

Responses to Questions

Received at the Annual General Meeting and March Council Meeting

Questions received on the Finance Report presented in the Annual General Meeting Papers

Question received from Doug MacColl – Hills District NA:

A question was asked at the previous council meeting what budget was being assigned to the new membership categories. The response was that none had been assigned but it would be considered during the budget process. As a follow up what fee income has been included for the new membership categories in the 2021 budget? What is being done to secure this?

Netball NSW Response

The final 2021 budget did not include any fee income for the new membership categories.

Follow up question received from Doug MacColl – Hills District NA

We have therefore created new categories as part of the constitution change but do not have any targets. The last part of the question was what was being done to achieve these. Can you provide some clarity on this so we know what we can do to help? FYI - It would have been great on the answer to the new membership categories to have got some further information about working on, for examples, benefits of being part of the NNSW extended family so the point is positive.

Follow-up Netball NSW Response

The original question was referring to what was being done to secure the budgeted fee income, and none is budgeted, hence the initial response.

On the secondary matter of further information on the new membership categories, the benefits for the new members also need to be considered in the context of who these members will be serving (ie the players). For example, if a new member (in one of the new membership categories) wants to run NetSetGo, how will those players be charged? If the new member wants to run a twilight competition outside of the standard Association structure, how will those players be charged? These items are still under consideration and development.

Question received from Doug MacColl – Hills District NA:

Come Play Netball Campaign: Thank you for taking the initiative on this campaign. Is it possible to provide further information on the costs and outcome? In particular how many net new potential players registered and were passed to clubs to follow up?

Netball NSW Response

The Board approved a total of \$210,000 for the Come & Play Netball campaign which included the creation of all creative content and collateral plus the placement of the six weeks of advertising via

radio, social and outdoor. In the end this amount also allowed for six vehicles driven by Regional Managers to be wrapped in Come & Play Netball branding (which exhausted the full funding amount).

The call to action for the campaign was to visit the Netball NSW website and over 16,500 people have clicked on 'Find Your Nearest Club' from the homepage, to then be directed to a club.

Follow up question received from Doug MacColl – Hills District NA

The budgeted registration numbers are 107K. This was confirmed at the Council meeting and is an increase of circa 9K registrations on 2020.

The 107K is the lowest number since 2012 which is the earliest record in the Annual report. We are therefore expecting that NNSW will go backwards by 4% compared to almost 10 years ago.

We dropped 16,425 registrations from 2019 to 2020. As noted in the answer to 2.2 many associations did not run Senior competitions, so this meant that senior registrations were down.

Given the fact we dropped 16,425 and expect to get back seniors then we can expect a significant number of the additional 9K of registrations taking us to 107K for 2021 to be seniors returning.

Therefore the 16,500 click throughs we got must be converting at a very low ratio. If we say that 20% of the click throughs convert this is 3,300 new registrations at a cost of \$64 per new registration.

Is this analysis right?

What was the target for this campaign in terms of

- click throughs to "find your nearest club"
- new registrations
- recognition / recall

The reason I ask is that I have seen a few others sports setting targets for growth and I am very keen to ensure that we, as associations, are able to help.

Follow-up Netball NSW Response

Growth and retention of our community members and participants remains a key strategic priority shared by our Clubs, Associations and Netball NSW – and Netball Australia at the national level as shown by the recent *State of the Game Review* report. In terms of headline historical membership comparisons, 2019 was our second successive year where Netball NSW broke our overall membership record above 115,000 registered members. That was an encouraging trend for the initiatives we had been focusing on in respect of membership growth despite the increasingly competitive market netball operates in. Clearly the impacts of Covid-19 during 2020 on our membership numbers were difficult to predict, as well as how it the pandemic (and cancellation or changes to the community sport season) would affect retention or new players playing netball for 2021 and beyond. That was the primary driver of the Come & Play Netball advertising campaign to give further support to Clubs and Associations to minimise any loss of new or returning members following 2020.

Given the unprecedented events of 2020 it is impossible to accurately predict what the retention rate might have been from 2020 to 2021 (compared to a normal year), nor whether those people who withdrew and requested a refund would automatically return in 2021. At the time of setting the

budget (November) it was also impossible to predict the impact COVID-19 may have on the 2021 season – which was shown by the outbreak at Christmas time which resulted in restrictions returning.

Amidst all that uncertainty, the budget number assumed a strong return to netball in 2021 (somewhat optimistic that the season would not be drastically affected by COVID-19) aided by a media campaign to draw attention to the game being back and ‘open for business.’ The budget remained conservative in not forecasting a return to record registration levels, but may still have been somewhat aggressive aiming for a number of 107,795 – which is only 6.3% below the highest ever recorded – while a level of the unknown remained.

This Come & Play campaign only ended in recent weeks and Netball NSW is now working through the data analysis of how that campaign was received and what pull through it had for our Clubs and Associations. As you would appreciate our high membership registration period for 2021 is also in the process of being completed. NNSW will report further to Council in that regard in due course as well as to seek feedback from our Associations on how their ability to leverage the paid advertising campaign locally assisted them for season 2021.

Question received from Doug MacColl – Hills District NA:

Registrations: The report notes that we are tracking for 107,795 (\$7.13M) registrations which is down on the 115, 101 by 7,306 players or 6.3% down on 2019 pre covid.

I have tried to understand the risk in this number by reconciling the 2019 affiliation and capitation and net set go fees of \$7.24M (ave payment \$62.9) and \$6.4M in 2020 (ave payment \$65.2) to the \$7.13M expected in 2021 at an average of \$66.1.

Has there been any change in the mix with less summer registrations and more winter when in previous years the summer has been growing and winter declining?

Netball NSW Response

The change in the average payment per player is not driven so much by a change in the mix of summer or winter registrations, instead there are two distinct reasons for the changes in the question.

From 2019 to 2020 there was a fee increase, therefore the average payment per player went up in line with the fee increase.

In 2021 there was no fee increase, as Netball NSW held all fees at 2020 level for all registration types and competitions. The slight increase in average is because 2020 ultimately had a higher proportion of junior members than senior, given senior competitions were more affected than junior competitions (with many Associations not running seniors due to COVID-19). That meant proportionately more players paid the junior fee than usual, reducing the average per player compared to the 2021 budget (which assumes a return to a more normal distribution).

Question received from Doug MacColl – Hills District NA:

Association Initiatives: A total projected spend of \$245K is planned for 2021. This is on top of the \$277K in 2020 (is this the hardship fund?)

Is it possible to get further understanding on the 2021 funds are for so we can plan around how we also help NNSW in this if it relates to an activity?

Netball NSW Response

Yes, the 2020 amount is primarily the hardship fund.

Of the \$245,000 allocated in 2021, \$200,000 is for the Come & Play Netball campaign (the remaining \$10,000 – see answer to 2.1 above - came out of the 2020 amount).

The remaining \$45,000 is devoted to additional resources for the roll-out of the PlayHQ platform, to enable the appropriate level of training and support for Associations.

Questions received on the Netball NSW Annual Report presented in the Annual General Meeting Papers

Question received from Doug MacColl – Hills District NA:

Association Numbers: The infographic lists 113 associations. How does this reconcile to Pages 37 and 38 which lists 116 associations of which:

- 1 is NNSW
- 4 have no members in 2019 or 2020
- 5 have no members in 2020

Is the number actually 96?

Netball NSW Response

Netball NSW is listed in the Association list as the Netball NSW Life Members are registered directly with Netball NSW.

Two other Associations did not renew their affiliation in 2020 being Broken Hill and Wellington. They are still listed due to comparison for previous years but have been removed for 2021.

Associations can still be affiliated with Netball NSW without registering players especially in 2020 when a number of competitions did not run.

Follow up question received from Doug MacColl – Hills District NA

Does this mean that the number of Associations is those who paid for the season?

How many Associations do we have?

Is it 116 less 4 = 112 and the 5 associations with no members in 2020 (Bermangui, Bingara, Bourke, Coolamon comets, Kyogle) are all still members? Thanks

Netball NSW Response

Yes, the number of Associations we have is dictated by the number who pay Affiliation fees. There are Associations who paid affiliation in 2020, but did not have any members (ie. the five mentioned above). In 2020 there were 113 financial Associations. This is the list of 116 Associations shown on

pages 36 and 37 of the Annual Report, less Netball NSW (which is shown only to capture Life Members) as well as Broken Hill and Wellington who should have been removed from the list.

Question received from Doug MacColl – Hills District NA:

Membership: 2019 is listed in the 2020 report as 5,534 but in 2019 it was listed as 5,028. Given that volunteers have been highlighted as an area for focus which is the right number?

Senior players for 2019 are listed as 29,574 in the 2020 report but in 2019 they were listed as 29,931 which is the same as in the table at the bottom of page 37. The difference is 357 players which at fees of \$90 is circa \$32K.

There are similar discrepancies in other columns. The bottom total does not add up but it does indicate that there may be movements between categories. Given each registration could potentially represent a different fee and there are differences what are the right numbers and can we get assurance over the completeness of the income?

Netball NSW Response

The reason for the difference is non players who registered originally as non-players but then went on to register as either a senior player or a senior summer player later in the year – which we call a ‘conversion’.

We have looked at how the 2019 number was not correct in the 2020 report. The number prior to conversions being subtracted from non-players and added to senior and senior summer was used as the total, this will be corrected for 2021.

In 2019 there were 357 conversions - players who registered as a senior player after registering as a non-player - and 149 who later registered as a senior summer player. For a total of 506. These players in the finance report get billed as a non-player and then the difference gets charged.

We have not included the conversion column in the annual report but are happy to share for absolute clarity.

Follow up question received from Doug MacColl – Hills District NA

Thank you but was more interested in consistency between the numbers so I could do trend analysis.

Netball NSW Response

For comparative and trend analysis purposes, the number of non-players registered in 2019 was 5,028 (which is the 5,534 shown in the Annual Report minus the 506 ‘conversions’ mentioned in the answer above). The number of non-players in 2021 was 5,091 – so an increase on the previous year.

Questions received on the Netball NSW Annual Accounts presented in the Annual General Meeting Papers

Question received from Doug MacColl – Hills District NA:

Insurance: Insurance expense has increased by nearly 17%. What has driven this increase given the activity was down and player numbers are down and perhaps we could be seeking a reduction due to lower levels of activity?

Netball NSW Response

The following are the drivers for the increase; \$25k increase in workers comp premiums. Approx. \$90k: increase in Personal Accident Insurance. A lot of this is aggregate paid on legacy claims from 2019, this is very hard to predict and there was some expense in 2020 relating to 2019 which was not captured. 2020 also contains a \$150K accrual for delayed claims, which is a conservative position.

Question received from Doug MacColl – Hills District NA:

Bad debt and Impairments: This is also referenced in note 11, page 48. This has increased from \$47K to \$225K and is driven by an increase of \$109K in other receivables. What has changed since last year for the other receivables and why is now fully provided for?

Netball NSW Response

We have fully impaired a BBX holding in 2021, which has resulted in an additional impairment charge of \$109k this year. The market for BBX is uncertain and we have taken a conservative approach relating to our ability to extract value from this offering.

Question received from Doug MacColl – Hills District NA:

Provision for hardship cases: I share many people's views on this positive step and we all commend NSNW for implementing this and would like to understand more about how it will operate?

Netball NSW Response

Yes, that is correct, discussions continue and Netball NSW are committed to ongoing discussions with Associations as we all work together to come out of this pandemic in a financially sustainable position.

Question received from Doug MacColl – Hills District NA:

Gain on disposal of assets: I'm trying to understand where this gain of \$9.8K has come from. In the note 13 on page 49 the table says we disposed of \$187.7K and wrote off \$17.5K and removed depreciation assigned to those assets of \$187.7K. I cannot see any gain but it may be my misunderstanding of the numbers.

Netball NSW Response

This gain relates to the purchase of a vehicle. Purchase price for this was \$27.2K, against the book carrying value \$17.5K.

Question received from Doug MacColl – Hills District NA:

Acquisition of PPE (see also note f page 42 - Sinking Fund): Sinking fund contributed \$76K towards asset purchases in 2020. This reduced it from \$225K to \$148K. No additional payments were made to the sinking fund in the year.

A review was held of the sinking fund in 2019 and in previous meetings there has been communication of the need for contributions to this fund.

Please can you clarify what work was done and why no further additions were made to it given the strong performance and surplus in the year would have allowed potentially further payments into the fund?

Netball NSW Response

SOPA has approved to spend \$78K sinking fund on some Capital maintenance due in 2020, such as full fire extinguisher replacement, emergency lighting and louvre upgrades, cladding report etc.

Netball NSW have also agreed with SOPA that no further contribution is required into the fund until 2022. This is in line with the revised and approved Asset Management Plan.

Question received from Doug MacColl – Hills District NA:

Directors Fees: There are no director fees in 2020 – can you please confirm this is because the Directors decided not to take any fees during the Covid year by way of supporting NNSW?

Netball NSW Response

Yes – Yes that is correct

Question received from Doug Mac Coll – Hills District NA:

Wages and Salaries: I have compared the % of the superannuation contributions in 2019 and 2020 as a % of Wages and Salaries and they are consistent.

When I compare the payroll tax as a % of Wages and Salaries there is a large discrepancy between 2019 (5.31%) and 2020 (3.9%).

This suggests that either 2020 accounts were underprovided or that there were payments made which were not subject to tax.

Can you please explain the difference and what special payments outside of normal salary, if any, were made?

Netball NSW Response

The reason for this is two-fold:

- 1) \$79k: has been saved in payroll take in 2020 due to government relief packages. NSW State offered a 25% reduction in payroll tax rates as well as an increase in the threshold from 900k to 1.2m.
- 2) \$18k: of Payroll tax is not payable on the 330k of Job Keeper top up payments going through S&W line.

Normalizing the 2020 numbers for these events would allow for a meaningful comparison to 2019.

Question received from Doug MacColl – Hills District NA:

Key Management personal compensation: Additional payments of \$290K were made in 2020 above 2019. This represents an increase of 21% or an additional \$2.95 per registration.

If this is excluded from total Wages and Salaries the non key management pay went backwards by circa 9%.

Can you please explain why Key Management Pay went up by 21% and if this relates to any special payments as noted in the question above?

Netball NSW Response

An executive restructure took place in 2019, and 2 exec positions were vacant in the last quarter of 2019.

The executive team also increased in size by one in 2020. This explains the key variance in cost as well as contractual entitlements relating to outgoing individuals.

Follow up question received from Doug Mac Coll – Hills District NA

If there were 2 vacancies in last quarter (being 2 x -0.25 FTE = 0.5 FTE) and 1 increase (+ 1 FTE) this means that we have a net 0.5 FTE increase. The extra cost seems high for this small increase.

I note the point about “contractual payments” and the wide meaning of this. Where I have seen before coupled with a car purchase this normally indicates a mutual arrangement for an Exec who is leaving and has additional payments due to them due to contractual requirements under a notice period and / or redundancy. Therefore, was a contractual payment made outside the normal monthly salary?

Follow-up Netball NSW Response

It is not appropriate that Netball NSW would comment on any individual staff arrangements but we refer you to our earlier response further noting there were a number of staff variances during 2020 due to Covid-related work arrangements.

Question received from Doug MacColl – Hills District NA:

Other assurance services: Other assurance services have increased by \$7K. This normally relates to special one-off advice. This could have been related to preparing submissions for the Job Keeper funding. Can you please confirm what this is for?

Netball NSW Response

KPMG advice received per below

- KPMG Tax advice on job keeper 2.0 and 3.0 eligibility (\$8k)
- Tax advice for hub allowance tax treatment (\$3k)
- Offset against this was a \$3k saving on FBT costs. This work was previously outsourced but is now done in house

Question received from Doug MacColl – Hills District NA:

Equipment: Equipment worth \$147K was disposed of during 2020. Is it possible to please provide some information on what this was?

Netball NSW Response

This was the result of an asset review conducted in October 2020. A number of fully depreciated obsolete items were disposed of including servers and laptops.

Question received from Doug MacColl – Hills District NA:

Motor Vehicles: In 2019 the net book value of cars was \$95K. In 2020 cars worth \$56K (\$39 disposal+\$17K write-off) were disposed of. This means we potentially disposed of a car at a loss of \$17K? We then spent \$266K on buying new cars.

Can you please provide further information on this to help us understand?

I also note that on page 86 of the council papers that we are showing (Bank Loans (cars, gym, café fit out) so does this means we have also taken a loan out on the new cars we purchased or is the loan on other items?

Netball NSW Response

10 cars were purchased in 2020 (7 cars were on loan and 3 cars were on cash). Changes to Salary Cap allowed for teams to provide up to 3 per team. (6 in total for Swifts and Giants) Other vehicles were replacements.

A car loan has been taken for 7 cars purchased which was done during a time of high uncertainty surrounding free cash availability.

Given Netball NSW have some cash reserve we are evaluating this and looking to pay off these loans early if free cash flow allows to save interest.

Question received from Doug MacColl – Hills District NA:

Trade payables: This has increased by 227% to \$876K. whilst we have cash to cover this it would be good to understand what has driven the large increase.

Netball NSW Response

There are 2 main reasons for this:

- \$213k: Due to cash constraints and uncertainty through 2020, Netball NSW took advantage of deferring some BAS payments to the ATO at Nil interest. This is exceptional to 2020, and as at 31 Dec 2020, \$213k of this deferral remained outstanding (this has now all been repaid)
- \$462k: A new game wide Sponsorship partnership was brokered between NNSW and Woolworths, however there were delays in its finalization. Income from Woolworths is distributed to Mos and NA as they are all included in the deal.

As a result of the delay, the first instalment payment from Woolworths was been delayed (Included in trade debtors as well), which has meant the holding of an increased payables amount at the end of 2020 to MO's and NA who had all invoiced for the 1st instalment.

Questions received in the Council Meeting

Question received from Kathy Rembisz – Shoalhaven District NA (Via Zoom chat):

Board positions: Why is the casual vacancy not filled by the person who had the next highest vote today?

Netball NSW Response

The Netball NSW Constitution sets out how a casual vacancy must be filled in clause 14.6, as follows:

Any casual vacancy occurring in the office of Director during a Director's term of office will be filled by an appointment of a Director made by the Directors. The term of office in this instance will be up until the next Annual General Meeting when an election will take place either to fill the remaining term of office or for a new term of office.

As shown above, the casual vacancy must be filled by an appointment made by the Directors. When this appointment is made it will be for the period until the 2022 Annual General Meeting, where the position will be subject to an election for a new full three year term.

Questions and related comments received from various Associations regarding Premier League and SSN Academies:

Baulkham Hills:

- The question is regarding the High Performance pathway at Netball NSW. Premier League was sold to Associations as the premier competition and an underpinning pathway for our athletes into SSN. This is no longer the case. There is now another level on the pathway in the Academies that impacts on Premier League. When did the premise of Premier League change and what is Premier League's value now? Questions are taken on notice and Darren Simpson advised he will provide and circulate a detailed response. He noted the premise of Premier League has not changed. Previously there was the NSWIS program (which no longer exists) and changes to ANL being replaced by Australian National Championships which will be played at the conclusion of the SSN season. The vast majority of the Academy athletes will now be able to play in Premier League rather than playing in an ANL team.
- There is a gap between Premier League and SSN, the Academy program is designed to fill that gap.

Baulkham Hills:

- ANL was 2 teams. We now have 6 training partners with each of the Swifts and Giants, plus 22 Academy selectees which is almost 60 players compared to 24 players. ANC is now at the end of the SSN season, it is appreciated they are trying to promote a culture but the Premier League teams are also trying to create a culture and are supposed to be playing for a premiership. When did netball become an individual sport and not a team sport, and that seems to be what the promotion is in regards to the Academy vs the Premier League teams.
- Also a question around finances in regard to Academies. We pay a lot of money to Netball NSW to have Premier League teams. We are now usurped by another pathway that essentially costs money. So how are we financing the academies. Questions are taken on notice and a detailed response will be provided.

Manly:

- Research shows 15-22 year-olds are coming out of sport. Over the 5 years of Premier League, how many players are still playing in the 23's beyond the age of 17?
- Also, with the extension of teams in the Premier League, how many of those teams have players beyond the age of 17.
- How many players in the Open Division over 5 years have allowed pathways for the 15 to 23's to come through into the Open Division. If it means just expanding the competition by having more licenses that's not an effective competition.
- I would like to see data and evaluation of a competition that has run for the past 5 years. From an Association perspective Premier League is a license that has to be paid each year and we need to see if we're getting bang for our buck.

Sutherland:

- From a perspective of the Academies, I see the value in the Academies given NSWIS no longer exists. As a franchise holder (Sutherland Stingrays) we lose players to that. The amount of on-court training within their team structure at Stingrays is exceptionally limited. So we are in our pre-season and going into a competition that starts shortly, we have a number of players who are permitted to play but not permitted to train due to Academy playing commitments. It is the not permitted to train factor that causes franchises the most concern. There needs to be a balancing act from a franchise perspective. We get feedback from one Academy. We see how much the player is affected in particular from one academy but not much from the other. There is no continuity of information from the Academy teams. From a franchise perspective the lack of attendance makes it difficult to build a team, it is concerning that the Premier League players can't train together.

Netball NSW Response

The questions above are generally all related to the higher end of the Netball NSW pathway – being Premier League and SSN Academies. The common theme throughout most of the questions is one of Academy operations and player availability, particularly at Premier League level.

Premier League is the highest level of competition netball available within NSW. Any higher ranked competitions include teams from other states in Australia (ie Super Netball, Australian Netball League, Australian Netball Championships, National Championships).

Netball NSW is committed to delivering athlete centred performance programs and competition programs that provide talented athletes the opportunity to excel. It is our vision that one day the NSW Swift's and GIANTS Netball will both have full rosters of NSW athletes and both teams will be at the top of the SSN ladder.

For this vision to be achieved the highest level of competition program - Premier League - and the highest level of Performance program - QBE Swift's Academy and GIANTS Netball Academy - must communicate regularly and keep the athlete's best interest at the centre of every decision.

From Regional Academies to Emerging Talent to NSWIS (previously) and now SSN Academies, performance programs that focus on the individualised, long term and holistic development of an athlete are a vital part of enabling athletes to realise their full potential.

The Swifts and Giants Academies offer athletes a stepping stone to the daily training environment of the SSN with support including individualised technical and tactical programs, AMS daily load monitoring, regular testing, individualised strength & conditioning, athlete wellbeing education, performance analysis, medical support and regional athlete support.

Previously NSWIS ran a netball program which catered for the needs of nationally identified athletes, making it another level on the pathway. The NSWIS program is no longer operating and accordingly Netball NSW has an obligation to Netball Australia to provide a training environment for those athletes – of which NSW has 22 in 2021. The SSN Academies were created in part to meet the requirement to cater for the needs of the nationally identified athletes, and accordingly funding is provided by Netball Australia to the Academies to carry this out. Additional funding comes from corporate partnerships.

The Swifts and Giants Academy programs provide the infrastructure to support nationally identified athletes to fulfill the requirements of the Netball Australia framework and the programs are closely aligned to the Netball Australia Centre of Excellence program and the Netball Australia National Institute Network group. It is imperative that nationally identified NSW athletes have the same individualised opportunities as their counterparts around the country as they strive for National selection.

Netball NSW recognises that not all athletes develop at the same rate and the SSN Academy programs have shown strong vision in selecting additional athletes into their programs that demonstrate the long-term potential to progress in performance programs. The former NSWIS program did not cater for athletes older than 19 so the ability to continue to cater for later developers in Academies is seen as a positive step.

It is encouraging to watch the results in NSW of increasing number of home-grown athletes being contracted in the Swift's and Giants and increasing confidence of coaches to select NSW athletes as training partners. Furthermore, the Academies provide another step on the pathway for NSW coaches and support staff.

Both Academies view the Premier League competition as a crucial element of player development. It provides the critical weekly match-play opportunity to all athletes. Similarly, the Academies understand the need for players to be part of their Premier League team and therefore look to structure weekly commitments to enable players to train with Premier League clubs at least once a week, wherever possible. Issues of load management, injury or state team commitments can also combine to restrict availability at times, however the underlying goal is to have all Academy athletes training at least once with their Premier League club and playing on Wednesday nights.

The Academies also aim to keep communication as regular and transparent as possible, however it is noted that some people commenting on this issue believe it can improve. This has been raised with both Academies since the Council meeting who have reiterated their commitment to communication and also encouraged any Premier League coach to be in direct contact with Academy coaches as and when necessary. It is coach-to-coach contact which can often provide the quickest and clearest explanation around a player's progress or availability.

The questions regarding statistical analysis are noted. Data has been collected throughout the history of the Premier League which will enable the information requested to be collated and analysed, however there has not been adequate time for this to take place since the Council meeting. Upcoming consultation (outlined below) will include access to the statistical data requested.

Netball NSW will engage with all relevant stakeholders over the course of the next 12-18 months to examine Premier League in detail. This consultation will include Licencees, Associations, Coaches, Administrators, Players, Umpires and SSN clubs. The aim will be to ensure that the Premier League continues to be the pinnacle of competition netball in NSW and that it maintains a healthy relationship with all levels of the athlete development pathway.