



QUEANBEYAN NETBALL ASSOCIATION

Representative Selection Policy

Update	Comments
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TERMS USED IN THIS DOCUMENT

1. This policy will refer to the Queanbeyan Netball Association as the QNA
2. “Squad” refers to the players selected to participate in group training before a final team is selected to participate in representative competition
3. “Team” refers to the group of players who are selected prior to participating in carnivals
4. “Representative Officials” refers to the Representative Convenor, Selectors, Coaches and Managers
5. “National Player Pathway” refers to Netball Australia’s planned pathway to encourage skill and development in all players

APPLICATION OF THE SELECTION POLICY AND PROCESS

6. Application of the policy, operational processes and procedures outlined in this document will help ensure the following:
 - a. Transparency in the selection criteria and processes
 - b. Improved planning and execution of all aspects of the selection strategy;
 - c. Flexibility to respond to selection situations in a fair manner;
 - d. Facilitation of analysis and review of the selection process to ensure quality, consistency and stability between all events and competitions QNA participates in for a given season.

SELECTION GUIDELINES

7. The QNA will select at various times, teams and/or squads for:
 - a. ACT State League Divisions 1 through 6
 - b. U12’s, 13’s, 14’s and 15’s Representative teams that will compete in the NSW State Age Championships
 - c. U12’s, 13’s, 14’s and 15’s Development teams that will compete in regional carnivals
 - d. U11’s development squad that will focus on the growth and development of players with the aim of preparing them for representative netball. This may include players being invited to compete in regional Carnivals representing QNA: all players will be given the opportunity to participate in at least one carnival.
 - e. Age-based State Championships teams that will compete in the NSW State Competition representing QNA
8. Players must be:
 - a. A financial member of QNA upon selection in a squad/ team
 - b. Able to attend designated selection sessions, or to submit an exemption form to be considered by the QNA Executive.
9. Selection timeline
 - a. Dates for representative selection processes are set by the QNA Executive

- b. Dates for selection/trials will be distributed to all affiliated clubs, will be advertised externally, and will remain open for at least one week
10. Talent Identification Program
- a. Representative Officials as part of their duties will identify players throughout the course of the season who they feel have the potential to be put on the [National Player Pathway](#). Those players will then be sent a letter inviting them to attend rep trials (and other opportunities). A copy of the letter will also be sent to the players' Clubs.
 - b. Representative Officials are to send their identified players through to the Representative Convenor.
11. Player Absence from Trials
- a. If a player is absent due to illness or injury during trials, they will need to submit a written letter for exemption outlining their reasons for not attending any trials. Players who are unavailable for trial should be aware that Selectors may not get an opportunity to view their performance during the trial period
12. Approval and announcement of squads/teams:
- a. All Squads and final representative teams need to be submitted to and ratified by the QNA Executive.
 - b. The formal announcement process (i.e. announcement to selected and non-selected players and public announcement) will be determined and agreed by the QNA Executive.
 - c. Upon request from any participant, successful or unsuccessful, the Selection Panel Chair will provide feedback.
13. Appeals process
- a. Prospective players, coaches and managers can appeal the selection process. Appeals can only be based on the selection process: appeals are not merit-based.
 - b. Appeals must be received by the QNA Secretary within one week of selections taking place
 - c. The appeal will then be considered by the Selection Panel Chair, and a meeting between the Chair and the QNA Executive with the rep convenor in attendance. Final decision on the appeal rests with the QNA Executive.
14. Induction
- a. The QNA will conduct a formal induction to all players once the squads are finalised. This induction will outline what is expected of representative players, and what the players can expect of QNA. At this time, players will be given the Players and Officials Code of Conduct to sign, and will be advised of the terms of payment for commitment fee and other associated financial commitments.

SELECTION PANELS

15. The QNA executive will appoint Selection Panels for:
 - a. ACT State League divisions 1 through 6
 - b. NSW State Age Championships.
 - c. NSW State Championships.
 - d. U11's development squad.

16. Each Selection Panel will comprise of 3 panel members, including one nominated as chair, and the QNA Executive will endeavour to include one independent selector who is not directly affiliated with the QNA. In the event that the Selection Panel is divided on the selection, or appropriate grading of a player, the panel Chair will have the deciding vote.

17. Coaches will attend trials and be consulted on the final team prior to selection.

18. Persons wishing to be considered for appointment as a selector on one or more of these Selection Panels must fulfil the following criteria:
 - a. Have completed the online Netball Australia Selectors course prior to the commencement of grading.
 - b. Be a financial member of Netball Australia

19. Expressions of interest for the selection panel will be advertised prior to the first selection date and will remain open for at least 1 week. All expressions of interest are to be submitted to the QNA Executive by the nominated closing date, including:
 - a. Eligibility as per Item 18 above.
 - b. Panel/s wishing to be considered for.

20. The QNA executive can invite individuals to participate as a selector if they meet the eligibility criteria.

21. Selectors are expected to:
 - a. Attend all selection activities as deemed necessary. This could include such events as pre- and post-selection meetings and attendance and observation at training sessions, matches, competitions.
 - b. Act with integrity and objectivity in all aspects of the selection process.
 - c. Ensure all selection materials, discussions and meetings remain confidential to the selection Panel and appropriate personnel.
 - d. Declare any conflict of interest to either the Chair or the rest of the panel (if it is the Chair with a conflict), and a course of action will be determined by the QNA Executive
 - e. A 'conflict of interest' for a selector can include any situation which might prevent them from remaining objective.
 - f. Sign the QNA selector's agreement.

APPOINTMENT OF SQUAD AND TEAM MANAGEMENT

22. The QNA Executive will appoint, at its discretion, all officials for the Squads and Teams. The appointment of these officials, including the selection of the relevant coaches, is a matter for the QNA Executive.
23. QNA will advertise the roles of Coach and Assistant Coach for all teams no later than one month prior to trials. Advertisements for the roles of Manager and Primary Carer will be advertised once teams have been announced.
24. Interviews may be conducted for all Coaching appointments by the QNA Executive and applicants may be required to make a presentation to the Executive as part of this process.
25. The term of the appointment may be either one (1) to two (2) years as determined by the QNA Executive.
26. In the case where the Head Coach withdraws from the commencement of the State League Competition, State or State Age Championships, a full application and appointment process may apply to select a suitable successor.
27. To be considered for selection as a Representative Coach, applicants must:
 - a. Be registered with Netball NSW
 - b. Have obtained a Working with Children Check
 - c. Netball Australia Foundation Coaching Course Accreditation, as a minimum and working towards the Development Coaching Course Accreditation in the current representative coaching season
 - d. Understands and complies with the relevant Netball NSW and QNA policies and processes.
 - e. Ability to meet the duties, attendance and report requirements as per this policy.
28. Representative Coaches must be prepared to:
 - a. Read and refer to the "QNA Coaches Roles and Responsibility" document.
 - b. Liaise with the Coaching Coordinator, the Assistant Coach and team manager, to prepare the team season plan, including the program for player development and team preparation.
 - c. Be available to the selection panel for consultation at the final phase of selections.
 - d. With the assistance of the Management Team personnel, prepare and coach their assigned team.
 - e. Be willing and open to advice, feedback and support from the Coaching Convenor and Assistant Coach to ensure the skills and attributes of the Assistant Coach are maximised.
 - f. Travel to and from Representative Carnivals with their teams unless a written exemption has been submitted to the QNA Executive. No more than one exemption is permitted per Representative season.
 - g. Liaise with the Team Manager regarding training requirements and all logistics associated with the State League Competition, State or State Age Championships.
 - h. Liaise with the Representative Convenor regarding injuries, budget queries and any discipline issues.
 - i. Attending at least one educational coaching session during the representative season

- j. Attend at least one day of the QNA winter competition to assist with talent identification program
29. An honorarium will be paid to coaches and managers in recognition of expenses incurred during the Representative season. The amount per official will be determined by the Executive Committee on an annual basis and will be paid at the completion of the Representative season.

Payment of this remuneration is subject to meeting the eligibility requirements specified above and in the Coaching handbook.

PLAYER ELIGIBILITY

30. The Selection Panel will apply the eligibility criteria as defined in the relevant [Netball NSW Competition Rules](#) in which the squad/team is to participate, and selectors are to assess what they believe the standard of an individual player is against defined criteria.
31. If any athlete is being considered for promotion to the higher age group, their readiness for the next level must be prioritised and fully considered by the Selection Panel and consent obtained from the athlete concerned. Athletes under 18 years selected in a team may only be considered for promotion to a higher age group with the written consent of a parent or guardian,
32. Whenever selecting players for the Squads and Teams, the Panels will apply the appropriate level of the following competencies, personal attributes and other considerations:
- a. Core Playing Competencies:¹
 - o Sound technical skill base
 - o Tactical understanding and ability to read play, consistency and accuracy of decision making under pressure
 - o Achieved and maintained the fitness required for this level of competition
 - o Can sustain intensity of performance throughout the game
 - o Consistency of performance
 - o Shows the potential skills and capabilities to represent QNA at the highest level
 - b. Core Personal Attributes:
 - o Self-responsibility – driven to be the best and committed to own development
 - o Resilience – mental toughness, bounces back from adversity, perseveres and adapts
 - o Self-awareness – emotional intelligence and can manage behaviour
 - o Leadership – leads by example, and role models the QNA performance culture on and off court
 - o Communication – ability to communicate positively and be open to receiving feedback and also able to give feedback in a calm and mature manner
 - c. Commitment – must be playing or committed to play in the QNA winter competition and/or contributing to the QNA competition.
 - d. Consideration may also be given to the following factors:

¹ Further details of what this entails will be found in the QNA Selectors Guidelines

- Coachability and potential to improve – understands expectations and applies learnings to improve performance
- Demonstrates ‘team’ qualities and is a ‘fit’ within the team environment, able to influence the squad/team in a positive manner
- Understands and demonstrates the QNA’s values of passion, team, integrity, excellence and connectedness
- State of fitness, health and/or wellbeing
- Positional versatility & balance within the team
- Succession planning
- Current form
- Balance of experience and emerging talent
- Whether a player’s performance and/or contribution has been affected by extenuating circumstances such as illness, injury, bereavement, parental leave, work/study commitments or similar which have temporarily compromised form/contribution

POST-SELECTION REQUIREMENTS

33. Following selection in any QNA Squad or Team, selected players must agree to:
- a. Attend any formal induction meetings as arranged by the Representative Convenor or QNA Executive
 - b. attend all compulsory training sessions as scheduled by the Coach unless extenuating circumstances arise. Players who are unable to attend training must contact the Team Manager within 24 hours of the day of training;
 - c. be available to for all games, including preparation matches as scheduled in the program;
 - d. travel with the team to and from carnivals on the team bus unless agreed in advance with the Rep Convenor in consultation with the QNA Executive
 - e. fully comply with QNA expectations as set out in the Squad/Team Handbooks and amended by the QNA from time to time;
 - f. March at State and State Age Championships.
 - g. comply with all rules, regulations, policies and procedures of Netball NSW and Netball Australia (where appropriate);
 - h. fully comply with the anti-doping policy;
 - i. work towards achieving and/or maintaining the level of fitness required to perform at the level of competition selected for;
 - j. undertake any reasonable medical and/or fitness assessments required by the QNA; and
 - k. undertake to follow any reasonable medical requirements or preventative measures to maintain health and well-being and minimise the risk of injury and ill-health.

INJURIES/ILLNESSES

34. If QNA Representative players become injured or ill, they are required to provide one of the following:
- a. Medical certificate from a suitably qualified professional
 - b. Demonstrated fitness at a dedicated training session
 - c. Proof of fitness from a medical professional
35. If a player is unwell, injured, or unable to participate in training, they must notify their team manager and coach, but is still expected to be at training as an observer.

REPLACEMENT OF SELECTED ATHLETES

36. If a selected athlete fails to meet the requirements of representative players as outlined in the representative handbook, the procedure for a replacement athlete is as follows:
 - a. The Representative Convenor will be advised and the Selection Panel consulted
 - b. Consideration will first be given to identified shadow athletes
 - c. Consideration will then be given to other identified athletes from the selection process.
 - d. The Panel will then fill this position with the player deemed most suitable. This decision will be ratified by the QNA Executive.

SANCTIONS

37. If players or officials fail to meet any of the obligations as outlined in this policy or the representative handbook, sanctions will be applied. These can include reduction of honorarium paid, or player removal from team.
38. Procedural fairness² will be applied before any sanctions are ratified.

² "procedural fairness" is taken from the Netball NSW Member's Protection Policy