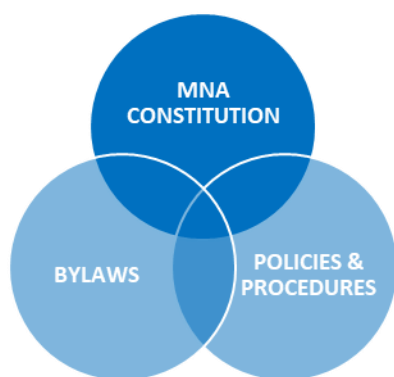




By-Laws, Policies and Procedures

Mackay Netball Association Inc



APRIL 2025



MACKAY NETBALL ASSOCIATION INC

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BY LAW 1 / 2018

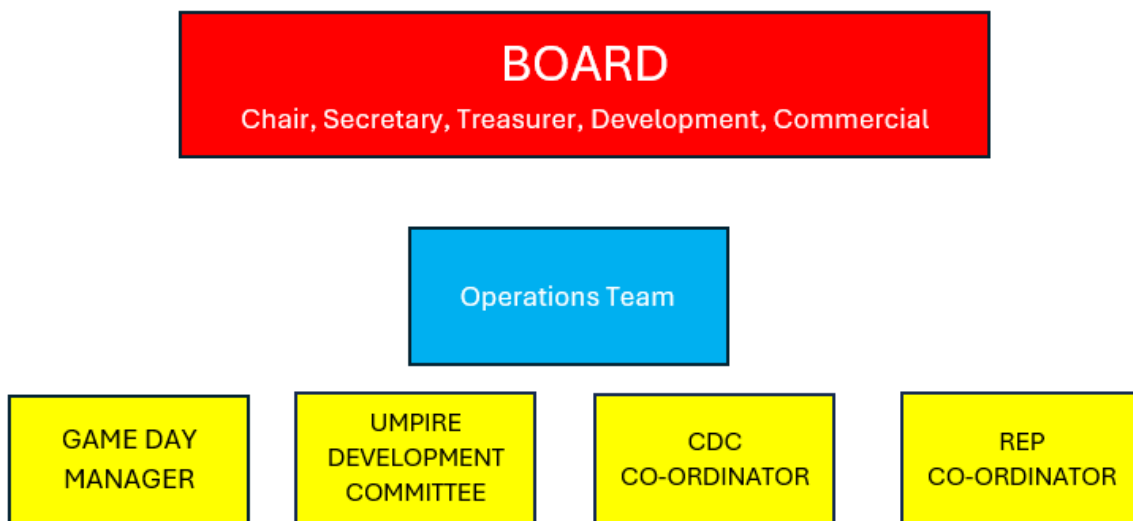
COMPOSITION OF BOARD - RESPONSIBILITIES OF THE BOARD

BOARD AND ITS RESPONSIBILITIES

In accordance with the Mackay Netball Association Inc Constitution the following By Law is adopted by the Board of Mackay Netball and sets out the duties of the Board members.

The Board shall be appointed in the manner as set out in the Constitution.

The Governance structure in diagrammatic format is as below:



The **Board** of the Association consists of the following positions:

1. Chair
2. Treasurer
3. Secretary
4. Director of Development
5. Director of Commercial Activities (Marketing, Sponsorship, Facility Development and Events)

BOARD RESPONSIBILITIES

- Attend Board meetings and other meetings / forums of the association;
- Be aware of all current and future association activities and act as spokesperson on and at these activities;
- Support all volunteers and staff, including committee members, coaches, umpires and players;
- Ensure the planning and budgeting for the future is carried out in accordance with the Rules of MNA
- Prepare a report to be given to the secretary prior to, and to be presented at the AGM;
- Where possible represent MNA and the Board at all functions held by the Association including Rep, Awards Nights etc.
- Promote the sport of netball through marketing and events.



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Chair:

- Preside as chair at Board meetings and member forums and in doing so ensure that all business is conducted in a proper manner in accordance with the association's rules, by-laws and standing orders;
- Endeavour at all times to ensure the general well-being of the association, and to act as spokesperson for the Association when appropriate, having regard to the objects, policies and decisions determined in accordance with the Rules of MNA;
- Liaise as necessary with government departments, Councils, partners, sponsors and governing bodies where association representation is required;
- Direct supervision of employees of the association;
- Represent the association as the appointed delegate and attend all general meetings of Netball Queensland, including but not limited to annual general meetings and sport forums;
- Ex-officio member of all committees as set out in the Mackay Netball Association Inc Constitution

Secretary

- Attend to the clerical work of the Association and keep current a list of all registration and complete records of all fixtures conducted by the Association, assisted by such persons as the Board shall appoint;
- Issue all Notices of Meetings in accordance with the Constitution and By-Laws, accompanied by an Agenda;
- Conduct the correspondence of the Association and keep in proper files all Association records and reports of sub-Committee's officers, delegates and officials;
- Keep a written record of all By-Laws of the Association and alterations thereto, including the date on which alterations came into force, and advise members of alterations thereto;
- Receive and place before the Board all applications for membership.
- Keep a register of colours and uniforms of affiliated members;
- Apply for grants and funding as directed by the Board;
- Oversee the Operations Team in relation to matters relating to competitions.

Treasurer

- Keep all books and accounts of the association and prepare a statement of receipts and expenditure, profit and loss report and balance sheet for presentation to each Board meeting;
- Coordinate the receipt of monies and issuing of receipts for payments, and ensure payment of such money into the bank;
- Produce bank statements at each Board meeting;
- Pay fees due to Netball Queensland, when authorised by the Board;
- Prepare an annual budget in consultation with the Board, subcommittees and operational positions;
- Present accounts incurred by the association to be passed for payment by the Board
- Following the end date of the association's financial year, close the association's books and prepare a set of financial statements as required by the association's auditor;
- Submit the association's financial statements and other relevant records to the auditor;
- Present audited financial statements to the annual general meeting, in accordance with the association's rules and the Act;
- Oversee the Operations Team in relation to all financial matters.



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Director of Development

- Ensure that the representative team selections are conducted in accordance with the policies;
- Ensure that the Coach and Player Development opportunities are conducted in accordance with the policies.
- Oversee the operational development team coordinator port folios (CDC and Rep)

Director of Commercial

- Prepare Sponsorship Proposals in consultation with MNA Board;
- Oversee facility development and sponsorship opportunities.
- Oversee the Operations Team in relation to events, marketing, and sponsorship.

Record of changes to By-Law

Date	Changes made
	Bylaw adopted
22.11.22	Change to structure – to include a 7 th Board Member
26.11.2023	Change Board restructure – roles and responsibilities
16.03.2025	Updated Board Structure reflect New UDC



MACKAY NETBALL ASSOCIATION INC

BY LAW 2 / 2018 APPOINTMENT OF OPERATIONAL POSITIONS

In accordance with the Mackay Netball Association Inc Constitution the following By Law is adopted by the Board of Mackay Netball.

The Board of Mackay Netball acknowledges that for the successful operation, it will require the support of **OPERATIONAL POSITIONS** which may be paid or unpaid.

The Board will call for Expressions of Interest for the following Operational Coordinators:

- Representative Coordinator
- Coach Development Coordinator
- Umpire Coordinator

Each Coordinator will be required to work closely with the Director of the respective portfolio and will require the support of committee persons and/or convenors. The Coordinators are authorized to appoint suitable people to their committees. The Umpire Coordinator will work closely with the Operations Team and a Board Member appointed on an annual basis to oversee the Competitions port folio.

The Coordinators are accountable for the actions and integrity of the Committees of which they chair.

Appointing Operational Positions

The Board will call for expressions of interest for Operational Coordinators and will appoint a Coordinator to the roles based on experience and merit.

Each operational Coordinator will be required to have a committee to work with to ensure distribution of the workload with a view to longevity of volunteers.

When calling for expressions of interest the Board will determine and advertise Role and Responsibilities including:

- KPI's
- Reporting requirements
- Budget
- Whether the role is paid or voluntary.

The Committee Coordinators will, upon making a recommendation to the Board, demonstrate that consultation has taken place with the members of the Committee, and where relevant with members of the netball community.

Date	Changes made
	Bylaw adopted
26.10.2021	Change to include "UDC"
22.11.2022	To reflect the change in Board positions
26.11.2023	Changes to Operational Coordinators



MACKAY NETBALL ASSOCIATION INC

BY LAW 3/ 2018 AFFILIATION AND FEES

1. BACKGROUND

- 1.1. In accordance with Mackay Netball Association Inc. Constitution, the following By-Law is adopted by the Mackay Netball Board.

Mackay Netball requires that annual membership subscription fees and any levies payable by Members (or any category of members) the basis of the time for and manner of payment shall be as approved by resolution of the Board.

Clubs are responsible for paying Capitation / Registration fees for every playing and non-playing member. All Registration Fees include the relevant MNA and Netball Queensland Fees together with Insurance.

2. SUBSCRIPTIONS AND FEES

- 2.1. Each member must pay Affiliation fees and levies as set periodically in accordance with the MNA Constitution.
- 2.2. Annual Affiliation Fees and levies will be determined for each of the following age categories:
- Senior Member: a person who turns or has turned 18 – either in the year of registration or prior.
 - Junior Member: a person who is not 18 years of age by midnight on 31 December in the year of registration.
 - Modified Member: a person who is not yet 11 years of age by midnight on 31 December in the year of registration

In addition to member levies, game fees, umpiring levies and volunteer levies will be set. The Board reserves the right to introduce any levy deemed necessary from time to time to enhance the goals of Mackay Netball or to ensure its operating success.

- 2.3 All fees must be paid by the 30th April in each year.

3. ESTABLISHING FEES

- 3.1 Mackay Netball is committed to ensuring that netball is affordable. Mackay Netball will provide Members with the rationale and factors considered in circumstances where fees are increased.

4. FORMS, CONTRACTS AND CLAUSES

- 4.1 Members must use any forms, contracts and clauses prescribed by Mackay Netball when affiliating with Mackay Netball (whether in hard copy or electronic). This includes any mandatory questions or statements required with the Online registration system. An Affiliation booklet will be provided to each Club Member for completion and submission as a request to affiliate with Mackay Netball.

- 4.2 All members must abide by Netball Australia, Netball Queensland and the Mackay Netball rules including payment of required fees.



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4.3 Any **individual player** who is reported to the association as being un-financial is ineligible to affiliate with any other team (including representative and/or NQ Pathway) or in any social competition until the original debt has been cleared.

Affiliation requirements relating to Volunteers

Each club must nominate a minimum of 2 volunteers.

1 volunteer must sit on the Umpire Committee (will meet monthly)

1 volunteer must sit on the Coach Development Committee (will meet monthly)

Clubs may wish to nominate additional members to sit on the above committees or on the Representative Teams Committee or Working Group.

- **Premier League Clubs (only)** to provide scorers & timers who have attended an in-house scorer's and timers accreditation course.

Club Volunteer Duties

Tasks required of volunteers: (this is not an exhaustive list and other tasks may arise throughout the season)

- Provide volunteers for junior office duties (on a rotation as designated by the Operations Manager)
- Provide volunteers for senior office duties (on rotation as designated by the Operations Manager)
- Any other duty allocated by the Board or Committees from time to time.

*NOTE: Clubs with 5 or less teams will be rostered on with another smaller club to complete the duties for the entire fixture round.

*All volunteers must have a blue card.

Record of changes to ByLaw

Date	Changes made
	Bylaw adopted
26.10.2021	Updated to reflect changes to 2 volunteers required to be provided by clubs.
22.11.2022	To include the requirement of a 3 rd volunteer for clubs with 10 or more teams.
026.11.2023	Updated volunteer requirements.
16.03.2025	Updated to reflect New UDC



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BY LAW 4/ 2018 PERSONAL ATTIRE

In accordance with Mackay Netball Association Inc. Constitution, the following By-Law is adopted by the Mackay Netball Board.

Jewellery

- No jewellery or sharp adornments (except a medical alert bracelet) shall be worn.
- Pursuant to clause 5.1.1 (iv)(a) of the Rules of Netball a wedding ring may be worn if covered with tape.
- Under no circumstances are earrings to be worn (including juniors with newly pierced ears)
- No body jewellery is permitted – eyebrow rings, nose studs, tongue studs, navel rings etc
- Under no circumstances shall a player take the court wearing any prohibited jewelry. Should a player be found to be wearing prohibited jewelry after the commencement of the game, they shall be sent off the court and the jewelry removed. Play is to continue without that player. The position left vacant during the time the player is off the court must not be filled unless that position is Centre, in which case the team may move one player to fill that position. The offending player may retake the court at the next centre pass.

Hats On-Court

- Only soft brim hats may be worn. No plastic combs, as these can be dangerous.

Glasses

- Players are permitted to wear prescription glasses only.
- Glasses must be secured tightly to the head by an appropriate headband.
- No sunglasses are allowed to be worn unless a medical certificate is submitted for Board approval.

Fingernails

- Fingernails shall be cut short and smooth.
- The taping of fingernails is not permitted.
- Gloves are not permitted. Players with legitimate medical reasons for wearing gloves must supply a medical certificate stating the reason with a letter to the Operations Manager or Game Day Manager for consideration and approval.

Record of changes to ByLaw

Date	Changes made
	Bylaw adopted
26.11.2023	Changes to rings to reflect Netball Rules



MACKAY NETBALL ASSOCIATION INC

BY LAW 5/ 2018 INJURIES AND FIRST AID

In accordance with Mackay Netball Association Inc. Constitution, the following By-Law is adopted by the Mackay Netball Board.

Injuries

In the event of an injury the following procedure **MUST BE ADHERED TO:**

- Report injury **IMMEDIATELY** to the Game Day Manager who will arrange for you to complete an 'Injury Report' form from the Clubhouse.
- Injury to be noted on back of Score card and Injury Report Book.
- Injured person to forward completed insurance forms to the address on the Form together with a copy of the Injury Report.
- Only members of the Board, Operations Manager or the Game Day Manager may ring the ambulance – unless in the case of an emergency requiring immediate action.

REFER TO MNA AMBULANCE PLAN IN FIRST AID OFFICE.

First Aid

Clubs are to have their own First Aid Kits courtside each week.

Ice will be provided at the fixtures office and in the room near the canteen for injuries only.

Defibrillator

Located in the MNA Fixtures | First Aid room.

Date	Changes made Bylaw adopted
24/10/2021	To include "refer to MNA Ambulance plan in first aid office"
22.11.2022	To change reporting requirement



MACKAY NETBALL ASSOCIATION INC

BY LAW 6/ 2018 POLICIES

POLICES

MNA have extensive policies, some governed by Netball Australia or Netball Queensland and others specific to our association.

Mackay Netball adopt all Netball Australia and Netball Qld Policies and any reference to “Netball Qld” or “Netball Australia” is deemed to be reference to Mackay Netball.

In addition to the adopted Policies Mackay Netball have the following Policies:

1. Reschedule
2. Complaints, Grievances and Breach of Rules Policy
3. Volunteer Policy / Structure
4. Sun Safe Policy

Where there is a contradiction in policy – then the Mackay Netball policy shall override the Netball Qld or Netball Australia policy in relation to the particular instance.

Abuse, Intimidation, Violent and Overly Aggressive Behavior

- Unacceptable behavior will not be tolerated in any form from any member or spectator. Mackay Netball has ZERO tolerance for abuse, intimidating and foul language used on and off the court, whether towards umpire and or opponent players or spectator. Deliberate rough play or intimidation, abuse or foul language will result in players being warned or sent off from the court, at the umpires' discretion. Spectators who act in an inappropriate manner will be asked to leave the premises. In any instance where a player or spectator is removed from the court or premises pursuant to the Game Management Rules, the umpire must document the incident and circumstances and provide the documents to the Umpire Development Coordinator who will provide same to the Board who will determine what further action, if any, is required.
- Refer Fines Infringements, Penalties and Goodwill Table



MACKAY NETBALL ASSOCIATION INC

Fines, Infringements, Penalties and Goodwill Table

	Reason for Fine, Infringement or Penalty	Fine/Fee	Penalty
1	Goodwill Fee will be deposited with MNA at the start of each year.	\$55.00/team	
2	Playing an unregistered or ineligible player	\$100.00	Loss of game points by the offending team
3	Intentionally playing players under other registered names.	\$200.00	Forfeiture of match
4	Forfeit with 24 hours notice *Applies to all competitions and programs (Net Set Go -moddies, Juniors and Seniors)	\$Nil Plus the opponent's game fees (calculated at Team game fees / no. of weeks)	
5	Forfeit without 24 hours notice *Applies to all competitions and programs (Net Set Go -moddies, Juniors and Seniors)	\$100.00 Plus the opponent's game fees (calculated at Team game fees / no. of weeks)	
6	Further forfeits (without notice)	\$200.00 Plus the opponent's game fees (calculated at Team game fees / no. of weeks)	The club must show cause to MNA as to why the team should remain in the competition without refund of any team fees paid.
7	Failure by team coach / manager or representative to tick the players' names on the score sheet evidencing which players have taken the court. When "live scoring" – failure to record the players who have taken the court in the system.	\$20.00 Insurance may be voided	Players who have not been marked present on the scorecard or on the Live Scoring system are ineligible for best & fairest points. If less than 5 of the original team have been ticked on the score card or recorded electronically - then the game is deemed a forfeit. The opposing team will receive the 3 points by way of Win on Forfeit.
8	Failure to undertake allocated Club Duties as outlined in the Operations Manual		Forfeit of goodwill levy paid for all teams entered.
9	Playing an ineligible player in a Finals Match	\$200.00	Forfeiture of the match and the team will take no further part in the Finals Series.
10	Prohibited Conducts as outlined in these By-laws or a breach of a Netball Qld Code of Conduct.		As determined by the Conducts Commissioner . Possible penalties include: Warning, suspensions, referral to mediation or judiciary or higher authority.



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11	Violation of MNA Ethics Clause – Club Official or 3rd party.		Suspension of their MNA membership for one (1) year. Immediate referral to Judiciary Committee
12	Violation of MNA Ethics Clause – MNA Development Squad or Representative Official.		Suspension of their MNA membership for two (2) years . Immediate referral to the Judiciary Committee.
13	Failure to provide a suitably trained scorer and/ or timer for all competitions	\$100.00 per infringement	

Record of changes to ByLaw

Date	Changes made
	Bylaw adopted
15.10.19	Inclusion of Premier League scorer/ timer fine – clause 21
21.10.21	Change to forfeit with 24 hours notice fee to Nil.
22.11.22	Changes to Penalties table
26.11.23	Changes to Penalties table
16.03.2025	Change to table to reflect changes to Complaints Handling processes



MACKAY NETBALL ASSOCIATION INC

Policy Title:	RESCHEDULING GAMES POLICY AND PROCEDURE
Policy Type:	Governance
Date:	December 2018
Revision Date:	December 2024

RESCHEDULE_POLICY

Any Club with one or more players attending a **netball carnival** as a representative of Mackay Netball, their affiliated club or school netball team may request a **Reschedule**. The request must be submitted **2 weeks** prior to the scheduled game.

Mackay Netball Association will allocate set days on the Yearly Calendar when Rescheduled games are to be played. There will be no exception to these dates.

Club or school netball teams are encouraged to advise of any carnivals they are attending as early as possible.

Mackay Netball's Representative Co-ordinator will each year allocate a **maximum of three carnivals** that MNA representative teams may attend (for junior and senior teams).

If a Reschedule involves players being unavailable due to players travelling with an MNA Representative team, then MNA will supply 2 umpires for the Rescheduled Games. In all other circumstances each team will be required to provide 1 umpire each.

Should either team NOT be available to play on the Reschedule Date then the team who **cannot** field a team will be required to forfeit.

The Reschedule dates for 2025 are:

Friday 20 June 2025	6.00pm
Saturday 19 July 2025	8.30am
Saturday 9 August 2025	8.30am

If a rescheduled game is played and the round is subsequently cancelled by MNA for any reason then the points for the rescheduled game SHALL NOT count and each team along with all teams in the division will receive 2 points.

To request a reschedule teams must email operations@mackaynetball.com and advise:

Round:

Date:

Team:

Opposition:

Reason : Players attending Netball carnival at XYZ.

The Reschedule Policy is to be used **only by teams when they have players attending NETBALL CARNIVALS**. Evidence of participation may be required.

Date	Changes made
	Bylaw adopted
24.10.2021	Policy changed
22.11.2022	Exemption included
26.11.2023	Changes to time frame in which reschedule must be played (2 fixture rounds)
01.04.2024	Changes to Reschedule policy.



MACKAY NETBALL ASSOCIATION INC

Policy Title:	GRIEVANCE PROCEDURE
Policy Type:	Governance
Date:	November 2023
Revision Date:	January 2025

The **Grievance Procedure** set out in clause 4.5 of the Rules of the Association applies to disputes between:

- a. a member and another member;
- b. a member and the board;
- c. a member and the association.

Clause 4.5.2 states:

The parties to a dispute shall attempt to resolve the dispute between themselves within 14 days of the dispute coming to the attention of each party.

Members are encouraged to apply the communication principles outlined in the Conflict Guide available on the MNA website.

Should the parties be unable to resolve the dispute then either party may request the secretary of the Association to refer the matter to mediation.

To commence mediation you must advise the secretary that you have been unable to resolve the dispute with the other party. You must also advise:

- the parties to the dispute (that is you and other party)
- what the dispute is about
- the attempts made by you and the other party to resolve the dispute.

The matter will then be referred to mediation and must take place within 30 business days of the appointment of the mediator.

The mediator will be a person agreed to by both parties. Failing agreement, the mediator will be appointed by the Board of the Association.

The purpose of the mediator is to guide the disputing parties to a mutually acceptable outcome.

All parties to the mediation shall be jointly responsible for any costs of such mediation.

Date	Changes made
	Bylaw adopted
22.11.22	Change to Policy.
26.11.2023	Policy re-written to reflect legislation requirements.
16.03.2025	Changes to Policy recommended by CPR Group



MACKAY NETBALL ASSOCIATION INC

Policy Title:	CONDUCT AND DISCIPLINARY POLICY AND PROCEDURES
Policy Type:	Governance
Date:	November 2023
Revision Date:	January 2025

1. PURPOSE AND SCOPE

Where the Board is advised or considers that a Member has allegedly:

- breached, failed, refused or neglected to comply with a provision of the Rules of the Association or the By-Laws or Policies;
- acted in a manner unbecoming of a Member, or prejudicial to the Objects and/or interests of the Association;
- brought the Association or the Sport into disrepute;

the Board may commence or cause to be commenced, disciplinary proceedings against that Member.

If there is any uncertainty regarding this policy MNA can choose to apply Netball Australia or Netball Queensland policies, such as the *Netball Australia Netball Integrity Policy Framework, Conduct & Disciplinary Policy*.

2. KEY EXPECTATIONS

All members of MNA are expected to:

- Act with integrity and uphold the values of safe and fair play;
- Report misconduct, including bullying, harassment, discrimination and other prohibited conduct;
- Comply with sanctions or directives issued under this policy.

3. ROLE OF THE CONDUCTS COMMISSIONER/S

MNA will appoint one or more Conducts Commissioners to oversee complaints and alleged breaches of this policy. The Conducts Commissioner/s are responsible for:

1. Assessing whether complaints fall within this policy;
2. Investigating complaints in a fair and impartial manner;
3. Ensuring procedural fairness for all parties;
4. Determining appropriate resolutions, including mediation, warnings, or sanctions;
5. Referring complex or serious matters to an MNA Judiciary Committee of three people for final determination;
6. Referring matters to external bodies (e.g., law enforcement) if necessary;
7. Working collaboratively, where required, to address complex or high-volume cases.

In cases involving multiple Commissioners, they may collectively determine outcomes or designate a lead Commissioner for specific matters.



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4. COMPLAINTS PROCESS

Making a Complaint

Complaints should be submitted in writing using the MNA Complaint Form to secretary@mackaynetball.com. Complaints can address prohibited conduct, as outlined in section 5 of this policy. The MNA Complaint form can be found on the Mackay Netball website.

5. PROHIBITED CONDUCT

Prohibited conduct under this policy includes the following:

- **Abuse:** Any type of abuse (including physical, emotional, psychological, sexual, and inappropriate use of power) that has caused, is causing or is likely to cause harm to a person's wellbeing, whether in person or as the result of a publication viewable by any other person by any means;
- **Bullying:** A person or group of people repeatedly and intentionally using words or actions, or the inappropriate use of power, against someone or a group of people to cause distress and risk to their wellbeing;
- **Discrimination:** including both direct and indirect discrimination which have the following meanings:
 - 'Direct discrimination' occurs where, because a person has a Protected Characteristic, they are treated less favourably than a person without that characteristic would be treated in the same or similar circumstances;
 - 'Indirect discrimination' occurs where a practice, rule, requirement or condition that applies to everyone disadvantages people with a Protected Characteristic and the practice, rule, requirement or condition is not reasonable in the circumstances;
 - Protected Characteristic means age, disability, race or ethnicity, sex or gender identity, sexual orientation, or religion.
- **Harassment:** Any type of behaviour towards a person that they do not want and that is offensive, abusive, belittling or threatening and is reasonably likely to cause harm to the person who is the subject of the harassment, whether in person or online;
- **Sexual Misconduct:** Including:
 - **Sexual Harassment**, which is any unwanted or unwelcome sexual behaviour where a reasonable person would anticipate the possibility that the person being harassed would feel offended, humiliated or intimidated;
 - **Sexual Offences**, which includes any criminal offence involving sexual activity or actions of indecency.
- **Victimisation:** Subjecting a person, or threatening to subject a person, either in person or online, to any unfair treatment because the person has made, or intends to pursue their right to make, a complaint or lawful disclosure, including under applicable legislation or this Policy, or for supporting another person to take such action;
- **Vilification:** A public act, conduct or behaviour, either in person or online, that incites hatred, serious contempt for, or revulsion or severe ridicule of, a person or group of people because of a particular characteristic they hold, as covered by applicable legislation, including their race or religion, or homosexuality, transgender, or HIV/AIDS status.

See Appendix 1 of the Netball Australia Member Protection Policy for prohibited conduct examples.



MACKAY NETBALL ASSOCIATION INC

6. SANCTIONS

The Conducts Commissioner(s), Judiciary Committee or Appeals Committee may impose sanctions for breaches, including, without limitation:

- a reprimand;
- direction to issue a verbal or written apology;
- direction to attend counselling or training to address their behaviour;
- suspended sentence and/or good behaviour period;
- removal of accreditation;
- removal of awards (such as life membership);
- exclusion from a particular event or events, competition or activity;
- suspension of membership;
- suspension from such activities or events held by or under the auspices of MNA;
- suspension for a specified period and/or termination of any rights, privileges and benefits provided by MNA;
- Termination of membership of MNA;
- any other form of discipline that is considered appropriate.

7. APPEALS

Members have the right to appeal decisions made under this policy. Appeals must be submitted in writing within 14 days of the decision and will be reviewed by a three-person Appeals Tribunal appointed by MNA.

Members lodging an appeal will be required to pay a fee of \$250.00 to cover the associated costs. This fee will be refunded only if the appeal is upheld.

8. APPOINTMENTS

The Conducts Commissioner/s, Judiciary Committee and Appeals Tribunal will consist of numerous members of the community who may be called upon at various times to deal with matters referred by the Board. The Board will review and approve the list of people filling these positions on an annual basis, or as otherwise needed.

Date	Changes made
	Bylaw adopted
22.11.22	Change to Policy.
26.11.2023	Policy re-written to reflect legislation requirements.
16.03.2025	Policy re-written to reflect advise of CPR group.



MACKAY NETBALL ASSOCIATION INC

BY LAW 7/ 2018

RULES OF PLAY AND COMPETITION STRUCTURE

In accordance with the Mackay Netball Association Inc. Constitution, the Board of MNA have adopted the following By-law:

COMPETITION STRUCTURE

The Board will review and revise the Competition Structure for each season and will present the same to the membership.

The Competition Structure for each season will be referred to as “**Annexure A**” to this Bylaw and shall form the basis for all Rules of Play for the season.

RULES OF PLAY

The Rules adopted by all members shall be those of Netball Australia.

RULES RELATING TO FIXTURES

Matches will be played on days or nights as set down by the Board and outlined in Annexure “A”.

Teams must supply their own game ball. All balls must be regulation size and weight and correctly inflated.

Umpire Duties for all Competitive fixtures (Premier League, Seniors and Juniors) will be allocated by the UDC Allocations Team. Moddies Duties will be **club allocated**. All grading games will be club allocated.

Game umpires will assess and approve the balls’ suitability for use during the game.

Definition of a Team

A netball team comprises no fewer than seven (7) playing members and not more than twelve (12) registered players. *See exception in Premier League rules*

To remove a player’s name from a team sheet who is no longer playing with your team – you must notify the Operational team in writing and action the change in Netball Connect.

A team cannot take the court in any game without five (5) players that are registered to the team being listed on the team sheet and being selected in Netball Connect – and having taken the court at some time during the game.

Premier League “named” development players form part of the 5 players registered to the team

ROLLING SUBSTITUTIONS

- Teams are allowed to make substitutions during play and at stoppages and intervals
- Play will not be held, and the substitutions must take place through the designated substitutions zone in front of the team bench
- Multiple substitutions can be made at any time and there is no limit to how many substitutions can be made
- The substitute must tag hands with the player leaving the court before entering the field of play



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- Players must observe the offside rule when entering or exiting the court and not interfere with the umpire's movement during the substitution
- If any of these infringements occur during substitution, a free pass will be given from where the ball is when the infringement take place
- No one is permitted to remain in the substitution boxes for the duration of the game, these are purely just for player interchange.
- When using rolling substitutions, it is recommended teams have 2 x sets of bibs. If only one set of bibs is in use, players will need to exchange bibs off court before the replacement player takes the court

TEAM GRADING

The Grading dates nominated on the MNA Calendar are compulsory for all teams participating in the Senior & Junior Competitions (excluding Net Set Go – SET)

Responsibility of Clubs to grade teams:

- Clubs are responsible for submitting accurate details of players in their registered teams through Netball Connect. Those players listed on the team are required to attend Grading.
- Clubs are responsible for nominating each team in the grade that they deem applicable having regard to experience and ability of the team
- Umpiring duties will be Club based duties and Clubs must supply umpires of suitable standard applicable to the umpiring duty.

Proceedure for Grading – Pool system

1 Grading 1:

The Operations Team will prepare a draw where all teams nominated in a Grade will play each other. Grades may be combined at the discretion of the Operations Team should there be insufficient nominations in a Grade

2 Grading 2:

The Operations Team will move teams up or down to a new pool based on results and a second draw will be compiled where the teams in the new pools play each other once

3 Subsequent Gradings:

The procedures listed in 1 and 2 above will continue until the Operations Team and Competition Committee deem that a suitable number of games have been played by all teams to reflect an accurate grading.

4 Determination of final grading

Following the conclusion of the grading process, the Competitions Committee will based on results, forward to clubs the final team gradings

The Board has determined that it is a goal that A Grade division will have 8 teams

5 Clubs right of appeal



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Clubs will have 48 hours in which to raise any objections to the final grading positions.

Any team who did not attend all the grading days (regardless of reason – whether legitimate or not) will be deemed to have forfeited any right of challenge or appeal

6 Appeal Format

Appeals must be in writing and set out:

- (1) Club Name & Team
- (2) Grade placed in by the Competitions Committee
- (3) Grade club believes the team should be placed in
- (4) Justification for the change – referencing results

Reasons that will **not be considered are:**

- Player | Coaching conflicts
- Other sporting time conflicts
- Players in the team unavailable to attend grading

General

Duration of games:

All matches will be centrally timed and be under the control of the Game Day Manager.

At discretion of the Operations Team depending on weather conditions:

Juniors (12s 14s 16s Go A) & Seniors	4 x 15 minute quarters
Quarter breaks:	2 mins, 3 minutes, 2 minutes
Net Set Go (SET & Go B)	4 x 12 minute quarters
Quarter breaks:	2 mins, 3 minutes, 2 minutes

Officials

The officials of the game shall be umpires, scorers and time- keepers.

Team Coaches must stand in the Coaches Box. Coaches are not permitted to walk up and down the side line at any stage during the game.

Injury

During a stoppage for injury or illness, other players remain on the court. During this stoppage coaching is permitted. Changes are permitted by both teams. If the team who calls the stoppage wishes to make changes - the changes must involve the injured player.

After injury or illness when no substitution is made for a player unable to resume play, the injured or ill player may return to the vacant position, after notifying the umpires the intention to return to the game.

With centrally timed games, the time will be added to the last quarter of the game. **A maximum of 2 minutes will be played at the end of the fourth quarter for any time taken** (with the exception of finals – where all time lost will be played).

MNA ROLLING SUBS & COACHES BOX

INCORRECT



CORRECT





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Scoring

- Live scoring is the primary scoring method.
- All teams will be required to provide a scorer when allocated as the “home team”. The “home team” scorer will be required to use their own electronic device to score
- Players must be selected in Netball Connect as playing

Paper based scoring procedures

- Score sheets will be used as a secondary method **only**
- It is the responsibility of the “away team” to complete the paper score card

Both scorers must agree on the score at the end of the game

If the scorers are not able to agree on the correct score, both scorers must present to the Game Day Manager for a review and determination

Player's eligibility

A player's age on the 31st December in the current year shall determine the age group in which they may play.

Pregnancy

The Australian Sports Medicine Federation has advised that a player who becomes **pregnant** should not play beyond her 12th week. In fairness to yourself, your baby and the opposing players, our advise is that you do not participate in MACKAY NETBALL games after this time.

Best and Fairest

- 1 Best and Fairest nominations will form part of the scoring process
- 2 Coaches are responsible for selecting a Best and Fairest from their own team as well as the Best and Fairest from the opposing team. Each player selected will receive 2 points. This relates to all competitions – Juniors, Seniors and Premier League
- 3 The completed Best and Fairest information is to be completed at the conclusion of the game.
- 4 Responsibility for recording the Best and Fairest is the responsibility of the coaches. Where Best and Fairest information is not provided then there will simply be no best and fairest points awarded

Cancellation of Games

Games will only be cancelled in accordance with the Netball Qld Weather Policy. The Competitions Committee will be responsible for making this decision

Games cancelled prior to commencement of first round

- Information will be uploaded to MNA's Facebook Page

Games cancelled after half-time

- When games are cancelled after half time, the score at the time of cancellation is taken as the final score for the games
- Information will be uploaded to MNA's Facebook Page



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Competition points and game fees

- Game fees will be applied, and competition points awarded
- When games in any division are cancelled prior to half time, all teams in that division will receive **two (2) points** for that round of competition, upon receipt of game fees. (Where 2 points are allocated for each team in the division NO games will be replayed)
- Teams on the bye receive the **three (3) bye points**
- Forfeits still stand

Interchange of Players

There is no limit to the number of substitutions which can be made by a team provided that the number of players used does not exceed twelve. Refer to Rolling Substitutions rules

Late arrivals

No player arriving after play has started is allowed to replace a player who has filled the position of the latecomer

Late arrivals may not enter the game while play is in progress, but after notifying the umpires may take the court after a goal has been scored. In this case the player must play in a position left vacant in the team.

Forfeits, Disqualifications and Withdrawal

- 1) Early Forfeit
 - a) Any team having to forfeit a match shall give notice in writing to MNA of such intention not less than 24 hours prior to the scheduled match.
 - Penalty as per Fines, Infringements, Penalties and Goodwill Table apply.
 - b) A team notified by MNA that its opponent has given notice of its intention to forfeit shall receive a win by forfeit without any members of the team having to sign the match scorecard. The team who has been forfeited against will receive 20 for and against points
 - c) In the event both teams give notice in writing of an intention to forfeit a match, neither team shall receive any points for the match or any for and against points.
- 2) Late Forfeit
 - a) A forfeit may otherwise be claimed if the opposition cannot fill the minimum team of 5 original team members within 5 minutes of the starting signal being given.
 - b) To claim a forfeit the opposing captain must have five (5) registered players from that team present.
 - c) Penalty for forfeiting without notice:
 - Penalty as per Fines, Infringements, Penalties and Goodwill Table
- 3) When a team forfeits prior to the commencement of fixtures on any given competition day/night, the forfeit stands even if that round is switched to an alternative day/night through postponement due to adverse weather conditions.
- 4) Once the game has commenced, if a forfeit is called **before half time**, the match will be treated as per forfeiture rules.
- 5) If a forfeit is called **after half time**, forfeiting rules apply and forfeiting team shall receive no game points but goals scored for/against will be recorded for purposes of goal averages. Best & Fairest points & games played are recorded.

Delayed games

In the event of a team being late, five (5) minutes grace is allowed. After five (5) minutes, the opposing captain (with five (5) registered members of their team present) may claim a forfeit. A team shall not commence with fewer than five (5) original players registered in the team after the five (5) minutes has lapsed.



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Senior Competition

If a Club enters two or more teams in any senior competition, no player shall be allowed to play in a lower division than the one in which she was originally registered for that season.

No interchanging of teams within clubs is allowed. Where it occurs that a club has two registered teams in the same division, the players cannot be transferred from one to another without the approval of the Association.

Protests

A team wishing to protest shall notify the opposing team captain of their intention to protest at the conclusion of the game.

All protests must be lodged in writing within forty-eight (48) hours after the match to the Game Day Manager (gameday@mackaynetball.com) or Operations Manager (operations@mackaynetball.com) for determination.

In the event of a tie of points, when any position has to be decided, the team with the highest percentage of goals shall be awarded the higher position by using the following formula:-

$$\frac{\text{Goals for}}{\text{Goals Against}} \times 100$$

Semi-Finals / Finals

At the conclusion of fixtures, semi-finals shall be played as follows:-

- The top four (4) teams on points shall play off as follows:-
- No.1 team plays No.2 team (1st semi)
- No.3 team plays No.4 team (2nd semi)
- The loser of 1 and 2 plays the winner of 3 and 4 (preliminary final)
- The winner of this game plays the winner of 1 and 2 (grand final)
- There shall be no right of challenge.

The team finishing on top of the table at the conclusion of the final round of fixtures will be recognised as Minor Premiers.

No player may play in a semi-final or final unless he or she has played three (3) times during the fixtures competition **for that club**.

Teams must be available to play in all Finals. Any team who forfeits a Finals Match will be eliminated from the Finals Series. If a team placed 1st or 2nd forfeits the 1st Semi Finals Match on the scheduled day, there shall be no Preliminary Final. The winner shall automatically go through to the Grand Final.

Any team playing an ineligible player in a Finals match shall forfeit the match and take no further part in the Finals Series.

All Finals must be played on the day, date and at the time specified by MNA.

Drawn Games (in the case of Finals)

- Scorers shall notify the fixtures office immediately of the drawn game. The Game Day Manager will then be responsible for timing the extra time to be played from the sideline.



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- At the end of the game when scores are tied, there is a two (2) minute break during which time there may be substitutions and/or team changes.
- At the end of that two (2) minutes there are a further 2x7 minute halves played.
- At the end of the first 7 minutes there is a one (1) minute break and then the teams change ends. Substitutions and team changes are allowed.
- If at the end of the second 7 minutes the scores are still level, then play continues (without substitutions or team changes) until one team has a two (2) goal advantage.
- If an injury / blood rule occurs and time is required during the extra time where one team is to obtain a two (2) goal advantage, central timing is stopped, the player is to leave the court and cannot be replaced with another player. Positional changes can be made with the remaining players on court to ensure one of the remaining players is in the centre (C) position. The option to make positional changes is also to be extended to the on court oppositions captain.
- If the injured player is able to return to play after leaving the court and play has continued, then they are allowed to take part in the game in the position that is vacant. There are to be no positional changes.
- In the case of the blood rule, as long as the blood rule has been adhered to then the player may return to the court and take part in the game in the position that is vacant. There are to be no positional changes.
- During a match a minimum of five (5) players from a team must be on court at any one time one of whom must play as Centre. If the team does not have five (5) players then the umpire will award the match to the opposing team.

Trophies / Awards – Finals series

The **winners and runners** up of the Grand Finals will each receive a medal. A maximum of ten (10) medals will be presented. Any extra medals are to be purchased at the team's expense.

Darlene Robinson Memorial Trophy will be presented to the Premier League Development Player who has scored the most number of Best and Fairest points throughout the season.

Deanna Turner Medal will be presented to the best and fairest player of the Premier League grand final. Development players are also eligible to receive best and fairest player for Premier League.



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"ANNEXURE A"

MACKAY NETBALL 2025 Competition structure

1. PREMIER LEAGUE COMPETITION

- Each Club may enter one (1) team only into Premier League with a maximum of thirteen (13) registered players.
- Each team **must** nominate two (2) development players as part of their 13 registered players (here in after referred to as the "Nominated Development Players")

For the purposes of these Rules the criteria for a "Nominated Development Player" is:-

- Minimum age - 15 years as of 31 December in that year.
- Maximum age - 18 years as of 31 December in that year and player must be attending high school.
- Must be registered and play at least 3 games in the player's club's "highest" level team competing in either the junior **or** senior competition. (*ie. A nominated development player may choose to play in the 16 competitions only or the senior competition only or both the junior and senior competitions*). No additional registration or "second season" fees are payable by the Nominated development player to Mackay Netball.

Exclusions (ie. no longer eligible to be a classified as a "nominated development player")


- Any player who has been a nominated development player for 2 seasons (having played the required quarters in both seasons).
- Any player who has been selected to play in a Netball Queensland affiliated state team (including Sapphire Series). Shadow players/training partners are excluded from this rule unless they become a fulltime playing member for that team.
- Clubs with no underpinning teams **must draw** their development players from clubs that do not have a Premier League team. Should a club feel they do not have a player/s of a suitable standard in their own club, or they are unable to recruit a player from a club that does not field a premier league team, then a request must be made in writing to MNA for approval to recruit a player from a club that already fields a premier league team. Such requests must include details of efforts made to recruit development players from both their own club and clubs that do not field a premier league team.
- If recruiting from another club written notification from both clubs must be received by the Secretary prior to player registration.
- A Development player may only register with one (1) Premier League team per season and must be identified as a Development Player. Two (2) Development players must be identified as "Nominated Development Players".
- Minimum of 20 shared on court appearances must be played by the Nominated Development Players over the season (eg.1 development player can have 19 on court appearances and the 2nd development player can have 1 on court appearance). Failure to comply will result in the team being ineligible to participate in finals. **With the introduction of rolling subs, Development Players must play the full 15 minute quarter to meet the on-court requirement.**





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- Development players registered in MNA Fixtures are not required to pay MNA any additional fees for Premier League games.
- Additional development players may be utilised by Premier League teams. These additional development players do not have the requirement to make any on-court appearances. These development players must meet all other development player criteria.
- A maximum of twelve (12) players only are allowed on the bench on any game. Noting that only 10 **registered Premier League players** may be on the bench at any given time. The 12 players on the bench at the start of the game and noted on the team sheet must remain on the team bench for the duration of the game and no substitutions to the named players for the game are permitted. A breach of this rule will result in the match being a forfeit. Forfeit rules apply.

For clarity the following scenario is **not permitted**:

	11 registered premier league players on the bench + 1 development player
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For clarity the following scenarios are **permitted**:

	10 registered premier league players on the bench + 2 development players
	5 registered premier league players on the bench + 5 players registered in the senior competition + 2 development players (or any combination of senior and development players PROVIDED THAT there are 5 registered premier league players listed on the team sheet at all times which may include the 2 named development players) and NO MORE than 10 registered premier league players may participate in any game.

- Any Premier League team consisting primarily of developmental players must pay the required MNA fees to take part in the competition.
- A player registered in the Senior competition may substitute into Premier League a maximum of **THREE TIMES** per season before having to stay up in the higher competition.
- No Premier League Player may play in an MNA fixture game in a lower division during the current season.
- All teams must supply two (2) bench personnel as per the draw or a fine of \$100.00 per infringement will apply.
- The winning team in Premier League Grand final will receive \$750 prize money, Runner-up team, \$250. The winning Coach will receive \$200, Runner-up Coach \$100.



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2. SENIOR COMPETITION

- Division 1, 2, 3, 4 etc
 - Division 1 (or highest graded team per club) may nominate an unlimited number of development players throughout the season.
 - Development players must be turning 14 years old in the current calendar year and must be still at school.
 - The initial nominated development player must play a minimum of five (5) on court appearances during the fixture rounds. *(An on-court appearance is defined as a full 15-minute quarter)*. Failure to comply will result in the team being ineligible to participate in finals.

NOTE:

- 17 years (2008) and older is classed as a “senior” player only.
- 15 and 16 years (2009 and 2010) have the opportunity to either play on a Wednesday night or Friday night or both (taking into consideration school/work commitments).
- 14 years (2011) have the option to play a second season or sub-up into seniors, however, they **MUST** play in the junior competition **(for further information refer to Item 5 – PLAYING UP INTO A HIGHER GRADE/DIVISION)**

3. JUNIORS

- **15-16 Years (2009-2010)** – Divisions A & B
 - 15-16's have the option to play in juniors, seniors or both
 - Teams registered in the 16's competition must have a minimum of 4 registered 15/16 year old players per team.
- **13-14 Years (2011-2012)** – Divisions A, B, C, D
 - 14-year olds (2011) have the option to play a second season or sub-up into seniors, however they **MUST** play in the junior competition **(for further information refer to Items 5 and 6)**.
- **11-12 Years (2013-2014)** – Divisions A, B, C, D
 - Preferred – umpired by Club Badged Umpires

2025 FIXTURE TIMES – 16s and Social

FRIDAYS

6:00pm	16A 16B 16C (rotating draw)
7:30pm	16A 16B 16C (rotating draw) and Walking Netball
6:00pm	8-week social competition for players aged 15-18 years (rotating draw)

SATURDAYS

8:00am	12A, 12D, 14D
9:20am	GO A, 14B, 12C
10:40am	12B, 14A, 14C
12 noon	SET Round, GO B – 12 minute games



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*These time slots may change if necessitated by the number of courts required.

4. NET-SET-GO

NET Tier

"To introduce participants to a number of fundamental motor and netball skills in a netball environment. Participants experience fun and success by participating in age and developmentally appropriate activities and minor games that foster teamwork."

- 5-6 Years in playing year **(2019 – 2020)**
- NSG Registration
- Full Australian Net Set Go Program
- Association based weekly Net Set Go skill sessions and activities including mini games in accordance with NSG Program

SET Tier

"Refinement of fundamental motor skills and introduction to mini netball games."

- **7-8 years of age in playing season. Any exception to this age must be approved by the Board (2018-2017)**
 - Designed for players who have just completed the NET program.
 - **Ideal** for first and second year players
 - NSG Registration
 - Club based teams
 - Preferred Club Coach to hold a minimum of Development level accreditation
 - Size 4 netball
 - Club based weekly Net Set Go skill sessions incorporated into Club training sessions
 - Play on Saturday – games 4 x 12 minute quarters (*subject to change)
 - Full NSG Rules – participate in modified competition in accordance with NSG Rules
 - Games will focus on skills not competition incorporating rotation, scoring, centre pass recording. Scores not recorded.
 - Players are to play a minimum of 2 positions per game, with all 7 positions being played evenly across the season.
 - No finals games will be played
 - Games umpired by coaches

GO Tier

"Focus on specific skill development designed to help with the transition into junior competition."

The implementation of the new tier has been backed by research and is instrumental in Netball Australia's commitment to providing the best possible junior program.

Consumer research and market benchmarking suggests that having multiple tiers increases the longevity of a junior program for individual participants, as it creates greater variety in content and a stronger incentive to progress."

- **8-10 Year olds in current playing season (2017 – 2015)**
- Ideal for players who have previously participated in at least one year of SET Tier
- NSG Registration



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- Club based teams
- Preferred Club coach to hold a minimum Development level accreditation
- Size 4 Netball
- Club based weekly NetSetGo skill sessions incorporated into Club training sessions
- Play on Saturday –games 4 x 12 minute quarters (*subject to change)
- Full Netball Rules (ie. 3 seconds / no stepping / changeovers and out of play)
- Full hoop height
- Focus on skills not competition
- Preferred – umpired by own Club Badged Umpires (The umpire should not be the team coach so that children understand the different roles of a coach and umpire)
- Umpires to assist in the development of players where required at their discretion (ie. throw-ins, constant obstruction, contact etc) with the aim for less assistance being required as the season progresses
- Players are to play a minimum of 2 positions per game, with all 7 positions being played evenly across the season.
- Scores not recorded.
- No finals games will be played.



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5.PLAYING AN ADDITIONAL SEASON

Any player of the required standard may register for an additional season in a higher age division PROVIDED THAT:

- a) The player plays in their relevant age division each week.
- b) The player pays an additional season fee of \$80 and is registered as a second season through Netball Connect.

*****NOTE:** Should a player take the court for their second season team and fail to play at least one (1) full quarter for their first season team in any week (without 48 hours' notice given to Mackay Netball for its approval), this will be seen to be playing an "ineligible player" and will result in a fine and loss of game points to the second season team, as detailed in the *Fines, Infringements, Penalties and Goodwill Table*.

An exception to this rule may be granted in the case of a player sustaining an injury

***As the 16s competition is now played on a Friday night – for the purpose of this requirement – Round 1 of the 16s competition is deemed to be Round 2 – to ensure that the 14s competition round 1 is played before Round 1 of the 16s competition.

RATIONALE:

- To strengthen the age divisions – players are to play in their own age group FIRST.
- Player welfare must be considered.
- Playing a second season means that the Association has lost a new player to a team (ie. taken the place of a potential new player / parent / volunteer / sponsor) for the Association. This inhibits the growth of the Association.

6.SUBBING UP

a) JUNIOR

If a team is short - a player/s from a lower age division may sub-up twice (2) free of charge.

- If a player subs-up three times into a higher grade within the same age division (ie. 12B to 12A) then that player must remain in that higher grade.
- Second Season – Subs-up three (3) times (into any age division or grade) - **\$80.00**
- Second season players are eligible to sub up twice into a higher age division **and** higher grade to their first season team

Example:

Mary is in 14C. She plays a second season in 16C. Mary is eligible to sub two (2) times into 14B and 14A without penalty. Mary can also sub two (2) times into 16B and 16A without penalty.

THESE SAME RULES AND CHARGES APPLY IF A JUNIOR PLAYER SUBS-UP INTO THE SENIOR COMPETITION (bearing in mind that players must be turning 14 that calendar year to be able to sub-up into the senior competition).

- A junior player (14 years and older) is entitled to two "free subs" in the junior competition **and** two "free subs" into the senior competition before being charged a Second Season Fee.



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- There is to be **no subbing up** into the junior competition from any player participating in "NetSetGo without the approval of the **Operations Manager or Game Day Manager** first approved via the Subbing form sent to clubs at the start of the year.

To this extent, clubs must seek the approval of the **Operations Manager or Game Day Manager** by giving not less than 1 hour's written notice of the request in the format approved by the Competitions Committee.

If such approval is not obtained, this will be seen to be playing an "ineligible player" and will result in a fine and loss of game points as detailed in the *Fines, Infringements, Penalties and Goodwill Table*. Approval will only be granted in circumstances where a team can prove that they **will not** have 7 of their original team available to take the court. No player from the Net Set Go program shall be permitted to sub more than twice into the 12s competition.

- There is to be **no subbing at all** from the GO tier to the SET Tier. This will be seen to be playing an "ineligible player" and will result in a fine as detailed in the *Fines, Infringements, Penalties and Goodwill Table*. Players may sub between GO A and GO B, and similarly between SET A and SET B **only if required** with player welfare to be monitored by the Club.

- **A GRADE PLAYERS SUBBING IN FINALS**

A junior player who plays in A grade for their age division is not eligible to sub into the lowest grade in a higher age division for finals unless pre-approved by the Competitions Coordinator. Playing an A grade player has proven to be an untrue reflection of the season.

Example:

Mary plays in 12A. She is not eligible to sub into 14D for finals unless true cause is shown by the club to the Operations Team. Similarly, Amy plays in 14A. 16C is the lowest graded division in the 16's competition. Amy is not eligible to sub into 16C for finals unless true cause is shown by the club to the Operations Team.

b) SENIOR

To be consistent the same fees apply for seniors playing into a higher division: that is:

- May play up twice (2) free of charge and without penalty.
- Second Season - plays up three (3) times (into any division) - **\$80.00**

NOTE If a player subs up three times into the same division, then that player must remain in that division.

Example

Mary is in Div 5 – she subs-up into Div 4 two times and Div 3 once. It is the third "sub-up" that she is required to pay a second season fee. Mary can continue to play in her registered Div 5 team, one more time in Div 3, two times in Div 2 and two times in Div 1. As soon as Mary subs for a *third* time in either of the higher divisions she must remain in that division.

If Mary simply subs-up into the *same* higher division (Div 4, 3, 2 or 1) 3 times she automatically must remain in that division and does not pay the second season fee.



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If a Club has 2 or more teams in one Division – a player may only sub into 1 of the teams. For example: Netflix Netball Club has 2 teams in Division 3. A player from a lower grade or from the junior competition may only sub into 1 of the 2 division 3 teams.

2025 SENIOR FIXTURE TIME SLOTS

6:00pm	DIV 1, DIV 3, DIV 5	ROTATING DRAW
7:30pm	DIV 2, DIV 4, DIV 6	

UMPIRING OF PREMIER LEAGUE, SENIORS & JUNIOR FIXTURES

Mackay netball's Umpire Development Committee will allocate umpires to all fixture games

GENERAL RULES RELATING TO ALL UMPIRING

Umpires will only be permitted to umpire a **maximum** of 2 games in any competition. That is, an umpire will only be permitted to umpire 2 games on any Saturday or any Wednesday or any Friday.

Should an umpire be required to umpire a third game – then approval must first be sought and obtained from either the Umpire Development Coordinator or the Game Day Manager.

Unless approval is granted by the Umpire Development Coordinator or the Game Day Manager an umpire must not be allocated to a duty which involves that umpire's own club.

Date	Changes made
	Bylaw adopted
8.12.2020	Changes to competition structure
24.10.21	Changes to competition structure
22.11.22	Changes to competition structure
26.11.2023	Changes to competition structure
11.11.2024	Changes to competition structure
16.03.2025	Changes to competition structure



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BY LAW 8/ 2018 PLAYER REGISTRATION / CLEARANCES

Player Registration

All players must be registered through Netball Connect before taking part in any match.

NOTE: Failure to do this will result in the team playing an unregistered player and will therefore be disqualified. Fines apply.

All players up to the age of 18 must on request by the Secretary produce a Birth Certificate, Extract or Passport as proof of date of birth.

Late or New Player Registration

Clubs will have the right to play new members up to and including the 3rd last fixture match; such registrations to be finalised and paid prior to taking the court. Failure to comply with this ruling shall result in the forfeit of the match by the offending team to the opposing team.

Prior to taking the court, the player must be registered in the Netball Connect system. The Operations Team must be emailed and advised to add the new player to the team sheet.

Failure to comply with the above may result in your team playing an unregistered player, and risks losing competition points for playing an unregistered player.

Player Transferring Registration from one Club to Another

Player Transfers must be completed online in accordance with Netball Connect procedures.

Failure to comply with the above may result in your team playing an unregistered player, and risks losing competition points for playing an unregistered player.

Representative Players transferring from one Club to Another

Any player who participated in the Representative Program and who was selected as a "Monarch" must first notify their current club of the proposed Transfer.

Player Movement Log

Any representative player changing Clubs for the preceding season must email secretary@mackaynetball.com and advise the following PRIOR TO registering with the new Club:

Name
Netball Connect ID
Current Club registered to
New Club
Reason for Transfer

The Board has power in its discretion to refuse the representative player transfer, although approval will not be unreasonably withheld.



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The purpose of the **Player Movement Log and approval process** is to ensure transparency within the association's representative program and to identify any potential issues.

Player Clearances

Players are not allowed to register in more than one (1) club in any one season without consent and approval of the Board unless they are registered in a mixed team, and they pay one NQ Insurance and Affiliation for that fixture season.

In the event of a team, club or association disbanding, its members shall be at liberty to play with any other club with the consent of the Board.

A clearance in written form must be obtained to transfer from one club or association to another during a season, endorsed by the Secretary of the previous club or association. One (1) transfer will only be granted during any one season, unless in unforeseen circumstances when the Board may decide otherwise.

Team Registration

Senior and Junior Team Registration shall close on a date to be fixed by the Board each season.

Date	Changes made
	Bylaw adopted
24.10.21	Changes to player transfers
22.11.22	Changes to player transfers
26.11.2023	Changes made to reflect practices in line with Netball Connect



MACKAY NETBALL ASSOCIATION INC

BYLAW 9/ 2018 ETHICS (POACHING OF PLAYERS)

The Board of Mackay Netball is committed to ensuring honesty and integrity throughout the programs it delivers, and as such has adopted the following Bylaw.

All clubs affiliated with Mackay Netball are required to adopt and comply with Ethical Standards and Practices when dealing with transfers of registered MNA members from one Club to another. (Refer to Player Movement Log). Players/Coaches are regarded as being registered from the time the Club submits their team lists at the beginning of the season to the last Grand Final played ("Season").

No club member, coach or other official may approach any player or coach from another club to discuss transferring or offer inducements to transfer during the Season.

An MNA Representative Coach/Assistant Coach/Manager or Representative Official may only enter into discussions with players or officials to change clubs during the period from end of Season to the date when Expressions of Interests are submitted for Rep Officials (**Player Movement Window**).

Should an MNA Representative Coach/ Assistant Coach / Manager or Representative Official be approached by a player or parent during the Season – then the MNA Representative Official must send an email to the Secretary of Mackay Netball detailing the approach.

Definition:

Player Movement Log

A record kept by MNA Secretary detailing all player transfers from one season to another.

Player Movement Window

Period from last grand final played until Expressions of Interest for Rep teams is advertised.

The penalty for a club official or third party proven to have approached a registered player with a view to discussing transferring, or to offering inducements to transfer to or from another club outside of the Player Movement Window shall be as set out in Fines, Infringements, Penalties and Goodwill Table.

The penalty for a MNA Development Squad, Representative Coach/Assistant Coach/Manager or Representative Official proven to have approached a registered player with a view to discuss transferring, or to offering inducements to transfer to or from another club outside of the Player Movement Window shall be as set out in Fines, Infringements, Penalties and Goodwill Table.

Procedure

Alleged breaches of the above policy need to be in writing to the Board of Mackay Netball accompanied by signed witness statements and evidence. The matter will be investigated and referred to the Judiciary Committee.

Date	Changes made
	Bylaw adopted
22.11.22	Changes to By-Law



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BYLAW 10/ 2018 UMPIRE PROTOCOLS / UMPIRE DEVELOPMENT

The Board of Mackay Netball supports and values the contribution made by the Umpires and adopts this Bylaw.

The Umpire Coordinator and Umpire Committee have set roles and responsibilities in relation to the allocation of umpires to fixtures and finals and umpire development. The Umpire Development Committee will present to the Board their recommendations and pathways for ratification.

To affiliate with Mackay Netball, Clubs will also be required to provide:

- 1 member to sit on the Umpire Development Committee. Clubs are encouraged to provide an umpires coach (or coaches) or development support person (or persons)
- Nominate 2 umpires who the club wishes to be developed by the Umpire Development Committee

Umpire Infringements

Refer to Fines, Infringements, Penalties and Goodwill Table

Umpire Protocols

For health reasons all umpires must supply their own whistles.

All umpires are to report to the administration office to sign the umpire register 10 (ten) minutes before the scheduled start of the game and before reporting to the court.

If an umpire cannot carry out the allotted match duty it is the responsibility of the Game Day Manager to advise the reserve umpire for that round or call the Umpire Support team on duty to advise a suitable replacement.

Umpires are encouraged to wear umpiring whites or a white shirt over their Club uniform. If umpiring a team/s from your own club and you do not have whites, any colour other than club uniform **must be worn**.

If dissatisfaction is felt with the umpiring of the game the team manager or coach should approach their Umpiring Coordinator or MNA Umpiring Officials as soon as possible.

Only the umpires can call off a game – not the team coach, manager or spectator. All Extra Time is to be played as per the Extra Time Procedure.

Umpires are required to check before commencement of the game (off court), that each team member is correctly dressed, e.g.: uniform, jewelry, nails.

Umpires should check that the scorers understand their duties and are ready for play to begin. Scorers are to record any substitutions made.

Umpires must stop the game (e.g.: call 'time') for Blood Policy.

If a team is ready to play at the time set down and the umpire has not arrived, ONE person only from the playing teams should notify the Game Day Manager or Fixtures Office. The Game Day Manager will notify the



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reserve umpire. If a reserve umpire is not available, the Game Day Manager will call for the UDC representative to source an alternative umpire.

After the commencement of a game, substitution of umpires **IS NOT ALLOWED** except in the case of injury or illness.

With centrally timed games, the time will be added to the last quarter of the game. **A maximum of 2 minutes will be played at the end of the fourth quarter for any time taken** (except in the case of finals where all time lost shall be played).

Badging of Umpires

The badging of umpires and setting of panels for badging must be done through the Umpire Committee. Clubs are not permitted to organize their own badging of Umpires.

Date	Changes made
	Bylaw adopted
24.01.20	Changes made to bring policy up to date with current rules
26.10.21	Change to policy regarding UDC requirements
22.11.22	Changes to badging of umpires process
26.11.2023	Changes to injury time procedure in event of finals
16.03.2025	Updated to reflect the New UDC



MACKAY NETBALL ASSOCIATION INC

BY LAW 10/ 2018 CHILD PROTECTION/INSURANCE

CHILD PROTECTION POLICY

In compliance with the *Child Protection Policy*, Mackay Netball Association Inc. will require presentation of a CCYP (*Commission for Children & Young People*) Registration Card for all volunteers who are not the parent of a child under 18 years involved in the same activity as the child or a school teacher.

This Policy applies to the Board, Coordinators, Convenors, Committee members, Coaches, Managers, Umpires, and others undertaking duties for Mackay Netball.

It is the responsibility of individual Clubs/Schools to ensure compliance for their own appointed personnel. Forms are available from the Office.

Forms can be obtained from: <https://www.bluecard.qld.gov.au/applications/applications.html>

Details of all CCYP cards must be lodged with Mackay Netball upon Club affiliation and entered in Netball Connect.

SPORTS INTEGRITY AUSTRALIA

All coaches and club officials are encouraged to complete the Sports Integrity Australia online learning:

<https://learning.netball.com.au/login/index.php>

INSURANCE

Howden Group has been appointed as Netball's Insurance Brokers.

For further information about this Insurance Program, please visit: [Netball Australia \(howdengroup.com\)](https://www.netballaustralia.com.au/howdengroup.com)

Should you have any queries please do not hesitate to contact the Association Secretary at secretary@mackaynetball.com

Date	Changes made
	Bylaw adopted
16.03.2025	Updated link to Sports Integrity training module



MACKAY NETBALL ASSOCIATION INC

BY LAW 11/ 2018 VOLUNTEER RECOGNITION AWARDS

The Board of Mackay Netball acknowledges the vital role volunteers play in our Association. By celebrating the efforts of volunteers, we create opportunities to raise awareness about the contribution they have made and continue to make to netball in Mackay.

The Board at its discretion may nominate a member for an Award. If the Board exercises its discretion the Board shall first liaise with the member's club to ensure that the Club approves the nomination.

Any person who has been suspended from Mackay Netball during the current season is deemed to be ineligible to receive a Volunteer Recognition Award.

MACKAY NETBALL ASSOCIATION INC – MERIT AWARD

- Achievements must be made within the recognized boundaries of service to the Association.
- Inter-family nominations will not be accepted.
- Each club may nominate for consideration by the Board not more than one (1) person in each category per year.
- Not more than two (2) awards in any one area shall be conferred by the Association in any one year.
- Nominations shall be called for by the Secretary each year.
- The Board shall decide award recipient/s from nominations received, and recipient/s notified in time to enable presentation to be made at an Annual netball event determined by Board.
- Nominated Categories: Volunteer, Committee, Umpire, Coach, Junior, Senior and Representative Player

MACKAY NETBALL ASSOCIATION INC – SERVICE AWARD

- Must be a financial member of the Association.
- Give not less than ten (10) years' meritorious service to the Association.
- Continuous work for netball through Association/club level, incorporating interaction with the Association.
- Each Club must nominate for consideration by the Board not more than one (1) person per year.
- The number of awards conferred by the Association in any one year shall not be limited.
- A small plaque as an official acknowledgment of the Award to be presented at the Annual General Meeting.
- Nominations shall be called for by the Secretary each year.
- The Board shall decide Award recipient/s from the nominations received and recipients notified in time to enable attendance at the Annual Awards ceremony.
- The Association Award of Merit cannot be received after receiving the Association Service Award.

LIFE MEMBERSHIP

CRITERIA

The Board may consider the recommendation from the Management Committee of any affiliated club/team for any person who has given meritorious service to the Association for a period of not less than ten (10) years to be proposed for election as a Life Member in recognition of outstanding services rendered to the Association. Recommendations or Life Membership shall be called for by the Secretary each year.

Any such recommendations shall be submitted to the Secretary of the Association in writing not less than two (2) months before the Annual General Meeting. The Board shall, on approving such recommendations, present the nominee as a Life Member at the Annual General Meeting by a three-quarters majority of those



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present and entitled to vote. Life Members shall be exempt from payment of dues and levies and shall have the same privileges as other Full Members of the Association.

To be eligible to be nominated for Life Membership, a member must:

- Be a financial member of the Association,
- Give not less than ten (10) years meritorious service to the Association on any Committee/sub-Committee not necessarily the same Committee/sub-Committee each year.
- Continuously work for netball through interaction with the Association.
- Each Club may nominate for consideration by the Board not more than one (1) person per year to be voted upon for Life Membership at the next AGM.
- A life member badge as an official acknowledgment of the award to be presented at the Annual General Meeting.

JUNIOR VOLUNTEER OF THE YEAR (UNDER 18)

SENIOR VOLUNTEER OF THE YEAR

COACH OF THE YEAR

UMPIRE OF THE YEAR – Clubs to nominate

Criteria for Junior Volunteer, Senior Volunteer, Coach of the Year and Umpire of the Year.

Nominees must have made a significant contribution to netball at a club or association level through one or more of the following criteria:

- Going 'above and beyond'
- Generosity of time, resources and energy
- Making the needs of others a priority
- Making a difference in the local netball community

Process for Nomination

- Each Mackay Netball Affiliated Club may submit one (1) nomination in each category annually.
- Nominations must be lodged on the official nomination form.
- All details on the nomination form must be completed.
- Nominees must agree that information, images and photos received as part of the Volunteer Recognition Program may be used for promotional purposes and may appear on the MNA website and/or other promotional materials.
- Nominees must agree to be nominated and consent to these Conditions.
- Nominee and Nominator must NOT be the same person
- Inter-family nominations will not be accepted.
- Nominations must be received by 12 noon on the date prescribed by the board.
- Late (for any reason), incomplete or incorrect entries are not eligible and will not be considered.

Selection of Volunteer Awards

All nominees who meet the criteria will receive an award certificate.

- All winners will be announced, and award presented at the Annual Awards Night.
- Each Club may nominate for consideration by the Board not more than one (1) person in each category per year.
- Persons who are paid employees of Mackay Netball are ineligible for nomination.



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MNA PRESIDENT'S AWARD

Awarded by the Chair of Mackay Netball.

DARLENE ROBINSON AWARD

Darlene Robinson Memorial Trophy will be presented to the development player who has scored the greatest number of Best and Fairest points throughout the season.

Date	Changes made
	Bylaw adopted
24.1.2020	Board can nominate members for awards
22.11.22	Change to age of Junior Volunteer
16.03.2025	Updated



MACKAY NETBALL ASSOCIATION INC

BY LAW 12/ 2018 UNIFORMS

In accordance with the Mackay Netball Association Inc. Constitution, the Board of MNA have adopted the following By-law:

On first applying for membership, each club shall submit to the Secretary full written particulars (including a colour photograph) of its uniform together with a proposed colour, style and design, for approval by the Board.

Clubs and teams must notify the association in writing of any proposed changes to their uniform for approval by the association.

All players must wear their club nominated uniform including positional bibs and any sports brief or shorts when participating in the association's activities. Uniforms may consist of:

- (a) dresses;
- (b) shorts and singlets or t-shirts; or
- (c) a combination of both (a) and (b).

Any player may seek a variation to the uniform for medical, cultural, religious or other reasonable grounds and must submit a request to the association via their club, which may be granted or declined at the discretion of the Board.

Participants may (in winter) wear tracksuit pants or leggings where approved by the association. Pants or legging colour must be submitted to the association as part of the team or club uniform approval process.

Junior participants may (in summer) wear a sun safe clothing under their playing dress or shirt in a colour matching the Club's uniform.

No jewellery or body piercing may be worn when participating in the association's activities and players may be precluded from participating until such jewellery or body piercings are removed or covered (wedding ring only).

Finger nails must be short and smooth when participating in the association's activities. Players will not be able to take the court if this requirement is not met.

The Board reserves the right to prepare and submit to all members a direction setting out general standards of playing uniforms to be maintained by all registered teams and shall review and revise the same as required from time to time.

MACKAY NETBALL ASSOCIATION COLOURS:

The Association colours, Maroon and Sky Blue, are not available to be used by clubs or teams.

Clubs or teams wishing to change their uniform style or colour must apply to Mackay Netball in writing prior to ordering and advise:

- Coloured photo or copy of design / style.
- Bib colours and lettering colours.
- Second and third choices.

Clubs must allow 2-3 weeks for the Board to meet and discuss the change.



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The current colour combinations for Clubs are:

Club/ Date approved	Skirt/Shorts	Top	Dress	Briefs	Bibs
Brothers Netball Club 2014	Red/Navy	Navy, White/Red/Green Trim	Red, Navy, Green/White Trim	Black or printed design	White/Navy, Navy/White, Red/White
DAS Netball Club 2012	Red/Black	Red/Black	Red/Black	Black or printed design	Red
Galaxy Netball Club 2025			Purple/Teal/Black	Black or printed design	Aqua/Black
Magpies Netball Club 2025			Black / White	Black/White Plain Black	Red/White Red/Black Black/Pink Pink/White Yellow/Black
Moranbah Netball Association 2025			Red / White/Purple	Red, White or purple	Purple/White
Norths Netball Club 2025			Pink / Blue	Black	Pink, Blue, White
Saints Netball Club 2025			Royal Blue/Gold/White	Navy Royal or Black	Royal Blue, Gold, White
St Marys Netball Club 2025	ANZ Sky Blue & White Shorts – Navy Blue	ANZ Sky Blue & white	ANZ Sky Blue/White	Any	Navy/White Gold/White Pink/White Green/White
Storm Netball Club 2025			Navy/Pink/Teal/White	Black	Navy/White Navy/Pink
WAS Netball Club 2025	Juniors – pattern Red/Grey/White	Juniors – Red with white panels & sleeves	Pattern - Grey/White/Red/Silver	Black	Red / White
Wests Netball Club	Orange/Black/White	Orange/Black/White	Orange/Black/White		Black / Orange
Whitsunday Netball Club	Purple / yellow	Purple / yellow	Purple / yellow		



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Only players wearing their registered uniform will be allowed to take part in any MACKAY NETBALL matches – unless approved by the Board.

Clubs are given 3 weeks grace from the commencement of the season for their players to obtain the correct uniform. Any player who does not wear the uniform after this 3 week period will not be permitted to take the court. Clubs may request an extension in writing for the Boards consideration.

Uniforms acceptable to the Association are as approved from time to time by the Board with notification given to Member Clubs.

Clubs may identify a sponsor's logo on their playing uniform if the logo does not exceed 8cm² (or 64 cms total).

Clubs may identify manufacturer's logo on playing uniform if the logo does not exceed a total of 16cms.

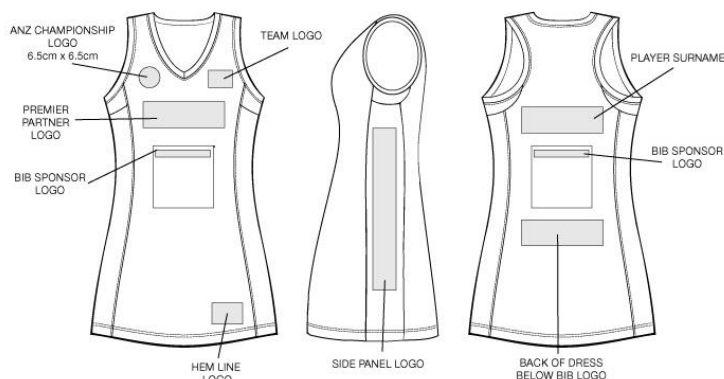
Sponsor's and manufacturer's logos may only appear once on any one garment. Both may appear on the one garment.

NOTE: 64cms is an overall surface measurement,
i.e.: 8cm x 8cm or 16cm x 4cm.

Clubs may seek sponsor identification on the playing uniforms and non-playing uniforms under the following Netball Queensland guidelines:

Playing dress (NOTE: THESE MEASUREMENTS ARE MADE FOR ADULT SIZE UNIFORMS SO PLEASE ALLOW RELATIVE MEASUREMENTS FOR JUNIOR CASES)

- o 1 x Left chest – 7cm wide x 6cm high maximum (42cm²)
- o 1 x Right chest – 7cm wide x 6cm high maximum (42cm²)
- o 2 x Bib (1 x front and 1 x back on top of the position) – 13cm wide x 3cm high maximum
- o 1 x Front hemline – 10cm wide x 6cm high maximum
- o 1 x Back below bib – 25cm wide x 7cm high maximum
- o 1 x clothing manufacturing brand – 4cm wide x 4cm high maximum (area may not exceed 16cm²)
- o 2 x side panels – 13cm wide x 45cm high



Date

Changes made



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	Bylaw adopted
24.10.21	Policy revised.
26.11.2023	Acceptable bummers table deleted



MACKAY NETBALL ASSOCIATION INC

BY LAW 14/ 2018 REPRESENTATIVE TEAMS

1. Purpose

Mackay Netball Incorporated (MNA) organise teams to compete in higher level netball competitions. This By-law sets out the policies and charter to be followed in the process of organising and managing representative netball for MNA in a fair and equitable manner to ensure that all netballers are given every opportunity to further their abilities to play netball at a level that suits their talents and abilities.

2. Philosophy

To provide player development via prepared programs and exposure to representative competition to selected squads/teams in 12 years to open age groups.

3. Definitions

- **“Independent selector”**: refers to a person who has no affiliation with Mackay Netball or an affiliated Club of Mackay Netball.
- **“Representative Committee”**: consists of the Development Board Member, the Chair of the Committee and general committee members.
- **“Representative Netball”**: all teams who compete at a higher level than club teams under the Mackay Netball Association Inc banner.
- **“Team Captains | Leadership Group”** – a leadership group of not more than 3 people will be appointed to each team in the manner determined by the coach.
- **“Team Selection Panel”** consists of a minimum of 3 persons consisting of the Coaches of the age division and 1 or 2 other coaches as determined by the Coach Development Committee, and where available an Independent Selector.

4. Team Officials Requirements and Qualifications

All team officials must be registered members of Mackay Netball Association Inc.

REQUIREMENT	COACHING ACCREDITATION	BLUE CARD	SPORTS INTEGRITY COURSE	FIRST AID STRAPPING COURSE	KNOWLEDGE OF MNA BYLAW 14
Head Coach	Minimum Development accreditation	Compulsory	Compulsory	Recommended	Compulsory
Assistant Coach	Minimum – working towards Development accreditation	Compulsory	Compulsory	Recommended	Compulsory
Manager	N/A	Compulsory	Compulsory	Recommended	Compulsory
Umpires	Minimum C Badge (SSA) Working towards C Badge (JSA)	Compulsory	Recommended	Recommended	Compulsory
First Aid Officers	N/A	Compulsory	Compulsory	Minimum First Aid certificate	Recommended



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5. APPOINTMENT OF OFFICIALS

To ensure opportunities are made available to all members of the association whether being coaching, managing, first aid or umpiring – an expression of interest must be called for by the Representative Committee prior to any appointments being made.

5.1 COACH | ASSISTANT COACH APPOINTMENTS

After the EOI closure date, Coaches and assistant coaches are to be appointed by the Coach Development Committee and must be ratified by the Board prior to announcement.

Coach appointments are to be based on the following criteria:

- Coaching accreditation
- Past experience with age group
- Suitability in terms of behaviours and ethics

Head Coaches will have the right to apply for the same age group for 2 consecutive years. A further term of 1 year **may** be approved by the Board, upon written application from the coach seeking a 3rd year. In no circumstances shall a coach have an age group for more than 3 consecutive years.

Head coaches shall be consulted regarding the appointment of their assistant coaches.

5.2 MANAGER APPOINTMENT

After the EOI closure date, Managers are to be appointed by the Representative Committee in consultation with the Coach Co-ordinator and Head Coach, and must be ratified by the Board prior to announcement.

Manager appointments are to be based on the following criteria:

- Suitability in terms of behaviours and ethics

5.3 UMPIRE APPOINTMENT

After the EOI closure date, Umpires are to be appointed by the Representative Committee in conjunction with the Umpire Development Coordinator appointed by MNA. Umpire appointments must first be ratified by the Board.

5.4 FIRST AIDE APPOINTMENT

After the EOI closure date, First Aiders are to be appointed by the Representative Committee and must be ratified by the Board prior to announcement.

First Aider appointments are to be based on the following criteria:

- Qualifications and skills
- Suitability in terms of behaviours and ethics

5.5 RIGHT TO REFUSE APPLICATION



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The Board reserves the right to refuse the appointment of a coach, assistant coach, manager, first aide officer or umpire based on the following:

- Matters of misconduct have been brought to the attention of the Board.
- The board deeming that a person is unsuitable to represent Mackay Netball.

The decision of the Board will be final and binding on all parties.

5.6 **CONFLICTS OF INTEREST**

It is a requirement that any person applying for an official's position must declare any conflicts that are in place either before the appointment, or throughout the course of the appointment.

Conflicts are deemed to include but are not limited to:

- Direct family member
- Club coach of the age division

5.6.1 If a member of the **Board, Representative Committee or Coach Development Committee** is applying for a coaching position, then he/she must abstain from all discussions regarding the appointment of coaches for that carnival (ie. JSA or SSA). In this instance the selection panel shall be appointed by the Board on the recommendations of the remaining members of the Representative and Development Committees.

5.7 **PROCESS TO APPLY FOR AN OFFICIAL POSITION**

5.7.1 All official positions must be advertised to the membership of the Association. Expressions of interest are to be called for.

5.7.2 Officials are required to apply via a nomination form to the Representative Committee prior to the cutoff date and time advertised, to be considered for the representative official's position. Coaches may be required to have an interview with members of the Coach Development Committee. The Umpire Development Committee Development Team will be consulted by the Representative Committee regarding all umpire appointments for representative teams.



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6. RESPONSIBILITIES OF OFFICIALS

REQUIREMENT	ATTEND ALL TRAININGS & MAINTAIN RECORDS OF ATTENDANCE, BEHAVIOURS	SUBMIT REPORT FEEDBACK AT END OF PROGRAM	PURCHASE A UNIFORM	COMPLETE NETBALL AUSTRALIAS SELECTORS COURSE
Head Coach	Compulsory	Compulsory	Compulsory	Compulsory
Assistant Coach	Recommended	Compulsory	Compulsory	N/A
Manager	Recommended	N/A	Compulsory	N/A
Umpires	N/A	N/A	Compulsory	N/A
First Aid Officers	N/A	Recommended	Compulsory	N/A
Selection Committee	Recommended	N/A	N/A	Compulsory

In accordance with the requirements of the MNA Board and the Representative Committee, the conduct of the day-to-day operation of each team shall be vested in the Coach and Manager who shall be responsible for the team 's activities at training and in competition.

Coaches must report immediately to the Development Board member any conflicts that arise.

7. PLAYER SELECTION PROCESS

- 7.1 A minimum of 2 trial dates will be held for Junior State Age teams. One of these trials may include a skills weekend / netball camp led by coaches of each age group. 1 trial may be held for Senior State Age teams.
- 7.2 A "rep carnival" or other event may be scheduled at the discretion of the Representative Committee.
- 7.3 The Representative Committee will maintain records of those athletes trialing. Members of the Representative Committee, Coach Development Committee or other person will be required to assist with the trials (putting players on court etc)
- 7.4 Players must be given an opportunity to trial in both nominated positions. Coaches may nominate the positions once players have completed all trials in their nominated positions.
Trial times to be between 7 – 10 minutes each round
- 7.5 At the conclusion of the trial process – the Team Selection Panel will discuss and finalise teams, and provide the list of teams for ratification by the Board. There will be no changes made to the team once team lists have been presented to the Board for ratification.
- 7.6 Training partners will be announced and will train with the B teams (in the event of only 1 team – training partners will train with the A team).

7.8 Feedback

Players who are not selected in a team may request feedback. All requests must be made in writing to the rep@mackaynetball.com. Feedback will then be given in writing after consultation with the Selectors.



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7.9 Role of training partners

- Training partners are to be included in all squad training in full capacity.
Training partner participation in carnivals will be at the discretion of the Head coach

8. PLAYER ELIGIBILITY

To be eligible to trial for an MNA representation team players must:

- Be a member of an affiliated Club;
- Regularly participate in fixture competitions conducted by the MNA; and,
- Nominate through the process set out by the Representative Committee; and pay any applicable fees.
- Be financial with Mackay Netball.

Exemptions to these requirements are:

- Players who are new to town;
- Players who have provided a medical exemption.

In which case the selectors will base their decisions on either video footage or past experience of the player's ability and playing history.

9. PLAYER COMMITMENT

Players must commit to the following:

- Attend all team trainings (unless sick or exceptional circumstances);
- Attend all trial dates (unless granted leave of absence by the Representative Committee).

Trainings will be scheduled by the Head Coach based on the following guidelines:

- 12 years – no more than 2 sessions per week (maximum 1.5 hours in duration per session). One session will be conditioning / fitness / knee program facilitated by Coaches.
- 13 & 14 years - no more than 2 sessions per week (maximum 2 hours in duration per session). One (1) session will be a strength & conditioning session which may be outsourced to a gym or personal trainer.
- 15 years and above - no more than 2 sessions per week (duration to be age appropriate as determined by Head Coach). One (1) session will be a strength & conditioning session which may be outsourced to a gym or personal trainer.

*Note: It is not mandatory for players to engage in strength & conditioning outside of the rep program provided by an out-outsourced provider (ie. Gym or S&C coach).

10. PLAYER WITHDRAWAL PROCESS



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Any player who withdraws from a representative team after being selected will be replaced.

The replacement procedure will be:

- Coaches of the age division will consult with the Selection Panel to agree on a suitable player to be:
 - Elevated from the B team to the A team; or
 - Elevated from a training partner to the B team.

The replacement player must be ratified by the Board prior to being named.

10.1 INJURED PLAYERS

Should a player be unable to participate in three consecutive trainings then a meeting between the injured player & parent, coach and Representative Coordinator **must** take place to formulate an action plan which may include the player being withdrawn from the team. The action plan must be provided to the Development Board Member.

All players must be cleared from injury three (3) weeks prior to the team travelling to the carnival

The Board of MNA at all times reserves the right to request a player to undertake a medical examination by a Doctor or physiotherapist.

The Board of MNA reserves the right to withdraw an injured player from a team in the following circumstances:

1. The player is unable to participate in trainings as outlined above; or
2. The player will be unable to complete 75% of planned training sessions prior to travelling; and
3. The player is unfit to train in the 3 weeks prior to the team travelling.

The decision to withdraw a player must be supported by medical evidence (doctor or physiotherapist).

11. COURT TIME AT CARNIVALS

Unless in extraordinary circumstances (such as injury or sickness) players are to receive the following minimum court time:

12s - 50%

13s - 50%

All other age groups – fair and equitable court time but not less than 33%.

Coaches will consider the following factors when allocating court time:

- Player commitment
- Player welfare
- A “team first” mindset.

12. COST & TRAVEL ARRANGEMENTS TO STATE TITLES



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The Board will, upon recommendation from the Representative Committee, determine the mode and means and travel and accommodation on a yearly basis. Such arrangements will be communicated to parents and officials as soon as possible after determination.

Parents shall be entitled to a breakdown of the costs associated with the team.

13. OFFICIALS REMUNERATION

Any remuneration or honorarium to officials shall be determined by the Board from time to time.

14. REPRESENTATIVE TEAMS ATTENDING CARNIVALS

Attending carnivals is at the discretion of the head coach of the team.

If the head coach elects to take his/her team to a carnival the following procedure must be followed:

1. The head coach must contact the club coaches of the players and advise the date of the carnival he/she wishes to attend at least 3 weeks prior to the carnival. The approach may be in person but must be confirmed by email. The operations manager operations@mackaynetball.com and the competitions committee competitions@mackaynetball.com must be copied into the email.

15. CODES OF CONDUCT AND PLAYER AGREEMENTS

All players and officials will be required to sign Codes of Conduct and must abide by these Codes of Conduct at all times or may face being stood down from the representative program.

16. PLAYER RELEASE POLICY

Players may request a release from MNA to trial for another association. A written request for a release must be sent to the Representative Coordinator and submitted to the Board for approval. Only 2 players per age group/ team will be granted a release in accordance with the Netball Queensland competition manual. Should an association require more than the allowed 2 players per age group/ team, the association must make a written request to the Representative Coordinator setting out the reasons for the request, and such request will be presented to the Board for approval.

Record of changes to ByLaw

Date	Changes made Bylaw adopted
24.01.2020	Coaching consecutive years – changed to 3 years.
26.10.2021	Changes to policy
22.11.22	Changes to policy
26.11.2023	Changes to Policy and inclusion of Player Release condition
25.02.2025	Changes to Policy Training partners & Player release policy



MACKAY NETBALL ASSOCIATION INC

BY LAW 14.1 NQ PATHWAY COMPETITIONS

1. Purpose

Netball Queensland are the hosts of the Queensland State Titles and Ruby North competitions, which are the current recognized pathway competitions for selection into Queensland State squads and Ruby and/or Sapphire teams in SEQ. Mackay Netball Incorporated (MNA) organise teams to compete in these pathway competitions. This By- law sets out the policies and charter to be followed in the process of organising and managing pathway netball for MNA.

2. Definitions

"Club" means a club affiliated with MNA.

"Coach Agreement" means a document setting out specific obligations that the Coaching Staff must abide by.

"Coaching Staff" means the head coach, assistant coach and manager of the Team.

"Competition Manual" means the manual provided by Netball Queensland prior to each of the RN and QST competitions setting out operational matters and regulations for the respective competitions.

"Independent Selector" means a person who has no affiliation with MNA or an affiliated club of MNA.

"Invited Athlete" means an athlete identified by one or more of the Coaching Staff and/or Pathways Committee as having the skill level required to compete in the RN competition, and may at times include an athlete outside of the Region.

"Medical Officer" means a medical expert appointed by MNA and the Pathways Committee to consult on and oversee injury management and general wellbeing of the Players.

"MNA" means Mackay Netball Association.

"Pathways Committee" means a working committee formed from members of the public within the Region to oversee the operations of the QST and RN programs.

"Pathways Committee Panel" means a panel made up of a minimum of 3 members of the Pathways Committee.

"Player" means an Athlete selected in the Team.

"Player Agreement" means a document setting out specific player obligations that the Athlete must abide by.

"QST" means the Queensland State Titles Competition hosted by Netball Queensland.

"Region" means the Mackay, Moranbah, Sarina, Whitsundays and Bowen local areas.

"RN" means the Ruby North Competition formed under the Hart Premier Netball League, and comprises of 4 cluster weekends held in Mackay, Rockhampton, Townsville and Cairns.



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“**S & C Coach**” means a qualified person of business appointed by MNA and the Pathways Committee to carry out fitness testing, produce and conduct the Team strength and conditioning program, and record results and loading of the Players.

“**Selection Panel**” means the appointed Head Coach and Independent Selectors sourced by the Pathways Committee.

“**Team**” means the Mackay Monarchs team selected to play in either the RN or QST competitions, including training partners or squad members.

3. Team Officials Requirements and Qualifications

All team officials must be registered members of Mackay Netball Association Inc.

REQUIREMENT	COACHING ACCREDITATION	BLUE CARD	SPORTS INTEGRITY COURSE	FIRST AID STRAPPING COURSE	KNOWLEDGE OF MNA BYLAW 16
Head Coach	Minimum Intermediate working towards Advanced preferred	Compulsory	Compulsory	Recommended	Compulsory
Assistant Coach	Intermediate	Compulsory	Compulsory	Recommended	Compulsory
Manager	N/A	Compulsory	Compulsory	Recommended	Compulsory

4. Appointment of Officials

4.1 Process to Apply for an Official Position

- 4.1.1 All official positions must be advertised to the Region. Expressions of interest are to be called for.
- 4.1.2 Officials are required to apply via a nomination form to the Pathways Committee prior to the cutoff date and time advertised, to be considered for a pathway official's position. Late nominations will not be accepted.
- 4.1.3 Officials appointments will be ratified by MNA prior to announcement.

4.2 Coach Appointment

- 4.2.1 Applicants for the Head Coach and Assistant Coach positions will be required to have an interview with panel of 2 or more Independent Selectors, and may include Netball Queensland representatives sourced by the Pathways Committee.
- 4.2.2 The panel of selectors will notify MNA of the successful applicant/s within 3 days of conducting the interviews.

4.3 Manager Appointment

- 4.3.1 The Manager will be appointed by the Pathways Committee Panel in consultation with the Head Coach.



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- 4.3.2 Applicants may be required to attend an interview with the Pathways Committee Panel.
- 4.3.3 Any members of the Pathways Committee with a conflict of interest will be barred from participating in the process.

4.4 Right to Refuse Appointment

- 4.4.1 Should any official be found to have breached MNA's Code of Conduct, MNA reserves the right to refuse an official's appointment.

4.6 Conflicts of Interest

- 4.6.1 It is a requirement that any person applying for an official's position must declare any conflicts that are in place either before the appointment, or throughout the course of the appointment.
- 4.6.2 If a member of the Pathways Committee is applying for a coaching position, then he/she must abstain from all discussions regarding the appointment of coaches. In this instance the selection panel shall be appointed by MNA on the recommendations of the remaining members of the Pathways Committee.

4.7 Responsibilities of Officials

- 4.7.1 The conduct of the day-to-day operation of the Team shall be vested in the Head Coach and Manager who shall be responsible for the Team's activities at training and in competition.
- 4.7.2 The Head Coach will be responsible for providing progress reports to the Pathways Committee as set out in the Coach Agreement.

5. Player Selection Process

- 5.1 Athletes will be required to register to trial and pay the registration fee by the cut off date.
- 5.2 Upon registration all Athletes are required to nominate their 2 preferred playing positions. Each Athlete will trial in each of their nominated positions. The Selection Panel may trial athletes outside of their nominated positions.
- 5.2 Should the registered Athletes be considered not be of standard, the Selection Panel reserves the right to hold a second trial with Invited Athletes in order to fill required positions within the Team.

6. Player Eligibility

- 6.1 To be eligible to trial for RN and QST Athletes must be a registered player with Netball Queensland.
- 6.2 In addition to 6.1 above, Athletes trialing for QST must be a registered player within the Region.

7. Player Commitment

- 7.1 Upon selection in the Team, all Athletes will be required to sign a Player Agreement.



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- 7.2 Failure to abide by the terms and conditions of the Player Agreement could result in termination and Athlete's withdrawal from the Team.

8. Injured Players

- 8.1 Athletes will familiarize themselves with the injury protocols outlined in the Player Agreement.
- 8.2 Injury and Athlete workload will be monitored by the Medical Officer and S & C Coach.
- 8.3 The Medical Officer will ultimately determine the Athlete's return to play requirements. This may include exclusions from all club or other sporting activities.

9. Court Time

- 9.1 The Coaching Staff will adhere to court time requirements as set out in the relevant Competition Manual

10. Cost & Travel Arrangements

- 10.1 MNA will, upon recommendation from the Pathways Committee, determine the mode and means and travel and accommodation on a yearly basis.
- 10.2 Arrangements will be communicated to Athletes and Coaching Staff via the Team Manager once confirmed.
- 10.3 Financial obligations are as set out in the Player Agreement. The Pathways Committee will endeavor to obtain Team sponsorship. The Athlete's financial contribution will be dependent upon the amount of sponsorship or fundraising that is obtained.

11. Officials Remuneration

- 11.1 Any remuneration or honorarium to officials shall be determined by MNA.

Record of changes to ByLaw

Date	Changes made
	Bylaw adopted
16.03.2025	By law 14.1 included as a new Bylaw



MACKAY NETBALL ASSOCIATION INC

BY LAW 15/ 2020

FEE SUBSIDY ASSOCIATED WITH VOLUNTEERS OBTAINING ACCREDITATIONS

In accordance with the Mackay Netball Association Inc Constitution the following By Law is adopted by the Board of Mackay Netball.

The Board of Mackay Netball acknowledges the important contribution made by volunteers and the necessity to support and encourage volunteers to upskill and gain formal high-level accreditations.

The Board has agreed to assist:

Coaches in meeting the costs of

- Upskilling Coaching Accreditation

Umpires in meeting the costs of

- Obtaining a B badge or higher Accreditation

Scorers and Timers in meeting the costs of

- Obtaining National level accreditation

to a maximum amount of \$1,000.00.

The sum of \$1,000.00 will be paid upon production of tax invoices or by way of reimbursement upon proof of payment.

Mackay Netball will assist with meeting the following expense:

- Course Enrolment Fees
- Accommodation costs
- Travel Costs

In return for the financial subsidy the coach, umpire or scorer undertakes to “give back” to Mackay Netball by way of either:

- Providing coaching clinics.
- Coaching a representative team.
- Provide umpire coaching clinics.
- Umpiring at State Age or other carnivals on behalf of the Association.

The number of hours required to be “given back” shall be calculated by dividing the amount of financial subsidy by 50. *(That is a \$1,000 subsidy will equate to 20 hours. A \$300 subsidy will equate to 6 hours).*

Any coach or umpire wishing to apply for the financial subsidy will be required to email the Association prior to enrolling in any course to seek approval. Once approved, the coach or umpire will be required to acknowledge in writing the terms of the approval for fee assistance.

Record of changes to Bylaw

Date	Changes made
	Bylaw adopted
26.11.2023	Updated to reflect coach “upskilling”