



**Incorporation No: A0008400H ABN: 72058001575**

Policy & Procedure:  
WDNA 56

Representative teams Coach Payments

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### WDNA Rep Team Coaches

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

**NB: Coach type** – At a minimum, a WDNA representative team coach must pass the 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 and 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 their Intermediate 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.



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## 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:

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 designated coach type and recommendation from head coach to move to higher level
Level 3	4+ years representative level coaching at 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 level 2 coach gains a higher qualification and are eligible to move up a coach type, they are then paid at their new coach type 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 45 mins
  - 60-minute game: 2 hours
- Attendance must be recorded in the team stats sheet 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 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. 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.

## 4/ 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
- 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.
- Netball Victoria Registration



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## **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) divided by 2 = \$18.50 per hour
- The pay rate for Coach B is (\$22 + \$18) divided by 2 = \$20 per hour

## **6/ Assistant and Apprentice Coaches**

Where possible WDNA will appoint Assistant 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 can not attend both training and games they will be considered Apprentice Coaches.

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