

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. Super Netball Reserves (Used to be ANL)
6. U/17's and U/19's State Teams
7. Premier League Opens
8. Premier League U/23's
9. Metro League Teams (women & mens)
10. Regional Academies
11. Senior State Titles & Masters Teams
12. Junior State Titles Teams
13. Development Teams
14. Association Club Teams

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) 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.
- f) Payments to ERNA Coaches and Managers are to be considered expenses and Coaches and Managers are not to be considered as employees.
- g) For the Winter Competition permission be granted that: the 12-15 year rep and/or dev

teams will play in the Saturday competition in an appropriate division prescribed by the Competitions Committee, in consultation with the ERNA Executive.

3. Coaches

Coaches for representative teams shall, as a minimum, meet the NNSW requirements for the team they are coaching

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

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

All coaching nominations must be in the hands of the Secretary as follows:

- a) Mens Metro League by 15 June in the year of play.
- b) Summer Series Teams by 15 July in the year of play.
- c) Premier League Teams by 15 July in the year before the competition commences.
- d) Metro League, Senior State Titles and Junior State Titles by 15 August in the year before the competition commences.
- e) Development Teams by 15 August in the year before the competition commences.

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

- a) Coaches may nominate for team he/she wishes to be considered for
- b) 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:

- a) be members of the Coaching Committee;
- b) be responsible for coaching their allocated team(s) and/or squad(s);
- c) become members of the Selection Panel when their team is being selected;
- d) 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;
- e) give players equal opportunity of taking the court at all Carnivals, Round Robins and other Pre-Championship Events;
- f) conduct up to two (2) training sessions each week;
- g) have sole control of the selection of the team to take the court and of all players on the court;
- h) submit requests for leave of absence from training and/or Carnivals (or part thereof) in writing to the Representative Coordinator.
- i) 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)

- j) Premier League, Metro League and Summer Series Coaches must co-ordinate any movement of players with the League Representative Co-ordinator and the League Selection Convenor.

3.1 Coaches Review

- Premier League and Metro League coaches will be assessed. Other Coaches will be assessed at the discretion of the Coaching Convenor and Executive.
- 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.
- 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:

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.

4. Managers

- a) Managers shall be elected by the Executive Committee.
- b) Nominations for the position of Manager must be on an official nomination form and submitted to the Secretary
- c) Managers of the ERNA Representative Teams shall be members of the Representative Uniform and Equipment Committee.
- d) Managers shall:
 - i. be responsible for managing their allocated team(s) and/or squad(s);
 - ii. 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

- a) All players of ERNA shall be eligible for selection into ERNA Representative Teams and Development Teams and Squads if they meet age requirements.
- b) Candidates for selection must attend on the stipulated days and times of selection.
- c) If unable to attend selections, a letter requesting consideration may be submitted to the relevant Selection Convenor.
- d) Any candidate requesting such consideration must be listed on the sign on sheet before other candidates sign on.
- e) The signed agreement form must be submitted before taking the court for selections.
- f) 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.
- g) Players shall attend and carry out all training set by the coaches.
- h) 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.
- i) 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.
- j) A medical certificate shall be presented to the Manager before a player resumes training or playing after an injury or serious illness.
- k) Players selected in Junior 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. Premier League Teams

- a) Players may nominate for to be a Premier League Player - due to the number of entries, players are invited to trial.
- b) Any player selected may join either an affiliated club or the “Reps Membership” of ERNA.
- c) Premier League players may be asked to play Metro League as a temporary replacement player, eg, to get some game time or when coming back from injury.
- d) ERNA will nominate Training Partners (TPs) from the previous years Hawks Futures Program. NNSW dictate the maximum number of TPs a Franchise can select.

7. Hawks Futures Program

- a) ERNA will select players into a ‘Hawks Futures’ Program from players selected into ERNA’s Metro League teams.
- b) These players will typically train once a month for 6 months (March – August)
- c) They will play against other franchises equivalent teams and tournaments conducted by NNSW or other franchises.

8. Metro League and Summer Series Teams

- d) Players may nominate for Metro League - due to the number of entries, players are invited to trial
- e) Players may nominate for Summer Series – this is typically a paper selection
- f) Any Player Selected may join either an affiliated club or the “Reps Membership” of ERNA
- g) Players should make themselves available if called on in a higher team as a temporary replacement player providing, they are fit and available.
- h) If a player withdraws after entries have been submitted to NSWNA, the player shall forfeit their ERNA registration fee. Note that NNSW will not refund any portion of the NNSW fee once paid.
- i) ERNA may pay additional registration of any reserve player required to play as a result of player shortage within those teams.
- j) 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. This applies to the regular season and does not include the finals series.

9. Senior State Titles & Masters Teams

- a) Players may nominate for the Senior State Titles team for which they wish to trial i.e. 15 years, 17 years , Opens, Msters etc.
- b) If a player withdraws after entries have been submitted to NSWNA the player shall forfeit their ERNA registration fee. Note that NNSW will not refund any portion of the NNSW fee once paid.
- c) For 17s – nominations are a part of the Metro nominations. Players, in the first instance, are selected from ERNA Metro League teams. If there are not enough eligible athletes, other nominations will be considered.
- d) Players are to be guaranteed 25% of games they are able and fit to play. N.B. half a game constitutes a game.

10. ERNA Sapphires (All Abilities) Representative Team

- a) ERNA is committed to creating a safe, inclusive, and supportive environment where players of all abilities can learn, grow, and enjoy the game of Netball.
- b) Players will attend training sessions, and selected players will play during the Winter Day Competition, attend All Ability Carnivals (selected by the Coordinator) and compete in the NNSW All Abilities State Challenge.
- c) The team members will wear a uniform as stipulated by ERNA.

11. Junior State Titles Teams

- a) Players may nominate for the appropriate Junior State Titles team according to their age. 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).
- b) If a player withdraws after entries have been submitted to NSWNA the player shall forfeit their ERNA registration fee. Note that NNSW will not refund any portion of the NNSW fee once paid.
- c) Teams may attend a maximum of five (5) carnivals and a minimum of three (3) carnivals.

12. Development Teams and Squads

- a) Players may nominate for the appropriate Development team according to their age. Players shall be selected into their own age groups: 15, 14, 13, 12 years.
- b) Players may nominate for the 11 years Development Squad
- 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.

13. Training Partner Role

- a) Where a junior 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 other development 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.

14. Umpires

- a) A payment as set down by ERNA will be paid to umpires who accompany teams to State Titles, Carnivals and Round Robins.
- b) Payments to umpires from ERNA are to be considered expenses and umpires are not to be considered as employees.

15. Uniforms

- a) Representative Players shall purchase their Representative Uniforms with the exception of the Premier League Players.
- b) ERNA shall provide a representative bag for each Manager, Coach, and Player, if required, on a four (4) year basis.
- c) Members of the Executive, Managers and Coaches and others as decided by the Executive shall be provided with an ERNA 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.

- d) 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
04/12/25	Updated as per Executive Meeting
28/02/26	Updated as per Executive Meeting