



WAVERLEY DISTRICT

NETBALL ASSOCIATION

Incorporation No: A0008400H

ABN: 72058001575

WDNA 56 - Representative Teams Coach Payments Policy

Issued:

March 2017

Updated:

July 2021

Policy Objective

To provide a clear understanding of the payment structure for Representative Team coaches (team, assistant, and apprentice).

WDNA Rep Team Coaches payment matrix

Coach type	Position	Experience level	Rate per hour
N/A	Apprentice	N/A	\$8.00
Basic	Apprentice	N/A	\$10.00
Basic	Assistant	Level 1	\$15.00
Basic	Assistant	Level 2	\$17.00
Basic	Coach	Level 1	\$19.00
Basic	Coach	Level 2	\$21.00
Establishing	Assistant	Level 1	\$18.00
Establishing	Coach	Level 1	\$23.00
Establishing	Coach	Level 2	\$25.00
Establishing	Coach	Level 3	\$27.00
Experienced	Assistant	Level 1	\$22.00
Experienced	Coach	Level 1	\$29.00
Experienced	Coach	Level 2	\$33.00

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

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 for a minimum of three years.
- Had reasonable exposure to higher level coaching such as Regional coach/assistant coach, VNL coach/assistant/apprentice or active team manager.

Advanced coaching level or higher; hourly pay rate will be set upon negotiation.

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 and recommendation from head coach to move to higher level
Level 3	4+ years representative level coaching at the designated coach type, 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/season.
- If a coach gains a higher coach accreditation level, they are then paid at their new accreditation 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 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 to coach another team due to the teams appointed coach being absent.
- Coaches are 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. Second season, payment will be made after the return of equipment at season end.
- Attendance will be used as a criteria for payment.
- Attendance will be reviewed each term.

Other Coach Payments

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.
- Netball Victoria membership registration.
- Age group Head Coaches may receive a nominal amount (maximum of \$500) per season for the additional work carried out by them during the season.
 - o The amount will be determined by the WDNA Executive committee once provided with supporting information on additional work carried out.
 - o Age group Head Coaches are individually assessed.



Co-coaches

Co-coaches will only be considered in special circumstances.

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.