



Netball Australia

ATHLETE SELECTION POLICY

1 JANUARY 2023

NETBALL AUSTRALIA ATHLETE SELECTION POLICY

Netball Australia pays respect to the traditional custodians of our ancient continent, Aboriginal and Torres Strait Islander peoples, we honour their continuing connection to country and their custodianship of the world's oldest living culture.

Where relevant, in this Policy – reference to Netball Australia includes Suncorp Super Netball and the Confident Girls Foundation.

***Netball Australia's Purpose:** Netball empowers girls and women to shine, while enriching and connecting communities.*

***Suncorp Super Netball's Purpose:** Inspire generations and strengthen netball.*

***Confident Girls Foundation's Purpose:** Empowering marginalised girls through netball.*

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A. Purpose

The purpose of the Netball Australia (NA) Athlete Selection Policy (Policy) is for NA to select and manage the national squads and teams to represent Australia in international netball matches and World Netball (WN, formerly International Netball Federation) sanctioned events.

B. Scope and Exclusions

This Policy applies to the NA National Program selected to participate in World Netball Championships, Commonwealth Games, World Netball Series and World Youth Netball Championships and other events and matches as determined by NA from time to time.

The NA National Program comprises of:

- a) Australian Netball Diamonds and squad;
- b) Australia Development/Australia A team and squad;
- c) Australia 21 and Under team and squad; and
- d) Pathways (including 19/U squad, 17/U 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.

C. Definitions

In this Policy, the following definitions apply:

Appellant	A person who has commenced a Selection Appeal.
Appointments Panel	The approved group of persons by the NA Chief Executive Officer who have the responsibility for the selection of National Selectors under this Policy.
Athletes	A registered athlete member of NA and a Member Organisation.
Australian Netball Championships (ANC)	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 Championship netball competition that is conducted by NA.
Business Day	Means a day on which banks are open for general banking business in the state or territory in Victoria, excluding Saturdays and Sundays and gazetted public holidays.
Commonwealth Games Australia (CGA)	The national controlling body in Australia responsible for Australian Commonwealth Games teams, programs and operations.

Conflict of interest	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	Those athletes who have been selected to represent Australia in the final Australian team selected for the relevant competition.
EGM Performance	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 Pathway	The NA role (or equivalent role if the job title is changed) as referred to in this Policy.
Interested Party	See clause 9.5 of 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.
National Netball Championships (NNC)	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	Those appropriately qualified persons who have been appointed to this role by NA.
Netball Australia (NA)	The national entity which is a member of and is recognised by WN as the entity governing Netball in Australia.
Non-selected Athlete	Any athlete who is not selected by NA to any National Program.
Pathways	The Netball Australia high performance pathway program targeted at future national team athletes.
Selected Athlete	Any athlete selected by NA to a National Program.
Squad Camps	Squad based camps conducted under the auspices of Netball Australia.
Suncorp Super Netball (SSN)	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
World Netball (WN)	Formally the International Netball Federation 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.
Written Notice	Notice in writing by letter, email or other written means of communication.

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

D. Key Policy Principles

A. Eligibility

Athletes are qualified to compete for Australia in the World Netball Championships where they comply with the rules and regulations of WN.

Athletes are qualified to compete for Australia in the Commonwealth Games where they hold Australian citizenship and comply with the rules of the WN, the Commonwealth Games Federation and the Commonwealth Games Australia.

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

Athletes agree to terms and conditions of the playing contract and/or event participation agreements with NA and WN.

Where an athlete does not wish to stand for National Selection, the athlete must complete Annexure 1 in accordance with the Policy and within the time period advised by NA.

C. Selection

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

D. Athlete Wellbeing

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.

E. Other Related Policies and Documents

The following NA policies and documents also apply to the application of this Policy by NA Staff and must be adhered to at all times:

- a) Netball Australia Constitution
- b) ANPA Diamonds Collective Bargaining Agreement
- c) National Selector Position Description
- d) National Underage Selector Position Description
- e) World Netball Regulations
- f) Commonwealth Games Federation Constitution

- g) Commonwealth Games Australia Constitution and By Laws
- h) All relevant and related documentation including policies and agreements
- i) Athlete Categorisation Guidelines

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) National Selector 1 National Selector 2
Australian 21/Under	National Selector (Chair) Pathway Head Coach EGM Performance or Delegate/s
Pathway programs including 19/Under program, 17/Under program, Tall Athlete program and other programs that are held from time to time.	National Selector (Chair) Pathway Head 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 Pathway.
- 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.
- 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 squads:
 - 2.1.1 Meet the eligibility criteria as detailed by World Netball (located [here](#));
 - 2.1.2 Be a registered member of a Member Organisation of Netball Australia and therefore a member of Netball Australia;
 - 2.1.3 Qualified to compete for Australia;
 - 2.1.4 Have not breached National Anti-Doping Policy or the World Netball Anti-Doping Rules unless the athlete has already been sanctioned by the breach and completed the sanction imposed; and
 - 2.1.5 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 Holding Australian citizenship; and
 - 2.2.2 Signing the relevant CGA Team Agreement.Athletes should refer to the CGA Constitution located [here](#). Athletes must be fully aware of and comply with By-Law 17 of the CGA Constitution.
- 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 may be made throughout the following events:
 - 3.1.1 International Test matches, including Commonwealth Games and WN events.

- 3.1.2 Suncorp Super Netball.
- 3.1.3 Other national league competitions conducted by a Full Member of WN that is of equivalent standing to the Suncorp Super Netball League as determined by Netball Australia. As at the date of this Policy, this includes the ANZ Premiership, conducted by Netball New Zealand and the Super League, conducted by England Netball.
- 3.1.4 Australian Netball Championships.
- 3.1.5 National Netball Championships.
- 3.1.6 Squad Camps.
- 3.2 Events at which selection may be made will be notified to athletes at the commencement of the year or such other time as nominated by Netball Australia
- 3.3 Australian Netball Diamonds squad selection may occur up to twice yearly.
- 3.4 Notwithstanding 3.3 above, any athlete can be added or removed from the Australian Netball Diamonds squad at any time in accordance with this Policy.
- 3.5 Clause 10 of this Policy will apply to Commonwealth Games teams.
- 3.6 Where an athlete does not wish to stand for National Selection, they must complete the Opt Out form set out in Annexure 1 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 Pathway 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 sole and absolute discretion selectors may select based on one or more the following selection criteria:

- 5.1.1 Previous international and national performances.
- 5.1.2 Current international and national performances.
- 5.1.3 Current or previous 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 Pathway, 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.
- 6.5 A selector with a conflict of interest must notify the EGM 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, events, 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, National Integrity Framework Policies 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. Wellbeing

- 8.1 Successful and unsuccessful athletes may be advised of the outcome of selection prior to public announcement. Any advice will take place no earlier than 24 hours prior to public announcement and is subject to strict confidentiality obligations for the purpose of ensuring each player receives wellbeing support.
- 8.2 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. Selection Appeals

- 9.1 This clause 9 does not apply to Commonwealth Games teams.
- 9.2 A Non-Selected Athlete may appeal against their non-selection to a National Program (***Selection Appeal***) in accordance with the procedures set out in clause 9.11 to 9.15 (inclusive) of this Policy. For clarity, Athletes can only appeal their non-selection for a National Program that has been formally selected clause 2 and clause 3 of this Policy.
- 9.3 In the event that two or more Selection Appeals are brought under this Policy and it appears to the NA Tribunal that:
- 9.3.1 the Selection Appeals involve a common question, or
 - 9.3.2 the relief claimed in them are in respect of, or arise out of, the same instance of selection; or
 - 9.3.3 there is some other reason for it being desirable to have the Selection Appeals consolidated,

the Selection Appeals must, so far as practicable, be consolidated and heard together and the Athletes involved in the Selection Appeals must provide reasonable assistance to the NA Tribunal to achieve this outcome.

Parties to a Selection Appeal

- 9.4 The Parties to a Selection Appeal will be:
- 9.4.1 the Appellant;
 - 9.4.2 NA; and
 - 9.4.3 any Interested Party.
- 9.5 An Interested Party to a Selection Appeal must be either:
- 9.5.1 a Selected Athlete for the National Program which is the subject of the Selection Appeal; or
 - 9.5.2 a Non-Selected Athlete otherwise eligible for selection to the National Program which is the subject of the Selection Appeal.
- 9.6 NA and the Appellant must identify and propose to the NA Tribunal, Athletes who may be Interested Parties. Athletes may also identify themselves to the NA Tribunal as potential Interested Parties.
- 9.7 In the event that any doubt should arise as to the eligibility of a person as an Interested Party, NA shall determine the matter in its absolute discretion.
- 9.8 An Athlete identified as a potential Interested Party must, in order to participate in the Selection Appeal, indicate to the NA Tribunal that they wish to be a party to the Selection Appeal.
- 9.9 An Interested Party:
- 9.9.1 must receive notice of the Selection Appeal from NA;
 - 9.9.2 must be given the opportunity to make submissions in the Selection Appeal and give evidence;
 - 9.9.3 must receive a copy of the determination handed down by the NA Tribunal; and
 - 9.9.4 will be bound by any such determination.
- 9.10 A person who receives notice from NA of their identification as an Interested Party may decline to participate as an Interested Party at any time, in which case that person will automatically waive any rights afforded an Interested Party.

Appeal process

- 9.11 Steps prior to Selection Appeal
- 9.11.1 A Non-Selected Athlete must not commence a Selection Appeal unless the provisions of this clause 9.11 have been complied with.

- 9.11.2 Within 24 hours of the time that a Non-Selected Athlete receives notice of their non-selection, the Non-Selected Athlete must provide Written Notice to the CEO of NA that the Non-Selected Athlete disputes their non-selection.
- 9.11.3 The Non-Selected Athlete must provide reasons to support their notice of dispute.
- 9.11.4 Within 24 hours of the Non-Selected Athlete providing Written Notice to the CEO of NA in accordance with clause 9.11.3, the CEO of NA must provide the Non-Selected Athlete with a written statement of NA's reasons supporting the non-selection of the Non-Selected Athlete.
- 9.11.5 Within 24 hours of a Non-Selected Athlete receiving NA's written statement in accordance with clause 9.11.4, the Non-Selected Athlete must provide a written response to the CEO of NA which indicates whether the Non-Selected Athlete intends to proceed to a hearing of their Selection Appeal in accordance with clause 9.12.
- 9.11.6 The Parties must use their best endeavours, acting in good faith, to resolve the dispute through communication in accordance with this clause 9.11, made on a without prejudice basis and kept confidential between the Parties.
- 9.11.7 For the avoidance of doubt, any formal written notice (and reasons) or statement made by the CEO or the Non-Selected Athlete in accordance with clauses 9.11.2 to 9.11.5 may be submitted to the NA Tribunal for the purposes of the Selection Appeal.
- 9.11.8 For clarity, time periods referred to in clause 9.11 may be extended by agreement of NA and the Non-Selected Athlete in advance.
- 9.12 NA Tribunal
- 9.12.1 A Selection Appeal will be heard by the NA Tribunal consisting of three panel Tribunal Members, with a Chairperson, appointed by the NA Head of Integrity (in their absolute discretion) from the Tribunal Panel. The Tribunal Members must have had no prior involvement with the matter.
- 9.12.2 A Non-Selected Athlete may bring a Selection Appeal to the NA Tribunal for hearing on one or more of the following grounds, which the Non-Selected Athlete (Appellant) bears the onus of making out:
- (a) that this Policy was not properly applied by NA with respect to the Non-Selected Athlete;
 - (b) the Non-Selected Athlete was not afforded a reasonable opportunity by NA to satisfy this Policy;
 - (c) NA was affected by actual bias in making its decision to not select the Non-Selected Athlete; and/or
 - (d) there was no material on which NA's decision could be reasonably based.

9.13 Making an Application for a Selection Appeal

- 9.13.1 A Non-Selected Athlete wishing to make an application for a Selection Appeal to the NA Tribunal must, within 24 hours of indicating to the CEO of NA their intention to proceed to a hearing of their Selection Appeal under clause 9.11, complete and lodge the Notice of Appeal (see Annexure 1).

For clarity, unless agreed by NA and the Non-Selected Athlete, an extension of time to make an application for a Selection Appeal may be granted by the NA Tribunal under this clause only in extenuating circumstances outside the control of the Non-Selected Athlete concerned.

9.14 Selection Appeal Procedure

- 9.14.1 A Selection Appeal heard by the NA Tribunal will proceed in accordance with the specific procedural matters set out below, and any procedures that Chairperson sees fit having regard to all the circumstances and to the principles of natural justice:
- (a) Where the NA Tribunal considers it appropriate to do so and all the involved Parties to the Selection Appeal agree, the NA Tribunal may determine the Selection Appeal without a hearing.
 - (b) The NA Tribunal must provide Written Notice to the Parties of its determination as soon as reasonably practicable after the conclusion of the hearing (in most cases, within 24 hours of the conclusion of the hearing). The NA Tribunal will provide the Parties with a statement of the reasons for its determination within 3 Business Days of notifying the Parties of its determination.
 - (c) The determination of the NA Tribunal is final and binding on the Parties.

9.15 Selection Appeal Outcomes – Reconsideration and Redetermination

- 9.15.1 The NA Tribunal may uphold or dismiss a Selection Appeal.
- 9.15.2 Subject to clause 9.15.4, where the NA Tribunal upholds a Selection Appeal overturning the original selection decision, the NA Tribunal must refer any subsequent decision regarding the Appellant's non-selection or if required, any broader decision regarding selection of the National Program back to NA for reconsideration and redetermination.
- 9.15.3 In reconsidering and determining the Appellant's non-selection or if required, any broader decision regarding selection of National Program, NA must observe the principles of natural justice. Any decision made by NA regarding the Appellant's nomination after such referral, is final and binding on the Appellant.
- 9.15.4 Notwithstanding clause 9.15.2, the NA Tribunal may itself determine the issue of the Appellant's selection, or broader decision regarding selection of the National Program where the NA Tribunal determines that:

- (a) it would be impractical to refer the selection decision for redetermination to NA given the time available; or
- (b) in making its original decision, NA had such disregard for proper application of this Policy that a reasonable person would apprehend that it is unlikely that this Policy would be applied properly by NA if the decision regarding the Appellant's non-selection was referred back to NA.

9.15.5 Prior to making a determination under clause 9.15.4 the NA Tribunal must advise the Parties that the NA Tribunal intends to make such a determination and provide the Parties with a reasonable opportunity to make submissions in relation to the NA Tribunal's proposed determination. The NA Tribunal must give proper consideration to any submissions it receives pursuant to this clause 9.15.5.

10. Commonwealth Games Team

- 10.1 Netball Australia will nominate team members for selection to the Australian Commonwealth Games team in accordance with this Policy. Once nominated by Netball Australia, the CGA must appoint each nominated team member and all team members must comply with the CGA team agreement.
- 10.2 Any appeals regarding nomination or non-nomination is to be heard in accordance with the CGA Nomination/Selection Appeals By-Law. A Copy of this By-Law (located [here](#)) will be provided to all athletes prior to selection for the Commonwealth Games team.
- 10.3 The grounds of appeal are that:
 - 10.3.1 the Nomination Criteria (as detailed in the By-Law) has not been properly followed or implemented;
 - 10.3.2 the athlete was not afforded a reasonable opportunity by Netball Australia to satisfy the Nomination Criteria;
 - 10.3.3 the nomination decision was affected by actual bias; or
 - 10.3.4 there was no material on which the nomination decision could reasonably be based.

11. Policy Review

- 11.1 This Policy is subject to ongoing monitoring and review by NA at its sole discretion and depending on the needs of the business.

END

Reference Number:	HP003
Policy:	NA Athlete Selection Policy
Effective Date:	1 January 2023
Author:	EGM Performance
Owner:	EGM Performance (or comparable position)
Approval Level:	NA Board
Date Last Reviewed:	July 2020
Scheduled Review Date:	Every 2 years, 1 Nov 2023

Supersedes:	All previous policies and/or statements
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ANNEXURE 1

NETBALL AUSTRALIA NOTICE OF APPEAL

Notice of Appeal must be lodged within 24 hours of notification of non-selection.

To: Chief Executive Officer
Netball Australia
191 Johnston Street
Fitzroy VIC 3065

Via email: integrity@netball.com.au

Date		
Name		
Details of Non-Selection	I wish to appeal against the decision of the Athlete Selection Panel as described below:	
	Notification Date: Specify the date the Athlete Selection Panel notified you of its decision.	
	Relevant Squad and/or Competition: Specify which squad selection process your appeal relates to, and any other relevant competition details.	
Grounds of Appeal (refer to clause 9.12.2 of the Athlete Selection Policy)	The grounds on which my appeal is based on are as follows: [Attach additional pages if necessary]	
Supporting information Provide information, examples and/or evidence (including copies of relevant documents and/or correspondence) to support your appeal.	 [Attach additional pages if necessary]	
Acknowledgment:	I have read and understood the Athlete Selection Policy, including Selection Appeals.	
Signed:		