



REPRESENTATIVE POLICY & PROCEDURES

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September 2019	1	Original
February 2021	2	Minor updates
October 2021	3	Minor updates
December 2022	4	Minor updates
May 2024	5	Values update and other matters
August 2024	6	Addition of the Financial Remuneration Section

NEWCASTLE NETBALL ASSOCIATION

REPRESENTATIVE POLICY & PROCEDURES

1. AIM

To achieve the highest position possible for all our teams competing at Junior State and Senior State Titles, playing hard and fair in accordance with the rules.

To select and develop a squad of 11-year-old players to prepare them for future Representative Netball teams.

All Newcastle Netball personnel and players will represent NNA with pride, passion, loyalty and integrity.

2. CORE BELIEF

Continual improvement, continual learning and striving for excellence in everything we do.

Coaches, Team Managers and Coordinators will strive to continuously improve the sporting and social experience for all, as well as assisting players to achieve their playing potential in a positive, happy, and rewarding environment.

3. OUR VALUES

- **RESPECT** – We treat all people fairly and equitably
- **INTEGRITY** – We are open, honest and transparent in our dealings with others
- **PRIDE** – We inspire each other and our teams to achieve, building on each other's strengths
- **PASSION** – We are deeply motivated; we love what we do and why we do

4. WHAT IS NNA REP

At Newcastle Netball Association, the representative areas include:

The Representative Committee – convened by the Representative Convenor and preferably consisting of eight (8) persons who have had previous representative experience including the State Titles Coordinator and the 11 Years Development Coordinator. This committee meets regularly to discuss matters pertaining to the Representative teams, players and personnel and all decisions put forward by the Representative Committee will be taken to the Executive for further discussion.

Representative Personnel – Junior State Co-ordinator (JSC) and Assistant JSC, Senior State Co-ordinator (SSC) and Assistant SSC, Team Coaches, Team Co-Coaches, Assistant Coaches, Team Managers, State Titles Tent Managers, Development Squad Coach, Development Squad Assistant Coaches, Development Squad Manager, Senior and Junior Umpire Managers, Wellbeing person, Physiotherapist and Assistant and 11 Years Development Co-ordinator.

Representative Teams – consist of members of Newcastle Netball aged 12yrs, 13yrs and 14yrs who participate at the NSW Junior State Titles; members of Newcastle Netball aged 15yrs and 17yrs and opens age who participate at the NSW Senior State Titles. 13, 12 and 11 years development squads will also enhance and develop the skills and court play of our younger players so that they can trial for future representative teams.

5. SELECTION OF REPRESENTATIVE PERSONNEL

Selection of Representative Personnel takes place at the end of the Winter Competition and all positions are advertised on the NNA website and social media. Applicants must apply via an ONLINE form addressing specific criteria as outlined on the form. At the end of the advertised time applicants may be

called to interview by an independent Applications Panel which is convened by an elected member of the NNA Management Team, to be known as the Applications Panel Convenor.

A list of applicants will be ratified by the NNA Management Team and Representative Convenor prior to proceeding to interview.

The State Titles Coordinator and Secretary will be involved in the initial collection of online application forms. The Rep Convenor will assist with the processes involved with calling applicants to interview and the running of the interview process as required to assist the Applications Panel Convenor.

After the interviews have been conducted the Applications Panel Convenor will inform the NNA Management Team of their decisions and will notify all applicants as to the outcome of their application.

6. SELECTION OF REPRESENTATIVE PLAYERS

Player selections (squad) will occur as soon as possible after the end of the Winter season (where the current health, council and/or NNSW rulings allow). The player selections will occur after the representative personnel selection process is completed. Squads will train for 3 weeks after the October school holidays (or at a time to be advertised if the conditions dictate a delay in selections) so that coaches and selectors can view the pool of players prior to final selections, which occur in February of the following year. Senior teams may not have any training sessions dependant upon the number of players who have registered interest. Members of the Representative Committee will assist with the running of the player selection process.

Players will register via an ONLINE nomination form.

Refer to NNA Selection Policy for further guidance.

7. RELATED DOCUMENTATION

Documentation used by the Representative Committee is reviewed regularly and issued to personnel at the beginning of each season:

- **Personnel:** receive a Position Guideline, which is read, signed and returned displaying their compliance with the document and acknowledges expectations.
- **Players:** receive a Representative Agreement, which is read, signed and returned displaying their compliance with the document.
- **Parents and Players:** receive an electronic copy of the NNA Representative Booklet as well as the Netball NSW Code of Behaviour.
- It is a requirement that all Representative Personnel will meet prior to the commencement of Rep training with the Representative Convenor, SSC, JSC and NNA Physio when the Position Guidelines documents are distributed and to ensure that all personnel are fully aware of the expectations and standards which NNA has of all coaches, managers and others involved in the NNA Representative team.
- Confidentiality, integrity, and adherence to all aspects of the Position Guideline document is essential by all personnel. The Representative experience for all players and personnel should be a happy, rewarding and fulfilling season. The Representative Convenor needs to be informed of any concerns or issues immediately so that resolution can occur if required. All members of the

Representative Committee will be included in the general running of the representative season and will also inform the Representative Convenor of any concerns.

- All Representative Personnel are expected to abide by their Position Guidelines throughout the whole season and will represent Newcastle Netball Association with pride, passion and integrity at all times. The future development of our players to aspire to higher pathways in their netball career should be an integral aspect of all coaches planning and implementation.
- It is recommended that all parents do not stay at the same accommodation as Team Newcastle, however, exceptions may be made for players or personnel who have serious health concerns and require a parent to be in close proximity or even room with a parent. Any Rep Personnel who has a small baby or infant requiring care is able to have a partner/spouse staying at the same venue.

8. FINANCIAL RENUMERATION

NNA – Recognition of Member Achievements

Criteria

- Must be a member of Newcastle Netball Association – player, umpire, official (coach/manager)
- Has achieved success through player, umpire and official selection into the Hunter Academy
- Has achieved success through selection into the Hunter Netball Metro League Team
- Has achieved success through selection into an elite team: State Cup/Regional Team; NSW Netball State Team (Nationals); Netball Australia National Selection – player, umpire, official

The member through the recognition of their talent into an elite team/competition has incurred costs for uniform, travelling expenses and other costs. They are recognised at NNA for their achievements and are therefore rewarded with assistance via financial remuneration.

The financial remuneration for any one year is as follows:

Achievement	Remuneration
Hunter Academy Selection	\$100
Hunter Netball Metro League	\$150
Hunter State Cup selection	\$150
NSW Netball State selections	\$400
Netball Australia National selections	\$600

These remunerations will be paid annually following the conclusion of the Winter Season.

NNA – Recognition of Representative Commitments

Criteria

- Must be a member of Newcastle Netball Association
- Must have remained in representative position for majority of rep season

The member through the recognition of their commitment to the NNA rep program has incurred costs for uniform, travelling expenses and other costs. They are recognised at NNA for their achievements and are therefore rewarded with assistance via financial remuneration.

The financial remuneration for any one year is as follows:

Achievement	Remuneration
State Title Coaches	\$400
State Title Coordinators	\$300
State Title Team Managers	\$250
State Title Assistant Coaches	\$250
Development Team Coaches	\$150
Development Team Managers, Co-ordinators and Assistant Coaches	\$100

These remunerations will be paid annually following the conclusion each of the State Titles.

NNA – Recognition of NNA Courtcraft or Metro Commitments

Criteria

- Must be members of Newcastle Netball Association.
- Must have remained in the NNA Courtcraft or Metro team for the duration of the competition.
- Covers players, coaches and managers.

The financial remuneration for any one year is as follows:

Achievement	Remuneration
Courtcraft Team Player Selection	<ul style="list-style-type: none"> • Netball Central Player Season Pass • Team Entry Fee
Courtcraft Team Personnel Selection	<ul style="list-style-type: none"> • Netball Central Personnel Season Pass • Travel reimbursement of \$50 per car per travel day for > 100 km
Metro League Team Selection	<ul style="list-style-type: none"> • Netball Central Player Season Pass • Team Entry Fee
Metro League Team Selection	<ul style="list-style-type: none"> • Netball Central Personnel Season Pass • Travel reimbursement of \$50 per car per travel day for > 100 km

All documentation referred to in this policy can be sourced from the Representative Convenor.

NNA REPRESENTATIVE FORM REGISTER

No.	Name
RP01	Personnel Nomination Form
RP02	Player Nomination Details
RP03	11yrs Development Squad Player Nomination Details
RP04	NNA Ankle Guard Policy Letter
RP05	Representative Position Guidelines - JST & SST Co-Ordinators
RP06	Representative Position Guidelines - Coaches & Assistants
RP07	Representative Position Guidelines - Manager
RP08	Representative Position Guidelines - 11yrs Coaches & Assistant
RP09	Representative Position Guidelines - 11yrs Manager
RP10	Representative Medical Form - Adult
RP11	Representative Medical Form - Underage
RP12	Rep Expectations - Senior
RP13	Rep Expectations - Junior
RP14	Representative Agreement
RP15	Representative Position Guidelines - Trainee Coach
RP16	Representative Booklet
RP17	Rep Coaches Players Report
RP18	Equipment Register
RP19	Selections Team Sheet
RP20	Selections Position Sheets
RP21	Representative Process- Selection of Personnel
RP22	Representative Position Guidelines – 11yrs Co-Ordinator
RP23	Rep Expectations 11yrs Development
RP24	Tent Management Guidelines