



## Elite Development Program & Queensland Fusion

Handbook

2019/2020

# Netball Queensland Elite Development Program and Queensland Fusion Squad Handbook

## Table of Contents

|   |    |
|---|----|
| About Netball Queensland .....                          | 1  |
| Netball Queensland Partners and Sponsors.....           | 1  |
| Elite Development Program Overview.....                 | 1  |
| Our Standards.....                                      | 2  |
| Behaviour Expectations and Consequences .....           | 2  |
| Communication Expectations .....                        | 3  |
| Contact Information.....                                | 4  |
| Support Services Team Roles .....                       | 6  |
| Support Services Provision .....                        | 7  |
| Training.....   | 8  |
| Squad/Team Announcements.....                           | 9  |
| Uniform .....   | 9  |
| Media, Social Media, Player Appearances & Clinics ..... | 9  |
| Relevant Policies.....                                  | 10 |

## Appendices

Appendix 1 – Netball Queensland & Player Codes of Conduct

Appendix 2 – 2019-2020 Key Dates

Appendix 3 – Expense Claim Form

Appendix 4 – EDP/Fusion Selection Policy

Appendix 5 – Athlete Support Model 2019 - 20

# About Netball Queensland

The Queensland Netball Association was established in 1971 and was incorporated under the Associations Incorporation Act in 1985. The Association began trading under the name Netball Queensland in 2000. Since its establishment, the organisation has grown in members with over 78 affiliated netball associations throughout Queensland and over 62,000 registered members.

NQ is a unifying leader responsible for the growth, sustainability, and success of netball. We have a values driven culture based on trust and will be collaborative, professional, accountable, respectful and innovative. Netball Queensland's current strategic plan can be located [here](#).

The scope of our organisational objectives has expanded over the years from grass roots development through to managing a world class facility and involvement at national and international competitions. We have adopted sound business practices to encourage greater community participation and spectator involvement by engaging corporate business, schools, media, government and local authorities, ensuring excellence in all spheres of the sport. Our development pathways that encompass grass roots participation, regional and rural, volunteers, competitions and our elite, has strengthened the promotion and growth of the sport, the success of our Queensland Firebirds and professionalism of our organisation.

## Netball Queensland Partners and Sponsors

As a not-for-profit organisation, Netball Queensland relies on further promotion of the sport of netball through partnering with and gaining sponsorships from organisations and businesses across the state. In doing this, Netball Queensland seeks to increase participation, support and endorsements each season and provide the benefits that come with exposure to our selected partners or sponsors. Different arrangements are in place with each sponsor and include (but are not limited to) naming rights, apparel branding, media exposure, official supplier status, promotion across digital communication, signage, regional team support and event support. Additionally, different sponsorship and partner arrangements are in place for Netball Queensland, our elite team the Queensland Firebirds, and the Suncorp Super Netball.

*Refer to the 'About - Sponsors' section on the Netball Queensland website for a complete list of current partners and sponsors: [www.netballq.org.au](http://www.netballq.org.au).*

## Elite Development Program Overview

The purpose of the EDP program is to prepare players to be physically and mentally capable, resilient, adaptable, independent decision makers who can perform consistently in high levels of competition. They are also prepared for the off-court requirements of being a professional athlete. This holistic process which includes physical, medical and psychological screenings as well as education in the areas of nutrition, psychology, self-management, physical preparation and recovery as well as units on cyber safety, social media and leadership. It is expected that the players who spend three years within the program will be equipped to handle the off court demands of being a professional netballer. Players may then graduate from this program and will still be considered for selection as SSN Training Partners and in the Queensland Fusion squad.

The program has an individual development focus with each player receiving individualized coaching and strength and conditioning support targeting their specific requirements and is designed to supplement and compliment the development work that occurs in the State underage program, Qld Fusion and Sapphire Series programs.

## Our Standards

The following standards are expected of everyone associated with Netball Queensland programs and we aspire to live up to these standards at all times.

- Demonstrate respect for those who are seeking to assist you by responding to all communication within the timeframes outlined in the 'Communications Timelines' – please strive to be 'low maintenance' - do not have people chasing you to get things done.
- Offer assistance if you see or sense someone needs it or if you are ready and organised ahead of time.
- Respect those around you. Everyone has a role to play and has been engaged for their expertise. Trust and respect them as they will trust and respect you.
- Proudly wear relevant uniform at the right times.
- Keep team management informed of any change in circumstance such as contact details, training or transport arrangements, etc.
- Air grievances through appropriate channels and do not involve non-relevant parties in matters relating to any grievances. We are constantly seeking to enhance our program, so feedback and ideas are always welcome.
- Maintain open communication – if there is an issue, deal with it and move on, do not let it be played out in public or not have a resolution.
- Always provide 100% effort. Errors in execution in performance are perfectly acceptable, however your level of effort and attitude are entirely within your control and should always be at the highest level.
- Understand the person who has the biggest influence on your performance is you, and take responsibility for giving yourself the best chance of being your best.

## Behaviour Expectations and Consequences

Retention in the EDP Squad will not just be about your on-court performance, your off-court performance is of equal importance. The performance behaviours expected of you are listed above under the heading Standards, and in the Player Code of Conduct (refer Appendix 1). Demonstrating greater consistency in your performance behaviours will help you to step up from being just a good player to becoming a great player, and the reason why so much importance is placed on this. Please be aware that every time you miss an appointment or don't complete your AMS, support staff must then follow up. If this becomes a habit, you become a 'high maintenance' player and there is simply no room in successful teams at the elite level for 'high maintenance' players.

In saying this, even the very best players lapse from time to time due to other challenges and issues in their lives, and so a 3-strike approach is in place as a consequence for any lapse in performance behaviours. The process is outlined as follows:

1. **1<sup>st</sup> strike:** The Head Coach will issue a verbal warning if it is found that a player has breached the expected standards and this will be recorded in writing to the player, e.g. a player did not organise their screening within the set timeframe or a player missed a session without prior notice.
2. **2<sup>nd</sup> strike:** The Head Coach will issue a second verbal warning (also recorded in writing to the player) to be followed up in writing to the player, confirming the 2<sup>nd</sup> strike, e.g. the same player misses training with no prior notification.
3. **3<sup>rd</sup> strike:** Following a third breach, a meeting with the player and their support person will be held, and attended by the Head Coach, GM – High Performance or the Performance Pathways Manager. At this meeting, the player’s position in the Squad will be reviewed after consideration of any extenuating circumstances.

In each case, players will have an opportunity to put forward any extenuating circumstances that will be considered in line with any breach prior to the confirmation of the strike. Note that the three (3) strikes do not have to be for the same issue.

Any recorded strike will be carried over to the next year if the player is re-selected. However, strikes may also be deleted if the player records six (6) months without a further strike.

### Netball Queensland Code of Conduct

Netball Queensland expects that all athletes within the EDP and Fusion Squad will abide by the Netball Queensland Player codes of conduct and the Code of Behaviour (refer Appendix 1). Failure to do so may result in a recorded strike.

## Communication Expectations

The predominant forms of communication between program staff and athletes will be email, phone calls and text. To maintain appropriate and timely communication please adhere to the following timelines:

| Communication               | Response Time   | Importance |
|-----------------------------|-----------------|------------|
| Email                       | Within 24 hours | Medium     |
| Phone call                  | Within 3 hours  | High       |
| SMS/Whatsapp/Viber/Team App | Within 3 hours  | High       |

# Contact Information

The table below highlights the appropriate points of contact for you as a member of the Elite Development Program and Queensland Fusion Team.

| Topic  | Primary Contact   | Secondary Contact   |
|--|---|---|
| Agreement Query  | GM – High Performance<br>Richard McInnes<br>0428 687 691<br><a href="mailto:Richard.mcinnnes@Netballq.org.au">Richard.mcinnnes@Netballq.org.au</a>                                | Tracey Fear<br>Performance Pathways Manager<br>0499700280<br><a href="mailto:Tracey.fear@netballq.com.au">Tracey.fear@netballq.com.au</a>   |
| Grievance Process  | GM – High Performance<br>Richard McInnes<br>0428 687 691<br><a href="mailto:Richard.mcinnnes@Netballq.org.au">Richard.mcinnnes@Netballq.org.au</a>                                | Kirsten Boud<br>Manager – People and Capability<br><a href="mailto:kirsten.boud@netballq.org.au">kirsten.boud@netballq.org.au</a>           |
| General EDP & Fusion<br>Administrative<br>Enquiries      | Tracey Fear<br>Performance Pathways Manager<br>0499700280<br><a href="mailto:Tracey.fear@netballq.com.au">Tracey.fear@netballq.com.au</a>   | EDP/Fusion Head Coach or Fusion<br>Team Manager   |
| Claims for<br>reimbursement of<br>gap payments           | Belinda Weder<br>High Performance Officer<br>0478 129 851<br><a href="mailto:belinda.weder@netballq.com.au">belinda.weder@netballq.com.au</a>                                     | Tracey Fear<br>Performance Pathways Manager<br>0499700280<br><a href="mailto:Tracey.fear@netballq.com.au">Tracey.fear@netballq.com.au</a>   |
| EDP Program<br>Technical/Tactical<br>or Training Enquiry | EDP/Fusion Head Coach<br>Jenny Brazel<br>0402 812 467<br><a href="mailto:Jenny.brazel@netballq.org.au">Jenny.brazel@netballq.org.au</a>   | Relevant Specialist Coach<br>(if applicable)  |
| Fusion Team –<br>Technical Tactical<br>or Training Query | EDP/Fusion Head Coach<br>Jenny Brazel<br>0402 812 467<br><a href="mailto:Jenny.brazel@netballq.org.au">Jenny.brazel@netballq.org.au</a>   |   |
| Queries regarding<br>Service Providers<br>or Access them | Physical Performance Manager<br>Callum Koch<br>0447 712 128<br><a href="mailto:Callum.koch@netballq.org.au">Callum.koch@netballq.org.au</a>                                       | EDP/Fusion Head Coach<br>Jenny Brazel<br>0402 812 467<br><a href="mailto:Jenny.brazel@netballq.org.au">Jenny.brazel@netballq.org.au</a>     |
| Strength &<br>Conditioning                               | Physical Performance Coach & Support<br>Services Co-ordinator<br>Daniel Johnson<br>0448 836 608<br><a href="mailto:Daniel.Johnson@tennis.com.au">Daniel.Johnson@tennis.com.au</a> | Physical Performance Manager<br>Callum Koch<br>0447 712 128<br><a href="mailto:Callum.koch@netballq.org.au">Callum.koch@netballq.org.au</a> |

| Topic   | Primary Contact  | Secondary Contact   |
|---|--|---|
| Physiotherapy                                     | RHP Physiotherapy<br>QSNC<br>(07) 3184 6844<br>(Fusion) Will Thwaite: 0432 022 951<br><a href="mailto:w.thwaite@rhpphysiotherapy.com.au">w.thwaite@rhpphysiotherapy.com.au</a> | Physical Performance Coach &<br>Support Services Co-ordinator<br>Daniel Johnson<br>0448 836 608<br><a href="mailto:Daniel.Johnson@tennis.com.au">Daniel.Johnson@tennis.com.au</a> |
| Doctor  | Dr Sharon Stay<br>Sports Medicine<br>0412 372 255<br><a href="mailto:david.sharon.ward@hotmail.com">david.sharon.ward@hotmail.com</a>  | Physical Performance Coach &<br>Support Services Co-ordinator<br>Daniel Johnson<br>0448 836 608<br><a href="mailto:Daniel.Johnson@tennis.com.au">Daniel.Johnson@tennis.com.au</a> |
| Nutritionist                                      | Kerry Leech<br>Sports Dietetics<br>0412 234 572<br><a href="mailto:kerry@eatSMARTnutrition.com">kerry@eatSMARTnutrition.com</a>  | Physical Performance Coach &<br>Support Services Co-ordinator<br>Daniel Johnson<br>0448 836 608<br><a href="mailto:Daniel.Johnson@tennis.com.au">Daniel.Johnson@tennis.com.au</a> |
| Podiatry  | Tom Brough<br><a href="mailto:tom@paromed.com.au">tom@paromed.com.au</a>   | Physical Performance Coach &<br>Support Services Co-ordinator<br>Daniel Johnson<br>0448 836 608<br><a href="mailto:Daniel.Johnson@tennis.com.au">Daniel.Johnson@tennis.com.au</a> |
| Clinical Psychologist                             | Nicole Wright<br>Ph 33535430<br><a href="mailto:nicole@betterlife.com.au">nicole@betterlife.com.au</a>   | Physical Performance Coach &<br>Support Services Co-ordinator<br>Daniel Johnson<br>0448 836 608<br><a href="mailto:Daniel.Johnson@tennis.com.au">Daniel.Johnson@tennis.com.au</a> |
| Sports Psychologist                               | Alex Gorman<br><a href="mailto:Alex.m.gorman@gmail.com">Alex.m.gorman@gmail.com</a>  | Physical Performance Coach &<br>Support Services Co-ordinator<br>Daniel Johnson<br>0448 836 608<br><a href="mailto:Daniel.Johnson@tennis.com.au">Daniel.Johnson@tennis.com.au</a> |
| Paperwork, Forms, Surveys, Integrity Requirements | High Performance Officer<br>Belinda Weder<br><a href="mailto:Belinda.weder@netballq.org.au">Belinda.weder@netballq.org.au</a>  |   |

# Support Services Team Roles

## EDP Head Coach/ Queensland Fusion Head Coach

As the Fusion Head Coach, Jenny Brazel is responsible for the preparation and performance of the Queensland Fusion team participating in the Australian Netball League (ANL).

In the EDP Head Coach role, Jenny Brazel has the primary responsibility for managing the development and directing the implementation of all individual athlete development plans (IAPP's). The EDP Head Coach will assist EDP squad members prepare for life as a professional netballer while supporting them to find the appropriate balance in their personal, professional and educational development. The EDP head coach is the primary point of contact between athletes and Netball Queensland for the EDP Program outside of the ANL pre and in-season periods.

## General Manager – High Performance & Sport Entertainment

Overseeing Netball Queensland's elite and emerging programs including the Queensland Firebirds and the Elite Development Program, Richard McInnes, the Netball Queensland General Manager – High Performance provides direction and leadership for the short, medium and long term success of the program and its athletes.

## Performance Pathways Manager

The Performance Pathways Manager (PPM) Tracey Fear is responsible for the day to day operational and logistical management of the EDP and Fusion squads and for maintaining the processes and protocols of the program.

## Physical Performance Co-ordinator & Coach

Daniel Johnson is responsible for the day to day management of the allied health support team (physiotherapist, nutritionist, doctor and podiatrist) for Fusion and EDP. Daniel is also the EDP/Fusion Physical Performance Coach, providing best practice strength and conditioning, injury prevention and rehabilitation programs to ensure the physiological development of EDP and Fusion athletes is at the standard to meet the needs of their future development.

## Physical Performance Manager

The Physical Performance Manager, Callum Koch, is responsible for the day to day delivery of the allied support team within the Firebirds program.

## Physiotherapist

RHP Physiotherapy are engaged as the physio support provider to ensure the delivery of proactive and best practice injury prevention, rehabilitation and primary care services.

## Podiatrist

Tom Brough and the team at Qld Orthotics and Podiatry provides the EDP squad with podiatry and foot care support.



## Psychology and Wellbeing

Nicole Wright and Alex Gorman provide the EDP squad members with clinical and performance psychology services. Nicole provides clinical psych support to players and coaches across the High-Performance program focussing on your personal well-being while Alex Gorman provides the Performance Psych support which revolves around your mental capacity to perform consistently at training and in competitions.

## Specialist Coach(es)

The EDP program will engage Specialist Coaches throughout the season to bring a variety of expertise and knowledge to the squad. The coaches will work with the Head Coach to provide specialised coaching and insight into identified areas of focus within the program.

## Sport Dietician

Kerry Leech and her team at Eat Smart Nutrition provides the EDP squad with Sports Dietetics support including best practice anthropometric testing and evaluation and advice and education on suitable nutrition and recovery for our individual athletes.

## Sports Physician

Dr Sharon Stay supports the EDP squad providing best practice screening, consultation and education and acts in the best interest of the health and wellbeing of our EDP athletes.

# Support Services Provision

## Medical Insurance

It is a requirement of participating in the Elite Development Program and Queensland Fusion program that each athlete has an appropriate level of private health insurance. The level of cover should include minimum hospital and appropriate extras cover with focus on physiotherapy, massage, nutrition, podiatry and nutrition services. Players are required to submit the name of their insurer and the policy type to the High-Performance Officer within one month of the program commencing. If an athlete has concerns about this requirement, please discuss it with the Pathways Performance Manager immediately.

## Physiotherapy

RHP Physiotherapy will provide acute injury management and monitoring throughout the program as required along with treatment of any chronic injuries. If you are unable to see RHP Physiotherapy, please contact them and they will guide you to an appropriate service provider closer to you. This is ONLY applicable to players not living in the greater Brisbane area. Netball Queensland will cover the gap payment on all physiotherapy treatment for squad members as long as you have appropriate health care in place.

## Podiatry

Athletes will be advised to see the Podiatrist based on referral from the physiotherapy screening. EDP/Fusion athletes will be required to fund any podiatry requirements.

## Sports Medicine

Athletes can access sports medicine services when required. Each athlete will be required to undertake a medical and physical screening and can access further consultations as required which can be arranged by

contacting the Sports Physician directly to make an appointment. Athletes are to use their Medicare card whenever accessing medical services. Athletes will be required to manage any up-front surgery costs and their own insurance claims with support from Netball Queensland staff.

## Sports Dietetics

EDP athletes can access Sports Dietetics services as and when required. Athletes will be screened initially and provided with individualised nutrition and recovery programs. Further services can be accessed as required by contacting the Sports Dietician directly to make an appointment. Netball Queensland will cover the gap payment on all nutrition and dietetic services for squad members as long as appropriate health care is in place.

## Psychology and Wellbeing

EDP athletes can access performance psychology and wellbeing services. Netball Queensland will cover the gap payment on all psychology and wellbeing services for squad members as long as appropriate health care is in place. Athletes are to pay for the gap payment and then submit an expense claim to the High-Performance Officer which must include a copy of the receipt.

## Appointments

Any player who fails to attend a scheduled appointment with an allied health professional, without providing 24 hours' notice or without extenuating circumstances will be required to pay the full expense of the missed appointment and may also incur a first strike (refer Performance Behaviour Expectations). In extenuating circumstances the player must notify the practitioner as soon as possible and also advise the Head Coach by phone.

# Training

Wherever possible, all trainings will be conducted at the Queensland State Netball Centre (QSNC). From time to time, training may need to be moved to another venue and notification will be given ahead of time should there be a necessary change to the training venue.

## Training Procedures

All members of the EDP and Queensland Fusion Squads are required to adhere to the following training procedures.

### *Arrival*

Be ready to start training at the designated start time and any strapping, extra stretching and/or activations are to be done prior to session start.

### *Late Arrival*

If you are going to be late you need to call the Head Coach to advise.

### *Uniform*

Athletes and coaching staff are to wear correct and full NQ uniform at all training sessions. No jewellery is to be worn to training.

### *Mobile Phones*

All mobile phones are to be turned off or on silent in bag for the duration of training sessions. Only the Head Coach or Team Manager may have their phone switched on at training.

### *Training Sessions*

Generally, the EDP court session will be of an individual or small group nature, with a focus on the athlete's individual development. The Fusion training program will be confirmed with selected athletes in due course.

## Squad/Team Announcements

The 2019 – 20 EDP Squad will be reviewed and re-selected in October 2020. Any players identified in the National 17U and 19U Squads will automatically be added to the EDP Squad immediately following the announcement of these Squads in April/May 2020 if they are not already members of EDP.

Following the 2019 Sapphire Series, the Queensland Fusion Squad will be announced. The Team of 12 players and 4-6 training partners will be named during the preparation phase in February 2020. If replacement players are required for the Fusion Team, training partners will be considered in the first instance. However, the selection panel may also consider and select replacement players from outside the initial Squad. Please refer to selection policy for further details.

Players from the Firebirds team may be added to the Fusion team for ANL games. Prior to the start of the ANL, the Head Coach will confirm the announcement process of the 12-13 players to be registered for each game (at home) and the travelling team (away games).

## Uniform

EDP and Fusion squad members will be provided with sufficient uniform to meet their training and game requirements.

## Media, Social Media, Player Appearances & Clinics

### Media

Netball Queensland will provide media training for EDP athletes as part of the overall program.

### Social Media

Social media sites and apps are popular and as netball increases its profile it is important that you are aware of various media and related issues that come with being an elite sports person.

Please read the following information which will help ensure your privacy and safety is protected and that your integrity and that of Netball Queensland is upheld.

As a member of the EDP/Fusion program, you should ask yourself whether your reputation and that of the program will be damaged if information or posts shared are obtained from your social networking site and were published in the media.

Be mindful of the fact that while you have your profile set to private, people may still be able to view photos and comments of you through friends and friends of friends depending on how they load them onto the site. While it is impossible to keep track of all photos taken, you should always consider how any images or comments could be used by the media to create a story.

Before you post anything on Facebook or Twitter ask yourself “Would I say this to a journalist?” and “Could this information be misconstrued?”, “What would be the implications of these comments” or the ultimate test of “would I want my mother, father or grandparents to read this?”.

It is recommended that you:

- Monitor all your social media accounts on a frequent basis, ensuring photos cannot be loaded on your profile without your permission.
- Ensure access is only to people you know and trust.
- Ensure those people you have as ‘friends’ are those you actually want to view your profile.
- Be wary of requests from new acquaintances (people you are unsure of) for photos.
- Make sure your privacy setting is set to private – speak to your EDP Coach or the appropriate staff member of Netball Queensland for advice and clarification.

Social media is a fun, fast and energising channel. It is organic, ever changing and provides instant updates. New apps continue to be developed which will include netball too.

## Player Appearances

Each Player is required to provide 10 hours of appearances which may involve conducting or attending coaching clinics, junior club visits or school visits. This is valuable experience in preparing for life as an elite athlete.

Players have the right to refuse an invitation to attend an appearance if it genuinely clashes with other commitments such as school, University or work commitments, however each player is required to find 10 hours across the year to support the program.

## Appearance and Clinic Responsibilities

All players and staff are reminded of the following when undertaking media appearance or clinic obligations:

- Leave your mobile phone turned off for the entire engagement. Players and staff are not to be seen on the phone or texting whilst at a media event or appearance.
- Remember always that you are representing Netball Queensland, the Elite Development Program, sponsors and the brand of netball. People will judge you on your actions and interactions with people so act accordingly.
- Please consider your posture and body language. Also, please ensure that you know your audience i.e. it’s important to prepare for a sponsors’ event differently to a junior clinic.

# Relevant Policies

All athletes and staff will be bound by and it is their responsibility to be familiar with the various codes and policies relevant to Netball. These can be found on the Netball Queensland website at the following link.

<http://qld.netball.com.au/resource-library/> .

## Appendix 1

# 2019 NETBALL QUEENSLAND CODE OF CONDUCT

### GENERAL CODE OF BEHAVIOUR

As a person required to comply with this Policy, you must meet the following requirements with regard to your conduct while you are part of the NQ High Performance Program.

1. Treat all persons with respect and courtesy and have proper regard for their dignity, rights and obligations.
2. Be ethical, fair, considerate and honest in all dealings with others.
3. Make a commitment to providing quality service.
4. Operate within the rules and spirit of the sport including national and state guidelines, constitution and policies which govern Netball Queensland and persons identified in the Member Protection Policy Clause 3.
5. Do not use your involvement with netball to promote your own beliefs, behaviours or practices where these are inconsistent with those of Netball Queensland and persons identified in the Member Protection Policy Clause 3.
6. Demonstrate a high degree of individual responsibility especially when dealing with persons less than 18 years of age, as your words and actions are an example.
7. Always place the safety and welfare of children above other considerations.
8. Avoid unaccompanied and unobserved activities with persons less than 18 years of age, wherever possible.
9. Comply with all relevant Australian laws (Federal and State), particularly anti-discrimination and child protection laws.
10. Refrain from any behaviour that may bring Netball Queensland and persons identified in the Member Protection Policy Clause 3 into disrepute.
11. Provide a safe environment for the conduct of the activity.
12. Show concern and caution towards others who may be sick or injured.
13. Be a positive role model.
14. Be responsible and accountable for your conduct.
15. Abide by the relevant Netball Queensland role-specific codes of behaviour and understand the repercussions if you breach, or are aware of any breaches of this Code of Behaviour.

# PLAYER CODE OF CONDUCT

In addition to Netball Queensland's General Code of Behaviour, you must meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball Queensland and persons identified in the Member Protection Policy Clause 3 in your role as a Player.

1. Respect the rights, dignity and worth of fellow players, coaches, officials and spectators.
2. Refrain from conduct which could be regarded as bullying, sexual or other forms of harassment.
3. Respect the talent, potential and development of fellow players and competitors.
4. Care and respect the uniform and equipment provided to you.
5. Be frank and honest with your coach concerning illness and injury and your ability to train and play fully.
6. Conduct yourself in a responsible manner relating to language, temper and punctuality.
7. Maintain a high standard of personal behaviour at all times.
8. Abide by the rules and respect the decision of the umpires. Be courteous and use the correct process when seeking a rule clarification.
9. Be honest in your attitude and preparation to training. Work equally hard for yourself and your team.
10. Co-operate with coaches and staff in relation to programs that adequately prepare you for competition.
11. Do not engage in practices that affect sporting performance (alcohol, tobacco, vaping and drug use).

I have read and agree to abide by both the Netball Queensland General Code of Conduct and the Player Code of Conduct.

## PLAYER

Name: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## PARENT / GUARDIAN

If the Player is under 18 years of age at the time of signing this Agreement, it is necessary for their parent or guardian to co-sign the Agreement.

Name: \_\_\_\_\_ Relationship: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## Appendix 2 – Key Dates 2019 – 2020

| When                        | What   |
|-----------------------------|--|
| September                   | Individual Athlete Performance Plans completed (IAPP's)  |
| 1.10.2019                   | Queensland 17U & 19U Squads announced at Nissan 16U & 18U State Titles   |
| w/c 7.10.19                 | Fitness testing EDP, Underage players not involved in Sapphire Series Final  |
| w/c 14.10.19                | 16.10.19 - 2020 Fusion Squad announced<br>Fitness testing EDP, Underage players involved in Sapphire Series Final & Fusion players. Fitness targets set for all players for January 2020                       |
| Mid Oct – Mid Nov           | Active rest – all players – NO NETBALL (DJ to provide active rest options)   |
| 30 Oct – 29 Nov             | Jen on leave   |
| Mid Nov – Mid Dec           | 6 week physical preparation block 1<br>Three supervised strength, 2 unsupervised conditioning<br>YoYo retest pre Xmas<br>Netball basic skills - small group/individual work will commence 2nd week of December |
| 23.12.19 – 5.1.20           | Xmas break – home based conditioning and netball specific program provided   |
| 11-12.1.2020                | Fusion/Underage programs commence – fitness testing 11-12 January<br>EDP court work aligned to Underage/Fusion programs with a small group/individual emphasis   |
| January 2020                | Physical preparation block 2   |
| By 3rd week of Jan 2020 tbc | 17U & 19U Squads of 16 announced   |
| Early Feb 2020 tbc          | 17U & 19U Teams & Training partners announced  |
| February 2020               | Physical preparation block 3   |
| By mid Feb 2020             | Fusion Team & Training partners announced  |
| March 2020                  | Physical preparation block 4   |
| April 2020                  | Physical preparation block 5 (Taper week for players in 17U & 19U)   |
| 18-23.4.2020                | Underage Nationals - Tasmania  |
| May – June 2020 tbc         | DUANL  |
| End of June – Oct 2020      | EDP players continue S&C with DJ & individual and small group on court sessions as required in line with Sapphire Series   |
| Oct 2020                    | 17U, 19U, EDP & Fusion Squads announced  |



## Appendix 3 – Expense Claim Form (this will be sent in electronic form)

### NETBALL QUEENSLAND CLAIM FORM - EXPENDITURE REIMBURSEMENT



#### SUPPLIER DETAILS

Name: \_\_\_\_\_

Phone Number: \_\_\_\_\_

Email address: \_\_\_\_\_

#### Supplier bank details

Bank BSB: \_\_\_\_\_

Bank Account: \_\_\_\_\_

Bank account name: \_\_\_\_\_

#### ACTIVITY DETAILS

Date: \_\_\_\_\_

What: \_\_\_\_\_

NQ approval:  Yes  No

| Eligible Claims     |  | Receipts included  | Amount |
|---------------------|--|--|--------|
|                     | <input type="checkbox"/> gap reimbursement | <input type="checkbox"/> Yes <input type="checkbox"/> No |        |
|                     | <input type="checkbox"/> Other             | <input type="checkbox"/> Yes <input type="checkbox"/> No |        |
| <b>Total Amount</b> |  |  |        |

#### AUTHORISATION

All relevant information and appropriate documentation (including valid tax invoices) of 'out of pocket' expenses is included and/or attached with this Claim Form.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

#### FORWARD TO:

##### NQ Accounts

Mail: Netball Queensland, PO Box 6365

Upper Mt Gravatt, QLD 4105

Email: [accounts@netballq.org.au](mailto:accounts@netballq.org.au)

#### OFFICE USE:

GL Code \_\_\_\_\_

Job \_\_\_\_\_

Description \_\_\_\_\_

Approved by \_\_\_\_\_

Signature \_\_\_\_\_

## **Appendix 4 – EDP/Fusion Selection Policy**

### ***POLICY – Queensland Fusion & Elite Development Program Athlete Selection Policy***

Policy Number *10-001*

#### **Document Control**

#### **Version Control**

| <b>Date</b> | <b>Version</b> | <b>Details</b> | <b>Author</b> |
|-------------|----------------|----------------|---------------|
| 31/04/2014  | 1              | New policy     | Adam Abbott   |
| 22/10/2018  | 2              | Updated        | Tracey Fear   |
| 3/9/2019    | 3              | Updated        | Tracey Fear   |

#### **Approval**

Delegation required for approval: Chief Executive Officer

Approving officer:

Name: Catherine Clark

Position: Chief Executive Officer

Signature:

Date: September 2019

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## Contents

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|   |    |
|---|----|
| <a href="#">1.</a> Policy Objectives .....                    | 20 |
| <a href="#">2.</a> Related Policies and Documents .....       | 20 |
| <a href="#">3.</a> Definitions.....                           | 4  |
| <a href="#">4.</a> Eligibility – Queensland Fusion .....      | 5  |
| <a href="#">5.</a> Eligibility – EDP Squad.....               | 5  |
| <a href="#">6.</a> Selectors .....                            | 6  |
| <a href="#">7.</a> Selection Criteria.....                    | 7  |
| <a href="#">8.</a> Selection Process .....                    | 8  |
| <a href="#">9.</a> Post Selection Requirements.....           | 9  |
| <a href="#">10.</a> Replacement of Athletes .....             | 9  |
| <a href="#">11.</a> Approval and Announcement of Squads ..... | 10 |
| <a href="#">12.</a> Appeals .....                             | 10 |
| <a href="#">13.</a> Amendments to the Policy .....            | 10 |
| <br>  |    |
| Appendix 1 – Talent Management Process.....                   | 11 |

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## 1 Policy Objectives

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The Queensland Fusion are Queensland's representative in the Australian Netball League (ANL). The ANL is the main platform for athlete selection to Suncorp Super Netball.

The Queensland Fusion Athlete Selection Policy details the procedure for selecting the athletes deemed most likely by the selection panel to be future elite level athletes (SSN or International). While the short-term success of the Queensland Fusion team is important, the overriding principle is to identify and select players most likely to succeed at the elite level. For the avoidance of doubt, it should be reiterated that once selected, every Queensland team will be preparing to, and doing their best to win each and every match.

The Elite Development Program (EDP) is closely aligned with Queensland Fusion as the Squad includes those players who have the potential to become Suncorp Super Netball players and plays a role in preparing them for that challenge.

The purpose of the EDP program is to prepare players with the on and off court requirements to enter the Suncorp Super Netball competition, and while players may graduate from this program they can still be considered for selection as an SSN Training Partners and in the Queensland Fusion squad.

The program has an individual development focus and is designed to supplement and compliment the development work that occurs in the State underage program, Qld Fusion and Sapphire Series programs.

Application of this policy, operational processes and procedures outlined in this document will help ensure the following:

- Transparent and consistent selection criteria and processes;
- Appropriate depth chart management across Netball in Queensland;
- Appropriate succession planning for the Queensland Firebirds;
- Improved planning and execution of the selection strategy; and
- Flexibility to respond to selection situations in a fair and consistent manner.

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## 2 Related Policies and Documents

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The Queensland Fusion and EDP Athlete Selection Policy should be viewed in conjunction with the following policies and documents:

- Netball Queensland Code of Conduct
- Netball Queensland Member Protection Policy

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## 3 Definitions

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Throughout the Queensland Fusion Athlete Selection Policy, the following definitions will apply:

**“Australian Netball League” (ANL)** is the underpinning domestic competition to the Suncorp Super Netball.

**“Depth Chart”** is a document managed by the General Manager – High Performance in consultation with the Talent Management Panel to determine the level of depth in each playing position for the Queensland Firebirds.

**“Designated Selection Event”** are prioritised events that selectors will attend to identify players in consideration for the Squads. The list of Designated Selection Events will be included in the Appendices of Selection Policies.

**“Final Team”** are the 12 athletes named by Netball Queensland and listed on the official entry form to Netball Australia.

**“Fusion Squad”** are the 20-22 athletes named as part of the initial selection process of selection.

**“Nationally Identified Athlete” (NTID)** is an athlete that has been selected in a Netball Australia 17U, 19U squad/team and/or the Tall’s camp in the year of selection.

**“Netball Australia” (NA)** is the National body for the sport of netball in Australia.

**“Netball Queensland” (NQ)** is the State body for the sport of netball in Queensland.

**“Queensland Firebirds”** are the highest level of Queensland team and compete in the Suncorp Super Netball.

**“Queensland Fusion”** is Queensland’s representative team in the ANL competition.

**“Sapphire Series”** is the highest level of competition within Queensland.

**“Special Project Player”** a player considered by the Talent Management Panel to require special consideration and support to reach her potential.

**“Succession Planning”** A process of looking forward to ensure the QLD Firebirds can manage the average age and experience profile of the Queensland Firebirds squad to support ongoing sustainable team success. This process is speculative and looks to anticipate when a player may leave the team, and when younger players might be ready to play at the elite level.

**“Talent Management Panel” (TMP)** is a panel consisting of the Firebirds Head Coach, EDP Head Coach, Performance Pathways Manager and General Manager – High Performance. The TMP is responsible for selecting the EDP Squad, Fusion Squad and Fusion Team (in consultation with the appointed Fusion Head Coach).

**“Underage National Netball Championships”** are the 17U and 19U Netball Australia run national age-based competitions.

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#### **4 Eligibility – Queensland Fusion**

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4.1 When selecting athletes for the Queensland Fusion, Netball Queensland will apply and abide by all relevant selection and eligibility criteria as set by Netball Australia in the ANL competition rules.

4.2 To this extent, in order for players to be eligible for selection to the Queensland Fusion they must be female and meet the following Netball Australia criteria:

- a) Birth right: State/Territory in which the athlete was born; or
- b) Membership: be a currently registered member of a Netball Australia Member Organisation; or

- c) State/Territory of Origin: The State/Territory an athlete represented in their first National Championships or DUANL;
  - d) Age Eligibility: must have attained 16 years of age prior to being included on a team list i.e. to sit on the bench or take the court.
- 4.3 Notwithstanding the above, Netball Queensland have the discretion to seek the approval of Netball Australia to select an athlete that does not meet the above Netball Australia eligibility requirements if, in the opinion of Netball Queensland, that athlete has the potential to be considered for Queensland Firebirds selection within 12 months.
- 4.4 Athletes meeting the above Netball Australia eligibility requirements must also meet one of the following eligibility criteria set by Netball Queensland:
- a) Be registered and currently playing in either the Sapphire Series or Ruby League; or
  - b) Be a member of a Suncorp Super Netball team; or
  - c) Be a nationally identified athlete; or
  - d) Have represented Queensland in either the Underage National Netball Championships in that same year; or
  - e) Have previously represented the Queensland Fusion.
- 4.5 Notwithstanding the above, Netball Queensland have the discretion to allow for the selection of an athlete that does not fill one of the above criteria if, in the opinion of Netball Queensland there is sufficient cause for not filling the criteria i.e. relocation, involvement in a higher level competition in conflict with the Queensland State League or similar and if there is the potential for that athlete to become a long term player for Queensland.

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## **5 Eligibility – EDP Squad**

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- 5.1 Athletes selected in the EDP Squad must meet one of the following eligibility criteria set by Netball Queensland:
- a) Membership: be a currently registered member of Netball Queensland; or
  - b) Be registered and currently playing in either the Sapphire Series or Ruby League; or
  - c) Be a training partner with the Queensland Firebirds; or
  - d) Be a nationally identified athlete; or
  - e) Have represented Queensland in the Underage National Netball Championships in that same year; or
  - f) Have represented Queensland Fusion; or
  - g) Be considered by the TMP to be a 'special project' player; and
  - h) Age Eligibility: must have attained 16 years of age
- 5.2 Notwithstanding the above, Netball Queensland have the discretion to allow for the selection of an athlete that does not fill one of the above criteria if, in the opinion of Netball Queensland there is sufficient cause for not filling the criteria and if there is the potential for that athlete to become a long-term player for Queensland.

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## **6 Selection Panel**

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- 6.1 Selection of the Queensland Fusion and EDP Squad shall be undertaken by the Talent Management Panel (TMP) and includes:
- a) Queensland Firebirds Head Coach;
  - b) EDP Head Coach;
  - c) Performance Pathways Manager;
  - d) General Manager – High Performance
- 6.2 The TMP will consult with the Fusion Head Coach in the selection of the Queensland Fusion Squad and Team.
- 6.3 The TMP may, from time to time, also 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.
- 6.4 Should a selector as detailed above not be able to complete their duties, or where there is a conflict of interest, a suitable replacement may be nominated by the General Manager - High Performance.
- 6.5 The TMP will select the squad and team by consensus and wherever possible, majority voting. Should the selectors be split on the selection of any squad or team members, the Head Coach will have the determining vote, providing due process has been followed.

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## **7 Selection Criteria**

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- 7.1 The selection process requires selectors to assess what they believe the standard of player is required against defined criteria, squad requirements and competition level. It is acknowledged that this will, in the main be a subjective decision inclusive of the experience and expertise of the selector. Consequently, subjectivity will always remain an unavoidable element of selection.
- 7.2 When considering athletes for the EDP Squad and Queensland Fusion the selectors shall consider the following core criteria and alongside specifics required to fulfil the objectives of each program:
- a) Core playing competencies
    - Developing to advanced technical skill base;
    - Developing to advanced tactical understanding and ability to read play;
    - Developing consistency and accuracy of decision making under pressure;
    - Achievement and maintenance of fitness levels required for the level of competition;
    - Ability to sustain intensity throughout entirety of games;
    - Consistency of performance;
    - Demonstrates the potential to represent Queensland, Queensland Firebirds and/or Australia.

b) Core personal competencies

- Responsibility – Driven to be the best and committed to own personal development;
- Resilience – Bounces back from adversity, perseveres and adapts;
- Self - awareness – Recognises, manages and adapts own behaviour and performance;
- Leadership – Leads by example and personifies Netball Queensland values;
- Coachability – Receives and acts on feedback in a calm and mature manner;
- Communication – Demonstrates open and honest communication;
- Ability to add positively to the team culture.

c) Additional considerations

- Positional versatility and balance within the team;
- Positional balance within the NQ Depth Chart;
- Past performances at previous events and competitions;
- Balance of experience and emerging talent;
- Whether a player's performance through the selection period has been affected by extenuating circumstances such as, but not limited to illness, injury, bereavement, parental leave, work/study commitments or similar.

7.3 Consideration may also be given to any other factors that the selectors believe to be relevant to the overall assessment of a player and their fit within the specifics of the requirements of the Queensland Fusion or EDP.

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## 8 Selection Process

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- 8.1 NQ will develop a selection timeline each year to meet the requirements of the NQ High Performance program and to comply with the Netball Australia deadlines and requirements for ANL.
- 8.2 NQ will endeavour to align the selection of the EDP and Fusion Squads to October each year. The selection timeline will be advertised and communicated to players prior to the end of September each year.
- 8.3 Netball Queensland will provide all athletes within the Sapphire Series with an opportunity to 'opt out' of being considered for selection to the Queensland Fusion prior to the final selection.
- 8.4 Notwithstanding significant changes to the timing of the ANL competition, the Sapphire Series or any other such mitigating circumstances, Netball Queensland will announce the selection of the Queensland Fusion training squad and the EDP Squad in October each year. The selection of all athletes must be approved by the General Manager – High Performance.
- 8.5 Selection of the Fusion Squad will be conducted by the TMP and will be a paper selection based on, but not limited to the following:
- a) Prior or current performance in the Suncorp Super Netball;
  - b) Prior or current performance in the Australian Netball League;
  - c) Prior or current performance in Underage National Netball Championships;
  - d) Prior or current performance in Sapphire Series and/or Ruby League;



- e) Feedback from relevant coaches including State Team and Sapphire Series coaches;
- f) Any other form or review deemed relevant by the TMP.

- 8.6 Players identified by the TMP for possible selection in the EDP Squad may be invited to apply, with the final selection of the EDP Squad a paper selection based on, but not limited to the 8.6 above.
- 8.7 In addition, players who are not already in the EDP Squad, who have been selected for the Netball Australia 17U, 19U or Tall's camp will automatically be added to EDP immediately on the announcement of these squads.
- 8.8 Selectors will view a minimum of four (4) rounds of the Sapphire Series in order to identify and profile current and potential squad members.
- 8.9 The TMP may invite players to attend trainings and/or add athletes to the Fusion Squad at any point up until the announcement of the Queensland Fusion Team. These changes must be approved by the General Manager - High Performance.
- 8.10 Netball Queensland will at least six (6) weeks prior to round one of the ANL competition, or when required by Netball Australia, whichever occurs first, announce the selection of a maximum of 12 athletes in the Queensland Fusion Team.

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## **9 Post Selection Requirements**

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- 9.1 Athletes selected in the EDP and Queensland Fusion will be required to adhere to the following terms as part of their selection:
- a) Fully comply with all relevant NA and NQ policies, procedures, regulations and guidelines;
  - b) Sign and return all relevant agreements and forms by the dates required;
  - c) Establish and maintain a level of fitness and performance to at least a level consistent with their fitness and performance prior to selection and required for competition;
  - d) Attend and participate in all relevant training, matches, education and induction programs as directed by NQ;
  - e) Undertake any medical or fitness assessment as required by NQ; and
  - f) Complete all reviews and surveys as required by NQ.
- 9.2 Athletes unable to comply with the general terms as set out above may be removed from the program.

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## **10 Replacement of Athletes**

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- 10.1 Athlete replacement may occur due to, but not limited to injury, illness, personal reasons, or failure to comply with the terms of selection or disciplinary action.
- 10.2 A replacement athlete must fulfil the eligibility requirements as set out in sections 4 or 5. A replacement athlete must have been nominated by the selector on the TMP and approved by the General Manager – High Performance.

- 10.3 If an athlete is withdrawn or withdraws from the Fusion Squad prior to the Team being selected, the TMP may nominate another eligible athlete to replace the withdrawn player. This athlete shall be eligible for selection in the Team.
- 10.4 If an athlete is withdrawn or withdraws after the EDP Squad or Fusion Team is selected, the respective Head Coach is primarily responsible for selecting the replacement player in consultation with the TMP and approved by the General Manager – High Performance.
- 10.5 Should an athlete within the Fusion Team need to be replaced either temporarily or permanently, the replacement player may be any athlete that fulfils the eligibility requirements, however first preference will be to Fusion players selected as training partners following the selection of the Team. A replacement athlete must be nominated by the Fusion Head Coach and approved by the Performance Pathways Manager.

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## **11 Approval and Announcement of Squads**

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- 11.1 Selection of Captains and Vice Captains will be undertaken by the Talent Management Panel who will engage with the team coach, senior players and other stakeholders to determine the best candidates and must be approved by the General Manager - High Performance.
- 11.2 Athletes successful in gaining selection to either squad will be notified in writing by the Performance Pathways Manager. Athletes are required to maintain confidentiality of selection until official announcement from Netball Queensland.
- 11.3 Sapphire Series Head Coaches will be advised either by phone or in writing by the Performance Pathways Manager of athletes in their team who have been selected into either the EDP Squad or Fusion Team and are required to maintain confidentiality of selection until official announcement from Netball Queensland.
- 11.4 Official announcement will be made via the Netball Queensland website, Facebook and media release.

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## **12 Appeals**

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- 12.1 Athletes have the right to appeal their non-selection via the Netball Queensland Member Protection Policy.
- 12.2 Any and all appeals will be dealt with through the Member Protection Policy, specifically Attachment C5 – Hearings and Appeals Tribunal Process.

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## **13 Amendments to this Policy**

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- 13.1 From time to time, situations may arise in the selection process that are not accounted for in this Policy. Any decision outside of the boundaries of this policy may be approved by the General Manager - High Performance if deemed to be in the best interests of Netball Queensland.
- 13.2 Any requests for exemptions outside this policy can only be approved by the General Manager – High Performance.

# NETBALL QUEENSLAND - TALENT MANAGEMENT POLICY

## PURPOSE

The purpose of this policy is to provide clarity around the decision making process in relation to providing appropriate levels of competition exposure to individual athletes the High Performance coaching panel believe would benefit from playing outside of their peer group.

## BACKGROUND

One of the roles of the Netball Queensland (NQ) High Performance Unit is to provide the best possible environment to maximise the potential of the individual player, with the eventual aim of producing players for the Firebirds and ultimately the Australian squads and teams. A bi-product of implementing strategies and structures to produce international quality players is that teams within that pathway will achieve success. By maintaining this athlete centric, long term development approach, NQ seek to develop players who are highly skilled, physically competent, mentally resilient and adaptable to meet the requirements of elite netball now and into the future, establishing a platform for success of both State and National programs.

A key element of this long term, holistic player development focus includes providing the appropriate level of competition exposure at the appropriate time in a player's development. Carefully managing the identified player's exposure to all three levels of competition (see below) is essential to maximising their development. The management of this process is vital and communication regarding rationale for each decision to all stakeholders is important. The three levels of competition are outlined below.

- 1. Stretch or Challenge Level:** Players are placed into a team or competition where they are pushed beyond their comfort zone. It is vital that highly talented successful athletes receive this challenge to ensure they understand there is still more to learn and skills to be enhanced or developed. It is also vital in developing a growth mindset, with a feedback focus on the effort and work required to be overcome the next challenge, rather than providing praise based on their level of "talent" which develops a glass ceiling, beyond which the player does not believe they can compete. Failure to provide this exposure throughout their development phase, too often results in the situation of prodigiously talented or highly successful youth players, leaving the game or being surpassed, once they cannot dominate physically or with superior skills due to early maturation. Left in their own peer group they are rarely, if ever challenged and despite being highly successful at that level, they never develop the skills to overcome the challenges they will encounter when all players mature. This opportunity also allows emerging players to see how better players train, prepare, recover and deal with the mental challenges of sport. In lay terms, it ensures they are not always the big fish in the little pond.
- 2. Competitive Level:** At this level the player should achieve a moderate level of success. Often this may be playing against the best players in their peer group at National level or one age group up at State or regional level or against adults in the local or regional competition. The player may also have a leadership role at this level and more focus can be placed on those aspects, given that they can handle the standard of the competition reasonably well.

3. **Lead and Dominate:** At this level the player learns to play with the burden of expectation, with the need to perform consistently well game after game and the realisation that it is largely up to them to drive the team's performance. They may or may not have an official leadership role, but should be an on and off court leader in terms of influence. Physically and technically, they are not challenged at this level but it is a great opportunity for coaches to introduce additional challenges such as applying a new technique or tactical move into a competitive environment with minimal risk.

In order to make assessments about a player, the Talent Management Panel (TMP) will consider all factors and make a decision about where the player will play in the forthcoming season. The TMP will consist of:

- General Manager – High Performance (Chair)
- QLD Firebirds Coach
- Elite Development Program Head Coach
- Performance Pathways Manager

## DEFINITIONS

**"NTID"** - an athlete who has been Nationally Talent Identified or is part of a specialist program (e.g. Talls), within the previous 2-year cycle.

**"TMP"** Talent Management Panel is a group of selectors who are not connected to any of the teams involved in the discussion.

**"ANL"** – Australian Netball League

**"Depth Charts"** is a document managed by the General Manager – High Performance in consultation with leading coaches to determine the level of depth in each position for the QLD Firebirds.

**"Succession Planning"** A process of looking forward to ensure the QLD Firebirds are able to manage the average age and total number of "games played" in the squad, to better facilitate sustained success. This process is speculative and looks to anticipate when player may leave the team and when younger players might be ready to play SSN.

**"NNC"** – National Netball Championship which currently relate to U17 and U19 age groups.

## OPERATING PROCEDURE

| STEP | DETAILS  | WHO  | WHEN   |
|------|--|--|--|
| 1    | Players identified as fitting criteria <ul style="list-style-type: none"> <li>- NTID Athlete</li> <li>- Player has already played and achieved moderate to high level success at a level above their current peer group.</li> <li>- Depth Chart requirements for the Firebirds/Diamonds</li> <li>- National Selection Opportunity (World Youth Cup)</li> </ul> | Talent Management Panel (TMP) member         | At least 3 weeks Prior to Selection Process      |
| 2    | Nominating panel member to present to TMP the relative merits of the player. This should include information from the coaches involved in the two teams and other information gathered in line with the factors to be considered listed below.   | TMP Member                                   | 2 weeks prior to Selection Process               |
| 3    | GM - HP to consult with player and player family as appropriate  | GM – HP                                      |  |
| 4    | TMP to convene and make decision on the player   | GM – HP & TMP                                | 1 week prior to Selection Process                |
| 6    | Contact all relevant parties informing them of the decision and the background to the decision.  | GM – HP                                      | Prior to Selection Process                       |
| 7    | Review player’s performances in the competition and provide short report back to GM-HP.  | State Coach Report<br><br>National Selectors | Within 2 weeks post NNC or ANL season completion |
| 8    | Depth Charts and Succession Plans Updated  | GM - HP                                      | End of Season                                    |

It should be acknowledged that this is unlikely to be a frequent occurrence and that each case will be treated individually, with each decision not setting a precedent for any future decision. Each player will be discussed on merit taking into account a range of factors, including but not limited to the following:

- Physical maturity
- Emotional maturity
- Tactical capacity
- Technical competency
- Leadership roles and potential
- Past performances with peer group and above peer group
- Player development requirements
- Netball Queensland Depth chart and succession plan requirements
- Recommendations from Netball Australia pertaining to Youth World Cup opportunities.
- Consideration of likely court time in each team
- Consideration of the position likely to be played in each team
- Consideration of the relative impact on the two teams that will be affected
- Consideration of the player’s preference and rationale

Once a decision has been made, the GM – HP is responsible for communicating the decision and rationale to all stakeholders, including:

- Player and parents
- Respective Coaches and selection panels
- Players and parents of all state team members

**DECISION MAKING CHECKLIST**

| Question   | Yes | Unsure | No |
|--|-----|--------|----|
| Has the player been NTID by NA within the last two NNL cycles?   | +1  | 0      | -1 |
| Will more than half of her peer group team be upper age this season, i.e. will there be sufficient senior players in this team | +1  | 0      | -1 |
| Has the player dominated her peer age group previously at National level?  | +1  | 0      | -1 |
| Can the player perform with the burden of expectation as a leading player in the state team?                                   | +1  | 0      | -1 |
| Is the player identified as a future leader AND will she have an official leadership role in her peer group team?              | -1  | 0      | +1 |
| Has the player played above her peer group previously and been relatively successful?  | +1  | 0      | -1 |
| Is the player physically mature enough to play up an age group?  | +1  | 0      | -1 |
| Is the player mentally mature enough to play up an age group?  | +1  | 0      | -1 |
| Does the player need to be challenged mentally and physically?   | +1  | 0      | -1 |
| Is there a need from NA or NQ level to fast track this player’s development based on depth charts or succession plans?         | +1  | 0      | -1 |
| Will she receive an appropriate amount of court time if she plays up an age group to assist in her development?                | +1  | 0      | -1 |
| Will the player be playing in her preferred position(s) if she plays up an age group?  | +1  | 0      | -1 |
| Is the player willing to play in a higher age group?   | +1  | 0      | -1 |
| <b>Assessment</b>  |     | 0      |    |

**Reviewed:** September 2019

**Author:** Richard McInnes – General Manager - High Performance

## Appendix 5 – Athlete Support Model 2019 – 20

The following table has been developed to provide clarity around the level of support provided to athletes within Netball Queensland’s Elite and Emerging programs. The objectives are to:

- To clarify and provide consistency in relation to the cost owner of various services across the different programs
- The implications around insurance claims, payments and surgery costs

### Definitions

- **Allied Health Services** include Physiotherapy, Medical, Nutrition, Podiatry, Psychology and Well-being
- **Athlete** refers to the player and or their representative such as parent, guardian or management team
- **Surgery Costs** refers to all costs associated with surgery, including but not exclusively, scans, diagnosis, referrals, hospital admission and accommodation, anaesthetist’s fees, surgical assistant’s fees, surgeon fees and any equipment or medical purchased directly related to the surgery, such as pain relief, braces or crutches.
- **Netball Queensland’s Elite and Emerging Programs** includes the State 17U and 19U squads(n25) and ultimately teams (n12+4), the Elite Development Program (n25), the Queensland Fusion Squad (n16), Training Partners (n8) and the Queensland Firebirds (n10). Please note there is significant overlap between these squads.
- **State Teams** – refers to the Queensland Fusion, Queensland 19U and Queensland 17U teams, and any other Queensland teams as selected from time to time

| Tier | Athlete Classification       | Netball Queensland covered costs   | Athlete Covered Costs  |
|------|------------------------------|--|--|
| 1    | Firebirds Contracted Athlete | <ul style="list-style-type: none"> <li>• Surgery Costs (if required)</li> <li>• NQ covers all surgery related costs and all other treatment costs and if appropriate will recoup some costs through SSN insurance policy</li> <li>• Orthotics (as required)</li> <li>• Health Insurance</li> <li>• Concussion Baseline (free)</li> <li>• Medical Screening (\$120)</li> <li>• Musculo-skeletal screening</li> <li>• Nutrition Profile</li> <li>• Psychological and well-being support</li> <li>• Psychological Assessment</li> </ul> | <ul style="list-style-type: none"> <li>• Top Level Hospital Cover – Compulsory but partially funded by SSN Club</li> </ul> |

|   |   |   |  |
|---|---|---|--|
| 2 | Firebirds Training Partner                                      | <ul style="list-style-type: none"> <li>• NQ pay upfront surgery related costs and invoice Athlete after insurance claim through the SSN Insurance policy</li> <li>• Concussion Baseline (\$20 per player)</li> <li>• Medical Screening (\$120 additional cost pp)</li> <li>• Musculo-skeletal screening</li> <li>• Orthotics (as required)</li> <li>• Nutrition Profile</li> <li>• Psychological and well-being support</li> <li>• Psychological Assessment (as required)</li> </ul>                            | <ul style="list-style-type: none"> <li>• Mandatory Top-Level Health Insurance</li> </ul>   |
| 3 | Elite Development Program                                       | <ul style="list-style-type: none"> <li>• Concussion Baseline (\$20 per player)</li> <li>• Medical Screening (\$120 additional cost pp)</li> <li>• Musculo-skeletal screening</li> <li>• Orthotics (as required)</li> <li>• Nutrition Profile</li> <li>• Psychological and well-being support</li> <li>• Psychological Assessment (as required)</li> </ul>   | <ul style="list-style-type: none"> <li>• Athlete manages up front surgery costs and insurance claim through Willis Insurance</li> <li>• Mandatory Top-Level Health Insurance</li> </ul>  |
| 4 | Fusion Team (n12 and 4 Training Partners) – if not in EDP squad | <ul style="list-style-type: none"> <li>• All Allied Health Costs during preparation and competition phase for National Championships (4 months – Jan to April and ANL)</li> <li>• Concussion Baseline (\$20)</li> <li>• Medical Screening (\$120 additional cost pp)</li> <li>• Musculo-skeletal screening</li> <li>• Nutrition Education (Group)</li> <li>• Podiatry Education (Group)</li> <li>• Psychology and Well-being Education (Group)</li> <li>• Flight costs and accommodation as required</li> </ul> | <ul style="list-style-type: none"> <li>• Athlete manages up front surgery costs and insurance claim through Willis Insurance</li> <li>• Top Level Health Insurance – Recommended</li> <li>• Podiatry/Orthotics (as required)</li> <li>• Nutrition Profile (as required)</li> <li>• Psychological Assessment (as required)</li> </ul> |
| 5 | Non EDP State Team Member (Final Team of 12)                    | <ul style="list-style-type: none"> <li>• All Allied Health Costs during preparation and competition phase for National Championships (4 months – Jan to April and ANL)</li> <li>• Concussion Baseline (\$20)</li> <li>• Medical Screening (\$120 additional cost pp)</li> <li>• Musculo-skeletal screening</li> <li>• Nutrition Education (Group)</li> <li>• Podiatry Education (Group)</li> <li>• Psychology and Well-being Education (Group)</li> <li>• Flight costs and accommodation as required</li> </ul> | <ul style="list-style-type: none"> <li>• Athlete manages up front surgery costs and insurance claim through Willis Insurance</li> <li>• Top Level Health Insurance – Recommended</li> <li>• Podiatry/Orthotics (as required)</li> <li>• Nutrition Profile (as required)</li> <li>• Psychological Assessment (as required)</li> </ul> |



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|---|--|---|--|
| 6 | State Team Training Partner (n4)       | <ul style="list-style-type: none"> <li>• All Allied Health Costs during preparation and competition phase for National Championships (4 months – Jan to April)</li> <li>• Medical Screening (\$120 additional cost pp)</li> <li>• Musculo-skeletal screening</li> <li>• Nutrition Education (Group)</li> <li>• Podiatry Education (Group)</li> <li>• Psychology and Well-being Education (Group)</li> </ul> | <ul style="list-style-type: none"> <li>• Top Level Health Insurance – Recommended</li> <li>• Athlete manages up front surgery costs and insurance claim through Willis Insurance</li> <li>• Top Level Health Insurance – Recommended</li> <li>• Podiatry/Orthotics (as required)</li> <li>• Nutrition Profile (as required)</li> <li>• Psychological Assessment (as required)</li> <li>• Concussion Baseline (\$20)</li> <li>• 100% of Flight costs to attend camps</li> </ul> |
| 6 | State Squad (17U and 19U) Member (n25) | <ul style="list-style-type: none"> <li>• 50% of flight costs to attend camps</li> </ul>   | <ul style="list-style-type: none"> <li>• Top Health Insurance Recommended</li> <li>• Athletes pays for own allied health support</li> <li>• Athlete manages up front surgery costs and insurance claim through Willis Insurance</li> <li>• Concussion Baseline (\$20)</li> <li>• Medical Screen (Athletes Own Doctor prior to entering program)</li> <li>• 50% of flight costs to attend camps</li> </ul>  |