

## **NZMMNA High Performance, International Teams and Appointments Policy**

### **Name**

The New Zealand Men's and Mixed Netball Association (NZMMNA) High Performance Programme, International Teams, and Appointments Policy.

### **Application**

This policy applies to the High-Performance Programme, and the appointment of all representative players, managers, and coaches representing NZMMNA in domestic or international fixtures.

For the avoidance of doubt, this policy applies to the following NZMMNA national teams:

- The New Zealand Open Men's Team;
- The New Zealand Open Mixed Team;
- The New Zealand Men's Under 23 Team;
- The New Zealand Mixed Under 23 Team;
- The New Zealand Men's Under 20 Team;
- The New Zealand Mixed Under 20 Team;
- Cadbury series Invitational Teams;
- Constellation Cup Team
- Fast 5 Team and;
- Any other team that may be formed from time to time by NZMMNA.

### **Purpose**

This policy sets out clear, and transparent processes that NZMMNA must follow in the operation of the High-Performance Programme, and when appointing NZMMNA representative players, managers, and coaches, ensuring clarity and transparency for all NZMMNA members, member associations, and wider playing communities.

### **Terms**

The following acronyms are used in this document and refer to:

- **HPP** = High-Performance Programme
- **IHPC** = International High-Performance Committee
- **NNZ** = Netball New Zealand
- **NZMMNA** = New Zealand Mens and Mixed Netball Association

## **NZMMNA High Performance, International Teams and Appointments Policy**

### **High Performance Programme**

1. The NZMMNA Board shall establish as it sees fit, a High Performance Programme (HPP) to support the development of Men's and Mixed Netball at the elite level.
2. The HPP shall be overseen by the International High Performance Committee (IHPC), a sub-committee of the NZMMNA Board (see International High Performance Committee Terms of Reference).
3. The High-Performance Programme will number approximately 60 players more or less as the IHPC sees fit.

### **High Performance Programme Selections**

4. Players will be selected to take part in the HPP by invitation of the IHPC by:
  - a. Attending a HPP cluster trial; or
  - b. Attending a Men's or Mixed Nationals; or
  - c. By nomination of a NZMMNA member association, with the support of 3 members of the IHPC, and following approval of the NZMMNA Board.
  - d. By nomination from a NZMMNA HPP Coach, with the support of 3 members of the IHPC, and following approval of the NZMMNA Board.
5. Upon acceptance of an invitation to the HPP, a player will be contracted for a period of 2 years from acceptance.

### **International Teams Player selections**

6. To be eligible for selection players must:
  - a. Be living in New Zealand OR a New Zealand citizen OR a permanent resident and must not be available to play international netball for any country other than New Zealand. "Living" in these rules means resident in New Zealand for a period longer than 3 months at time of participation in the tournament; and
  - b. Have played in at least 1 of NZMMNA Mixed or Men's Nationals in the most recent 12-month period, unless no tournaments have been offered; and
  - c. Be a current member of the NZMMNA High Performance Players- (HPP) Squad; and
  - d. Have attended at least 1 NZMMNA HPP camp within the most recent 12 months, unless such a camp has not been offered.
  - e. All players must be available for all fixtures, unless dispensation has been granted by the NZMMNA Board.
7. **Players will:**
  - f. Be selected following the recommendation of the IHPC, with approval by the NZMMA Board; and
  - g. Be selected by attending a high-performance camp, following assessment against the following core competencies:
    - i. Core Physical

## **NZMMNA High Performance, International Teams and Appointments Policy**

- ii. Core Technical
- iii. Core Positional
- iv. Core Tactical
- v. Core Hauora (wellbeing); and
- vi. Be required to undergo a vetting process which will include:
  - a. A background check;
  - b. A criminal convictions check;
  - c. Any other checks that NZMMNA determines is necessary.
- vii. Note that the core competencies are a high-level guide and the IHPC will develop a more extensive selection framework.

### **International Teams Manager appointments**

#### **8. To be eligible for appointment a manager must:**

- a. Have demonstrable experience managing teams at an appropriate level; and
- b. Have experience managing the finances of an elite netball team; and
- c. Hold a full current driver's license; and
- d. Not be a current member of the NZMMNA Board.
- e. Be available to fully commit to all test series and attend HPP camps.

#### **9. Managers will be appointed:**

- f. Following advertisement of applications for the named NZMMNA representative team; and
- g. Following short listed applicants being interviewed by an Appointments Panel made up of:
  - i. The President of NZMMNA (or nominee); and
  - ii. A nominee from Netball New Zealand; and
  - iii. One other independent member appointed by the NZMMNA Board.
    - a. All panellists will be required to complete a conflict-of-interest declaration; and
    - b. The Secretary of the NZMMNA Board shall administer the Appointment Panels process.
- h. Following the Appointments panel recommending a candidate be appointed manager; and
- h. Following any such candidate recommended being approved by the NZMMNA Board; and
- i. Following the candidate undergoing a vetting process which will include:
  - a. A background check;
  - b. A criminal convictions check;
  - c. Any other checks that NZMMNA determines is necessary.

### **International Teams Coaching appointments**

## **NZMMNA High Performance, International Teams and Appointments Policy**

### **10. To be eligible for appointment a Coach must:**

- i. Have demonstrable experience coaching teams at an appropriate level; and
- j. Hold a formal coaching qualification; and
- k. Exhibit an enduring commitment and investment in the Men's and Mixed game; and
- l. Adhere to the values of NZMMNA; and
- m. Must not be a current member of the NZMMNA Board.
- n. Be available to fully commit to entire test series and attend HPP camps.

### **11. Coaches will be appointed:**

- o. Following advertisement of applications for the named NZMMNA representative team; and
- p. Following short listed applicants being interviewed by an Appointments Panel made up of:
  - i. The President of NZMMNA (or nominee); and
  - ii. A nominee from Netball New Zealand; and
  - iii. One other independent member appointed by the NZMMNA Board.
    - a. All panellists will be required to complete a conflict of interest declaration; and
    - b. The Secretary of the NZMMNA Board shall administer the Appointment Panels process.
- q. Following the Appointments panel recommending a candidate be appointed manager; and
- r. Following any such candidate recommended being approved by the NZMMNA Board; and
- j. Following the candidate undergoing a vetting process which will include:
  - a. A background check;
  - b. A criminal convictions check;
  - c. Any other checks that NZMMNA determines is necessary.

### **Members Conduct Policy applies**

12. The Members Conduct policy applies to all HPP squad members, International Teams players, managers, and coaches, so long as they are in the relevant role appointed or selected by NZMMNA.

## **NZMMNA High Performance, International Teams and Appointments Policy**

### **Document management and control**

**Owner:** NZMMNA Board

**Content manager:** Secretary, NZMMNA Board

**Approval date:**

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### **Other relevant documents**

- International High Performance Committee Terms of Reference
- Members Conduct Policy