



# Selection Policies of Netball New Zealand for the Silver Ferns Squad, Silver Ferns and NZA Teams

## 1. INTRODUCTION

- 1.1 Pursuant to its Constitution, Netball New Zealand Inc ("NNZ") has the power to, amongst other things, determine policies and procedures for the management of netball and to select New Zealand and other representative teams and squads.
- 1.2 In keeping with these powers, NNZ 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 NNZ for those squads and teams.
- 1.4 This Policy incorporates the international player eligibility rules established by the International Netball Federation Ltd ("IFNA") and set out in the IFNA Regulations.
- 1.5 This Policy is designed to complement the requirements of the Collective Agreement, in particular to provide specific detail not otherwise provided under the Collective Agreement. The Policy is intended to be consistent with the terms of the Collective Agreement, however where any inconsistency does arise, the terms of the Collective Agreement shall prevail.
- 1.6 Although NNZ has the sole discretion to review, amend and replace this Policy at its discretion, it agrees to consult with the NZNPA prior to doing so and to address any concerns which the NZNPA may raise during that consultation process.
- 1.7 The words and phrases used in this Policy shall have the same meaning as defined in the Constitution of NNZ, unless otherwise specified in this Policy.

## 2. APPLICATION

- 2.1 NNZ will select, at various times:
  - (a) The Silver Ferns squad of contracted players ("Silver Ferns Squad");
  - (b) The Silver Ferns team ("Silver Ferns Team"); and
  - (c) The New Zealand A team ("NZA").
- 2.2 This Policy refers to the Silver Ferns team and NZA collectively as the "Teams". This policy applies specifically to the selection of these groups only.

### **3. SQUAD AND TEAM MANAGEMENT**

- 3.1 NNZ will appoint, at its sole discretion, all officials for the Silver Ferns Squad, as well as the officials for the Silver Ferns Team and NZA Team, subject to consultation requirements with NZNPA under the Collective Agreement. The appointment of these officials, including the selection of the relevant coaches, is a matter for NNZ and the officials concerned, and this Policy has no application to that process whatsoever.

### **4. SELECTION PANEL**

- 4.1 Selections for the Silver Ferns Squad and the Teams will be made solely by a National Selection Panel ("Selection Panel") that shall be comprised of the Silver Ferns coach, who shall convene the Selection Panel, and not less than two other selectors appointed by NNZ from time to time. NNZ reserves the right to vary the composition of the Selection Panel from time to time, at its discretion. The Selection Panel shall fully comply with this Policy when selecting the Silver Ferns Squad and the Teams.
- 4.2 All final selections will be made based on the decisions of the majority of the Selection Panel. However, in the case of the Silver Ferns Team, the Silver Ferns coach has the final decision on the selection of that team, after full consultation with the remaining members of the Selection Panel. In making any selections, the Silver Ferns coach must fully comply with this Policy and the selection of the Silver Ferns Team is deemed to be a selection made by the full Selection Panel.
- 4.3 The Selection Panel will meet to discuss issues of selection at various times throughout the course of the season. NNZ staff will assist in the organisation of such meetings.
- 4.4 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 Selection Panel.
- 4.5 The Board of NNZ 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 Silver Ferns Squad or Teams, which could give rise to a question or inference of bias or conflict of interest in the selection process.
- 4.6 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, in its discretion.

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

- 5.1 The Primary objective of NNZ is to select those eligible players with the qualities and competencies required to compete at the highest level.

## Selection Policy

5.2 The selection policy is:

- (a) The Silver Ferns Squad will usually be announced following the completion of the principal elite competition (currently known as the ANZ Championships) and the Teams will be selected at various times throughout the subsequent twelve months, as scheduling commitments warrant.
- (b) The Silver Ferns Team shall be selected primarily from the Silver Ferns Squad.
- (c) The Selection Panel reserves the right to add players to the Silver Ferns Squad or to select players from outside the Silver Ferns Squad for either of the Teams, where it believes, having considered the qualities of selected and non-selected players, against the criteria and considerations as noted in this Policy, that such a selection is warranted.
- (d) No less than 16 players will be selected in the Silver Ferns Squad. The number of players selected for the Teams shall be determined by the Selection Panel at its discretion.
- (e) Any non-contracted player selected in the Silver Ferns Team may then become a member of the Silver Ferns Squad, unless as per the Collective Agreement, that player is contracted on a Game Agreement as a genuine short term replacement player.
- (f) Players may, in exceptional circumstances, be removed from the Silver Ferns Squad and/or the Teams at any time if, in the reasonable view of NNZ and in accordance with the misconduct and termination provisions of the Collective Agreement, they have displayed inappropriate behaviour or conduct (as detailed in the Collective Agreement and Silver Ferns Handbooks issued by NNZ from time to time).
- (g) NNZ has the right to determine, in its sole discretion, when it will reselect the Silver Ferns Squad (subject to the requirements of the Collective Agreement) and the Teams, and no player has a right or expectation of ongoing selection at any time. However, where NNZ considers that it will be necessary to deviate from the terms of the Collective Agreement in relation to the selection of the Silver Ferns Squad, NNZ will seek the approval of the NZNPA prior to doing so and the parties will agree to an appropriate selection process and timeframe in the circumstances.

## Eligibility criteria

5.3 Whenever selecting players for any NZ National Squad or Team, including the Silver Ferns Squad and Teams, the Selection Panel shall apply the eligibility criteria (as determined in the IFNA Regulations), and other considerations as set out below.

- (a) To be eligible for selection in the Silver Ferns Squad or the Teams, players must:
  - (i) Be a New Zealand citizen (i.e. hold a New Zealand passport); or
  - (ii) Be born in New Zealand or have at least one parent born in New Zealand;  
or

- (iii) Have resided in New Zealand for a period of twenty-four (24) months immediately prior to the start of the event the Silver Ferns Team or the NZA Team are participating in. The requisite period of residence shall be established by physical presence in New Zealand; and
- (iv) Players must be members of a New Zealand Team in the ANZ Championships unless an exemption has been approved by Netball New Zealand.

In addition, the player must not have;

- (v) Represented any country other than New Zealand at a World Netball Championships and/or World Youth Championships unless a clearance has been confirmed by IFNA or until after the following World Netball Championships and/or World Youth Netball Championships; or
  - (vi) 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.
- (b) To be eligible to represent New Zealand at a Commonwealth Games, players must;
- (i) Be a New Zealand citizen (i.e. holds a New Zealand passport); and
  - (ii) Be members of a New Zealand Team in the ANZ Championships in the year of a Commonwealth Games unless an exemption has been approved by Netball New Zealand; and
  - (iii) Not have 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.

5.4 Notwithstanding the eligibility requirements set out above, NNZ may grant an exemption to an ineligible player if in the view of the National Selection Panel, that player has the potential to be part of Silver Ferns Squad once eligibility is confirmed.

### **Selection Criteria**

5.5 Whenever selecting players for the Silver Ferns Squad and Teams, the Selection Panel shall apply the following competencies, personal qualities and other considerations:

(a) Core Playing Competencies:

- Sound 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
- Is committed to achieving and maintaining fitness required for this level of competition

- Can sustain intensity in performance throughout game
- Shows the potential skills and capabilities to represent New Zealand at the highest level

(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 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 squad
- Succession planning
- Number of fixtures on the annual international calendar
- Focus of the current year in terms of key international events
- Current form or performance of existing squad members
- Balance of experience and youth
- Nature of the competition/tour the team is being selected for
- Whether a player's performance and/or contribution has been affected by extenuating circumstances such as illness, injury, bereavement, parental leave, work/study commitments or similar which 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 has 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 Silver Ferns Squad and the Teams:

- (a) NNZ's principal elite competition (currently the ANZ Championships), including any preparation games & training sessions associated with this competition;
- (b) NNZ's principal National regional competition (currently the Perry Foundation Netball Championships), including any preparation games and training sessions associated with this competition;

- (c) Silver Ferns and/or NZA Team camps/trials and regional sessions;
- (d) International tours and events such as the New World International Series, including any preparation games associated with international tours and events;
- (e) Any other competitions and events that the Selection Panel deem relevant and wherever possible, reasonable prior notice will be given of a Selector's attendance.

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

6.1 Following the selection of the Silver Ferns Squad and Teams, selected players must:

- (a) If required by NNZ to do so, enter into a Silver Ferns Playing Agreement or similar contract with NNZ. A refusal to enter into that Silver Ferns Playing Agreement or contract and/or a failure to comply with that Ferns Playing Agreement or contract may give NNZ grounds to withdraw a player's selection and/or not consider that player for further selection, subject to terms of Collective Agreement and NNZ Playing Agreement or contract.
- (b) Fully comply with NNZ's policies, including those set out in the Handbooks and NNZ Playing Agreements or contracts it issues from time to time;
- (c) Comply with all rules, regulations, policies and procedures of NNZ and IFNA;
- (d) Fully comply with the drug testing requirements of Drug Free Sport New Zealand and/or INFA and in particular, have their name and contact address details registered and kept up to date with NNZ for the purposes of undergoing out of competition testing;
- (e) Maintain a level of fitness and performance to at least a level consistent with their fitness and performance prior to selection; and
- (f) Undertake any reasonable medical and/or fitness assessment required by NNZ and comply with obligations as set out in the Collective Agreement, Silver Fern Playing Agreement or contract, and Squad Handbook.

## **7. SELECTION TO OTHER INTERNATIONAL TEAMS**

7.1 The ability of players to be selected for netball sides' representing other nations is determined by the rules of IFNA as issued from time to time. All players must comply with those rules. In addition, NNZ has the following requirements:

- (a) Players who are available for a New Zealand national netball squad or team (including the Silver Ferns Squad or the Teams) and who are then selected in a New Zealand national squad or team recognise that they are required first and foremost to be available to NZ National Teams.

- (b) If a player, once selected in a New Zealand national squad or team is considering playing for another country other than New Zealand, they must apply to NNZ through the High Performance Director for a release from their employment and contractual commitments with NNZ (which will require the termination their relationship with NNZ).
- (c) Notwithstanding clause (a) and (b) above, if the player is bound by a Silver Ferns Playing Agreement or similar contract or agreement under which they have agreed to perform services for NNZ and confirming their availability for selection for the Silver Ferns Team, then NNZ will require that player to comply with that Silver Ferns Playing Agreement or contract or agreement in all respects, unless NNZ expressly waives that obligation in writing.

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

- 8.1 If a player disagrees with a selection decision covered by this Policy, she may appeal that decision to NNZ in the first instance. Such appeal must be made in writing to the Chief Executive of NNZ within 14 days of the official announcement of the Silver Ferns Squad and within 7 days of the official announcement of any Silver Fern Team selection by NNZ in relation to a specific tour, series, or match.
- 8.2 The parties shall then endeavour, as promptly as possible, to negotiate a resolution themselves or with the assistance of professional advisors, and shall have recourse to the dispute resolution options and mechanisms available in accordance with the dispute resolution process set out in the Collective Agreement.
- 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 NNZ's Constitution.
- 8.4 A player may appeal a decision of the Judiciary Committee in accordance with NNZ'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, 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 NNZ as and when it sees fit and subject to consulting with NZNPA prior to doing so and

consider in good faith any concerns which the NZNPA may raise during that consultation process, and notifying players of any changes. Any variation or amendment will be given in writing, by the Chief Executive on behalf of NNZ.

- 9.2 This Policy (including any final variations or amendments) will be made available on the NNZ website.