

Selection Policy

Netball Mainland National League Team

1. INTRODUCTION

- 1.1 Pursuant to its Constitution, Netball Mainland Inc ("NM") has the power to, amongst other things, determine policies and procedures for the management of netball and to select Netball Mainland representative teams and squads.
- 1.2 In keeping with these powers, NM issues the following policy, governing its selection practices for certain key squads and teams under its auspices and control ("Policy").
- 1.3 This Policy replaces all previous selection policies and procedures issued by NM for those squads and teams.
- 1.4 This Policy incorporates the international player eligibility rules established by the International Netball Federation ("INF") and set out in the INF Regulations.
- 1.5 The words and phrases used in this Policy shall have the same meaning as defined in the Constitution of NM, unless otherwise specified in this Policy.

2. APPLICATION

- 2.1 NM will select the Netball Mainland National League Team ("NLT") at various times.
- 2.2 This Policy applies specifically to the selection of the Netball Mainland NLT only.

3. SQUAD AND TEAM MANAGEMENT

- 3.1 NM will appoint, at its sole discretion, all officials for the NLT. The appointment of these officials, including the selection of the relevant coaches, is a matter for NM and the officials concerned, and this Policy has no application to that process whatsoever.

4. SELECTION PANEL

- 4.1 Selections for the NLT will be made by the N League Selection Panel (the "Selection Panel") that shall be comprised of the NM Performance Manager, NL Head Coach, Tactix Head Coach, and 1 - 2 other selectors appointed by NM from time to time. The NM Performance Manager shall convene the Selection Panel and the Panel shall fully comply with this Policy when selecting the NLT.

- 4.2 The Tactix Head Coach in conjunction with the NL Head Coach have the final decision on the selection of the team, after full consultation with the remaining members of the Selection Panel. However, in making any selections, both Head Coaches must fully comply with this Policy and the selection of the NLT is still deemed to be a selection made by the full Selection Panel.
- 4.3 The Selection Panel may, from time to time, seek the views and input of third parties on the merits of certain players but any final selection decisions rest solely with the N League Coach and the Selection Panel.
- 4.4 The Board of NM may direct that any member of the Selection Panel vacates the Selection Panel for such period as the Board considers appropriate where the Board considers, in its sole discretion, that the Selector has an association with a player seeking selection to the NLT, which could give rise to a question or inference of bias or conflict of interest in the selection process.
- 4.5 Except to the extent set out in this Policy, the decisions of the Selection Panel shall be final and binding. The Selection Panel shall also be under no obligation whatsoever to provide reasons for its selection decisions, although it may elect to do so, at its discretion.

5. SELECTION POLICY, CRITERIA AND PROCEDURES

- 5.1 The Primary objective of NM is to select those eligible players with the qualities and competencies required for NLT representation and the potential to represent NM at other levels in the future.

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5.2 The selection policy is:

- a) On a date that is appropriate in October NM will hold open trials for players to trial for the Summer Training Squad.
- b) The NLT will have a final trial in late February this may include players that were unavailable at the first trial at the invite of the NM Tactix/NL Head Coach.
- c) The NLT shall usually comprise of up to 16 players, to comply with the NNZ NL participation agreement.
- d) Players can be removed from the NLT at any time if, in the reasonable view of NM, they have displayed inappropriate behaviour or conduct, or an unsatisfactory attitude, a lack of commitment, non-compliance with training requirements, or non-attendance at NM events.
- e) NM has the right to determine, at its sole discretion, when it will reselect the NLT and no player has a right or expectation of on-going selection at any time.

Eligibility criteria

5.3 Whenever selecting players for any NM Squad or Team, including the NLT, the Selection Panel shall apply the eligibility criteria (as determined in the INF Regulations), and other considerations as set out below.

(a) To be eligible for selection in the NLT, players must:

- (i) Be registered for a club team in New Zealand unless a contracted Tactix player
- (ii) Be a New Zealand citizen (i.e., hold a New Zealand passport); or
- (iii) Be born in New Zealand or have at least one parent born in New Zealand; and

In addition, the player must not have;

- (iv) Represented any country other than New Zealand at a World Netball Championships and/or World Youth Championships unless a clearance has been confirmed by INF or until after the following World Netball Championships and/or World Youth Netball Championships; or
- (v) Represented any country other than New Zealand at a Commonwealth Games unless a waiver has been granted by the Commonwealth Games Federation and the Commonwealth Games Associations of the two countries concerned.

Selection Criteria

5.5 Whenever selecting players for the N League, the Selection Panel shall apply the following competencies, personal qualities and other considerations:

(a) Core Playing Competencies:

- Sound quality of technical skills
- Displays a developing tactical awareness and understanding
- Shows ability to use flair and innovation in their game.
- Is committed to achieving and maintaining fitness required for this level of competition.
- Shows a developing ability to sustain intensity in performance throughout game.

(b) Core Personal Qualities:

- Strong work ethic.
- Shows discipline on and off the court.
- Shows ability to withstand pressure on and off the court.
- Demonstrates team qualities and a readiness to listen, learn and apply learning.
- Dedicated and committed to developing and maintaining the competencies required for this level of international competition.

- Versatility, consistency and adaptability.
 - Ability to serve as a role model for others.
- (c) Consideration may also be given to the following factors:
- Fit within the team.
 - State of fitness, health and wellbeing.
 - Positional balance within team.
 - Previous performance history.
 - Whether a player's attendance at the NM activities, performance and/or contribution has been affected by extenuating circumstances such as illness, injury, bereavement, parental leave, study commitments or similar which may have temporarily compromised their form and/or recent contribution.
- (d) Consideration may also be given to any other such factors that the Selection Panel considers in its sole discretion to be relevant and appropriate to the overall assessment of a particular player.

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

5.7 Members of the Selection Panel will observe games & player performances at the following events to ensure players are given adequate opportunities to be viewed prior to final selections for the NM NLT:

- (a) NM N League trials;
- (b) Any other competitions and events that the Selection Panel deem relevant, wherever possible, reasonable prior notice will be given of a Selector's attendance.

6. POST – SELECTION REQUIREMENTS

6.1 Following the selection of the NM NLT, selected players must:

- (a) As required by NNZ to do so, enter into a player agreement with NM. A refusal to enter into that player agreement and/or a failure to comply with that player agreement will give NM grounds to withdraw a player's selection and/or not consider that player for further selection;
- (b) Fully comply with NM policies, including those set out in the player agreements it issues from time to time;
- (c) Comply with all rules, regulations, policies and procedures of NM and NNZ;

- (d) Fully comply with the drug testing requirements of Drug Free Sport New Zealand and/or INF.
- (e) Build & maintain a level of fitness and performance consistent with what is required of a developing elite athlete; and
- (f) Undertake any reasonable medical and/or fitness assessment required by NM.

8. SELECTION-APPEAL PROCESS

- 8.1 If a player disagrees with a selection decision covered by this Policy, she may appeal that decision to NM in the first instance. Such appeal must be made in writing to the Acting CEO of NM within 7 days of the official announcement of the selection by NM.
- 8.2 The parties shall then endeavour, as promptly as possible, to negotiate a resolution themselves or with the assistance of professional advisors.
- 8.3 Should the appeal remain unresolved then the matter may be submitted to the Judiciary Committee to be heard and decided in accordance with NM's Constitution.
- 8.4 A player may appeal a decision of the Judiciary Committee in accordance with NM's Constitution, to the Sports Disputes Tribunal of New Zealand ("SDTNZ").
- 8.5 An appeal may only be made on one or more of the following grounds:
 - (a) The applicable Selection Criteria was not properly followed and/or implemented; or
 - (b) The decision was affected by a lack of good faith, which shall include actual bias.
- 8.6 Where a player appeals to SDTNZ, such appeal shall be determined by SDTNZ in accordance with its rules. The decision of SDTNZ will be binding on the parties and subject to any right of review and/or appeal as set out in its rules, no party may institute or maintain proceedings in any Court or Tribunal other than as specified in this policy.

9. CHANGES TO THIS POLICY

- 9.1 This Policy may be cancelled, amended or supplemented by the Performance Development Manager of NM
- 9.2 This Policy (including any final variations or amendments) will be made on the NM website.

17th October 2019