



# Gladstone Netball Association

Memorial Park, Side Street | Gladstone, QLD 4680  
(PO Box 982)

## Gladstone Netball Association (GNA) Recruitment – Policy

**Effective Date: 17.06.2025 Reviewed By: GNA Executive**

### 1. Purpose

This policy establishes the procedures for recruiting players, coaches, and volunteers to ensure fairness, transparency, and alignment with the Associations values and objectives.

### 2. Scope

This policy applies to all new and existing players, coaches, administrators, and volunteers within the club.

### 3. Recruitment Principles

- **Inclusivity:** Open to individuals of all skill levels, backgrounds, and abilities.
- **Transparency:** Recruitment processes will be communicated clearly.
- **Fairness:** Selection will be based on merit, commitment, and club requirements.
- **Development:** Opportunities will be provided for skill enhancement and growth.

### 4. Player Recruitment

#### 4.1 Eligibility

- Players must meet age and competition requirements set by the club and governing bodies.
- Registration must be completed before participation in official matches.

#### 4.2 Selection Criteria

- Open trials will be conducted to assess skills, fitness, and teamwork.
- Coaches will evaluate players based on skill level and attitude.
- Existing players may be re-evaluated each season.

#### 4.3 Registration Process

- Players must complete an official registration form and submit necessary fees.
- Proof of eligibility, such as ID and medical clearance, may be required.
- New players will receive a club induction session.



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## 5. Coach Recruitment

### 5.1 Selection Criteria

- Coaches must hold relevant **certifications** (Foundation Coaching at a min).
- Prior coaching experience is preferred but not mandatory.
- Ability to foster teamwork and player development is essential.

### 5.2 Recruitment Process

- Positions will be advertised within the club and broader community.
- Applicants will be interviewed and assessed by the recruitment committee.

## 6. Volunteer Recruitment

### 6.1 Roles Available

- Umpires, team managers, administrators, and event coordinators.
- Volunteers must comply with club policies and child protection regulations.

### 6.2 Recruitment Process

- Open applications and expressions of interest will be encouraged.
- Background checks and training will be required for roles involving minors.

## 7. Paid and Honorary Positions

### 7.1. Paid Positions

Paid roles within the Gladstone Netball Association (GNA) are designated based on operational needs and are subject to availability of funding.

#### 7.1.1 Recruitment for paid roles

- will follow a formal process including position description, advertising, interview (if applicable), and approval by the Executive Committee.
- All employment arrangements must comply with relevant legislation and Fair Work requirements.

### 7.2. Honorary Positions

Honorary (volunteer) positions are vital to the success of GNA operations and are typically filled through nominations, expressions of interest, or club appointments.

Honorary roles are **non-remunerated** but may be eligible for reimbursement of approved out-of-pocket expenses, subject to committee approval.



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## 7.2.1 Honorary Positions with Reimbursement

Some honorary positions, while considered voluntary, may receive a **weekly reimbursement** to acknowledge their time commitment, responsibilities, and contribution to the operations of Gladstone Netball Association.

These positions are **not classified as paid employment** but may receive a **set stipend or reimbursement** determined by the Executive Committee.

This payment is intended to assist with incidental costs or to support consistent involvement in high-responsibility volunteer roles.

Individuals in these roles must:

- Hold a valid Blue Card (if applicable)
- Sign a Reimbursement Acknowledgement Form
- Submit weekly activity reports or logs, where required

Reimbursement amounts and conditions are reviewed annually and are subject to available funding and approval by the Executive Committee.

## 7. Compliance & Review

- This policy must be reviewed annually to align with league regulations and club needs.
- Non-compliance may result in disciplinary action or disqualification.