

WDNA - Representative Teams Coach Policy

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Policy Objective

To provide a clear understanding of the processes around WDNA Coach selection and development, as well as the payment structure for Representative Team coaches (team, assistant, and apprentice).

WDNA Representative Coach Selection

WDNA seek to provide all teams with appropriately qualified and experienced coaches to ensure the continued development of our representative program. In addition to team coaches, where possible WDNA will appoint assistant or apprentice coaches with age groups or teams.

Each season WDNA will seek expressions of interest for coaching positions from current coaches before advertising for new coaches. All new coaches will be interviewed by members of the WDNA representative teams sub-committee or administrators prior to appointment.

WDNA Representative Team Coach Allocation

Coaches will be allocated to teams based on their preference, experience, qualifications and age. Team coach allocations will be suggested by age group head coaches, and approved by the WDNA committee.

Coach requirements per age group/team

| TEAM | Minimum Coach Qualification | Minimum Team coach age | Minimum Assistant Coach age |
|-------------------|------------------------------------|-------------------------------|------------------------------------|
| <i>Open Teams</i> | <i>Development Accreditation</i> | <i>25 years old</i> | <i>21 years old</i> |
| <i>17u Teams</i> | <i>Development Accreditation</i> | <i>22 years old</i> | <i>19 years old</i> |
| <i>15u 1 or 2</i> | <i>Development Accreditation</i> | <i>20 years old</i> | <i>17 years old</i> |
| <i>15u 3 or 4</i> | <i>Foundation Accreditation</i> | <i>20 years old</i> | <i>17 years old</i> |
| <i>13u 1 or 2</i> | <i>Development Accreditation</i> | <i>18 years old</i> | <i>16 years old</i> |
| <i>13u 3 or 4</i> | <i>Foundation Accreditation</i> | <i>18 years old</i> | <i>16 years old</i> |
| <i>11u teams</i> | <i>Foundation Accreditation</i> | <i>18 years old</i> | <i>15 years old</i> |

**When necessary, coaches who fall outside the above age and qualification requirements, can be placed with teams at the discretion of the WDNA committee.*

WDNA Representative Coach Commitment

It is expected that all coaches will commit fully to the WDNA representative teams' program. This is by attending all scheduled games, training and club events. When coaches are going to be absent from an event for any reason, they are responsible for ensuring the other coaches in their age group are aware of their absence, and an appropriate



replacement has been organised. Coaches must also let the WDNA Rep Teams Administrator know of any absences from training or games.

It is an expectation that WDNA representative team coaches do not coach or play for any other representative club within the Waverley Night Netball Association Competition. We are supportive of all coaches who are provided higher opportunities playing or coaching with VNL teams or VNL development teams, however when coaches are given the same opportunity to play within the WDNA representative teams program, it is an expectation that they will play with WDNA rather than a competing representative club.

In the event that a coach previously plays with another club and would like to begin coaching for WDNA, their appointment is up to the WDNA committee. If a current coach is offered a position with another representative club, they must advise the WDNA representative committee of their decision to play elsewhere, and their appointment will be up to the discretion of the WDNA committee.

WDNA Representative Team Coach Payments

Coaches are paid according to their qualifications and experience. The 'Coach Type' is decided by a number of factors and this is used to determine each coaches pay per hour.

WDNA Rep Team Coaches payment matrix

| Coach type | Position | Experience level | Rate per hour |
|--------------|------------|------------------|---------------|
| N/A | Apprentice | N/A | \$8.80 |
| Basic | Apprentice | N/A | \$11.00 |
| Basic | Assistant | Level 1 | \$16.50 |
| Basic | Assistant | Level 2 | \$18.70 |
| Basic | Coach | Level 1 | \$20.90 |
| Basic | Coach | Level 2 | \$23.10 |
| Establishing | Assistant | Level 1 | \$19.80 |
| Establishing | Coach | Level 1 | \$25.30 |
| Establishing | Coach | Level 2 | \$27.50 |
| Establishing | Coach | Level 3 | \$29.70 |
| Experienced | Assistant | Level 1 | \$24.20 |
| Experienced | Coach | Level 1 | \$31.90 |
| Experienced | Coach | Level 2 | \$34.10 |
| Experienced | Coach | Level 3 | \$36.30 |
| Senior | Coach | Level 1 | \$38.50 |
| Senior | Coach | Level 2 | \$45.00 |

Coach type

At a minimum, a WDNA representative team coach must hold a current Netball Australia coaching accreditation level as per below.

| Coach type | Netball Australia Accreditation |
|--------------|---------------------------------|
| Basic | Foundation |
| Establishing | Development |
| Experienced | Intermediate |
| Senior | Advanced |

Formal coaching accreditation is one part of establishing the 'coach type'. Also considered are experience, netball coaching knowledge, application, and ongoing updating of skills required at the accreditation level held.

- All coaches with a Foundation accreditation will be paid at the basic level.
- All coaches with a Development accreditation will be paid at the Establishing level.

To qualify for payment at experienced level, coaches must have:

- Gained (and hold current), Intermediate level accreditation.
- Coached representative level netball as the team coach, or co-coach for a minimum of three years.
- Had reasonable exposure to higher level coaching such as Regional coach/assistant coach and VNL coach/assistant coach
- Coached representative netball with Waverley District for a minimum of 7 years (Level 1), 11 years (Level 2) and 15 or more years (Level 3)

To qualify for payment at senior level, coaches must have:

- Gained (and hold current), Advanced level accreditation
- Coached representative level netball as the team coach for a minimum of 7 years
- Team coach at a higher level such as Regional coach, VNL coach, SSV or Netball Victoria State coach, Talent Academy coach
- Determination of Level for Senior coaches decided by WDNA Executive Committee after assessing qualifications and experience

Calculating pay rates – How we assign coach experience levels

The following table is the minimum requirement used by WDNA to determine the experience level for each coach:

| Level | Experience |
|---------|---|
| Level 1 | Less than 2 years' experience coaching Representative Level at the designated coach type |
| Level 2 | 2+ years representative level coaching at the designated coach type with Waverley District Netball Association and recommendation from head coach to move to higher level |
| Level 3 | 4+ years representative level coaching at the designated coach type with Waverley District Netball Association, exposure to higher level coaching such as Regional coach/assistant coach, VNL coach/assistant/apprentice or active team manager |

Notes:

- Coaching level is set at the commencement of the year or season.
- When a coach is eligible to move up a 'coach type' they are then paid at their new 'coach type' rate, level 1.
- If a coach gains a higher coach accreditation level during the season, and qualify for an increase in their hourly rate, their new pay level will commence at the start of the next season.
- This table should only be used to determine pay rate. It is not used to indicate whether an individual is assigned to the role of coach or assistant.

Payment Frequency

- All coaches are paid based on the following schedule each week.
 - o Training: 2 hours
 - o 40 minute game: 1 hr 45 mins
 - o 60 minute game: 2 hours
- Attendance must be recorded each week. Payments will be calculated proportionally if a coach spends less time at a training session or game.
- Coaches will be paid their standard hourly rate if they are requested to coach another team due to the teams appointed coach being absent.
- Coaches are paid fortnightly. Attendance will be used as a criteria for payment.
- Attendance will be reviewed each term.

The following will be reimbursed by the WDNA:

- Tournaments: 5 hours paid at hourly rate, if coaches are not in attendance for the whole tournament, they will be paid for the hours they attend.
- WDNA pre-season camps; as per hourly rate.
- Age group Head Coaches will be paid an extra hour per fortnight for the additional work carried out by them during the season.

Co-coaches

Co-coaches are valued by WDNA and provide teams with a good balance of support and knowledge. Where possible WDNA will appoint co-coaches to support our players and coaches. In the case where co-coaches are appointed, the pay rate **will be the average of each individual's Coach and Assistant Coach rate**. Under this method, the individual is remunerated commensurate with their personal accreditation and experience level.

Calculation example:

- Coach A is a Basic, Level 2 and Coach B is an Establishing, Level 1
- The pay rate for Coach A is (\$21 + \$17) divided by 2 = \$19 per hour
- The pay rate for Coach B is (\$23 + \$18) divided by 2 = \$20.50 per hour

Assistant and Apprentice Coaches

Where possible WDNA will appoint Assistant and/or Apprentice coaches to each team.

In order to be classified as an assistant coach, coaches must:

- Be available to attend both trainings and games.
- Hold at a minimum a Foundation Coaching Qualification.
- Be aged 16 years +.

Where coaches do not hold any qualifications, are aged under 16 years, or cannot attend both training and games they will be considered Apprentice Coaches.

Note:

- Coaches who are employed specifically to work with a team/age group to for trainings only will be paid at their regular coach hourly rate.

