



## 1. WDNA Rep Team Coaches – Pay rates

Accreditation	Position	Experience Level	Rate per hour
N/A	Apprentice	N/A	\$7.00
Unqualified	Assistant	Level 1	\$8.00
Unqualified	Assistant	Level 2	\$9.00
Foundation	Assistant	Level 1	\$15.00
Foundation	Assistant	Level 2	\$17.00
Foundation	Coach	Level 1	\$19.00
Foundation	Coach	Level 2	\$20.00
Development	Assistant	Level 1	\$18.00
Development	Assistant	Level 2	\$20.00
Development	Coach	Level 1	\$22.00
Development	Coach	Level 2	\$25.00
Intermediate	Assistant	Level 1	\$22.00
Intermediate	Assistant	Level 2	\$24.00
Intermediate	Coach	Level 1	\$26.00
Intermediate	Coach	Level 2	\$30.00

## 2. 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:

Experience/Formal Qualification	Experience Level
Two (2) full years or less representative netball coaching experience (as a coach, not assistant)	Level 1, otherwise Level 2 if more than 2 years' experience (as a rep netball coach, not an assistant)
Four (4) full years or less other relevant/comparable experience as a sports coach, not an assistant	Level 1. If over 4 full years of relevant coaching experience, must have had at least 1 full year of representative netball coaching experience
Formal coaching qualification – Certificates II, III, IV, Diploma or Degree Programs	Level 1, otherwise Level 2 if completed more than 2 full years of representative netball coaching experience (as a coach, not an assistant)

### Notes:

- If a level 2 coach gains a higher qualification, they are then paid at their new accreditation rate, level 1
- 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.

### 3. Payment Frequency

- All coaches are paid based on the following schedule each week.
  - Training: 2 hours
  - 40 minute game: 1 hr 30 mins
  - 60 minute game: 1 hr 45 mins
- Attendance must be recorded in the coach timesheet 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 by a member of the RTSC to coach another team due to teams appointed coach being absent.
- Coaches will be paid twice a season; once at the end of school term 1 (or term 3 in spring), and the remainder at the end of the season.
- Attendance will be used as a criteria for payment.
- Attendance will be reviewed each term.

### 4. Other Coach Payments

The following will be reimbursed by the WDNA:

- Tournaments (\$100 per day or pro-rata for part day)
- WDNA pre-season camps (\$100 per day or pro-rata for part day)
- Netball Victoria Registration

### 5. Co-coaches

Co-coaches will only be considered by the Rep committee in special circumstances from spring 2017 and onwards.

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 Foundation, Level 2 and Coach B is a Development, Level 1
- The pay rate for Coach A is  $(\$20 + \$17) \div 2 = \$18.50$  per hour
- The pay rate for Coach B is  $(\$22 + \$18) \div 2 = \$20$  per hour