



STATE TEAM POLICY

Club Name: West Coast Gymnasts
Address: 1 /69 Truganina Road
CITY: MALAGA Postcode: 6090

Written by: Marie Greene
Position held: Operations Manager

Created: 16 June 2022
Next review: 01 February 2026

Ratified by Committee April 2024

LIST OF CHANGES TO POLICY

Year of Review	Changes Made	Reviewed By
2022	Policy created	Committee
2024	Policy Reviewed	Added in Addendum I Edited headings and changed formatting

Purpose

The purpose of this policy is to ensure that fair and supportive decisions are made when the Club receives requests from its members (athletes, coaches or judges) to receive funding for the purpose of being on a Gymnastics WA State Team or required for coaching/judging purposes at State Team Training or State Squad Training.

Scope

This policy covers West Coast Gymnasts' coaches, judges and athletes who have elected to participate at a State Team/State Squad Training session or have been selected to represent Western Australia as part of a WA State Team. The events this policy covers is:

- Australian Championships
- Border Challenge
- State Squad Training
- State Team Training
- Other events deemed to fall under the category of "State Team" that may be implemented by Gymnastics WA

Background

Coaches, judges and athletes have the opportunity to represent the State at Australian Championships and Border Challenge each year and must nominate themselves to be considered for a position on the team. Nominees are not representing West Coast Gymnasts as such, they are representing Western Australia therefore attend for the State, not on behalf of the club.

The club does not receive any recognition for the appointment of its coaches or judges outside of the state – however when the GWA State Team list is published, nominees who are successful, do have their club's name listed.

The club does not get involved in this process and athletes, coaches and judges are not pressured nor expected to nominate; it is purely their own decision once they are eligible.

To be eligible, coaches and judges must hold the minimum accreditation required to be selected, and athletes must have gained the qualification score to be considered, as well as finish in the top positions as determined by the GWA Selection Committee. Coaches and judges must also hold a valid and current Working with Children Check card.

To be considered for a state team position, nominees must submit to Gymnastics WA a completed Team Nomination Form and have read, understood and agreed to all the relevant Policies and Procedures governing the State Team.

Nominees must also attend all training sessions and meetings as required, acknowledge that they are physically and mentally capable of performing the tasks expected and agree to undertake the roles and responsibilities for which they have nominated.

Acknowledgement

The club recognises and acknowledges that coaches and judges often spend years and years working on their professional development and only achieve their potential to represent the state once they attain a certain level of accreditation.

It also recognises that athletes, often training from a very young age, have spent years in the club training to reach this particular goal, and families have spent thousands of dollars each year to support their child/ren in attaining these goals.

Positions Available on the State Team

The following positions are available on the WA State Team:

- Head of Delegation / Assistant Head of Delegation (Australian Championships only)
- Team Manager
- Team Assistant
- Medical Staff – incl. Physiotherapists, Doctors (Australian Championships only)
- Head Coach
- Team Coach
- Assistant Coach
- Personal Coach
- Judge
- Athlete

The exact composition / positions available on the team for each tour is at the discretion of each Gymsport Selection Committee and will be dependent on athlete numbers and the overall team structure.

Guiding Policies

West Coast Gymnasts will ensure that this policy is also supportive of Gymnastics WA's State Team Procedure, which is readily available on the Gymnastics WA website.

Coach Specific Information

Coaches Wages

If a permanent part-time or full-time staff member is absent from their usual paid work schedule due to State Team Training, or travelling as a representative of WA, then that staff member will be permitted to either:

- a) Take paid Annual Leave
- b) Take 50% Annual Leave and 50% Unpaid Leave
- c) Take Leave Without Pay
- d) Use their Time Off In Lieu, if applicable

If a staff member is employed under a casual contract, then that staff member will be permitted to take Leave Without Pay. No wages will be paid during their absences.

Funding

The club recognises that it takes years of dedication to their athletes to be able to attain such a prestigious opportunity in representing Western Australia.

West Coast Gymnasts pledges, upon application, as a goodwill gesture and as a thank you for their dedication, a capped remuneration to cover partial costs to travel, purchase uniforms, attend State Team Training or other required events which may be necessary as part of a State Team Member. See Addendum I for more information.

It is important to note that Addendum I can be amended by the Committee at any point without having to ratify the entire Policy.

Athlete Specific Information

WCG Fees Whilst Part of State Team

Where an athlete is absent from normal scheduled training sessions due to State Team Training or attendance at a State Team event, the athlete will still be required to pay their monthly fees to West Coast Gymnasts, as the club may still be required to employ a coach to attend regular squad sessions.

Addendum I

The following funding amounts will apply to coaches/judges and will be decided by the Committee each year:

- Head of Delegation up to \$100.00
- Team Manager up to \$100.00
- Team Assistant up to \$300.00
- Head Coach up to \$300.00
- Team Coach up to \$300.00
- Assistant/Personal Coach up to \$500.00
- Judge up to \$300.00

West Coast Gymnasts will pay, via electronic bank deposit, the determined amount to successful applicants upon receipt of a "Funding Request Form" provided it is submitted to the Committee at least 4-6 weeks prior to the funding being required.

A coach/judge can only be paid ONCE per calendar year and cannot request funding for more than one position per year.

Funding is to be paid 1-2 weeks after the Committee's decision has been made.

Should an applicant receive funding, and then fail to fulfil any roles as listed above for the allocated year, then the applicant will be required to reimburse the Club the full amount within 4 weeks of payment.

State Team Levy Charges

For the club to efficiently ensure that there is funding available for its coaches and judges to attend State Team events, training and competitions, a levy will be implemented.

Regardless of whether an athlete attains selection on to a State Team, or State Squad, an **additional \$15.00 (inclusive of GST) levy** will be loaded into all Senior Competitions, per athlete.

This includes, but is not limited to:

- Qualifications,
- Formal Control Tests,
- WA Gymnastics Championships.

The amount will be determined by Management prior to each competition being open for enrolment.

The monies from this levy will be used as "kitty" for payment towards state team coaches and judges and any monies left over will be carried forward to the following calendar year.

Should an athlete withdraw from a competition once they've been entered, this portion of the levy will not be refundable.