

SELECTION POLICY & PROCEDURES

**Adopted by NSW Netball Association Ltd Board Meeting on
15th March 2011**



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1. Application of the Selection Policy and Process

Consistent and conscientious application of the policy, operational processes and procedures outlined in this document will help ensure the following:

- 1.1 Transparency for all stakeholders who are involved in the selection process.
- 1.2 Improved communication and understanding between stakeholders.
- 1.3 Improved planning and execution associated with all aspects of selection.
- 1.4 Flexibility to respond to selection situations in a fair manner.
- 1.5 Facilitation of analysis and review of the selection process to ensure quality, consistency and stability between all events that are undertaken by Netball NSW in a given season.
- 1.6 Appointment of high quality and experienced selectors to support all levels of the Netball NSW Elite Athlete Pathway.
- 1.7 Promotion of development and advancement opportunities for selectors at each level of the Netball NSW Elite Athlete Pathway.

2. Objectives of the NSW Selection Panel

- 2.1 *Tasman Trophy Team*
To select the best 12 athletes relative to positional requirements to participate in the Tasman Trophy competition.
- 2.2 *ANL Teams*
Two teams of 12 players will be selected as follows:
 - 2.2.1 Team 1 (Waratahs) – selection to be the best 12 athletes relative to positional requirements to participate in ANL.
 - 2.2.2 Team 2 (Blues) – selection of a development team.
- 2.3 *Age Designated State Teams*
 - 2.3.1 Primary: To identify and select up to twelve (12) of the best athletes in their relative age groups to achieve consistent success at the National Championships.
 - 2.3.2 Secondary: Recognise the potential of athletes to participate at National Championships standard and to assist those athletes to achieve their individual potential at National level.
- 2.4 *Talent Development Programs*
To identify athletes with the ability, after specialist coaching and match practice, to make it to the elite levels. These squads are used to ensure depth of talent within NSW and develop long and short term plans for future development.



- 2.5 The NSW Selection Panel will assist with the selection of:
- 2.5.1 Metropolitan Squads - a panel will be developed consisting of Metropolitan Squad coaches and appointed selectors.
 - 2.5.2 Regional Academies of Sport - one Netball NSW or NSWIS selector to assist the selection of the 15 years Regional Academy Talented Athletes and the full Regional Academy squad.
 - 2.5.3 Metropolitan Academies of Sport.
 - 2.5.4 State and National Schools Teams.

3. Teams/Squads to be Selected

- 3.1 State teams:
- 17 & Under
 - 19 & Under
 - 21 & Under
 - Australian Netball League Teams
- 3.2 Squads:
- 15 Years Talented Athlete Program (selected at the 15 yrs Development weekend).
 - Tall Players Squad

A letter of acknowledgement, including program details, will be sent to each selected athlete on behalf of the Netball NSW Board of Directors.

4. Selection Panel

- 4.1 Appointment Process
- 4.1.1 Selectors, including a Senior Selector will be appointed as required from applications/nominations received by the Netball NSW Appointments Panel. Appointment as a selector for the selection process under consideration will be made approximately three months before the advertised commencement date for trials or selection of that process.
 - 4.1.2 In certain selection processes appointments are defined. Selectors for other processes are allocated or confirmed by the Netball NSW Appointments Panel to teams/squads as appropriate. The coach for the relevant State Team will be appointed to the selection group.
 - 4.1.3 A Netball NSW staff member will be appointed to the Selection Panel and will hold the position of Convenor. The Convenor will not have voting power during the selection process.



- 4.1.4 The Appointments Panel may appoint an Observer or Observers to any selection process. The Observer may be consulted for their opinion, but is not a decision making member of the Panel. At the conclusion of the selection process the Convenor will, in conjunction with the Senior Selector will undertake a post selection debrief with the Observer(s) as a development measure.
- 4.1.5 Ex officio members are not permitted to be included in any selection process at any time.
- 4.1.6 On appointment the principle of confidentiality by all persons involved in the selection process is paramount and selectors' will be required to sign an acceptance of offer including commitment to the Selectors' Code of Conduct.
- 4.1.7 Selectors who make themselves unavailable for selection processes other than State team selections will not be considered for future State team selections for a period of 12 months.

4.2 Appointment Criteria

4.2.1 Persons wishing to be considered for appointment as selector to one of the Netball NSW processes must fulfil the following criteria:

- i) Hold a current N.C.A.S Netball Development Coaching accreditation.
- ii) Have attended and successfully completed an approved Netball NSW Selectors' Workshop within the previous four (4) years.
- iii) Be a current financial member of Netball NSW.

4.2.1 In addition to the above criteria, individuals must also address a minimum of **one (1)** prerequisite of the following criteria in their profile and resume:

- i) Coaching Experience

Have coached within the last four years or be coaching at a **minimum of State/State Age Championship Team** level.

- ii) Playing Experience

Have played or be playing at a **minimum of Waratah Cup** level.

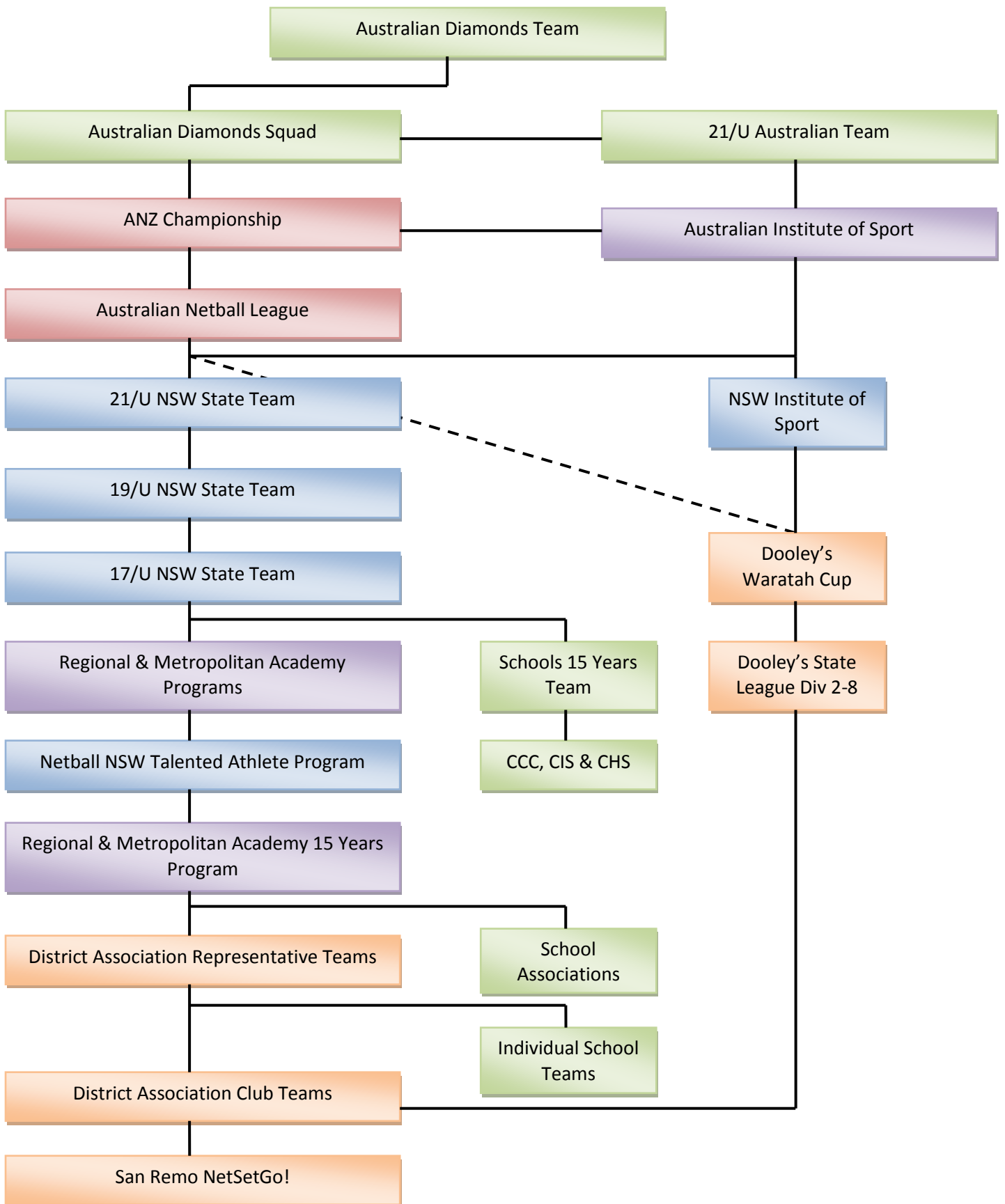
4.3 Total Number of Selectors Required

4.3.1 Tasman Trophy panel: 3 Selectors (Head Coach (Senior Selector), Assistant Coach and NSW based National Selector) Where there is no NSW based National Selector the Board will make the appointment of the third selector.

4.3.2 ANL Teams: Head Coach (NSW Swifts, Senior Selector), Head Coach (Waratahs), Head Coach (Blues), two observers to be appointed.



- 4.3.3 21 Years and Under State Team panel: 3 Selectors - (NSW Swifts Coach or NSW Swifts Assistant Coach (Senior Selector), Team Head Coach and one other selector appointed. Two observers may also be appointed.
- 4.3.4 19 Years and Under State Team panel: 5 Selectors - (NSW Swifts Assistant Coach (Senior Selector), Team Head Coach and three other selectors appointed. Two observers may also be appointed.
- 4.3.5 17 Years and Under State Team panel: 5 Selectors - Team Head Coach and four other selectors appointed. Two observers may also be appointed.
- 4.3.6 For all other selections, selectors including the senior selector will be appointed approximately three months before each selection process.
- 4.3.7 Selectors will be offered appointment on the basis of the Appointment Panel's assessment of the skills and abilities of each selector relevant to the selection process under contest.





5. Application for Athlete Selection

- 5.1 Excluding the Tasman Trophy Team athletes all applicants for selection must be current financial members of Netball NSW.
- 5.2 Nomination for selection is not required for either the Tasman Trophy Team or ANL Teams.
- 5.3 Nomination forms for all other teams will be available from the website, sent to affiliated Associations for distribution to potential applicants, and sent to current State Team members.
- 5.4 Athletes will be responsible for submitting completed application forms to the Netball NSW office by the required date marked *Application: Player Nomination*.
- 5.5 Closing dates for nominations will be fourteen (14) days prior to the selection date.
- 5.6 Late applications will not be accepted unless submissions in writing outlining compassionate circumstances are received by Netball NSW within 48 hours of the closing date. The reason(s) for the late application must be disclosed and include, where appropriate, relevant documentary evidence. Netball NSW will determine if the athlete is to be permitted to trial.
- 5.7 Where an athlete fails to attend selections and that athlete believes that special or compassionate reasons prevented them from attending, a written application may be made to Netball NSW within 24 hours of the commencement of selection. The reason(s) for non-attendance must be disclosed and include, where appropriate, relevant documentary evidence. Netball NSW will determine if the athlete is to be permitted to be considered for selection.

6. Athlete Selection Process

- 6.1 Closing dates for selection trials will be set where possible six (6) months in advance and distributed to all affiliated Associations.
- 6.2 All nominees will be informed of the selection policy at least seven (7) days prior to the commencement of selections.
- 6.3 The General Manager (GM) will notify the Convenor of the Selection Panel, of the ratification or otherwise of athlete nominations by the Board of Directors, prior to the selection of the teams.
- 6.4 The Convenor will keep for two years, records of selection trial games detailing the number of games each nominee has played, and in what position.
- 6.5 Where possible the Selectors will name a "shadow" athlete for each of the Shooting, Centre Court and Defence ends.
- 6.7 If any player who is a member of the NSW Swifts is selected to represent NSW at Age Nationals the decision must be at the discretion of the NSW Swifts Head Coach. In this situation, normal selection criteria apply and relevant employment conditions are to be met.

7. Replacement of Selected Players

7.1 Grounds for Replacement

- 7.1.1 **Injury or Illness:** A player who is injured or ill may be assessed by a doctor nominated or agreed to by Netball NSW, who will assess the player in conjunction with the State Team Coach and Team Physiotherapist. The Convenor of Selectors is to be notified of all such injuries or illness.
- 7.1.2 **Loss of form:** A player being considered for replacement due to loss of form will be counselled by the State Team Coach to give them the opportunity to rectify the situation. The Convenor of Selectors will be advised of the situation and a mutually agreed timeframe will be set by the State Team coach and player for the situation to be reassessed.
- 7.1.3 **Breach of Discipline:** A player being considered for replacement due to a breach of discipline, including failure to observe any relevant Netball NSW policy, the Netball NSW Code of Behaviour or the Netball NSW State Team Player Agreement, will be counselled by the relevant State Team Coach to give them the opportunity to rectify the situation. The Convenor of Selectors will be advised of the situation and a mutually agreed timeframe will be set by the State Team coach and player for the situation to be reassessed. The Convenor of Selectors will report such breaches to the General Manager in a timely manner.
- 7.1.4 **Breach of Anti-Doping Policy:** Any player who breaches the Netball NSW Anti-Doping Policy will automatically be removed from the relevant State Team and will be replaced. All penalties relating to these breaches will be as per Netball Australia guidelines. The Convenor of Selectors will report such breaches to the General Manager in a timely manner.
- 7.1.5 **Ineligibility:** Any player who is deemed ineligible or becomes ineligible for the State Team will automatically be removed and replaced. The Convenor of Selectors will report such breaches to the General Manager in a timely manner.

7.2 Replacement Process

- 7.2.1 If a selected player is unable to continue or is removed as a representative of a State Team, the procedure for a replacement player is as follows:
- i) The convenor of selectors will be consulted.
 - ii) Consideration will first be given to identified shadow players.
 - iii) Consideration will then be given to other identified players from the selection process should this be necessary.
 - iv) The selectors will then fill this position with the player judged most suitable; possessing the required degree of skill and showing consistent performance.



8. General Team Information

- 8.1 All athletes selected into a State Team are expected to attend all such training sessions as scheduled by the Coach unless extenuating circumstances arise. Players who are unable to attend training must contact the Team Manager no later than midday on the day of training.
- 8.2 All athletes selected into a State Team are advised that they must be available to take the court for all games as scheduled throughout the Championships.
- 8.3 All athletes must attend and reside with the team for the entire Championships.
- 8.4 Up to twelve (12) athletes will be selected and the Netball NSW Board of Directors will be advised of the final team before announcement on the Netball NSW website or as soon as practicable thereafter.
- 8.5 A letter of congratulations will be sent to all successful applicants on behalf of the Netball NSW Board of Directors.
- 8.6 A media release will be prepared for publication as soon as possible after the announcement of teams and affiliated Associations will also be notified directly.

9. 21 Years & Under

- 9.1 Nominations for the 21 & Under State Team will be called for approximately three (3) months prior to the National Championships.
- 9.2 Selection trials will be conducted approximately two (2) months before the National Championships with applicants nominating their preferred positions.
- 9.3 Prior knowledge will also be taken into account of performances at nominated events in the months prior to selection, and can include:
 - State League
 - State Tournaments and Championships
 - National Championships
 - AIS and NSWIS Scholarship Holder training and events
 - Other relevant competition games

10. 19 Years & Under Team

10.1 Phase I

- 10.1.1 Selections will be conducted in two (2) phases. Phase I will be conducted approximately five (5) months before the Championships.



10.1.2 Selection will be based on game trials and performances at nominated events in the months prior to selection. Nominated events include:

- State League
- State Tournaments and Championships
- Academy games and competitions
- National Championships
- AIS and NSWIS Scholarship Holder training and events
- Other relevant competition games

10.1.3 Following Phase I, an appropriate number of athletes will be selected into a squad which will proceed to Final Selections.

10.2 *Final Selection*

10.2.1 The final selection will be conducted within four weeks of Phase I.

11. **17 Years & Under Team**

11.1 *Phase I & II*

11.1.1 Selections will be conducted in three (3) phases with a time frame in line with Netball Australia guidelines. Phase I & II will be conducted approximately five (5) months before the Championships.

11.1.2 Selection will be based on game trials and performances at nominated events in the months prior to selection. Nominated events include:

- State League
- State Tournaments and Championships
- Academy games and Competitions
- National Championships
- Other relevant competition games

11.1.3 Following Phase I, an appropriate number of athletes in relation to the number of applicants, will be selected who will then proceed to Phase II.

11.1.4 Following Phase II, an appropriate number of athletes will be selected who will then proceed on to Final Selections.

11.2 *Final Selection*

i) The final selection will be conducted within four weeks of Phase II.

12. **Age Specific Selection Considerations**

12.1 Athletes eligible for 17 & Under selection are to be considered only for this age group.

12.2 Athletes eligible for 19 & Under selection may only be considered for 21 & Under selection where there is no other suitable 21 & Under applicants in the required position.



- 12.3 In the case of two athletes whereby one is still eligible for the 19 & Under age group and an older athlete who is only eligible for the 21 & Under age group, both with the same level of experience, the older athlete is to be selected into the 21 & Under Team.
- 12.4 If athletes are to be moved up an age group it must be done at the discretion of the Selection Panel and with the consent of the athlete/s concerned.
- 12.5 In all such cases the Netball NSW Board of Directors will be advised of the final team before announcement on the Netball NSW website.

13. Tasman Trophy Team

- 13.1 A selection panel will be appointed to select the NSW Team to compete in the Tasman Trophy. The panel will consist of three selectors: Head Coach, Assistant Coach and a NSW based National Selector. Where there is no NSW based National Selector the Board will make the appointment of the third selector.
- 13.2 Selection will be based on performances at nominated events including:
 - State League
 - Australian Netball League
 - National Championships
 - Tasman Trophy
- 13.3 Twelve (12) athletes will be chosen for the team together with a number of shadow players.
- 13.4 Negotiations with players selected will be conducted by the Netball NSW General Manager in conjunction with the NSW Swifts Head Coach, prior to the formal announcement of the team.
- 13.5 Netball NSW will conduct a formal induction to all players once the team is finalised and all signed contracts have been received. This induction will outline all terms and conditions associated with the employment of the player as a NSW Swifts team member.

14. Australian Netball League Teams

- 14.1 A selection panel will be convened to select the NSW Teams to compete in the Australian Netball League.

Panel members will include:

 - Head Coach of NSW Swifts
 - Head Coach Waratahs
 - Head Coach Blues
 - Two observers to be appointed by the Appointments Panel
- 14.2 Selection will be a paper selection, based on performances at nominated events including:
 - Waratah Cup and State League Division 2
 - Australian Netball League
 - National Championships
 - Tasman Trophy
 - AIS and NSWIS Scholarship Holder training and events



- 14.3 Two teams of twelve (12) players will be selected as follows:
- Team 1 (Waratahs) - selection to be the 'best' 12 players available.
 - Team 2 (Blues) – a development team to be selected from players participating in the Waratah Cup and State League Division 2 competitions.
- 14.4 All players must be resident in NSW and be a registered financial member of Netball NSW in order to be eligible for selection into an Australian Netball League Team. Exclusions may apply to those players who are playing with another State/Territory due to residential geographical location.
- 14.5 No player registered and/or playing for another State or Territory team is eligible for selection.
- 14.6 In order for players to be eligible they must be participating in either the Waratah Cup or State League Division 2 or the NSW Swifts team or resident at the AIS.
- 14.7 All players must play a minimum of six (6) quarters of the total number of games available to them.
- 14.8 A player who has played more than 20 quarters* in one ANZ Championship season will not be eligible to play in the ANL Competition in the same calendar year.
- A player that has been de-listed from an ANZ Championship team the previous year will be permitted to play in the ANL Competition in the following calendar year.
- *"A Member Organisation may seek permission through the Player Eligibility Appeal Committee for an ANZ Championship player who has sustained serious injury, and who has played more than 20 quarters in one ANZ Championship season, to rehabilitate and return to match play through participating in the ANL Competition."*
- (The aforementioned paragraph is an excerpt from the ANL Competition Rules: paragraph 4.1.4 g) ANZ Championships).*
- 14.9 Athletes selected in a Netball NSW ANL Team will be notified by Netball NSW and will be required to notify acceptance or otherwise within 7 days from notification.