



# Netball Australia SPORTS MEDICINE POLICY FOR ELITE PROGRAMS

1 February 2025

## NETBALL AUSTRALIA SPORTS MEDICINE POLICY FOR ELITE PROGRAMS

*In the spirit of Reconciliation, Netball Australia acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of this ancient unceded land where we live, work and play netball on.*

*We honour the continuing cultures, languages, and heritage of Aboriginal and Torres Strait Islander peoples whose cultural, spiritual, and ancestral connections to the lands, sky, and waters has endured since time immemorial.*

*We pay our respects to Elders past and present, and we acknowledge and value the significant and continuing contributions Aboriginal and Torres Strait Islander peoples make within our community.*

*Netball Australia is committed to Reconciliation. We acknowledge the need to reflect on our shared history in order to build a vision for a reconciled and prosperous future for all within our sport. One built on mutual respect, equity, authentic collaboration, and genuine truth-telling.*

*Where relevant, in this Policy - reference to Netball Australia includes Suncorp Super Netball. Netball Australia acknowledges the guidance of Sport Integrity Australia and template policy documents used in the preparation of this Policy.*

*This Sports Medicine Policy for Elite Programs includes, where appropriate, the standards and requirements outlined in the National Integrity Framework Improper Use of Drugs and Medicine Policy as it relates to Participants, NA and Netball Organisations.*

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## A. Purpose

Netball Australia (**NA**) is committed to the health, safety and wellbeing of Participants and to providing a safe and clean environment for Participants involved in the Elite Programs. Standards and requirements across sports science and sports medicine services ensure that athletes are treated by appropriately qualified and supervised staff, with key focus areas across the use of drugs and medicines in sport, supplements, treatment of concussion as well as other initiatives that focus on the care of an athlete.

NA recognises that there are two categories of Elite Programs (the traditional high performance pathway programs (that include the National Netball Championships, SSN, SN Reserves and Australian Representative Squads) and other programs supported or endorsed by NA (such as the participation of the Australian Kelpies Men's Netball Team in International Test Series, the Black Swans Netball Team, First Nations tournament, the PacificAus program, Marie Little Shield and other Sub-Elite Programs, the *Sub-Elite Programs*)).

For the Sub-Elite Programs, NA recognises that NA has limited oversight of these programs, servicing, delivery and personnel and that the sports science and sports medicine servicing will vary from program to program (including funding available). Accordingly, not all elements of this Sports Medicine Policy for Elite Programs and the Related Sports Medicine Policies will apply. In these circumstances, the carve outs for the Sub-Elite Programs will be noted as appropriate.

There is an increasing concern about the improper use of drugs and medicine in sport. Drugs and medicines distributed and/or administered by persons not qualified to do so puts an athlete's health and safety at risk and also carries anti-doping and integrity risks.

The improper use of drugs, including Illegal Drugs, can have a significant impact on the culture of sporting environments and the performance of individuals. Such use may also bring Participants, NA and the sport of netball into disrepute and does not provide a positive example for members of the community that may view our athletes as role models.

Illegal Drugs represent a widespread community problem and can pose a serious health issue for individuals. NA is aware of the availability and the prevalence of use of Illegal Drugs in society and seeks to deter Participants from the use of such substances.

The purpose of this Policy is to provide a framework to:

- a) provide a safe and clean environment for Participants involved in the Elite Programs, including addressing issues of medications, supplements and the treatment of concussion and eating disorders;
- b) address and deter any unlawful distribution and use of Illegal Drugs in connection with Participants involved in the Elite Programs;
- c) ensure that appropriately qualified personnel are appointed to provide science and medicine services to Athletes within the Elite Programs. Sub-Elite Programs may refer to these requirements, by way of guidance;
- d) ensure that injections are only administered to Athletes within netball as part of appropriate medical treatment; and
- e) ensure the confidentiality of medical information and records are appropriately maintained through the AMS (other than for Sub-Elite Programs).

The Australia Institute of Sport (**AIS**) leads the sport sector in best practice for Sport Science and Sport Medicine and works collaboratively with NA and Sport Integrity Australia

(SIA) in relation to compliance with policy and standards relating to Sport Science and Sport Medicine.

Netball also has a role to play in providing Affiliates with policies to support a safe and clean environment for Affiliate Persons and Affiliates. The Sports Medicine Policy for Community Netball applies to Affiliate Persons and Affiliates.

## B. Scope and Exclusions

This Policy applies to Participants, NA and Netball Organisations.

Specific provisions of this Policy apply to Athletes and Athlete Support Personnel.

Specific provisions of this Policy do not apply to Participants, NA and Netball Organisations in respect of the Sub-Elite Programs.

Affiliate Persons and Affiliates are bound by the Sports Medicine Policy for Community Netball.

## C. Definitions

Defined terms not otherwise defined in this Policy have been defined in, and have the meaning given to them in the Netball Integrity Policy Framework, Conduct & Disciplinary Policy.

In this Policy, the following definitions apply:

**Activity** means a netball contest, Match, competition, event (which for the avoidance of doubt includes any awards presentation, season launch, and other events conducted by NA or a Netball Organisation), or activity, including training, whether on a one-off basis or as part of a series, league or competition, sanctioned or organised by NA or a Netball Organisation, whether that Activity takes place in Australia or overseas.

**Affiliate** means:

- a) Associations, which means any netball association that is not a Netball Organisation that conducts Activities and is affiliated to a MO;
- b) Clubs, which means any netball club that is not a Netball Organisation that enters a team to participate in an Activity and is affiliated to an Association and/or MO;
- c) Authorised Provider, which means any non-MO authorised to conduct Activities sanctioned by NA or a Netball Organisation;
- d) any other netball organisation who has agreed to be bound by the Policies and has notified NA or an MO in writing.

**Affiliate Person** means any Individual Member that is not a Participant and is registered with an Affiliate.

**AIS Sports Science Sports Medicine Practitioner Minimum Standards** means the mandatory minimum standards for sports science and sports medicine staff and contractors engaged to deliver services in those disciplines as published and amended by the AIS from time to time, and available [here](#). These standards form the basis of the NA Minimum Standards for Sports Science and Sports Medicine Personnel in the Elite Programs (see Appendix 1).

**AMS** means the Athlete Management System.

**ANPA** means Australia Netball Players' Association.

**Athlete** includes any person who:

- a) holds any playing Contract with NA as a member of an Australian Representative Squad);
- b) holds a playing Contract with an SSN Club;
- c) holds a playing Contract with an SSN Club or MO (including any Contract with NA) to participate in the SN Reserves and/or NNC; and
- d) holds a playing Contract to participate in any other Activity that is sanctioned and/or controlled by NA.

**Athlete Support Personnel** includes any coach, trainer, team manager, player agent, selector, team staff, official, doctor, physiotherapist, dietitian or other health related advisor and any other person employed by, contracted to, representing or otherwise affiliated to a team or squad that is chosen to represent NA or a Netball Organisation in an Elite Program, including any match in that Elite Program.

**Ban** is a prohibition from participating in certain activities for a specified period. The Participant remains subject to all policies and rules of NA during the Ban.

**Business Day** means a day on which banks are open for general banking business in Victoria, excluding Saturdays and Sundays and gazetted public holidays.

**CMO** means the Chief Medical Officer appointed by NA from time to time.

**Contractor** means any person or organisation engaged to provide services for or on behalf of NA or a Netball Organisation, who is not an Athlete Support Personnel, and includes agents, advisors and subcontractors of NA or a Netball Organisation and employees, officers and agents of a contractor or subcontractor.

**Contract** includes the Standard Player Contract, Standard Training Partner Contract, Replacement Player Contract, Employment Agreement, Contractor Agreement, Participation Agreement or any other agreement between the Participant and NA or Netball Organisation.

**Director** means each member of the NA Board and each member of any Netball Organisation Board as the case may be.

**Elite Program** means the following:

- a) Australian representative squads (Australia Netball Diamonds squad, Australian Development Squad, Australian 21/U squad and any other Australian program determined by NA from time to time, the **Australian Representative Squads**);
- b) SSN competition, including pre-season matches and training programs;
- c) SN Reserves, including pre-season matches and training programs;
- d) NNC, including pre-season matches and training programs;

- e) competition or tournament played by a MO team, SSN Club team or invitational representative Australian team against a touring international team in Australia that is sanctioned and/or controlled by NA, unless classified as a Sub-Elite Program for the purpose of this Policy.

**Employee** means a person employed by NA or a Netball Organisation who is not an Athlete Support Personnel.

**Health Professional** means a person who is listed as a health professional with the Australian Health Practitioner Regulation Agency. A Health Professional who is authorised to administer injections under this Policy means a Health Professional who is permitted under their registration and scope of practice to perform an injection. This may include Medical Practitioners, pharmacists, dentists, nurses and paramedics currently registered with the relevant professional board in that field.

**Illegal Drugs** means any substance listed under Schedule 9 and 10 of the current Commonwealth Poisons Standard, as well as any substance listed in [Schedule 1 of the Criminal Code Regulations 2019 \(Cth\)](#), as well as those substances howsoever proscribed under relevant state or territory legislation, as amended from time to time.

**Match** means a netball match of any format and duration in length in which two netball teams compete against each other, played anywhere in the world.

**Match Delegate/Technical Official/Match Official** means any person holding that role, from time to time, in respect of any Match.

**Medical Practitioner** means a person registered in the medical doctor category by the Australian Health Practitioner Regulation Agency with no restrictions on practice.

**Medication** includes substances that are classified by the Therapeutic Goods Administration (TGA) as a therapeutic good (listed under Schedules 1-8 of the current Commonwealth Poisons Standard), which are ingested, infused, inhaled, injected, inserted or absorbed by the human body. They may take the form of pills, tablets, capsules, liquids, creams, gels, injectable liquids, sprays, adhesive patches, infusions, inhaled powders, vapours or liquids, pessaries, or suppositories. Medication includes prescription and over the counter products.

**Member** means a member of NA or a MO under its constitution, including:

- a) each MO;
- b) any Affiliate that is a member of an MO;
- c) **Individual Members**, which means individuals who are registered with an MO.

**MO** means each of the NA member organisations, being:

- a) ACT Netball Association Incorporated;
- b) The New South Wales Netball Association Limited;
- c) Netball NT Incorporated;
- d) Netball Queensland Limited;
- e) South Australia Netball Association Incorporated;
- f) Tasmania Netball Association Incorporated;

- g) Victoria Netball Association Incorporated; and
- h) Netball WA (Incorporated).

**NA** means Netball Australia Limited.

**NA Board** means the NA Board of Directors.

**Netball** means the sport of netball, as governed by NA and WN from time to time, and a reference to Netball means collectively NA, Netball Organisations and Affiliates.

**Netball Organisation** means each MO and SSN Club.

**Netball Organisation Board** means each Board of Directors of the Netball Organisation.

**NNC** means the National Netball Championships and any subsequent or successor competition substantially similar to the National Netball Championships that is conducted by NA.

**NA CEO** means the person holding that position at NA from time to time, including any person acting in that position.

**NA General Manager – Legal & Integrity** means the person holding that position at NA from time to time, including any person acting in that position.

**NA Minimum Standards for Sports Science and Sports Medicine Personnel in the Elite Programs** means the standards detailed in Appendix 1 of this Policy.

**Non Member Person** means:

- a) any parent or guardian of an Individual Member or Participant; and/or
- b) any person attending or associated with an Activity.

**Participant** means an Athlete, Athlete Support Personnel, Contractor, Employee, Director, Match Delegate/Technical Official/Match Official, Umpire or Umpire Support Personnel.

**Player Contract** means a contract entered into by an Athlete with NA, an SSN Club or MO (as the case may be), in accordance with the CPA or other agreement as agreed between NA, ANPA and the SSN Clubs/MOs.

**Possession** means the actual, physical Possession, or the Constructive Possession of an Illegal Drug.

Constructive Possession refers to a situation where a Participant has no hands-on custody of Illegal Drugs but has knowledge of the location of Illegal Drugs and the ability to exercise control/or a degree of control over them. For example, if the Participant has stored drugs in a safety deposit box. Whilst the Participant does not have actual physical custody of the Illegal Drugs, they have knowledge of the location of the Illegal Drugs and the ability to exercise control over them. Thus, under the legal doctrine of constructive possession, the Participant is still considered in possession of the Illegal Drug.

**Prohibited Conduct** means the conduct proscribed at clause 14 of this Policy.

**Relevant Organisation** means any of the following organisations:

- a) NA;



- b) Netball Organisations;
- c) Affiliates.

**Relevant Person** means any of the following persons:

- a) **Affiliate Person**;
- b) **Participant**;
- c) **Volunteer**, which means any person engaged by NA or Netball Organisation in any capacity who is not otherwise a Participant;
- d) **Non-Member Person**;
- e) any other person who has agreed to be bound by the Policies, and has notified NA.

**Serious Drug Offence** means an offence under a Commonwealth, state or territory law that prohibits the Possession or Trafficking in a drug or psychoactive substance.

**SN Reserves** means the reserves competition for the Suncorp Super Netball (SSN) or other name given to that competition by NA, with each of the SSN Clubs and/or MOs participating in the competition.

**SSN** means the Suncorp Super Netball competition or such other name given to that competition by NA.

**SSN Clubs** means the Australia Netball teams owned by Team Owners that have been granted licences to participate in the SSN competition by NA in accordance with the terms of a Team Participation Agreement which, as at the date of this Policy, are:

- a) NSW Swifts;
- b) Giants Netball;
- c) Queensland Firebirds;
- d) Adelaide Thunderbirds;
- e) Melbourne Vixens;
- f) West Coast Fever;
- g) Sunshine Coast Lightning; and
- h) Melbourne Mavericks.

**Sub-Elite Programs** means the Australian Kelpies Men's Netball Team that participates in the International Test Series, the PacificAus program, Marie Little Shield and other sub-Elite Programs as determined by NA from time to time.

**Supplements** includes single or multi-ingredient product in powder, limited volume liquid, pill or capsule form providing nutrients or other dietary components to achieve a specific health and/or performance benefit.

**Team** means any team of a Netball Organisation that is participating in an Activity and/or that Contracts a Participant.

**Team Doctor** means the Australian Netball Diamonds doctor or the SSN Club doctor or the MO doctor as the case may be.

**Team Dietitian** means the NA dietitian or the SSN Club dietitian or the MO dietitian as the case may be.

**Traffic/Trafficking** means selling, giving, transporting, sending, delivering or distributing (or Possessing for any such purpose) an Illegal Drug, drug or psychoactive substance (either physically or by any electronic or other means) by a Relevant Person to any third party; provided, however, this definition shall not include the actions of a “bona fide” Medical Practitioner involving an Illegal Drug used for genuine and legal therapeutic purposes or other acceptable justification.

**TUE or Therapeutic Use Exemption** means an exemption that allows an athlete to use, for therapeutic purposes only, an otherwise prohibited substance or method (of administering a substance).

**Umpires** includes any person who:

- a) holds an umpire contract (permanent or casual) with NA; or
- b) enters into a participation agreement with NA in respect of a Pathways Program.

**Umpires Support Personnel** includes any person who is appointed by NA to support the role of Umpires in the Elite Programs.

**Use** means the utilisation, ingestion, injection, or consumption by any means whatsoever of any Illegal Drug.

**WN**, formally the International Netball Federation, means 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.

**WN Rules & Regulations** means the Rules and Regulations of WN.

## D. Other Related Policies and Documents

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

- a) Netball Integrity Policies;
- b) NA Tribunal Rules;
- c) Netball Integrity Policy Framework, Conduct & Disciplinary Policy;
- d) National Anti-Doping Policy;
- e) the related Sports Medicine Policies comprising of:
  - (i) NA Supplements Policy;
  - (ii) NA Disordered Eating, Early Identification and Prevention Guidelines;

- (iii) NA Policy & Guidelines for Management of Sport Related Concussion;  
and
- (iv) NA Infectious Illness Safe Practice Guidelines,

The *Related Sports Medicine Policies*.

The Sports Medicine Policy for Community Netball applies to Affiliate Persons and Affiliates.

Also see:

- [SSSM Best Practice Principles October 2018.pdf \(ais.gov.au\)](#)
- [AIS Sports Supplement ABCD Classification System](#)
- [WADA's List of Prohibited Substances and Methods](#)
- [Resources | Sport Integrity Australia](#)
- <https://www.sportintegrity.gov.au/what-we-do/anti-doping/supplements-sport>
- <https://www.sportintegrity.gov.au/resources/therapeutic-use-exemption/regulation-and-anti-doping-risk-of-supplements>
- [Global DRO](#)
- The Sport Integrity Australia App (includes a database of supplements sold in Australia and a tool to assist users in determining if a substance is prohibited)

## 1. Sport Science and Sport Medicine Personnel

- 1.1 NA (for national programs) and/or Netball Organisations (for all other programs) must, in the employment or engagement of sports science and sports medicine fields:
  - 1.1.1 only employ, or engage in a voluntary capacity, those individuals who:
    - 1.1.1.1 comply with the NA Minimum Standards for Sports Science and Sports Medicine Personnel in the Elite Programs; or
    - 1.1.1.2 are employed or engaged as a Chiropractor, Nurse, Osteopath or Paramedic and are registered with the Australian Health Practitioners Regulation Agency,
 to work with Athletes;
  - 1.1.2 ensure the duties and position descriptions of their personnel incorporate compliance with the AIS Sports Science Sports Medicine Practitioner Minimum Standards; and
  - 1.1.3 ensure that educational or vocational qualifications, applicable professional registrations and insurance information of all such individuals are verified, checked and recorded at least annually.
- 1.2 Netball Organisations must seek approval from NA, through the CMO and NA General Manager – Legal & Integrity, before finalising the appointment of any person to the role of:
  - (a) Team Doctor;
  - (b) Team Physiotherapist;
  - (c) Team Strength & Conditioning Coach;

- (d) Sports Scientist;
- (e) Team Psychologist;
- (f) Team Dietitian; and
- (g) Team Wellbeing Lead,

by advising NA of their preferred candidate for that position (***Preferred Candidate***) and providing to NA written details of the Preferred Candidate's experience/background and other information necessary to demonstrate the extent to which that Preferred Candidate meets the relevant criteria in clause 1.1 prior to appointment.

- 1.3 All persons appointed in accordance with this clause 1 must be prepared and/or available to undergo relevant background checks prior to and as a pre-condition of their appointment (undertaken by NA, or the Netball Organisation as the prospective employer), which may include but is not limited to:
- (a) National Police Check;
  - (b) Tertiary Qualification;
  - (c) Bankruptcy;
  - (d) Business Interests;
  - (e) Professional Membership (if applicable);
  - (f) Professional Qualification (if applicable);
  - (g) Anti-Doping Rule Violation Check;
  - (h) Working with Children Check or equivalent qualifications in other States and Territories of Australia (if relevant for the role).
- 1.4 All persons appointed in accordance with this clause 1 must consent to the Netball Organisation and/or NA (as the case may be):
- (a) providing the CMO and/or NA General Manager – Legal & Integrity with current, true and correct copies of all registration, insurance and qualification documents set out in clause 1.3 above; and
  - (b) carrying out the specified background checks prior to their appointment or during their engagement in any role with NA or a Netball Organisation.
- 1.5 All persons appointed in accordance with this clause 1 must attain (and, where relevant, maintain) minimum standards for professional qualifications and, if applicable, professional accreditation, that will be discipline specific in accordance with the minimum qualifications specified at clause 1.1 above.
- 1.6 Each of the Netball Organisations must procure that all persons appointed in accordance with this clause 1 undertake the minimum deliverables as set out in Appendix 2. Where there are multiple role holders for a discipline (eg there are two physiotherapists for an SSN team), the minimum deliverables must be delivered for that discipline.

- 1.7 The NA CMO will attend at least one NA Board Meeting annually to provide a report to the following:
  - 1.7.1 Supplements and Medication rationale, confirming the process of supporting compliant and safe use of Supplements;
  - 1.7.2 concussion updates from World Netball, NA, and other codes, based on evidence and literature;
  - 1.7.3 any evidence of coercion in relation to fast tracking any Athlete back to training or playing from concussion, or any coercion regarding not diagnosing any Athlete with concussion;
  - 1.7.4 introduction of new health/medical policies for approval; and
  - 1.7.5 emergence of injury or illness trends or concerns for discussion/action.
- 1.8 Sub-Elite Programs are not bound by this clause of the Policy, however may refer to this clause by way of guidance.

## 2. Illegal Drugs

- 2.1 Participants must not Use, Possess or Traffic Illegal Drugs.
- 2.2 If an Illegal Drug has been lawfully and properly prescribed by a Medical Practitioner for a legitimate therapeutic purpose and evidence can be provided to that effect, then neither the act of prescribing the Illegal Drug by the Medical Practitioner nor the Use or Possession of the Illegal Drug by a Participant in accordance with that prescription will constitute a breach of this Policy.
- 2.3 Participants must not publish or transmit any content (eg a video showing Illegal Drugs being used) that advocates, condones, or encourages the involvement in or the Use of Illegal Drugs.

## 3. Medication

- 3.1 For Medications requiring a prescription, an Athlete must only use Medication prescribed to them personally and in the manner directed by a Medical Practitioner.
- 3.2 Where a Medical Practitioner is not travelling with the Team, such prescription (whether prescribed through PBS or available over the counter) must:
  - 3.2.1 be provided via consultation with the Athlete (either in person or via telehealth) and recorded in the AMS;
  - 3.2.2 provide specific delegated responsibility to an Athlete Support Personnel in writing prior to the dispensing of the Medication to the Athlete.

For Sub-Elite Programs, this clause does not apply and there should be no delegated responsibility to an Athlete Support Personnel.

- 3.3 For the avoidance of doubt, other than in circumstances contemplated by clause 3.2 above, an Athlete Support Personnel must not otherwise dispense any

Medication to an Athlete. An Athlete Support Personnel will commit a breach of this Policy if they provide an Athlete with any Medication in an unlawful manner, or in a manner other than as contemplated by clause 3.2 above.

- 3.4 An Athlete will commit a breach of this Policy if they use, possess or distribute prescription or over the counter Medication in an unlawful manner.
- 3.5 Athletes should refer to the Global DRO website [here](#) or the SIA App to assist them to determine whether Medications (prescription and non-prescription) are permitted for use in sport, have conditions associated with their use in sport or are prohibited. Medications with conditions or which are prohibited may be able to be taken if a TUE is sought and granted.
- 3.6 NA requires all Athletes to determine if they need an in-advance or retroactive TUE by referring to the SIA website [here](#). Once determined the Athlete should comply with the relevant requirements.
- 3.7 Athletes must notify the CMO or person nominated by NA (which shall be the Team Doctor for Athletes other than Australian Representative Squad Athletes) when Medications have been provided by a Medical Practitioner not appointed by NA or the Netball Organisation. Where the Medication is not prescribed by the Team Doctor, it is the responsibility of the Athlete to check the Medication on the Global DRO website [here](#) or the SIA App and log in AMS.

Sub-Elite Programs are not bound by this clause of the Policy.

- 3.8 Athletes must not use expired Medication.

## 4. Injections

- 4.1 Athletes must not self-inject any substance unless authorised to do so by the CMO or other Medical Practitioner for the treatment of a documented medical condition.
- 4.2 Athletes and Athlete Support Personnel must not be in possession of any hypodermic needles or other injection equipment, unless:
  - 4.2.1 the individual is a Medical Practitioner;
  - 4.2.2 the individual is a Health Professional authorised to administer injections; or
  - 4.2.3 the individual's possession has been authorised in accordance with clause 4.1 above.
- 4.3 Subject to clause **Error! Reference source not found.**, Athletes must not allow any person other than a Health Professional authorised to administer an injection or authorised carer to administer an injection to them. Any such injection must only be administered by the Health Professional authorised to administer injections or authorised carer for a purpose permitted under this Policy.
- 4.4 Health Professionals must not perform any injections, except:
  - 4.4.1 where medically required for vaccination purposes; or
  - 4.4.2 where medically required for treatment of a documented medical condition; or

- 4.4.3 investigation of a suspected medical condition.
- 4.5 Participants must only administer injections to an Athlete if:
  - 4.5.1 the Participant is a Health Professional authorised to administer injections or is an authorised carer for the Athlete; and
  - 4.5.2 the injection is for a purpose permitted under this Policy.

## 5. Vaccinations

- 5.1 Advice on vaccinations should be obtained from medical practitioners.
- 5.2 It is strongly recommended that all Participants are fully vaccinated, and maintain up to date vaccinations (subject to individual medical advice) for the following:
  - 5.2.1 influenza;
  - 5.2.2 all child and adult immunisations, in accordance with the Australian Government National Immunisation Program; and
  - 5.2.3 travel-related immunisations in accordance with the Australian Immunisation Handbook.

## 6. Infectious Illness Safe Practice Guidelines

- 6.1 NA (in the case of the Australian Representative Squads), the Netball Organisations and Participants should implement their own safe practice guidelines for infectious illnesses.

## 7. Supplements

- 7.1 All Participants must comply with the NA Supplements Policy.  
Sub-Elite Programs are not bound by this clause of the Policy.

## 8. Disordered Eating Early Identification and Prevention Guidelines

- 8.1 All Athletes and Athlete Support Personnel must comply with the NA Disordered Eating Early Identification and Prevention Guidelines.  
Sub-Elite Programs are not bound by this clause of the Policy.

## 9. Lifesaving medical treatment

- 9.1 For the avoidance of doubt, lifesaving medical treatment must not be withheld. Provision of lifesaving medical treatment will not constitute a breach of this Policy.

## 10. Concussion

- 10.1 All Participants must comply with the NA Policy & Guidelines for Management of Sport Related Concussion (as applicable to the Elite Program).

## 11. Patient confidentiality

- 11.1 For the avoidance of doubt, nothing in this Policy or the Netball Integrity Policy Framework, Conduct & Disciplinary Policy shall operate to override the patient confidentiality requirements of professional ethics for health practitioners registered with the Australian Health Practitioner Regulation Authority other than as permitted in accordance with the CPA and Player Contract.

## 12. Records

- 12.1 NA and the Netball Organisations must exclusively use the AMS (unless the Athlete sees a practitioner within their respective clinic) for recording of Athlete medical information. This is to ensure that adequate protocols are in place to maintain patient confidentiality and continuity of medical care between NA and the Netball Organisations programs for national level Athletes.

Sub-Elite Programs are not bound by this clause of the Policy.

## 13. Screening and Reporting

- 13.1 Participants, NA and the Netball Organisations must report immediately upon becoming aware of any criminal activity or conduct (including suspected criminal activity or conduct) that may amount to a breach of this Policy to the CMO, NA General Manager – Legal & Integrity and to any other entity as required by law.
- 13.2 NA and each of the Netball Organisations must undertake Athlete screening in accordance with Annexure 3: NA Screening Protocols.

## 14. Breaches

- 14.1 Where a breach of this Policy triggers a possible anti-doping rule violation, this matter will be dealt with under the National Anti-Doping Policy or the World Netball Anti-Doping Policy (as applicable, depending on the Participant). If the matter does not result in an anti-doping rule violation, NA may then review the matter to determine if there was a breach of this Policy, Code of Conduct or other policy.
- 14.2 A Participant commits a breach of this Policy when they:
- 14.2.1 subject to clause 9:
    - 14.2.1.1 are convicted of any breach of a relevant state or territory or Commonwealth law relating to or involving an Illegal Drug;
    - 14.2.1.2 facilitate, administer, assist, aide, abet, encourage, induct, cover up or are in any way complicit in a breach of this Policy;
  - 14.2.2 do not comply with any provision of this Policy relating to the obligations of a Participant;
  - 14.2.3 fail to report the matters outlined in clause 13; or



- 14.2.4 fail to comply with a Related Sports Medicine Policy.
- 14.3 In addition to Clause 16.2, an Athlete Support Personnel commits a breach of this Policy when they:
  - 14.3.1 provide false or misleading information to NA or a Netball Organisation in respect of the background checks outlined in clause 1;
- 14.4 NA or a Netball Organisation commits a breach of this Policy when they:
  - 14.4.1 fail to comply with any provision of this Policy relating to the obligations of NA or the Netball Organisation;
  - 14.4.2 fail to report the matters outlined in clause 13;
  - 14.4.3 facilitate, assist, aide, abet, encourage, cover up or are in any way complicit in a breach of this Policy; or
  - 14.4.4 fail to comply with a Related Sports Medicine Policy.

## 15. Sanctions

- 15.1 The NA Tribunal Rules apply to reports of breaches, of this Policy. Any Participant who is found to have breached this Policy may face disciplinary action in accordance with the NA Tribunal Rules.
- 15.2 Action may also be taken for breaches by a Netball Organisation.
- 15.3 The following sanctions may be imposed on Participants:
  - 15.3.1 a reprimand or warning (generally accompanied by the completion of education);
  - 15.3.2 a verbal or written apology;
  - 15.3.3 direction to attend counselling or training to address the breach;
  - 15.3.4 suspension from competition for a specified period;
  - 15.3.5 removal of accreditation;
  - 15.3.6 suspension from access to Athletes and/or a Netball Organisation for a specified period;
  - 15.3.7 Ban from participation in NA and/or a Netball Organisation's competitions, training or events (including selection in representative teams);
  - 15.3.8 subject to provisions of the *Fair Work Act 2009* (Cth), suspension or termination of contract or financial support; and/or
  - 15.3.9 suspension and/or termination of any rights, privileges and benefits provided by NA;
  - 15.3.10 any other sanction as determined in accordance with the NA Tribunal Rules.

- 15.4 Any breach by a SSN Club will be dealt with under the SSN Competition & Compliance Rules.
- 15.5 Any MO that is found to have breached this Policy in respect of an Elite Program other than the SSN competition may have conditions imposed, at the discretion of the NA General Manager – Legal & Integrity and CMO, to:
  - 15.5.1 address and rectify the breach(es);
  - 15.5.2 ensure ongoing compliance with this Policy; and
  - 15.5.3 ensure that any legal or contractual obligations of the MO are fulfilled appropriately and in a timely manner.
- 15.6 In the event a MO fails to comply with any conditions imposed in accordance with clause 15.5 above, the NA General Manager – Legal & Integrity will escalate the non-compliance for consideration and further action (as deemed appropriate) by the NA Board.

## 16. Support

- 16.1 NA may refer a Participant for medical assessment and education where there are reasonable grounds for doing so and may determine, and grant, any associated financial support to a Participant, if any.

END

<b>Reference Number:</b>	INT005
<b>Policy:</b>	Sports Medicine Policy for Elite Programs Version 5.0
<b>Effective Date:</b>	1 February 2025
<b>Document Author:</b>	NA General Manager – Legal & Integrity
<b>Document Owner:</b>	NA CMO & NA General Manager – Legal & Integrity
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## Appendix 1: NA Minimum Standards for Sports Science and Sports Medicine Personnel in the Elite Programs

For all roles:

- Integrity Education in line with the Netball Integrity Policy Framework
- Working with Children Checks, in line with NA Safeguarding Children and Young People Policy & Government requirements
- Insurance cover by an appropriate level of current:
  - professional indemnity (on a claim made basis), of not less than AUD\$10 million per event until no less than 3 years after the termination of the role holders engagement;
  - third party liability insurance policy to cover liability for personal injury, death or property damage arising from the role holder’s obligations for an amount of not less than \$20 million for any one claim or series of claims arising out of a single occurrence;
  - workers’ compensation insurance as required by and in a form prescribed or approved under any workers’ compensation legislation applicable to the role holder.
- References, qualifications and experience validated. Previous and/or current employer contacted about the suitability of personnel of working with young and vulnerable athletes and any integrity issues that would impact the organisation

Area: Medicine	
SSN/National Programs	SN Reserves/ NNC
<p><b>Professional Qualifications</b> Bachelor of Medicine Alternatively, surgery (MBBS) or equivalent, subject to the approval of the NA CMO</p> <p><b>Professional Registration</b> AHPRA Registration as a Medical Practitioner</p> <p>First Aid/CPR</p> <p><b>Experience</b> At least 3 years’ sports medicine experience with elite athletes and teams</p> <p><b>Qualifications (preferable)</b> Australasian College of Sport &amp; Exercise Physician – Fellow or Registrar</p> <p>Member of another specialist college, with relevant training in sports medicine</p> <p><b>Insurance</b> Medical defence insurance</p>	<p><b>Professional Qualifications</b> Bachelor of Medicine</p> <p><b>Professional Registration</b> AHPRA Registration as a Medical Practitioner</p> <p>First Aid/CPR</p> <p><b>Insurance</b> Medical defence insurance</p>

Area: Physiotherapy	
SSN/National Programs	SN Reserves/ NNC
<b>Professional Qualifications</b> Bachelor of Physiotherapy  <b>Professional Accreditations</b> AHPRA Registration as a Physiotherapist  First Aid/CPR  <b>Experience</b> At least 3 years' sports physiotherapy experience with elite athletes and teams  <b>Membership</b> Member of Sports Physiotherapy Association (SPA) or Musculoskeletal Physiotherapy Association (MPA)	<b>Professional Qualifications</b> Bachelor of Physiotherapy  <b>Professional Accreditations</b> AHPRA Registration as a Physiotherapist  First Aid/CPR

Area: Soft Tissue Therapy	
SSN/National Programs	SN Reserves/ NNC
<b>Professional Qualifications</b> Diploma of Remedial Massage  <b>Professional Accreditations</b> Massage & Myotherapy Australia (MMA) or Association of Massage Therapists (AMT) or Myotherapy Association Australia (MA) or Australian Natural Therapies Association (ANTA)  First aid/CPR  <b>Experience</b> At least 3 years' sports soft tissue therapy experience with elite athletes and teams	<b>Professional Qualifications</b> Diploma of Remedial Massage  <b>Professional Accreditations</b> Massage & Myotherapy Australia (MMA) or Association of Massage Therapists (AMT) or Myotherapy Association Australia (MA) or Australian Natural Therapies Association (ANTA)  First aid/CPR

Area: Nutrition	
SSN/National Programs	SN Reserves/ NNC
<b>Professional Qualifications</b> Bachelor's degree in Nutrition and Dietetics from a DAA accredited course; or Bachelor's degree in Science or an allied field, followed by a postgraduate degree in Nutrition and Dietetics from a DAA accredited course; or DSR Dietetics examination for overseas trained Dietitians, administered by DAA plus Sports Dietitians Australia 4-day Sports Nutrition Course  <b>Professional Accreditations</b> Accredited Practicing Dietitian (DAA) Accredited Sports Dietitian (SDA) Current ISAK accreditation if conducting skinfold testing	<b>Professional Qualifications</b> Bachelor's degree in Nutrition and Dietetics from a DAA accredited course; or Bachelor's degree in Science or an allied field, followed by a postgraduate degree in Nutrition and Dietetics from a DAA accredited course; or DSR Dietetics examination for overseas trained Dietitians, administered by DAA plus Sports Dietitians Australia 4-day Sports Nutrition Course  <b>Professional Accreditations</b> Accredited Practicing Dietitian (DAA) Accredited Sports Dietitian (SDA) Current ISAK accreditation if conducting skinfold testing

First aid/CPR	First aid/CPR
<b>Experience</b> At least 3 years' sports nutrition experience with elite athletes and teams. If not three years, mentoring by an experienced sports dietitian	

Area: Psychology	
SSN/National Programs	SN Reserves/ NNC
<b>Professional Qualifications</b> Tertiary qualifications and supervised training as specified by the Psychology Board of Australia to meet their General Registration Standard	<b>Professional Qualifications</b> Tertiary qualifications and supervised training as specified by the Psychology Board of Australia to meet their General Registration Standard
<b>Professional Accreditations</b> AHPRA Registration as a Psychologist	<b>Professional Accreditations</b> AHPRA Registration as a Psychologist
First aid/CPR	
<b>Experience</b> At least 3 years' sports psychology experience with elite athletes and teams	

Area: Strength & Conditioning	
SSN/National Programs	SN Reserves/ NNC
<b>Professional Qualifications</b> Bachelor's degree in Exercise, Sport or Movement Science or equivalent	<b>Professional Qualifications</b> Bachelor's degree in Exercise, Sport or Movement Science or equivalent
<b>Professional Accreditations</b> ASCA PCAS Professional Coach (or higher) Current ISAK accreditation if conducting skinfold testing	<b>Professional Accreditations</b> ASCA PCAS Professional Coach (or higher) Current ISAK accreditation if conducting skinfold testing
First aid/CPR	First aid/CPR
<b>Experience</b> At least 3 years' strength and conditioning experience with elite athletes and teams	

Area: Biomechanics	
SSN/National Programs	SN Reserves/ NNC
<b>Professional Qualifications</b> Bachelor's degree in Exercise, Sports or Movement Science, Sports Engineering or an allied field	<b>Professional Qualifications</b> Bachelor's degree in Exercise, Sports or Movement Science, Sports Engineering or an allied field
<b>Professional Accreditations</b> ESSA Accredited Sports Scientist (ASpS) Level 1	<b>Professional Accreditations</b> ESSA Accredited Sports Scientist (ASpS) Level 1
First aid/CPR	First aid/CPR

Area: Skill acquisition	
SSN/National Programs	SN Reserves/ NNC
<b>Professional Qualifications</b> Bachelor's degree in Sports Science, Human Movement, Sports Psychology or an allied field	<b>Professional Qualifications</b> Bachelor's degree in Sports Science, Human Movement, Sports Psychology or an allied field
<b>Professional Accreditations</b> ESSA Accredited Sports Scientist (ASpS) Level 1	<b>Professional Accreditations</b> ESSA Accredited Sports Scientist (ASpS) Level 1
First aid/CPR	First aid/CPR

Area: Performance Analysis	
SSN/National Programs	SN Reserves/ NNC
<b>Professional Qualifications</b> Bachelor's degree in Sports Science, Human Movement, Economics, Data Science/Analytics or an allied field	<b>Professional Qualifications</b> Bachelor's degree in Sports Science, Human Movement, Economics, Data Science/Analytics or an allied field (For NNC, presently undertaking qualifications is permitted)
<b>Professional Accreditations</b> ESSA Accredited Sports Scientist (ASpS) Level 1	<b>Professional Accreditations</b> ESSA Accredited Sports Scientist (ASpS) Level 1
First aid/CPR	First aid/CPR

## Appendix 2: NA Minimum Deliverables for Sports Science and Sports Medicine Personnel in the Elite Programs

Netball Organisations must procure that role holders undertake the following minimum deliverables:

For all roles:

- there should be an athlete-centred, proactive approach to athlete management as opposed to reactive care of injury and illness;
- there should be an evidence based approach to the assessment and management and prevention of injury and illness;
- compliance with Netball Australia policies, codes and guidelines as notified from time to time;
- education and learning requirements as determined by NA from time to time.

Area: Medicine	
SSN/National Programs	SN Reserves/ NNC (where appointed)
All medical and consulting notes MUST be recorded in the AMS	All medical notes must be provided to the NA CMO for recording in the AMS
Annual Medical screening of all Athletes (for the avoidance of doubt includes training partners) at the commencement of SSN preseason annually, using the FEATHA form in AMS	Review all suspected concussions and include Head injury Assessment (HIA) form and consultation notes in AMS
Medication register in AMS is up to date and maintained. Ensure any prohibited substance or method has a valid TUE	
Attendance (by video conference) 2 x SSN medical meetings during each SSN season	
Baseline Concussion Testing conducted at the commencement of SSN preseason annually as per the NA Concussion & Screening Policies	
Review all suspected concussions and include Head injury Assessment (HIA) form and consultation notes in AMS	
Cardiac Screening of all Athletes (for the avoidance of doubt includes training partners)	
Upload any relevant imaging reports and blood tests to AMS, in the medical attachments folder	
Cooperation and support of Diamonds program athletes, and provision of medical	

<p>information to Health Professionals of the Diamonds program</p> <p>Attendance at all SSN Team home games, and finals where the SSN Team is playing.</p> <p>Recommended: attendance at one SSN Team training per week (phone triage availability) or equivalent to clinic access to players</p> <p>Attendance at SSN Team medical meetings</p> <p>Reporting to the SSN Team CEO and Board as required by the SSN Team on medical risks, including but not limited to:</p> <ul style="list-style-type: none"> <li>• concussion and head trauma;</li> <li>• matters dealt with under this Policy, or any related policies; and</li> <li>• potential risks associated with the SSN team high performance programs</li> </ul>	
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<b>Area: Physiotherapy</b>	
<b>SSN/National Programs</b>	<b>SN Reserves/ NNC</b>
<p>All treatment notes must be recorded in the AMS</p> <p>Annual physiotherapy screening of all Athletes (for the avoidance of doubt includes training partners) in conjunction with other service providers as appropriate (i.e S&amp;C, doctor) of athletes, to assess current injuries and musculoskeletal measures (e.g. calf strength and capacity, landing techniques etc) that may contribute to injury and ensure timely and appropriate follow up of identified factors from assessment at the commencement of SSN preseason</p> <p>Cooperation and support of Diamonds program athletes, and provision of medical information to Health Professionals of the Diamonds program</p> <p>Do at least an annual assessment and participate in SSN wide injury surveillance by the accurate collection of their team's Injury data via the AMS platform</p> <p>Use the available SSN Injury report to assist in the multidisciplinary planning and implementation of individual (injury specific) and group injury prevention</p>	<p>All treatment notes must be recorded in the AMS</p> <p>Attend all on court training sessions and provide match day coverage</p>



<p>strategies (e.g. principles of Netball Australia's KNEE program)</p> <p>Maintain current, comprehensive and up to date injury assessment and treatment records in the AMS platform, including both time loss and non-time loss injuries. Upload all accompanying investigations (such as imaging reports) to AMS injury records</p> <p>Attend all on court training sessions and provide match day coverage</p> <p>Be clear about scope of practice and coordinate with medical staff about the assessment and management of any medical issues</p> <p>SSN Physiotherapists require allocation of sufficient non athlete facing time to enable the above proactive approach to athlete management</p>	
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Area: Nutrition	
SSN/National Programs	SN Reserves /NNC
<p>Individual Athlete (for the avoidance of doubt includes training partners) nutrition screening</p> <p>DEXA at commencement of scholarship term (desired)</p> <p>Individual anthropometry testing in line with testing battery or individual program, at performance intervals</p> <p>Contribution to IAPP</p> <p>Athlete hydration monitoring (USG) and education</p> <p>Food service management</p> <p>Individual consultations as required</p> <p>Ongoing monitoring of AMS for holistic management of athlete</p> <p>Education delivery (is supplement education and adapting energy knowledge)</p> <p>Participation in injury and rehabilitation management and planning.</p> <p>Anthropometry results in AMS</p>	<p>Individual Athlete (for the avoidance of doubt includes training partners) nutrition screening – diet quality, nutrition knowledge</p> <p>DEXA at commencement of scholarship term (desired)</p>

<p>Oversight of Athlete (for the avoidance of doubt includes training partners) supplement registry in AMS</p> <p>Annual nutrition screening (body composition, diet quality +/- DEXA)</p> <p>All obligations and requirements set out in NA policies, codes and guidelines.</p>	
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## Annexure 3: NA Screening Protocols – SSN

### A. Purpose

It is a NA requirement that all contracted SSN Athletes (which includes Permanent Replacement Players and Temporary Replacement Players) and Training Partners are medically screened prior to the commencement of each SSN season as well as at the end of each season.

Annual medical screening ensures the SSN Club’s medical support personnel have current and up to date medical and injury issues, medications, supplement use and allergies for each Athlete.

Team Doctors must also use this opportunity to undertake baseline assessments and investigations including for concussion, cardiac screening, iron deficiency, vaccination requirements and mental health screening, including as required under the Related Sports Medicine Policies.

A more comprehensive medical screening must be performed and fully documented in AMS when an athlete first arrives at an SSN Club, or retires or departs the SSN competition.

Screening information must be stored within AMS. Additionally, medical reports and all investigations including imaging, ECGs, pathology etc. should be stored in AMS.

### B. Scope and Exclusions

This Protocol applies to SSN Clubs, Athlete Support Personnel, contracted SSN Athletes (which includes Permanent Replacement Players and Temporary Replacement Players) and Training Partners, the *Athletes*.

### C. Definitions

Defined terms not otherwise defined in this Protocol have been defined in, and have the meaning given to them in the Netball Integrity Policy Framework, Conduct & Disciplinary Policy and the Sports Medicine Policy for Elite Programs.

## 1. Entry & Annual Screening

### 1.1 Screening

1.1.1 In preseason, SSN Club Team Doctors must undertake a thorough history and examination of every Athlete using the ALPHA or NIN screening in AMS. Ideally the SSN Team doctor should complete annual medical screening however, if required, a doctor at the Athlete’s state institute can complete the screening.

### 1.2 Musculoskeletal Screening

1.2.1 SSN Club physiotherapists must undertake a comprehensive screening of netball-specific musculoskeletal issues of every Athlete and ensure this data is entered into AMS for each Athlete.

### 1.3 Cardiac Screening

- 1.3.1 All Athletes are required to undergo cardiac pre-participation screening including an annual history and physical examination and biennial 12 lead ECG as per the NA Cardiac Screening Guidelines.
  - 1.3.2 Cardiac screening should be performed on players between the ages of 16 and 25 years of age.
  - 1.3.3 Athletes entering an elite programme after age 25 should be evaluated upon entry to the program.
  - 1.3.4 Any players including those older than 25 years should undergo repeat history, examination and ECG should they develop any symptoms or signs suggestive of a possible cardiac disorder. ECGs and any further results should be uploaded onto AMS.
- 1.4 Concussion Baseline Testing**
- 1.4.1 All Athletes are required to undergo on alternate years:
    - 1.4.1.1 a biennial SCAT6 that is recorded in AMS; and
    - 1.4.1.2 a biennial Cognigram baseline test.
  - 1.4.2 A minimum of a SCAT6 must be recorded in AMS but individual clinician's may choose to instead perform a baseline SCOAT6 or undertake certain elements of the SCOAT6 in addition to the SCAT6 to assist them in their return to play evaluation.
  - 1.4.3 Please refer to NA's Policy & Guidelines for Management of Sport Related Concussion for further information.
- 1.5 Iron and Vitamin D Screening**
- 1.5.1 Female athletes are at a higher risk of suffering with iron deficiency. Team Doctors should follow the AIS [Iron Deficiency Best Practice Guidelines](#) to determine testing frequency for their individual athletes.
  - 1.5.2 Testing should include FBE, Iron Studies and CRP and results should be uploaded in AMS under the Iron Deficiency Log.
  - 1.5.3 Individual Athletes with risk factors for or previously diagnosed vitamin D deficiency should also undergo vitamin D screening at appropriate intervals.
- 1.6 LEAF Q**
- 1.6.1 A LEAF Q assessment should be considered in Athletes at risk of Relative Energy Deficiency in Sport (REDs). This can be undertaken within AMS under the LEAF Q Screening Questionnaire tab. These results need to be followed up and actioned accordingly.
- 1.7 Vaccination Status**
- 1.7.1 It is highly recommended that an Athlete's vaccinations are up to date and recorded in AMS under the Immunisation tab as well as in the Athlete's Australian Immunisation Register (AIR) if applicable:

- 1.7.1.1 Hepatitis A;
- 1.7.1.2 Hepatitis B;
- 1.7.1.3 Tetanus/Diphtheria/Pertussis;
- 1.7.1.4 Annual Fluvax;
- 1.7.1.5 Gardasil; and
- 1.7.1.6 COVID -19 as clinically indicated.

## 2. End of SSN Season Screening

- 2.1 End of SSN season screening must take place for each Athlete by the SSN Club Team Doctor and SSN Club physiotherapist (at a minimum).
- 2.2 This end of SSN season screening should identify any injuries or medical issues that may require further investigation or intervention including imaging and surgical review. Additionally, SSN Club physiotherapists should use this screening to identify injuries that require ongoing rehabilitation over the off season.

## 3. Exit Screening

- 3.1 All Athletes leaving an SSN Club (regardless of whether they are transferring to a different SSN Club, are not contracted or are retiring) must have a comprehensive exit medical completed by the current SSN Club Team Doctor and Physiotherapist.
- 3.2 This is to ensure the athlete's medical history is fully documented including copies of relevant reports and investigations.
- 3.3 The final reports and investigations must be made available to the Athlete to provide to their personal or new SSN Club's medical team, external physiotherapist and General Practitioner if departing SSN.
- 3.4 The final reports and investigations must also be uploaded to AMS. Particular attention should be made to fully assess, measure and document those aspects of the examination where there is the risk of long term sequelae.
- 3.5 Exit screening should include:
  - 3.5.1 a comprehensive list of previous injuries and medical conditions;
  - 3.5.2 a summary of persisting injuries, impairment and relevant management and rehabilitation plans;
  - 3.5.3 any required imaging or other investigations arising from the clinical assessment;
  - 3.5.4 a review of the Athlete's concussion history and any further assessment of neurocognitive function as required;
  - 3.5.5 a clinical assessment of any mental health issues and relevant management plans.

- 3.6 If an Athlete has moved interstate or internationally or is unable/unwilling to return to the SSN Club for the exit medical screening, an independent medical practitioner must complete the evaluation, using the form attached at Schedule 1. A copy of the completed evaluation must be provided to the SSN Club's Team Doctor and must be uploaded onto the AMS. If the Athlete does not provide a copy of the evaluation to the SSN Club, the SSN Club will not be liable for any ongoing medical costs associated with any injury or illness.
- 3.7 If an Athlete refuses the exit screening (including by an independent medical practitioner), the Athlete will be required to sign a waiver to that effect. If this occurs, the SSN Club will not be liable for any ongoing medical costs associated with any injury or illness.

#### 4. Medical expenses

- 4.1 As part of the SSN CPA, there is a requirement for SSN Clubs to cover reasonable medical expenses associated with an injury sustained by an athlete during their time as a SSN contracted Athlete, in certain circumstances.
- 4.2 What is deemed "reasonable medical expenses" should be assessed and advised by the SSN Club Team Doctor in specific relation to the individual Athlete's injury. If the Athlete is subsequently contracted to another SSN Club, the subsequent SSN Club is required to cover ongoing medical expenses associated with all prior injuries.