

ERNA Representative Policy

All representative activities, policies, Players, Coaches and Managers shall be under the jurisdiction of the ERNA Executive. The ERNA Representative Policy and its operation shall be under the jurisdiction of the ERNA Executive. The ERNA Executive must advise the Council in writing if any changes are made to the ERNA Representative Policy.

Representative Team Hierarchy (National/State/Association):

1. Australian Diamonds
2. Australian Fast 5
3. NSW Swifts and GIANTS Netball
4. QBE Swifts Academy and Giants Academy
5. Australian Netball League
6. U/17's and U/19's State Teams
7. Premier League Opens
8. Premier League U/23's
9. Metro League Teams
10. Senior State Titles Teams
11. Junior State Titles Teams
12. Regional Academies
13. Development Teams
14. Association Club Teams

1. Premier League

1.1 Teams

- a) ERNA to select two (2) Premier League teams. One (1) Open team and one (1) U/23 years team.
- b) Teams are to be selected and play in accordance with Premier League Competition Rules
- c) Teams may consist of 12-15 players. Up to 5 Train-on players may also be selected.
- d) See Annex 1 NNSW Premier League Competition Rules.

1.2 Coaches

- a) Open Division Coach must hold a current National Coaching Accreditation Scheme (NCAS) Advanced netball accreditation or above.
- b) Open Division Assistant Coach must hold a minimum current NCAS Intermediate netball accreditation and have commenced the NCAS Advanced accreditation.
- c) Under 23 Division Head Coach must hold a minimum current NCAS Advanced netball accreditation.
- d) Under 23 Division Assistant Coach must hold a current NCAS Intermediate netball accreditation or above.

1.3 Selection

- a) Selection panel to consist of League Selection Convenor (non-voting), Head Coach, 1 independent selector and 1 ERNA Selector.
- b) Selected players upon verification of their selection must complete and return signed Commitment form after players ratification by Executive.

1.4 Player Movement

If Premier League Players are given the opportunity to play Metro League, it is expected that Metro League Coaches will ensure that these players be played a minimum ½ game if fit and able.

1.5 Metro League Coaches

If Premier League Players are given the opportunity to play Metro League, it is expected that Metro League Coaches will ensure that these players be played a minimum ½ game if fit and able.

1.6 Metro League and Premier League Coaches Review

- Coaches will be assessed twice a year by players; at the end of Round 1 and end of competition.
- The Coaching Convenor will send out surveys to be completed within a one-week time frame. All surveys not turned in by the one-week deadline will not be taken into consideration upon meeting with coaches.
- The coaching panel will have one week to review the surveys and discuss the success and areas for improvement for the coach in question.
- After the follow up meeting, the coaches will be called in individually to review the surveys. The Coaches will only view the average scores for each question (not the actual surveys) and feedback, if any, will be typed up and given to the coach (anonymously) by the Coaching Convenor for their feedback upon meeting with the coaching panel.
- The coach will then meet with the coaching panel to discuss successes and room for improvement as we move forward into the next season of play.
- As with any organisation, the coaching panel reserves the right to decide whether disciplinary actions need to be taken into account after reviewing the surveys assessing Coaches performance against any KPI's agreed to and feedback from players.
- Should disciplinary actions need to take place the following will be set in place to rectify the situation:

1.7 Disciplinary Actions

Phase I (Probationary Period)

The coach in question will meet with the coaching panel to review the surveys and feedback. The issue/matter at hand will be discussed and a decision will be made at the meeting as to whether the actions in question warrant a probationary period. The Coaching panel will vote and if it passes the coach in question will be placed on probation for the next 3 months. If during the probationary Period the coach in question continues to conduct themselves in a manner that is not conducive to the success and wellbeing of the team, the coaching panel reserves the right at any moment within that three-month period to dismiss their responsibilities as a coach and an interim coach will be asked to assume the position until a new coach is appointed.

Phase II (Post Probation)

Should the coach in question complete his/her probationary period successfully then the panel will meet with him/her to discuss this. The probationary period is not lifted until this meeting has taken place. Once all issues have been addressed satisfactorily and matters discussed, the coach in question will resume their normal status as coach

Coach's Rights

Any coach placed on probation due to evaluation or misconduct has the right as a member to schedule a meeting with the coaching panel to refute any disciplinary actions placed against them.

2. General

- a) Representative teams consist of Premier League, Metro League, Summer Series Competitions, Senior State Titles and Junior State Titles teams.
- b) Additional Development Squads may be selected.
- c) Anyone receiving financial support from ERNA for the betterment of their netball during any year shall be encouraged to give service to ERNA the following year.
- d) For NSW Senior State Titles and Junior State Titles teams, if no coach with the required qualifications has been nominated one week before the NSWNA closing date for nominations, then that team shall be abandoned.
- e) All representative activities, policies, Players, Coaches and Managers shall be under the jurisdiction of the ERNA Executive. The ERNA Representative Policy and its operation shall be under the jurisdiction of the ERNA Executive. The ERNA Executive must advise the Council in writing if any changes are made to the ERNA Representative Policy.
- f) Representative and Development Coaches and Representative Managers will be paid a set amount to help cover expenses for the representative season. This amount will be scaled according to position (Head Coach, Coach, Assistant Coach or Manager) and level of team being coached. Premier League, Metro League; Senior State Titles, Junior State Titles and Summer Series Competition. The amount to be paid will be decided annually by Executive.
- g) Payments to ERNA Coaches and Managers are to be considered expenses and Coaches and Managers are not to be considered as employees.
- h) For the Winter Competition permission be granted that:
 1. The 12 year Representative Team play in 14 Division 1
 2. The 13 year Representative Team play in Cadets Division
 3. The 14 year Representative Team play in Senior A2 Division
 4. The 15 year Representative Team play in Senior A1 Division

3. Coaches – Senior and Junior Representative

Coaches for representative teams shall have as a minimum:

- i. two (2) years coaching experience at Club level (or equivalent).
- ii. gained or are attempting to gain the Development Coaching Accreditation the year of coaching the Representative Team.

All coaching nominations for Metro League, Senior State Titles and Junior State Titles must be in the hands of the Secretary by 15 August in the year before the competition commences.

All coaching nominations for Summer Series Teams must be in the hands of the Secretary by 15 July in the year of play.

Coaches for the development teams and squads shall, as a minimum:

- i. have a Foundation Coaching Accreditation
- ii. have at least two (2) years club coaching experience (or equivalent).

All coaching nominations for development teams and squads must be in the hands of the Secretary by 15 August in the year before competition commences.

Nominations for representative coaching positions be called for by category of team not by specific team. The five (5) categories to be Metro League, Senior State Titles, Junior State Titles, Summer Series Competition and Development Teams and Squads.

- i. Coaches may nominate for team he/she wishes to be considered for
- ii. Reasons why he/she wishes to coach those teams

If no nominations are received by the closing date further nominations shall be called unless the Executive determines to abandon the team.

If a casual vacancy occurs nominations will be called.

Coaches shall:

- i. be members of the Coaching Committee;
- ii. be responsible for coaching their allocated team(s) and/or squad(s);
- iii. become members of the Selection Panel when their team is being selected;
- iv. not coach a junior representative team which includes a member of their immediate family unless he/she holds the equivalent of a High-Performance Coaching Accreditation;
- v. give players equal opportunity of taking the court at all Carnivals, Round Robins and other Pre-Championship Events;
- vi. conduct up to two (2) training sessions each week;
- vii. have sole control of the selection of the team to take the court and of all players on the court;
- viii. submit requests for leave of absence from training and/or Carnivals (or part thereof) in writing to the Representative Coordinator.

4. Managers

- i. Managers shall be elected by the Executive Committee.
- ii. Nominations for the position of Manager must be on an official nomination form and shall be in the hands of the Secretary within seven (7) days of the Phase II selection date.
- iii. Managers of the ERNA Representative Teams shall be members of the Representative Uniform and Equipment Committee.
- iv. Managers shall:
 - a) be responsible for managing their allocated team(s) and/or squad(s);
 - b) submit requests for Leave of Absence from training and/or Carnivals (or part thereof) in writing to the Representative Coordinator for approval by the Executive Committee.

5. Players

General

- i. All players of ERNA shall be eligible for selection into ERNA Representative Teams

and Development Teams and Squads if they meet age requirements.

- ii. Candidates for selection must attend on the stipulated days and times of selection.
- iii. If unable to attend selection, a letter requesting consideration may be submitted to the Selection Convenor.
- iv. Any candidate requesting such consideration must be listed on the sign on sheet before other candidates sign on.
- v. The signed agreement form must be submitted before taking the court for selections.
- vi. If seven (7) players are not selected into any one (1) team one (1) week before the NSWNA closing date, that team shall be abandoned.
- vii. Players shall attend and carry out all training set by the coach.
- viii. All players may be subject to replacement for failure to comply with instructions given by the Manager or Coach, failure to comply with attendance at training and / or fitness, failure to uphold the code of conduct or any other reason that the Executive may decide is in the best interest of the player or the team.
- ix. Players shall submit requests for leave of absence from training, fitness, matches and carnivals through the Manager to the Representative Coordinator before the leave is required.
- x. A medical certificate shall be presented to the Manager before a player resumes training or playing after an injury or serious illness.
- xi. Players selected into Representative Teams, Development Teams and Squads must pay all fees and expenses as per invoice terms or have discussed a payment Plan with the ERNA Treasurer and abide by the signed Commitment Form.
- xii. Players selected in Representative and Development Teams (12-14yrs) must play a minimum of 5 ERNA club games before Junior State Titles and 4 ERNA club games following Junior State Titles to be eligible for a position in a Representative or Development team.

Players selected in Representative and Development Teams (15yrs) must play a minimum of 4 ERNA club games before Senior State Titles and 5 ERNA club games following Senior State Titles to be eligible for a position in a Representative or Development team.

Failure to meet this requirement prior to Junior or Senior State Titles will deem the player ineligible to play in a representative or Development team. Failure to play the requisite ERNA club games following Junior or Senior State Titles will be taken into consideration for the following season and representative selections.

The ERNA Executive may consider extenuating circumstances or requests for exemption at their discretion.

6. Senior State Titles Teams

- a) Players may nominate for the State Championship team for which they wish to trial i.e. fifteen (15) years; 17 years or Opens.
- b) The signed Player Agreement Form MUST be submitted before taking the court for final selection.
- c) Players are to be guaranteed 25% of games they are able and fit to play. N.B.

half a game constitutes a game.

- d) 15 years Representative team will participate in Saturday afternoon competition – A1. (full rounds with points no final status)

7. Junior State Titles Teams

- i. Players shall be selected into their own age groups: fourteen (14), thirteen (13) and twelve (12) years as at 31 December in year of play).
- ii. The signed Junior Player Agreement Form MUST be submitted before taking the court for final selection. (See Annex 5)
- iii. The Coach must submit a team report to the Selection Convenor, Representative Coordinator and Coaching Coordinator following each Carnival.
- iv. Teams may attend a maximum of five (5) carnivals and a minimum of three (3) carnivals.
- v. Junior Representative teams will participate in ERNA Saturday competition.
 - 14 years – A2 (half rounds with points no final status);
 - 13 years – Cadet (half rounds with points and no final status);
 - 12 years – 14/1 (half rounds with points and no finals status).

8. Development Teams and Squads

- a) Players shall be selected into their own age groups, (fifteen (15), fourteen (14), thirteen (13) and twelve (12) years and eleven (11) years as at 31 December in year of play).
- b) Players wishing to stand for eleven (11) years Development Squad should complete and submit the nomination form one (1) week before selections.
- c) Development Teams and Squads shall be selected and attend training sessions and carnivals.
- d) Twelve (12), thirteen (13), fourteen (14) and fifteen (15) years Development Teams shall consist of up to twelve (12) players.
- e) The teams and squads will train under the direction of their coaches and the Coaching Convenor for a period of approximately twelve (12) weeks and attend a maximum of four (4) carnivals. If an Invitational Round Robin is held by ERNA, then this is included in the carnival count.
- f) The squad members will wear a uniform as stipulated by ERNA.
- g) The philosophy of the squads is to learn the skills of netball.
- h) The Coach must submit a team report to the Selection Convenor, Representative Coordinator and Coaching Convenor following each Carnival.

9. Training Partner Role

- a) Where a development team is not selected, the training partners are identified as the best fit to replace players that constitute the representative team should this be required.
- b) It is optimal to identify training partners to bring the squad to 14 players if required.

- c) It is the intention of the ERNA Selections Committee and coaches to continue the development of these players at this level.
- d) Any team may have training partners based on a recommendation from the Selections Committee.
- e) Training partners are not included in the State Titles competition, unless formally promoted.
- f) Training partners are required to sign the commitment form and attend all training sessions, including specialist fitness programs and clinics.
- g) Training partners will play Saturday competition games and carnivals when required.
- h) Fees for junior and senior training partners are the same as representative players
- i) Training partners are a member of the representative team, will be included in the team photo and are required to purchase team clothing.
- j) Training partners are invited to the junior representative camp.

10. Metro League and Summer Series Competition Teams

- a) Players may nominate for a particular team(s).
- b) Any player selected into Metro League or Summer Series Teams may join either an affiliated club or the "Reps Membership" of ERNA and pay representative registration fees (payable to ERNA), on or prior to the night of selection.
- c) Metro League players should make themselves available if called on for Premier League as a temporary replacement player providing, they are fit and available.
- d) If Premier League Players are given the opportunity to play Metro League, it is expected that Metro League Coaches will ensure that these players be played a minimum ½ game if fit and able. (See Annex 4 Metro League Commitment Form)
- e) If a player withdraws from Metro League or Summer Series Teams after entries have been submitted to NSWNA the player shall forfeit their registration fee.
- f) ERNA may pay additional registration of any reserve player required to play in a Metro League or Summer Series Teams as a result of player shortage within those teams.
- g) Players shall be given a minimum of forty percent (40%) of games that they are able and fit to play (half or more constitutes a game), with the exception of those players in the top Metro League Team entered by ERNA.
- h) The Manager or Coach must submit a weekly match report to the Selection Convenor, Representative Coordinator and Coaching Convenor.

11. Umpires

- a) A payment as set down by ERNA will be paid to umpires who accompany teams to Championships, Carnivals and Round Robins.
- b) A game payment as set down by ERNA will be paid to umpires who umpire Metro League and Summer Series Competition matches.

- c) Payments to umpires from ERNA are to be considered expenses and umpires are not to be considered as employees.

12. Uniforms

- a) Representative Players shall purchase their Representative Uniforms with the exception of the Premier League Players.
- b) Development Squads shall purchase their Development uniforms.
- c) ERNA shall provide a representative bag for each Manager, Coach, and Player, if required, on a four (4) year basis.
- d) Members of the Executive, Managers and Coaches and others as decided by the Executive shall be provided with an ERNA tracksuit, shirt, hoodie and bag for their use during the time they serve ERNA in an official capacity. Uniforms can be replaced on request if the uniform is old and /or uniform no longer fits.
- e) Representative Umpires undertaking frequent umpiring activities each week during the season shall also be provided with a tracksuit and shirt for their use during the time they serve ERNA in this official capacity.

Updates

Date	
02/10/21	Updated as per Executive Meeting
19/06/23	Updated as per Council Meeting