission from the squad and/or team must be lodged in writing (notice of appeal) to the NA Chief Executive Officer within 48 hours of notification by NA to the athlete of their omission.
- 9.3.2. The affected athlete is the only person who may lodge an appeal.
- 9.3.3. Any appeal must include submission of an appeal fee of \$500.00 which is to be lodged via electronic funds transfer into the account nominated by NA. A transaction lodgement receipt must be provided to NA at the time the monies are transferred to the NA account. This amount must be received by NA for the appeal to proceed. The appeal fee will be refunded in full to the athlete if the athlete's appeal is upheld.
- 9.3.4. The notice of appeal must be lodged in the form contained in Annexure 4 of this Policy which will include the submission and any accompanying evidence in support of the appeal.
- 9.3.5. An appeal may be withdrawn by the athlete who has lodged the appeal at any time during the appeal process prior to the Appeal Tribunal's decision, by way of written notification to the NA Chief Executive Officer.
- 9.3.6. Failure to comply with the appeal time frame will result in the appeal being dismissed.

9.4. Appeals tribunal

- 9.4.1. Where the NA Chief Executive Officer has authorised an investigation into the appeal an appeals tribunal shall be established.
- 9.4.2. The NA Chief Executive Officer will determine the appointees to the appeals tribunal.
- 9.4.3. The appeals tribunal will consist of three members including:
 - 9.4.3.1. A person with knowledge of the sport, with international competition experience;
 - 9.4.3.2. A person with legal background who may be a qualified lawyer to chair the appeal; and
 - 9.4.3.3. Any other person deemed appropriately skilled and experienced to the function of the appeals tribunal as appointed by the NA CEO.
- 9.4.4. Persons party to or directly interested in the appeal may not act as a member of the appeals tribunal.
- 9.4.5. The appeals tribunal does not have the power of selection or reselection. Where appropriate, the appeals tribunal may refer the matter back to the selection panel for consideration.
- 9.4.6. The decision of the appeals tribunal will be binding on the parties. Where applicable, NA will adhere to any requirement in relation to selection for the Commonwealth Games competition in respect of the appeal process from the appeals tribunal.

9.5. Appeal hearings

- 9.5.1. The appeals tribunal shall investigate and consider the matter determining whether:

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- 9.5.1.1. The matter should be dismissed because there is no credible evidence, submission or argument to satisfy the grounds of the appeal;
 - 9.5.1.2. The appeal should be subject to a hearing conducted by the appeals tribunal.
 - 9.5.2 The appeals tribunal must conduct the appeal in accordance with the principles of natural justice.
 - 9.5.3 The appeals tribunal is not bound by the rules of evidence and may inform itself as to any matter in such a manner as it thinks fit.
 - 9.5.4 The appeals hearing may take place in a manner determined appropriate by the chair, including telephone or in person.
 - 9.5.5 Parties of the appeal may be permitted a support person. For the avoidance of doubt this may not be a legal representative or a qualified lawyer. The parties to the appeal cannot be legally represented during any appeals tribunal hearing during which the parties are asked to appear in person.
 - 9.5.6 The decision of the appeals tribunal shall be a majority decision and shall be communicated to the NA Chief Executive Officer as soon as practicable, including:
 - 9.5.6.1 If the appeals tribunal considers the ground/s alleged to be made out, it shall recommend that the selection panel reconsider the selection;
 - 9.5.6.2 The selection panel shall comply with the direction of the appeals tribunal;
 - 9.5.6.3 Any further selection decision of the selection panel under direction of the appeals tribunal shall be final and binding.

ANNEXURE 1

INTERNATIONAL NETBALL FEDERATION LIMITED

REGULATIONS (EXCERPT)

Regulations

Updated in November 2016

Player eligibility for International Events

6.11 To be eligible to play for a National Association's national representative team in any International Event, a player must:

- (a) be a citizen of the relevant Country in accordance with the laws of that Country; or
- (b) be born in that Country or have at least one parent or grandparent born in that Country; or
- (c) have resided in that Country (as established by the player's physical presence in the Country) for a period of 24 months immediately prior to the start of the relevant International Event.

6.12 A player who has played for a Country in any Netball World Cup or Netball World Youth Cup will not be eligible to participate in either the following Netball World Cup or Netball World Youth Cup or any other senior international match for another Country, provided that the Board may, in its absolute discretion, waive the application of this clause:

- (a) for players under the age of 21 who have played for one Country and will be playing for another Country because of extenuating circumstances (such as genuine family relocation); or
- (b) for players who are returning to their place of birth; or
- (c) where there are other exceptional circumstances.

6.13 In any age-restricted International Events (such as the Netball World Youth Cup), the players must be under the required age as at midnight on 31 December/1 January prior to the relevant International Event.

ANNEXURE 2

COMMONWEALTH GAMES FEDERATION CONSTITUTION (EXCERPT)

November 2007

ARTICLE 24

Eligibility

1. Subject to Article 24(2), as a condition of entry to compete in the Commonwealth Games, all competitors must be citizens or subjects of the Commonwealth Country that enters them and must:
 - a. Not be currently under disqualification or suspension by the Commonwealth Games Federation (the Federation) or their respective Affiliated CGA or IF or under the World Anti-Doping Code:
 - b. Comply with all applicable rules and regulations of the Federation, their respective IFs and the World Anti-Doping Code as may be modified and applied by the Federation to ensure that the overriding principles of the Commonwealth Games are observed.
 2. Subject to Article 24(3), where a competitor was born in a Commonwealth Country that has common citizenship/passport with other Commonwealth Countries the competitor may initially represent either the competitor's Commonwealth Country of birth; or the Commonwealth Country of birth of his or her father or mother that share the same citizenship/passport.
 3. After having represented one Commonwealth Country at the Commonwealth Games, a competitor may not represent another Commonwealth Country unless he or she receives the approval of the Federation, the relevant IF and the affiliated CGAs of the two Commonwealth Countries concerned.
 4. It is the responsibility of all Affiliated CGAs to ensure that their competitors are fully aware of and comply with the eligibility rules of the Federation.
 5. The Executive Board shall have the power to waive the provisions of article 24 (1-3) in its discretion.
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1. Note
Further the ACGA has a by-law which states: "Athletes seeking to represent Australia at the Commonwealth Games must be Australian citizens."
 2. The Commonwealth Games team will be nominated to the ACGA in accordance with the ACGA requirements as advised from time to time.
 3. Netball Australia nominates team members for appointment to the Australian Commonwealth Games team and those nominated are not guaranteed to be appointed to the Australian Commonwealth Games team. The decision whether to appoint a member to the team is at the sole and absolute discretion of the ACGA and team members will be required to sign the Australian team agreement.

ANNEXURE 3

NETBALL AUSTRALIA NATIONAL SELECTION OPT OUT

2019 – 2020 Australian Netball Diamonds

2019 Australia Development/Australia A

2020 Australia 21/Under

2020 Netball Centre of Excellence (19/Under, 17/Under, Talls)

Please circle/highlight the appropriate squad(s)

OPT OUT

I, _____ wish to opt out of selection for the _____(insert year) Australian Netball Squad (s) as indicated above.

I acknowledge that I have accessed a copy of the current Netball Australia Selection Policy located on the Netball Australia Website and/or Intranet, which I have read and understood.

I understand that in accordance with the Selection Policy I will not be considered for selection in the squad for the year indicated above.

Signature: _____ Date: ___ / ___ / _____