



Netball New Zealand Selection Policy

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 squads and teams.
- 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 and set out in the World Netball (WN) 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 NZ Netball Players Association (“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, the following national squads and teams. This Policy applies to these squads and teams:
 - (a) The Silver Ferns squad of contracted players (“Silver Ferns Squad”)
 - (b) The Silver Ferns team (“Silver Ferns Team”)
 - (c) The New Zealand A team (“NZA”)
 - (d) The Fast5 Ferns
 - (e) The Silver Ferns Development Squad (“SFDS”)
 - (f) The New Zealand U21 Team (“NZU21 Team”)
 - (g) The National Development Camp (“NDC”)
 - (h) The New Zealand Secondary School Squad (“NZSS Squad”)
 - (i) The New Zealand Secondary School Team (“NZSS Team”)

Netball New Zealand reserve the right to select and name other squads or teams as agreed from time to time.

3. SQUAD AND TEAM MANAGEMENT

3.1 NNZ will appoint, at its sole discretion, all officials for national squads and teams, subject to consultation requirements with the 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 Selectors for national squads and teams will comprise:

SQUAD OR TEAM	SELECTION PANEL
Silver Ferns Team	Silver Ferns Coach Convenor of National Selectors Minimum of two additional National Selectors
Silver Ferns Squad	Silver Ferns Coach Convenor of National Selectors Minimum of two additional National Selectors
NZA Team	Silver Ferns Coach Convenor of National Selectors Minimum of two additional National Selectors
Fast5 Ferns	Silver Ferns Coach Convenor of National Selectors Minimum of two additional National Selectors
Silver Ferns Development Squad	Silver Ferns Coach Convenor of National Selectors Minimum of two additional National Selectors
NZU21 Squad and Team	NZU21 Coach Convenor of Emerging Talent Selectors Minimum of two additional Emerging Talent Selectors
National Development Camp	NZ Secondary Schools Coach Convenor of Emerging Talent Selectors Minimum of two additional Emerging Talent Selectors
NZSS Squad	NZ Secondary Schools Coach Convenor of Emerging Talent Selectors Minimum of two additional Emerging Talent Selectors
NZSS Team	NZSS Coach Convenor of Emerging Talent Selectors Minimum of two additional Emerging Talent Selectors

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, NZA Team and Fast5 Ferns, the Silver Ferns Squad and the Silver Ferns Development Squad, the Silver Ferns Coach has the final decision on the selection of those squads and teams, after full consultation with the remaining members of the Selection Panel. In the case of the NZU21 Team and NZSS Team, the U21 Coach and NZSS coach

respectively have the final decision on the selection of those teams, after full consultation with the remaining members of the Selection Panel. In making any selections, the Silver Ferns Coach (and other coaches as applicable) must fully comply with this Policy and the selection of any national 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 Head of High Performance (“HHP”) may require a member of the Selection Panel to vacate the Selection Panel for such period as the HHP and/or the Netball New Zealand Board (“NNZ Board”) considers appropriate where the HHP and/or NNZ Board considers, in its sole discretion, that the 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 Squads and teams selected by the Selection Panel are subject to approval and ratification by the HHP and the Chief Executive Officer (“CEO”).
- 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 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.

5.2 Selection Policy

The criteria of this Selection Policy are:

- (a) The Silver Ferns Squad and Silver Ferns Development Squad will usually be announced following the completion of the principal elite competition and the Teams will be selected at various times throughout the subsequent twelve (12) months, as scheduling commitments warrant.
- (b) All other squads and teams will be announced at various times of the year as scheduling and competition commitments warrant.
- (c) The Selection Panel reserves the right to add players to the squads 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) The Selection Panel reserves the right to select players from outside the squads for a team, 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.

- (e) A minimum of sixteen (16) and a maximum of eighteen (18) players will be selected into the Silver Ferns Squad, unless otherwise agreed by NNZ and the NZNPA. The number of players selected for the Silver Ferns Team, NZA team and Fast5 Ferns team shall be determined by the Selection Panel at its discretion.
- (f) A minimum of eight (8) and maximum of ten (10) players will be selected into the Silver Ferns Development Squad
- (g) Up to ninety (90) players may be selected into the National Development Camp (“NDC”).
- (h) The number of players selected for the NZU21 Team and NZSS Squad and Team shall be determined by the Selection Panel at its discretion.
- (i) Any non-contracted player selected into the Silver Ferns Team may then become a member of the Silver Ferns Squad, unless, in accordance with the Collective Agreement, that player is contracted on an Interim Agreement as a genuine short-term replacement player.
- (j) NNZ has the right to determine, in its sole discretion, when it will reselect the squads (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 time frame in the circumstances.

Eligibility Criteria

5.3 Whenever selecting players for any New Zealand national squad or team, including the Silver Ferns Squad and Teams, the Selection Panel shall apply the eligibility criteria (as determined in the World Netball Regulations), and other considerations as set out below.

- (a) To be eligible for selection into a national squad or the Team, 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 (1) 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 team is participating in. The requisite period of residence shall be established by physical presence in New Zealand;
- (a) As per World Netball General Regulations (May 2022), a player will be deemed a Resident of a particular Country if it is demonstrated through the provision of satisfactory Evidence of Eligibility that, notwithstanding short absences, they have had their primary and permanent home in the relevant Country for the two years immediately preceding the Submission Date and they have a close, credible and established link with the relevant Country. Residence and Residency should be construed accordingly. For the avoidance of doubt, a player cannot be deemed to be Resident where their

right to reside in the relevant Country derives from a temporary student or temporary working visa or similar temporary visa as applicable within the relevant country; and

- (iv) In the case of the Silver Ferns and Fast5 Ferns, players must be members of a New Zealand team in the Netball Elite League; and
- (v) In the case of the NZA, NZU21 and other age-grade teams, players must be available for selection for a New Zealand Team in the Netball Elite League.

In addition, the player must not have:

- (vii) Represented any country other than New Zealand at a World Netball championship and/or World Youth Netball championship, unless a clearance has been confirmed by World Netball or until after the following World Netball Championship and/or World Youth Netball championship; or
 - (viii) Represented any country other than New Zealand at a Commonwealth Games, unless a waiver has been granted by the Commonwealth Games Federation, World Netball 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., hold a New Zealand passport); and
 - (ii) Be members of a New Zealand team in the Netball Elite League in the year of a Commonwealth Games, unless an exemption has been approved by NNZ; 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, World Netball 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 the Silver Ferns or other national squad once eligibility is confirmed.

Selection Criteria

5.5 Whenever selecting players for the Silver Ferns Squad and Teams, the Selection Panel shall apply PURED (Play to Win, United, Ruthless, Explosive, Dominate) competencies, and other considerations, as deemed appropriate by the panel:

- (a) Leadership
 - Upholds the mana of being a Silver Fern and representing our country.
 - Lead yourself – Own your growth, actions, progress, programme, game.
 - Lead others – Hold others accountable to what’s right and to what’s expected as a professional athlete.
 - Demonstrate ‘for and with’ behaviours at all times.

- (b) Player Habits
 - Can consistently deliver and execute under pressure.
 - Has a 'What next?' mentality.
 - Stays present in the moment.
 - Displays continuous progression or improvement in all areas of performance.
- (c) Skill Set
 - Shooters – Volume and shooting; Rebound; Movement; Possession.
 - Midcourt – Possession; Movement; Intercepts.
 - Defense – Intercepts; Rebound; Movement; Possession.
 - Utilise objective data to measure skill set and specific on-court actions.
- (d) Physical capability
 - Capability to play an explosive game.
 - For selections into the Silver Ferns Squad, minimum fitness standards will apply and may be amended from time to time.
 - For selections into the NZU21 Team, minimum fitness standards will apply and may be amended from time to time.
 - Strength Power and high intensity efforts.
 - Capacity and repeated high intensity efforts.
 - Utilise objective data to measure physical capability.
- (e) Other
 - Positional balance within the squad or team.
 - Succession planning.
 - Focus of the current year in terms of key international events.
 - Nature of the competition/tour for which the squad or team is being selected.
 - Whether a player's performance and/or contribution has been affected by extenuating circumstances, such as extended time off court or other reason which has temporarily compromised their form and/or recent contribution.
- (f) 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 its 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 its obligations under this Policy. Members of the Selection Panel will observe games and player performances at the following events to ensure players are given adequate opportunities to be viewed prior to final selections for the Silver Ferns Squad and other teams:

- (a) NNZ's principal elite competition (currently the ANZ Premiership competition), including any preparation games and training sessions associated with this competition;
- (b) NNZ's principal national domestic representative competition (currently the National Netball League), including any preparation games and training sessions associated with this competition;

- (c) Squad and team camps/trials and regional sessions;
- (d) The New Zealand domestic championships, currently the National U18 and Open tournaments;
- (e) Regional Secondary School competitions and New Zealand Secondary School Netball Championships;
- (f) International tours and events such as the New World Netball Series, including any preparation games associated with international tours and events
- (g) Any other competitions and events that the Selection Panel deems 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 national squads 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 Silver 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 the terms of the 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 that it issues from time to time;
- (c) Comply with all rules, regulations, policies and procedures of NNZ and the World Netball;
- (d) Fully comply with the drug testing requirements of Drug Free Sport New Zealand ("DFSNZ") and/or the World Netball Association ("WN") 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 required to perform at a world-class level;
- (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 and,
- (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 A player may be removed from a squad or team under the following circumstances:

- (a) In the reasonable view of NNZ and in accordance with the poor performance, misconduct and termination provisions of the Collective Agreement, they have displayed inappropriate behaviour or conduct (as detailed in the Collective Agreement and player

handbooks issued by NNZ from time to time),

- (b) Failure to fulfil obligations as detailed in the Collective Agreement and player handbooks,
- (c) Performance of a skill and/or fitness level is not at the benchmark standard, and the player has been made aware of the deficiency and given the opportunity to rectify the issue, as detailed in the Collective Agreement,
- (d) Breach of NZ Sports Anti-Doping Rules and other NNZ policies deemed applicable to national programmes.

8. SELECTION TO OTHER INTERNATIONAL TEAMS

8.1 The ability of players to be selected for netball teams representing other nations is determined by the rules of the World Netball 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 squad or team (including the Silver Ferns Squad or Teams) and who are then selected into a New Zealand squad or team recognise that first and foremost they are required, to be available to New Zealand national teams.
- (b) If a player, once selected into a New Zealand squad or team, is considering playing for another country other than New Zealand, they must apply to NNZ through the HHP for a release from any employment and contractual commitments with NNZ (which will require the termination of their relationship with NNZ).
- (c) Notwithstanding clauses (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.

9. SELECTION APPEAL PROCESS

- 9.1 If a player disagrees with a selection decision covered by this Policy, they may appeal that decision to NNZ in the first instance. Such appeal must be made in writing to the CEO of NNZ within fourteen (14) days of the official announcement of the relevant squad and within seven (7) days of the official announcement of any national team selection by NNZ in relation to a specific tour, series or match.
- 9.2 The parties shall then endeavor, 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.
- 9.3 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.

- 9.4 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").
- 9.5 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.
- 9.6 Where a player appeals to the SDTNZ, such appeal shall be determined by the SDTNZ in accordance with its rules. The decision of the 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.
- 10. CHANGES TO THIS POLICY**
- 10.1 This Policy may be cancelled, amended or supplemented by the NNZ Board as and when it sees fit and subject to consulting with the NZNPA prior to doing so and having considered 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 CEO on behalf of NNZ.

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