

# ERNA Representative Selection Policy

## Selection Committee Objectives

- a. Identify and select the most suitable individuals to represent ERNA.
- b. Build a competitive and well-balanced team to achieve success in all competitions.
- c. Maintain fairness in the selection process by evaluating players objectively, without bias or favouritism.
- d. Communicate selection decisions clearly and respectfully and provide feedback to players and coaches when appropriate.

## Selection Committee

The Selection Committee, led by either the Selection Convenor or League Selection Convenor, will oversee the process of selecting ERNA representative players. If necessary, the task of conducting a trial may be delegated to a member of the ERNA Executive.

## 1. Junior Selections

### Junior Competitions

The junior selection process governs:

- Junior Hawks Development program players aged 9 and 10
- Under 11s Development Squad
- Under 12, Under 13, Under 14 Representative Teams for Junior State Titles
- Under 15 Senior State Titles

### Panel Composition for Junior Teams

The Selection Panel for each age group will comprise up to three (3) selectors plus the Selection Convenor together with the coach of the team or squad being selected if the Coach has been appointed.

The Selection Convenor will chair the panels for Junior team selections.

In addition to the Selectors elected to each Selection Panel, additional or alternate selectors may be used under appropriate circumstances:

- Independent Selectors may be invited to participate or observe the selection process.
- Where the selection panel, including the coach, involves two members registered with the same club, an additional Selector from another club will be appointed to join the Panel.
- Where a member of a Selection Panel has immediate family members who are under consideration for the team or squad being selected, that selector may not participate in the selection process and an alternate or Reserve Selector will be appointed to join the Panel.
- Coaches or selectors from other district associations are not permitted to participate on the ERNA selection panel for the same age group.

## Selectors

- All Selectors must have completed the Australian netball on-line selector course available through Netball NSW.
- When electing Selectors, preference will be given to nominees who have the following credentials:
  - o Two (2) years minimum coaching experience at a club level and a minimum twelve (12) months experience as a Trainee Selector or,
  - o Previous experience as a representative netball selector

## Reserve Selectors

Reserve Selectors will be:

- elected from those who nominated for the Selection Committee but were unsuccessful,
- allocated to a panel when required.

## Trainee Selectors

Trainee Selectors will:

- be elected from interested persons who nominate for the position,
- complete the online Australian Netball Selection course,
- be invited to join all Selection Panels but will not be eligible to vote.

## Selection Criteria for Junior Teams:

Selections will be based on demonstrated and potential playing ability, as outlined below:

### 1. Playing Attributes

1. Technical Skill – Displays sound technical skills appropriate for their age and development stage, consistent with Netball Australia's Development Framework.
2. Decision-Making – Demonstrates the ability to read play effectively and make consistent, accurate decisions under pressure.
3. Fitness and Endurance – Has achieved and maintained the fitness level required to perform at this level and can sustain a high level of intensity throughout games and carnivals.
  - o *Note: ERNA may apply a base Yo-Yo test score as a fitness benchmark.*
4. Game Intensity – Maintains consistent effort and focus across all quarters and matches.
5. Development Potential – Shows capability and willingness to continue developing skills and game understanding.

### 2. Core Personal Attributes

We value athletes who not only perform well on court but also demonstrate strong character and a growth mindset:

1. Personal Responsibility – Is driven to be the best they can be, demonstrates commitment to training, and takes ownership of their personal development.
2. Resilience – Responds positively to challenges, adapts under pressure, and perseveres through adversity.

3. Self-Awareness – Understands their role within the team and reflects constructively on behaviour and performance.
4. Communication – Engages positively with coaches and teammates, is open to feedback, and seeks clarification when needed.

### 3. Other Factors Considered

In addition to performance during trials, selectors will consider the following:

1. Prior Year Performance – Evidence of skill development, sportsmanship, and application of feedback throughout the previous season.
2. Team Qualities – Consistently demonstrates teamwork, respect, and support for others.
3. Positional Versatility – Ability to perform in multiple positions and contribute to team balance.
4. Coachability – Willingness and openness to learn, take feedback, and implement coaching direction.
5. Current Form – Performance and attitude at the time of selection, including consistency across training and trial environments.

#### Player substitution

If a player is required to substitute in a Junior Representative Squad or Team, the request will be managed by the Selection Convenor and the Selection Panel with an aim to provide appropriate substitute player(s).

The substitution will be made in consultation with the Representative Convenor and Representative and Development Team Coaches and will require ratification from the Executive.

#### Player withdrawal

If a player withdraws from a Junior Representative Squad or Team and needs to be replaced the Selectors Panel, in consultation with the relevant Representative Convenor and Representative Team Coach, may select a replacement player.

The replacement will require ratification from the Executive.

#### Player stand-down

In the event a player is unable to sustain the expected level of performance within a Junior Representative Squad or Team, the Selection Convenor, in consultation with the Representative Convenor and Team Coach, may remove the player from participation.

This decision may entail the player either remaining within the development squad or withdrawing entirely from the program.

Subsequently, the selection of a replacement player will be managed by the Selection Convenor in consultation with the Selection Panel, and both the development and representative coaches.

## 2. Senior Selections

### Senior Competitions

The senior selection process governs:

- Premier League
- Metro League
- Summer Series Competition
- Senior State Titles (excluding 15s)
- Hawks Futures
- ERNA Sapphires (All Abilities) Representative Team

### Panel Composition for Senior Teams

The Senior Selection Panels will be coordinated by the League Selection Convenor.

The Selection Panel will depend on the team being selected.

- Premier League: ERNA Elite Coach, up to 3 nominated ERNA Selectors + coach (if appointed)
- Metro League: 3 nominated ERNA Selectors + coach (if appointed)
- Summer Series: up to 3 nominated ERNA Selectors
- Senior State: up to 3 nominated ERNA Selectors
- Hawks Futures: up to 2 nominated ERNA Selectors
- ERNA Sapphires (All Abilities) Representative Team: ERNA Sapphires (All Abilities) Representative Team Coordinator and 1 nominated ERNA Selector

### Selection Criteria for Senior Teams:

The selection committee aims to identify players who possess the following attributes:

- Proficiency in technical skills, demonstrating a high level of competence and consistent performance relevant to the level of competition.
- Tactical understanding of the game, incorporating skill, versatility, and adaptability into their gameplay.
- Dedication to achieving and maintaining the required level of fitness for competition.
- Ability to sustain consistent performance throughout training sessions and games.
- Full commitment to training and games, except for players engaged in higher representative duties.
- Good sportsmanship, and actively contributing towards the collective goals and success of the team.

The selection panel may also consider the following factors, among others, which they deem relevant and appropriate for the comprehensive assessment of a particular player:

- Inclusion of players with potential for development
- Assessment of the player's fitness, health, and overall well-being.
- Consideration of positional balance within the team to ensure a well-rounded

composition.

- Evaluation of the player's previous performance history.
- Analysis of whether the player's attendance, performance, or contribution to ERNA activities has been impacted by extenuating circumstances such as illness, injury, bereavement, parental leave, study commitments, or similar factors that may have temporarily affected their form and recent contributions.

By considering these factors the selection panel aims to make a comprehensive and informed assessment of each player's suitability and in doing so, assemble a team that is skilled, adaptable, disciplined, and capable of handling the demands of competition effectively.

### Player substitution

If a player is required to substitute in a Senior Team, the request will be managed by the League Selection Convenor, in conjunction with the League Representative Coordinator who will need to process the appropriate paperwork.

### Player withdrawal

If a player withdraws from a Senior Team and needs to be replaced the League Selection Convenor and the Selections Panel, in consultation with the relevant Team Coach, may select a replacement player.

### Player stand-down

In the event a player is unable to sustain the expected level of performance within a Senior Team, the League Selection Convenor, in consultation with the Team Coach, may remove the player from participation.

Subsequently, the selection of a replacement player will be managed by the League Selection Convenor in consultation with the Selection Panel.

### Updates

Date	
16/10/2023	Ratified by ERNA Executive
04/12/2025	Ratified by ERNA Executive
28/02/2026	Ratified by ERNA Executive