

## Netball Central Zone Selection Policy

### 1. INTRODUCTION

- 1.1 Pursuant to its Constitution, Netball Central Zone has the power to, amongst other things, determine policies and procedures for the selection of Netball Central Zone teams and squads.
- 1.2 In keeping with these powers, Netball Central Zone issues this 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 Netball Central Zone for those squads and teams.
- 1.4 Netball Central Zone has the sole discretion to review, amend and replace this Policy.
- 1.5 The words and phrases used in this Policy shall have the same meaning as defined in the Constitution of Netball Central Zone, unless otherwise specified in this Policy.

### 2. APPLICATION

- 2.1 Netball Central Zone will select, at various times the following squads and teams. This policy applies to these squads and teams:
- (a) Netball Central Zone Pulse team(s)
  - (b) Netball Central Zone NNL squad(s) and team(s)
  - (c) Netball Central Zone training partners
  - (d) and any other Netball Central Zone representative squad(s) and team(s) deemed necessary by Netball Central Zone

### 3. SQUAD AND TEAM MANAGEMENT

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

### 4. SELECTION PANEL

- 4.1 Selectors for Netball Central Zone squads and teams will comprise of:

Team or Squad	Selection Panel
Netball Central Zone Pulse team(s)	Pulse Team Head Coach Netball Central Zone High Performance Manager Netball Central Zone Chief Executive
Netball Central Zone NNL squad(s) and team(s)	NNL Team Head Coach Head of Netball Central Zone Selectors Independent Selector Pulse Team Head Coach Netball Central Zone High Performance Manager
Netball Central Zone training partners	Pulse Team Head Coach Netball Central Zone High Performance Manager Netball Central Zone Chief Executive
Netball Central Zone other squad(s) and team(s)	Other Team Head Coach Pulse Team Head Coach Head of Netball Central Zone Selectors Independent Selector Netball Central Zone High Performance Manager

- 4.2 The Head of Selectors, in consultation with the Netball Central Zone officials, will lead the selection process including allocating tasks to those staff (paid and voluntary) supporting the trial process.
- 4.3 All final selections will be made based on the decisions of the majority of the Selection Panel. In the event of a disputed selection, not including the Pulse team, the Head of Selectors has the casting vote. In making any selections, all coaches and selectors must fully comply with this Policy and the selection of any Netball Central Zone Team is deemed to be a selection made by the full Selection Panel.
- 4.4 The Selection Panel will meet to discuss issues of selection prior to the first squad/team trial. Netball Central Zone staff will assist in the organisation of such meetings and in the organisation of the trial process.
- 4.5 The content of selection discussions is absolutely confidential and should not be shared with anyone outside of the selection panel.
- 4.6 The Head of Selectors and/or the High Performance Manager may require a member of the Selection Panel to vacate the Selection Panel if s/he considers that Selector has an association with a player seeking selection to a Squad or Team, which could give rise to a question or inference of bias or conflict of interest in the selection process.
- 4.6 Teams and squads selected by the selection panel are subject to the approval and ratification of the Netball Central Zone Board.
- 4.7 Except to the extent set out in this Policy, the decisions of the Selection Panel shall be final and binding. The Selection Panel is under no obligation whatsoever to provide reasons for its selection decisions, although it may elect to do so, in its discretion.

## **5. SELECTION POLICY, CRITERIA AND PROCEDURES**

- 5.1 The Primary objective of Netball Central Zone is to select those eligible players with the qualities and competencies required to compete at the requisite level.

### **Selection Policy for the Pulse:**

5.2 The selection policy is:

- a) The selection panel shall convene to agree a draft team roster for contract. This draft roster will be determined by a thorough analysis of the past season's results, the performance of players in the ANZ Premiership during the past season and any other matters arising that impact materially on the achievement of the Pulse Team's KPIs for the upcoming season.
- b) Negotiations in respect of the team roster shall comply in all respects with the guidelines of the NZNPA and Netball New Zealand.
- c) Negotiations in respect of the team roster shall be undertaken by one Netball Central Zone representative with delegated authority from the Netball Central Zone Board.
- d) Netball Central Zone will endeavour to communicate in a timely and transparent manner with all players approached, including those on the past season's roster, about the direction of negotiations so long as such communication does not divulge confidential information about any other players.

### **Selection Policy for teams and squads not part of the Pulse roster of contracted players:**

5.3 The selection policy is:

- a) A trial process will take place for all Netball Central Zone squads and teams below the Pulse level, prior to the start of that team's representative programme.
- b) The trial process will be completed with at least four weeks of preparation time remaining before the start of that team's representative competition programme.
- c) Netball Central Zone will communicate the time and place of the trial process as widely as possible amongst its members and stakeholders, at least two weeks in advance of the trial start date.
- d) The format and content of the trial process shall be at the complete discretion of Netball Central Zone. Trials may contain, but not be limited to, fitness testing, skill assessments and game play.
- e) Generally, Netball Central Zone expects that any player chosen for any representative team will have attended at least two trial events.
- f) In exceptional circumstances, Netball Central Zone may on the advice of the Head of Selectors, grant an exemption to any player who is unable to fully participate in the trial process. Examples of this would be in the event of illness, injury or some other major commitment preventing attendance.

#### **Selection Policy for Pulse training partners:**

5.4 The selection policy is:

- a) The selection panel shall convene to agree a draft roster for training partner contracts. This draft roster will be determined by a thorough analysis of the past season's results, the performance of players in the ANZ Premiership and the NNL League during the past season and any other matters arising that impact materially on the achievement of the Pulse Team's KPIs for the upcoming season.
- b) Negotiations in respect of training partner contracts shall comply in all respects with the guidelines of the NZNPA and Netball New Zealand.
- c) Negotiations in respect of training partner contracts shall be undertaken by one Netball Central Zone representative with delegated authority from the Netball Central Zone Board.
- d) Netball Central Zone will endeavour to communicate in a timely and transparent manner with all players approached, including those on the past season's roster, about the direction of negotiations so long as such communication does not divulge confidential information about any other players.

#### **Eligibility Criteria**

- a) To be eligible to be selected to represent Netball Central Zone, a player must be a full member of Netball Central Zone.
- b) However, Netball Central Zone may grant an exemption to an ineligible player if in the view of the Netball Central Zone Selection Panel, that player has the potential to add substantial value to Netball Central Zone's performance objectives.

#### **Selection Criteria**

Whenever selecting players for Netball Central Zone's squads and teams, the Selection Panel shall apply the following competencies, personal qualities and other considerations:

##### **(a) Technical and Tactical Competencies:**

- Sound technical skill base and consistency of performance on court.
- Displays tactical understanding and has established consistency in making appropriate decisions in demanding situations.
- Shows ability to use flair and innovation in their game.

(b) Physical Competencies:

Is committed to achieving and maintaining physical benchmarks required for the level of competition/ squad/ programme.  
Can sustain intensity in performance throughout game.  
State of fitness, health and wellbeing.

(c) Core Athlete Characteristics:

Grit – mental toughness, bounces back after adversity, perseveres and adapts.  
Coachability – the athlete understands expectations and can apply learning and make changes.  
Character- the athlete displays self-awareness and self-responsibility.  
Growth Mindset - the athlete displays the ability to view situations as learning experiences.

(d) Other:

Positional balance within squad.  
Succession planning.  
Focus of the current year in terms of key events.  
Nature of the competition/tour for which the team is being selected.  
Whether a player's performance and/or contribution has been affected by extenuating circumstances such as bereavement, parental leave, work/study commitments or similar which have temporarily compromised their form and/or recent contribution.

(e) 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.

## **6. POST – SELECTION REQUIREMENTS**

6.1 Following the selection of the Netball Central Zone Squads and Teams, selected players must:

- (a) If required by Netball Central Zone to do so, enter into a Playing Agreement or similar contract with Netball Central Zone. A refusal to enter into that Playing Agreement or contract and/or a failure to comply with that Playing Agreement or contract may give Netball Central Zone grounds to withdraw a player's selection and/or not consider that player for further selection.
- (b) Fully comply with Netball Central Zone's policies, including those set out in the Netball Central Zone Playing Agreements or contracts.
- (c) Comply with all rules, regulations, policies and procedures of Netball Central Zone, Netball New Zealand and the International Netball Federation.
- (d) Fully comply with the drug testing requirements of Drug Free Sport New Zealand and/or International Netball Federation.
- (e) Work towards establishing and/or maintaining a level of fitness and performance required to perform at the appropriate level.
- (f) Undertake any reasonable medical and/or fitness assessment required by Netball Central Zone and comply with obligations as set out in the Playing Agreement or contract.
- (g) Undertake to follow any reasonable medical requirements or preventative measures to maintain health and well-being and minimise the risk of injury and ill health.

## **7. REPLACEMENT OF SELECTED PLAYERS**

7.1 An athlete may be removed from a squad or team under the following circumstances:

- a) In the reasonable view of Netball Central Zone and in accordance with the Playing Agreement or contract, the player has displayed inappropriate behaviour or conduct.
- b) Injury or illness resulting in the athlete's incapacity to fulfil obligations.
- c) Performance of a skill and/or fitness level is not at the required standard, and the athlete has been made aware of the deficiency and given the opportunity to rectify the issue.
- d) Breach of NZ Sports Anti-Doping Rules and other Netball Central Zone policies deemed applicable to Netball Central Zone programmes

## **8. SELECTION-APPEAL PROCESS**

8.1 If a player disagrees with a selection decision covered by this Policy, they may appeal that decision to Netball Central Zone in the first instance. Such appeal must be made in writing to Netball Central Zone within 5 working days of the official announcement of the relevant Squad or Team.

8.2 The parties shall then endeavour, as promptly as possible, to negotiate a resolution themselves or with the assistance of independent, professional advisors.

8.3 Should the appeal remain unresolved then the matter may be submitted to Netball Central Zone's Board to be heard and decided in accordance with Netball New Zealand's Constitution.

8.4 A player may appeal a decision of Netball Central Zone's High Performance Manager, and further refer his/her appeal to the Sports Disputes Tribunal of New Zealand ("SDTNZ").

8.5 An appeal may only be made on one or both 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, except to the extent permitted by law.

## **9. CHANGES TO THIS POLICY**

9.1 This Policy may be cancelled, amended or supplemented by the Board of Netball Central Zone as and when it sees fit.

9.2 This Policy (including any final variations or amendments) will be made available on the Netball Central Zone website.