



# FROM THE BALCONY

The latest news and happenings from Squash NZ

April 2011

Find out how you can support our Christchurch Squash Clubs on page 2!!

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## Squash NZ Invests \$150,000 into District Projects

Two new initiatives this year will see a \$150,000 investment into the 11 squash districts, to deliver local projects that are aligned to national strategies.

Squash NZ (SNZ) has returned a portion of affiliation fees collected to the Districts, but this year has changed the processes for this funding. Two funds were made available - one for coach development and the other for club development - and all projects had to align to the national coaching and club development strategies.

### CLUB DEVELOPMENT INVESTMENTS

SNZ has just confirmed District Development Investments to the value of \$100,000 to Districts, starting 1 April 2011. The projects will have a big impact on our squash community in a variety of ways.

Many clubs will benefit from direct funding to implement the Squash IT (SIT) online booking system whilst many Districts will soon be running courses to educate clubs and members about the SIT system. The system offers great member management options for clubs but many clubs are unaware of this.

*"We are providing clubs with the tools they need to function independently, but with help on hand if they require it."*

*Squash Waikato*

Many districts are offering resources and support to clubs through programmes such as rules and refereeing roadshows (Southland), development of club marketing tools (Auckland), ClubMark (Canterbury), and Governance workshops

(Wellington).

Three Districts will see the establishment of part-time Squash Development Officer roles, with the opportunity to expand those roles to full-time if other funding is obtained.

Projects that aim to increase junior memberships in clubs also featured in the funding, whilst other Districts focussed on club facility maintenance planning.

Squash Canterbury will be developing a strategy for quake-damaged clubs...

*"Research has shown that sport is an important part of bringing communities together during a time of natural disaster in the recovery and rebuilding stages"*

Squash NZ will be monitoring all funded projects through quarterly reporting and by providing support and guidance throughout the duration of the projects.

### COACH DEVELOPMENT INVESTMENTS

The Coach Development grants will be confirming \$50,000 to Districts through letters this week.

The funding will assist Districts to recruit, support, develop and retain coaches through a variety of projects. The major emphasis of the fund is on the development of coaches through the support of project based CoachForce roles. These coaches will be facilitating the delivery of the Squash NZ Coach Development Framework along with the provision of assistance for club coaches to develop junior and senior club and school squash programmes that are linked to each other.



### Upcoming Events

- 1-3 Apr: Midlands/Otago/Central Otago Triangular; Whangarei Junior 1-day; Henderson Memorial B; Waikato Doubles; Kapiti Open; Mt Maunganui B; Taneatua B; Ashhurst-Pohangina B
- 3 Apr: Royal Oak Womens 1-day; Waikato Junior 1-day
- 7-9 Apr: Edgecumbe B
- 8-10 Apr: Auckland/Waikato/BOP Junior triangular; Wellsford Open; Kumeu B; Papakura Masters; Ruakura B; Te Kuiti B; Te Puke Junior C-J Grade; Hastings Open; Tararua B; Masterton Open; Wainuiomata Masters & Doubles; Khandallah D; Motueka D; Squashways Pre-season Open; Ashburton Open

April 2011						
M	Tu	W	Th	Fri	Sa	Su
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

- 14-16 Apr: Lakes High B
- 15-17 Apr: Auckland Open; Te Aroha Open; Mangakahia Juniors; Marist B; Putaruru B; SquashGym PN Open; Island Bay Open; Waimea Open; Northern B; Alexandra Jnr; Tapanui Open
- 17-25 Apr: Australian Junior Series
- 21-24 Apr: Te Puke Open
- 22-24 Apr: Waipu Open; Hawkes Bay SRC Easter; Manurewa Easter B; Wanganui Open; Okato B; Hokitika Open; Clutha Open; Makarewa Juniors
- 29 Apr - 1 May: NZ Junior Open; Auckland Squash Centre Open; Red Beach B; Hamilton Old Boys B; Paeroa B; Geyser City Open; Waipukurau Open; Inglewood B; Taihape B; Mitchell Park B; Christchurch Football Open; Southland Doubles

## Squash NZ Appeals to YOU to RALLY FOR CHRISTCHURCH

Squash NZ and the Canterbury Squash Foundation are leading a national campaign to raise funds for badly damaged squash clubs in the February earthquake in Christchurch.

We are asking all clubs to host a fundraising event to contribute to the fund and to let Squash NZ know the details of that fundraising. We can all help individually, but together we can show our Cantabrian squash colleagues that in times of need, squashies stick together.

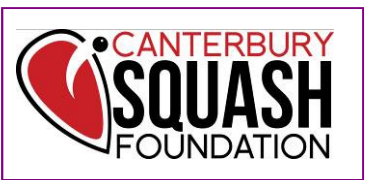
### How can your club help?

Paul Wright (Remeura Rackets Club) has provided an excellent suggestion for the format of a fun night which can be held at Club Night or run over a weekend.

- 1 x top club player per court (eg. 6 courts = 6 players)
- Each top player plays 5 people who are seeded on ability
- Each match scored PAR 11 and play best of three
- Each match is worth \$33
- The challenger will pay \$33 minus any points they win. Eg. 11/4 11/5

11/6 - the Challenger pays \$18 and the club (or sponsor) pays \$15

However, we understand that this is a busy time for clubs and that you may not want to organise yet another tournament / event. Therefore Squash NZ welcomes any fundraising effort that can contribute to the clubs of Christchurch. Alternatively your club can make a direct monetary donation into this account:



Account name: New Zealand Squash Inc.  
Account number: 03-0155-0304279-001

### What do you do next?

Once your club has decided how you will be participating in **RALLY FOR CHRISTCHURCH**, please phone (09) 815 0970 or email [squashnz@squashnz.co.nz](mailto:squashnz@squashnz.co.nz) to register your fundraising efforts. Squash NZ will provide further information and a poster template upon registration.

100% of all proceeds will go directly to rebuild the effected Christchurch squash clubs. In the coming weeks, we will gain a better picture of the work that will be required to help get the clubs back up and running and participating once more in our game.

The South Island Open will go ahead as scheduled over the Queen's Birthday weekend at Linwood. Another club will assist with overflow courts but this is to be confirmed. The club are excited about hosting this event in Christchurch and working together to deliver a high-class tournament.

## Squash Canterbury Seeks Administration Officer

Squash Canterbury is seeking a part-time administrator to join the staff. This exciting role will be for 20 hours per week and include a wide variety of tasks including Inter-club management, representative team coordination, event management, facility management and other administration.

For more information about this role, please visit the Squash Canterbury website at [www.squashcanterbury.co.nz](http://www.squashcanterbury.co.nz) or contact the Operations Manager Piet van Hasselt on 03 341 5438 or 027 5337348.





## The Voice at the Top

In the aftermath of the earthquake in Christchurch the squash clubs affected by the disaster are beginning to realise the full extent of the damage they have suffered and the impact it will have on their futures. It is going to be a long and expensive process to fully restore these facilities and it will have a significant effect on squash in Christchurch for some time.

Squash NZ and the Canterbury Squash Foundation have been working on an appeal to help raise funds for the affected clubs in Christchurch. This newsletter contains details on how clubs can contribute to this fund and I would encourage every club in the country to get behind the appeal to support Canterbury.

As mentioned in the last newsletter SNZ has recently advertised for a High Performance Coach. From the list of applicants three well qualified candidates were shortlisted and initial interviews are now underway.

There will be two new faces

in the office shortly. Sharon Sissing started as Business Administrator on 11 April whilst Brett Dennis begins as Squash Director on 26 April.

At the recent SNZ Board meeting a decision was made to postpone the NZ Open for 2011. There were a number of factors in this decision but the Board signalled clearly their intent to pursue hosting the event in 2012 and shortly expressions of interest will be sought for this & other national events next year.

The Board has recognised the unfinished nature of the T2020 project and they agreed at the meeting to complete the work that was started two years ago. Progress has been made in many areas but the affiliation and structural reviews are incomplete and need to be resurrected. Greg McKeown has agreed to chair a task force that will reinvigorate these projects so that we reach an agreed outcome by the 2011 AGM in November. More information will be circulated in

the near future and we encourage your input

It was great to see Kashif Shuja win the Swiss Open after a long period off the podium. Kashif has struggled with injury over the last 12 months and this is a welcome return to form.

The World Junior Girl's Championship has been moved from Egypt to the USA in July and the girls squad is training hard in preparation for the event. The World Men's Teams event will be held in Germany in August and it will be an opportunity for some of our emerging players to push for a spot in this team.

Sadly since our last newsletter Lois Smith passed away. Many in squash will have fond memories of Lois as the Director of Junior Squash in NZ and the director of the World junior Championships in Hamilton in 1989. Lois made a great contribution to squash at all levels and her friendly nature will be sadly missed.

*Monthly column from Squash NZ  
Chief Executive Jim O'Grady*

## Squash NZ listens and reacts!

In 2008, Squash NZ completed a Stakeholder Survey with its Districts and clubs. The survey provided us with plenty of insight into what the squash community wanted and over the last two years, we have been working hard to implement changes.

## You said...

*"High Performance is your only focus with 50% of your staff focussed on this area."*

## We did...

The Squash NZ office has been restructured. The new staff structure is

- Chief Executive
- Club Development Director
- Squash Director
- Coaching Director (Part-time)
- High Performance Coach
- Business Support Officer

## Squash NZ Welcomes Sharon Sissing Aboard

With the restructure in the national office nearly finished, Squash NZ would like to introduce our new Business Administrator Sharon Sissing, who started in the office on Monday 11 April.

Sharon comes from a strong administrative background

with knowledge across many systems. Sharon will be trained on our Squash IT system and will become the main contact for support of SIT.

Sharon will also be updating the Squash NZ website, providing administrative

support to all SNZ programmes, overseeing the financial accounts and coordinating the AGM and other SNZ meetings.

Sharon is originally from South Africa and is a keen netball player who also enjoys fitness and dancing.



**"You don't know what you don't know"**

**14 NEW TRAINERS READY FOR ACTION!**

14 Coach Facilitators completed training in March. These new Trainers can now deliver "Get Started", "Small Nix" 2 and 2a and "How To Coach" modules.

Look out for a workshop in your District soon!

**WHEN COACHING CHILDREN, REMEMBER...**

I am a young person, not a small adult ...  
sometimes I don't understand what you are saying!

I love playing squash ...  
so please can we play, instead of talking all the time?

Don't put me down when I ask a question, however silly it is ...  
your answer might help me to learn!

Don't expect me to produce what we practice in a match straight away...

I may not be ready to do that just yet!

**Coaching Roadshow and National Coaching Workshops**

The 'How to Coach' National Roadshow has been underway over the past month with fantastic turnouts in Whangarei, Hamilton, Napier, Gisborne, Wellington, Palmerston North, Oamaru, Dunedin and Invercargill.

The workshops focused on 5 key topics

- What is Coaching?
- Coaching Styles
- Questioning
- Preferred Learning Styles
- Teaching Games for Understanding

The feedback from the module has been excellent with all participants being challenged and introduced to some new coaching ideas and thoughts.

The last two are in Auckland on 10 April and in Tauranga on 18 April.

The North Island Coaching Workshop was held on Saturday 2nd April at the National Squash Centre in Auckland. The response was tremendous with registrations filling early on!

Topics included

- Fun squash activities (5-8 years)
- Teenage characteristics
- Coaching in between games
- Player assessment detection and correction
- Technical assessment detection and correction
- Coping and refocusing strategies for players
- Coaches exchange

The South Island Workshop due for Christchurch is currently on hold but will take place later this year.



**Understanding the Athlete (Small Nix 5-8yrs)**

One of the key aspects of coaching is understanding that children go through many different stages of development in their sporting life physically, socially, emotionally and cognitively.

One of the biggest mistakes that we can make as a coach is to focus on coaching squash rather than coaching children. We have to meet the needs of the young players to get the best from them allowing them to develop into well rounded ath-

letes of the future.

In the first instance coaches need to understand the physical and mental characteristics of young people. By developing an awareness and knowledge of how children see things in their world coaches can provide a coaching environment where young children can experience success and develop a life long love of squash.

*"Coaching Programmes and competitions for children should be like their shoes - they should fit perfectly and feel comfortable"*



## 2012 National Championships at Showcase Court

In 2011, the NZ Secondary Schools Squash Champs will be hosted by Henderson Squash Club (Auckland) on Fri 12 - Sun 14 August.

However, planning is already underway for the 2012 NZ Secondary Schools Squash National Champi-

onships. The organising committee are working with the Tauranga Squash Club, who are building a brand new facility in conjunction with Tauranga Boys High School, to host the 2012 event. With a brand new court, the event will be an exciting one.



Opening July 2011

## National Secondary Schools Sport Coordinator Contacts

### Northland

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### Sport Auckland

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### Harbour Sport: Renate Smith

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Sport Tasman: Gary Alsop  
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Sport Wairarapa  
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### Midlands

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www.schoolsportaoraki.co.nz

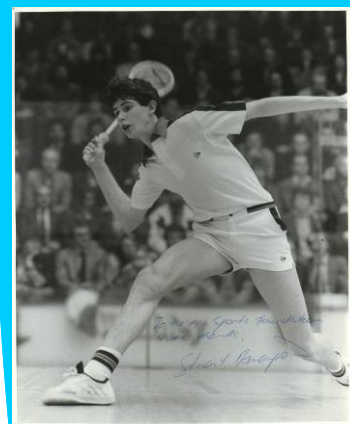
### Otago

Otago Sec. Schools Sports Assoc.  
Des Smith  
021 736 116 / 03 470 1337  
des@osssa.org.nz  
www.osssa.org.nz

### Southland

Southland Sec. Schools Sport  
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info@southlandschoolsport.org.nz  
www.southlandschoolsport.org.nz

*If you have any secondary school related stories that you would like to include in this newsletter, please email Geoff Ellis on [geji.ellis@xtra.co.nz](mailto:geji.ellis@xtra.co.nz)*



1980s champion Stuart Davenport recently came out to support Canterbury by participating in a demonstration night for the Christchurch High School Open, playing old rivalry and Shirley Boys High School Old Boy Rod Hayes. It was great to see Stu supporting his old high school and to see he's still got it!

## How are our Kiwis ranked?

### Current Kiwi Top 100 World Rankings...

- 14** Joelle King
- 15** Jaclyn Hawkes
- 41** Kylie Lindsay
- 78** Amanda Cranston
- 100** Amanda Landers-Murphy
  
- 52** Martin Knight
- 57** Campbell Grayson
- 74** Kashif Shuja

## Where are our Kiwis playing?

**Cayman Islands Open**  
**5th-9th April 2011**  
 Jaclyn and Joelle

**Irish Open**  
**Dublin, Ireland**  
**13th-16th April 2011**  
 Jaclyn, Kylie, Campbell and Kashif

**Texas Open**  
**Dallas, USA**  
**14th 17th April 2011**  
 Joelle

Best of Luck to all of you!  
 If anyone wants to check up on how they are going, visit [www.squashsite.co.uk](http://www.squashsite.co.uk) (Top Right—Current Events)

## HP Happenings - A Whole Lot of Writing...

*...that is definitely worth reading!*

Well, it has been a while since we've written about HP—so there really is a lot to talk about! The WISPA circuit is cranking in to action and the PSA circuit is looking tougher than ever in terms of competition.

So, where has everyone been? Where are they headed?

**Joelle King** has been training in Montreal, Canada with her coach Glen Wilson, and has reached her career high of 14 on the World Ranking List in April, just edging ahead of fellow Kiwi and Commonwealth Games Gold Medalist **Jaclyn Hawkes**, who sits in at number 15. They have both recently finished a tournament in Montreal (Atwater Cup) where Jaclyn made it to the semi finals before unfortunately bowing out to Natalie Grinham in the semi finals, who went on to beat Joelle in the final in a tough match. Although this is about HP—I'd also find it fitting to congratulate Joelle on her engagement to fiancé Ryan Shutte, great stuff guys!

**Martin Knight** has recently finished 2nd in the Hibiscus Gardens Open in Brisbane after a tough summer travelling and competing, being based in Canada.

**Campbell Grayson** has been abroad as well, after a short return in January to get in some training with the younger guys and is now away again, hoping to find good form in the Irish Open coming up soon.

**Kashif Shuja** will meet Campbell in Dublin for the Irish Open, after he has just taken his first win on the tour in over a year—beating in-form Australian Steve Finitis.

**Alex Grayson** has returned to New Zealand after a "holiday" in Boston, USA. Just kidding! He had some good results which have seen him move up the World Rankings to a career high of 144 in February. Be sure to watch this space!

Back in New Zealand the younger guys (**Lance Beddoes, Bryce Redman and Paul Coll**) are training hard in Auckland with new trainer Tony Marsh, and see-

ing great gains in their games. Towards the end of March the three boys (along with **Joseph Watts** and **Chris Lloyd** who are also playing well) travelled to Canberra for the ACT Open, where they were all unseeded. Lance made it through to the quarter finals where he went down to 3rd seeded Englishman Chris Trusswell. Paul however stood out, beating tough opposition to get to the Quarter Finals where he beat 2nd seeded Canadian (113 in the World) to get through to the Semi Finals. A tremendous effort for the young Cantabrian who has moved up to Auckland this year. We will also have to watch the space of these up and coming youngsters who will be taking on the Australian Circuit this year!

All in all, everything is looking rather positive! The World Men's Teams Event is coming up in Germany later this year, and there will be some tough fought positions to get into the team.

All the best to our players in their upcoming tournaments, we look forward to seeing your good results.

Be sure to check back next month for much more in depth details, and some good results!!!

If anyone has anything they would like added to HP Happenings, email it to [pen-nie@squashnz.co.nz](mailto:pen-nie@squashnz.co.nz) and she can pass it on to me! Don't be shy!

*Written by Michael Sunderland*



World no. 14 Joelle King



## Code of Expected Behaviour

Joss Urban, the Squash NZ Director of Refereeing feels that with the new season starting, it is a good time to remind all players and clubs of the code of expected behaviour within squash.

In our game of squash, bad behaviour will not be tolerated, including:

- throwing of rackets
- throwing away the ball
- bad sportsmanship because you are losing
- tantrums on court
- verbal defamation
- equipment abuse
- lack of respect
- being late back on court

These behaviours will not be tolerated by any referees. Conduct Warnings or even Conduct Strokes can and will be awarded to anyone contradicting the Code of Conduct by anyone refereeing any match. You do not have to be a qualified referee to award a Conduct Warning or Conduct Stroke.

We need to teach all players, particularly our junior participants, that bad behaviour will not be tolerated by anyone.

### *Late back on court between games*

Players have 90 seconds between games and a 15 second call is given so can be back on court ready to play at the call of time. It has become more noticeable that players are taking longer than 90 seconds and are not being currently penalised for it. A Conduct Warning or Conduct Stroke can be given for being late, so please make sure that you do not exceed this time limit.

Help clean up our game and make it more enjoyable for all.

*Joss Urban*

Squash NZ Director of Refereeing

### *Good etiquette points:*

- Shake your opponents hand at end of match before leaving court
- Thank Referee and Marker
- Applaud good play (not clapping at opponents errors)
- Have respect for the Club and its facilities
- Winners offer to buy a drink for their opponent



The latest Rule Book is available as a download from the World Squash Federation ([www.worldsquash.org](http://www.worldsquash.org)) or follow the link from the Squash NZ website (in the Forms section)



### **HAWKES CONTINUES TRADITION**

Jaclyn Hawkes has continued the proud tradition of New Zealanders holding top jobs on the world squash scene.

Hawkes has assumed the role of acting President of the Women's International Squash Players Association (WISPA). She replaces American Natalie Grainger, who

has stepped down after eight years. Hawkes, who is currently vice-President, will be acting President until the board makes an official appointment.

*"It has been and is a privilege to be a Board member as well as the WISPA Vice-President during Natalie's tenure. It is an honour to be the acting President, a position which I will embrace." says Hawkes.*

## Introducing the Squash Director Role

Squash NZ are pleased to announce that Brett Dennis will be starting at Squash NZ on the 26th April as the Squash Director.

Brett is the former Club Manager of Royal Oak Racquets Club in Auckland and has substantial experience in leisure facility management in England.

Brett will be responsible for a number of areas of development within Squash NZ including management of national tournaments and events (including the national calendar), referee development, the masters programme, media relations and the Squash NZ Hall of Fame and alumni. Brett will also be working closely with the High

Performance Programme.

His role will involve building relationships with a variety of organisations from media outlets to delivery partners and Regional Sports Trusts and he will be responsible for the feasibility of hosing a New Zealand Open in 2012.

Outside of work, Brett enjoy all aspects of sport - playing, coaching and officiating in a variety of sporting codes. Over the last two years he has taken up squash and plays regularly at tournaments and inter-club competitions in and around Auckland. Since taking up squash, he has moved from F grade to C2.



## Employment Law Changes from 1 April 2011

If your Club or District employs any staff (permanent or part-time), you need to ensure that you are aware of changes to Employment Law that will take effect 1 April 2011. The most relevant points are summarised here:

- the minimum wage increases to \$13.00 an hour
- the 'relevant daily pay' calculation (used for calculating sick pay, bereavement leave pay, public holiday pay and alternative holiday pay) has changed
- the employer is now permitted to "pay out" one week of annual holidays (employers need to become familiar with the rules relating to "paying out" the annual holiday's entitlement - because if the employer pays out when the employee has not requested it, effectively the employer will pay twice)
- employers may want to arrange "transfers" of public holidays, which will now be permitted in certain circumstances
- the April 2011 changes place emphasis on the fair (investigatory) process before any dismissal (or warning). Employers should ensure that all staff / volunteers (eg. President) that have the power to issue warnings, or dismiss, are trained, and that the employer has guidance in place to avoid unjustifiable dismissal personal grievances.

There has been some confusion lately regarding Public Holidays so the following points should clarify any issues

- if you have an employee for example who works every fourth Saturday and the Public Holiday falls on the fourth Saturday, then he is deemed to 'normally' work on the day concerned.
- all Employees who work on any Public Holidays must be paid at least time and a half for the hours worked.
- if the public holiday is a normal / usual working day for the employee they are also entitled to an alternative holiday to be taken later and paid at normal rates.
- if they work one hour on a Public Holiday they are entitled to time and a half for the hour and an alternative holiday (day in lieu) paid at normal rates
- employees who would normally work on the day on which the public holiday falls, but do not work (perhaps because the business is closed) are entitled to be paid for the day at normal rates and are not entitled to an alternative holiday
- employees who do not normally work on the calendar day on which the public holiday falls and do not work on the Public Holiday are not entitled to any pay
- the only nationally recognised public holidays that are 'Mondayised' are the Christmas and New Year public holidays. All other nationally recognised holidays are observed on the day on which they fall. In 2011 Anzac Day (25th April) falls on Easter Monday. There is only one public holiday for the day - employees are not entitled to double entitlements.
- the Easter Public holidays are Good Friday and Easter Monday - Friday 22nd April and Monday 25th April. Easter Sunday is not a public holiday

If your club or District would like to find out more about the new changes, or any other area relating to employing staff, then please visit the Department of Labour Employment Relations Service website at [www.ers.dol.govt.nz](http://www.ers.dol.govt.nz) This website has many useful tools including an Employment Contract builder, a Holidays Tool and a Paid Parental Leave calculator.

Alternatively, please contact your District or the Squash NZ Club Development Director Pennie Ball for more information.

### CONTACT SQUASH NZ

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#### Chief Executive

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*If you would like to include something in the SNZ newsletter, or on the SNZ website, please contact Pennie Ball before the 30th of each month.*

