



PARRAMATTA AUBURN NETBALL ASSOCIATION INC.

(hereinafter referred to as PANA)

REPRESENTATIVE SELECTION POLICY AND PROCEDURES

Adopted by Parramatta Auburn Netball Association Inc.

**At Special Meeting on
25th February 2017**

| Update | Comments |
|---------------|---|
| 25/02/2017 | <i>Version 1 adopted by PANA Council.</i> |



TABLE OF CONTENTS

| | <i>Page</i> |
|---|-------------|
| 1. Application of the Selection Policy and Process..... | 3 |
| 2. Squad & Team Management..... | 3 |
| 3. Player Nominations..... | 3 |
| 4. Eligibility Criteria..... | 4 |
| 5. Ratification of Nominated Players..... | 4 |
| 6. Team Selection Process | 5 |
| 7. Replacement of Selected Player | 5 |
| 8. Player Withdrawing from a Team | 6 |
| 9. Selector Appointment Criteria | 6 |
| 10. Roles & Responsibility of The Selection Panel..... | 7 |



1. APPLICATION OF THE SELECTION POLICY AND PROCESS

- 1.1 PANA will select, at various times:
- a) State Age Representative Teams;
 - b) Metro League Teams;
 - c) Night Inter District Teams;
 - d) State Championships Teams;
 - e) Training and Development Squads;
 - f) Other Representative Teams as the need arises.
- 1.2 This Policy refers to the above Squads and Teams collectively as the “Squads & Teams”.
- 1.3 Application of the policy, operational processes and procedures outlined in this document will help ensure the following:
- a) Alignment and consistency across all levels of the PANA Representative Selections;
 - b) Transparency in the selection criteria & processes;
 - c) Improved planning and execution of all aspects of the selection strategy;
 - d) Flexibility to respond to selection situations in a fair manner;
 - e) Facilitation of analysis and review of the selection process to ensure quality, consistency and stability;
 - f) Appointment of high quality and experienced selectors to support all levels of PANA Representative Teams;

2. SQUAD AND TEAM MANAGEMENT

- 2.1 PANA Executive will appoint, at its sole discretion, all officials for the Squads and Teams. The process for appointment of these officials, including the selection of the relevant coaches, will be conducted at the discretion of PANA Executive and in accordance with relevant PANA policies.
- 2.2 PANA will advertise the roles for all Team officials on the PANA website www.pana.nsw.netball.com.au

3. PLAYER NOMINATIONS

- 3.1 Players wishing to trial must complete an online nomination form by the closing date. An email will be sent confirming receipt of the nomination.



- 3.2 All players wishing to trial must pay the nominated trial fee (when applicable) by the closing date, either by cheque made out to Parramatta Auburn Netball Association, or via EFT to the PANA Bank Account.
- 3.3 Any player who is not selected or does not accept a position, will have their trial fee refunded. Players who withdraw after accepting a position will not be eligible for a refund.
- 3.4 No late applications will be accepted.

4. ELIGIBILITY CRITERIA

- 4.1 Players must be current financial members of Netball NSW (for insurance purposes).
- 4.2 Any current member of PANA must be financial.
- 4.3 Players are expected to attend all phases of selections.
- 4.4 Players who do not attend all phases will not be eligible for selection with the exception of:
 - a) Unable to attend selection due to illness or extenuating circumstances. Players must provide a letter with supporting documentation to the PANA Secretary, preferably one week prior.
 - b) Unable to trial due to injury. Players will be expected to **attend all phases**, and provide medical documentation that clearly states when they will be able to participate in court work.
- 4.5 Selections may include prior knowledge obtained from any or all of the following:
 - a) State Championships
 - b) Metro League
 - c) Night Inter District
 - d) State Age Championships
 - e) Training Sessions
 - f) Fitness Testing
 - g) Coaches reports & consultation.

5. RATIFICATION OF NOMINATED PLAYERS

- 5.1 Once nominations close, PANA Executive will be required to ratify players' eligibility to trial. Players will be classified under 3 categories: Approved to Trial; Conditionally Approved to be considered for selection for players who are injured; Not Eligible.
 - a) Approved to Trial – Fully financial with Netball NSW and PANA; Satisfactory attendance record (past representation); Completion of all duties; Adherence to PANA policies;



Provided appropriate documentation to the PANA Secretary if extenuating circumstances or illness prevent attendance at any phase (Preapproval will be at the discretion of PANA Executive).

- b) Conditionally Approved to be considered for selection for players who are injured – As per Approved to Trial (refer 5.1) with the inclusion that players must attend all phases and provide medical documentation with their nomination form (Preapproval will be at the discretion of PANA Executive).
- c) Not Eligible – Unfinancial, with either Netball NSW or PANA; Unsatisfactory attendance record (past representation); Non completion of duties; Non adherence to PANA policies; failure to provide appropriate documentation to the PANA Secretary if extenuating circumstances or illness prevent attendance at any phase. History of withdrawing after accepting a position within a team or withdrawing during the season.

5.2 PANA Executive will:

- a) Provide the ratified list of nominated players to the Head Selector prior to the trial date.
- b) Provide guidance on the number of players to be selected per team. 10, 11, 12, or 10 to 12. In the case of 10 to 12, it will be at the discretion of the Selectors dependent on the ability level of the nominated players.
- c) Contact nominated players to advise them of their ratification status and/or conditions.

6. TEAM SELECTION PROCESS

- 6.1 Teams are to be selected as per Netball NSW Competition Rules.
- 6.2 Players will be notified of team selection and must accept or decline their position within the specified timeframe.
 - a) Notification will be by posting on the PANA Website or via text message or via email.
 - b) Once a player has accepted their position they will be required to sign the acceptance package agreeing to abide by: Compliance to Rules & Policies; Training expectations and non-attendance requirements; Fitness expectations and non-attendance requirements; Presentation expectations; Anti-doping policy.
 - c) Once selected, players must be a member of a club within PANA (with the exception of Night Inter District).

7. REPLACEMENT OF SELECTED PLAYERS

- 7.1 Grounds for Replacement stated below will be initiated by the respective coach and manager feedback given to Head Selector. The Head Selector will investigate and make a



recommendation(s) to the Executive based on the findings (Records to support such findings must be submitted where relevant).

- a) Injury or Illness
- b) Breach of discipline. Failure to observe/comply with PANA policies or behaviour Code of Conduct. Failure to comply with the Post Selection requirements.
- c) Breach of Netball NSW Anti-doping policy. All penalties relating to these breaches will be as per Netball Australia guidelines.

7.2 Replacement Process:

If a selected player is unable to continue or is to be removed as a representative of any Squad or Team, the procedure for a replacement player is as follows:

The Head Selector with the selectors recommendation source a player giving preference to a player from a lower grade with the Association, unless it is detrimental to the lower team or there is a large difference in playing grades and strength, then the position will be re-advertised or a player scouted from outside.

8. PLAYER WITHDRAWING FROM A TEAM

- 8.1 Any player who has accepted a position and consequently withdraws from a Representative team, must do so in writing to the PANA Secretary.
- 8.2 Any player who withdraws from a Team, must pay all outstanding fees within 7 days, from their withdrawal date.
- 8.3 Any player who withdraws from a Team may not have their nomination to trial accepted during that and the next calendar year.
- 8.4 Applications to be considered to trial during that calendar year, must be made in writing to the PANA Executive via the PANA Secretary, separate from the nomination. The PANA Executive will decide if the player is permitted to trial and be considered for selection.

9. SELECTOR APPOINTMENT CRITERIA

- 9.1 Persons wishing to be considered for appointment as a selector (Senior and/or Junior) must fulfil the following criteria:
 - a) Have successfully completed the 'Select for Success' online course through MyNetball, within the past four (4) years.
 - b) Be a current financial member of PANA.
 - c) Submit their nomination form by the closing date.



- 9.2 In addition to the above criteria, individuals must also address a minimum of one (1) pre-requisite of the following criteria in their profile and resume:
- a) High Performance Coaching Experience: have coached within the last five years at a minimum of State Championships /State Age level.
 - b) Coaching qualifications:
 - i. Head Selector: Must hold a minimum Development Certificate
 - ii. General Selector: Must hold a minimum Foundation Certificate
- 9.3 Selection panel will consist of (5) five. (4) Four, plus (2) two reserve elected financial members of PANA Council (not more than (2) two elected members from anyone club), voting will be at the first Council meeting following the AGM. PANA Executive will also appoint (1) one independent selector who is a financial member of Netball NSW. The Head selector will be nominated from the (4) four elected financial members.

10. ROLES AND RESPONSIBILITIES OF THE SELECTION PANEL

- 10.1 All members of the Selection Panel must complete and adhere to the Confidentiality Agreement.
- 10.2 The PANA Executive may require a member of the Selection Panel to vacate a Panel for such periods as deemed appropriate where it is considered that the Selector has an association with a player which could give rise to a question of bias or conflict of interest in the selection process.
- 10.3 Role of the Head Selector is to oversee the selection process. Arrange, organise and chair meetings, facilitate discussions and decision making, ensuring the selection process is adhered to. Liaise with the relevant Executive member when and as required so they can report back to Executive for ratification of teams.
- 10.4 Role of the Selection Panel is to select the best talent to represent PANA in accordance with this policy and resulting in a team list(s) clearly stating the positional breakdown of the selected team. As a minimum all selected teams will consist of 3 Shooters, 4 Centre Court and 3 Defenders.
- 10.5 The Selection Panel's responsibility is to adhere to this policy and select players into PANA Representative Teams.



- 10.6 The Executive directed number of players are to be selected in each team, in descending order, having regard to position, playing ability and the combination of positions as recommended by the selectors.
- a) Where, in the opinion of selectors, there are insufficient players of standard for the relevant playing positions, the selectors may recommend to the PANA Executive that nominations for the selection process be re-advertised to ensure a team of appropriate standard and balance is able to be selected.
- 10.7 The Selection Panel will adhere to the ratified list of players for selection only.
- 10.8 The Selection Panel will provide the PANA Executive with the selected team lists. The list must clearly state the positional breakdown of the teams. As a minimum all teams selected must have 3 Shooters, 4 Centre Court and 3 Defenders.
- 10.9 The PANA Executive will ratify the teams provided by the Head Selector as long as they fulfil the set guidelines as detailed in 5.1 a, b and c. The PANA Executive cannot make any changes or further recommendations if these conditions are met.