



REPRESENTATIVE POLICY & PROCEDURES

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NEWCASTLE NETBALL ASSOCIATION
REPRESENTATIVE POLICY & PROCEDURES

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1. REVELANT POLICIES AND PROCEDURES

- 1.1. Other policies referenced in this policy include:
 - 1.1.1. NNA Appointments Procedure
 - 1.1.2. NNA Selection Procedure
 - 1.1.3. NNA Apparel Policy
 - 1.1.4. Netball NSW Code of Behaviour
 - 1.1.5. Netball Australia Integrity Policy Framework

2. AIM

- 2.1. To create a positive, supportive, and rewarding environment that fosters the development of players, umpires, coaches, managers, and other personnel within the Newcastle Netball Association (NNA). Through strong leadership and professionalism, we promote continuous improvement, lifelong learning, and the pursuit of excellence on and off the court.
- 2.2. We are committed to encouraging all participants to play hard and fair, in accordance with the rules and the spirit of the game, while working to enhance the overall sporting and social experience for everyone involved.
- 2.3. To submit teams and achieve the best possible results for:
 - 2.3.1. Representative teams to the NNSW State Titles.
 - 2.3.2. NNSW Regional League.
 - 2.3.3. Other NNSW Leagues such as Summer Series.
 - 2.3.4. Development teams to the Development mini-titles and achieve best possible results.
- 2.4. NNA acknowledges and actively supports the Netball NSW (NNSW) development pathway for players, coaches, managers, umpires, and bench officials.
- 2.5. We also commit, to the best of our ability, to supporting representative competitions and events conducted by NNSW and Netball Australia.

3. OUR VALUES

- 3.1. At NNA within the Representative Program, our core values guide everything we do:
 - 3.1.1. **RESPECT** – We treat all people fairly and equitably
 - 3.1.2. **INTEGRITY** – We are open, honest and transparent in our dealings with others
 - 3.1.3. **PRIDE** – We inspire each other and our teams to achieve, building on each other’s strengths

3.1.4. **PASSION** – We are deeply motivated; we love what we do and why we do

4. COMPOSITION

4.1. At NNA, the representative structure includes the following key components:

4.1.1. Representative Committee – Chaired by the Representative Convenor, this committee typically consists of six to eight (6-8) members who possess prior representative experience, including the State Titles Coordinator(s) and the Development Coordinator. The committee convenes regularly to address issues concerning representative teams, players, and personnel. All decisions and recommendations from the committee are forwarded to the NNA Management Committee for review and approval. Committee members are nominated and elected during the NNA Annual General Meeting, serving a term of 12 months.

4.1.2. Representative Personnel – This group includes a range of roles essential to the success and support of NNA’s representative programs:

4.1.2.1. Junior State Coordinator (JSC) & Assistant JSC

4.1.2.2. Senior State Coordinator (SSC) & Assistant SSC

4.1.2.3. Team Coaches, Co-Coaches, Assistant Coaches

4.1.2.4. Team Managers & Tent Managers (State Titles)

4.1.2.5. Development Squad Coach, Assistant Coaches & Squad Manager

4.1.2.6. Junior & Senior Umpire Managers & Assistant Umpire Managers

4.1.2.7. Wellbeing Officer this could be a well-being program, not necessarily a person

4.1.2.8. Physiotherapist & Assistant

4.1.2.9. Development Coordinator

4.1.2.10. Primary Carer this is usually a parent for each team, not a role

4.1.2.11. Mentor Coach.

4.1.3. Representative Teams – These teams are made up of Newcastle Netball players across multiple age groups:

4.1.3.1. Junior State Titles: Players aged 12, 13, and 14 years

4.1.3.2. Senior State Titles: Players aged 15, 17, and Opens

4.1.3.3. Development Squads: 11, 12, and 13-year-old players are offered development opportunities to enhance their skills and game knowledge, preparing them to trial for future representative teams.

5. APPOINTMENT OF REPRESENTATIVE PERSONNEL

- 5.1. The appointment process for Representative Personnel, excluding that of Primary Carer, Mentor Coach, Physiotherapists & Assistant and Wellbeing Officer, begins after the completion of the Junior State Titles in August each year. Details regarding this procedure are in the NNA Appointments Procedure.
- 5.2. All appointment candidates will be provided with the minimum expectations required of their positions as described in the NNA Appointments Policy and will have regard to each person's individual pathway and endeavour to support that pathway within their resources.

6. SELECTION OF REPRESENTATIVE PLAYERS

- 6.1. Player selections (squad) will occur as soon as possible after the end of the Winter season (where the current health, council and/or NNSW rulings allow). Details regarding selections are available within the NNA Selection Policy and Procedure.
- 6.2. The decision of the Selection Panel is final.

7. REPRESENTATIVE UNIFORM

- 7.1. Items of NNA Representative apparel permitted are included in the NNA Apparel Policy.
- 7.2. NNA Representative apparel must be worn at all representative sanctioned events.

8. REPRESENTATIVE RECOGNITION

- 8.1. NNA will recognise those involved in the representative program in various ways throughout the year.

9. DOCUMENTATION AND AGREEMENTS

- 9.1. Documentation used by the Representative Committee is regularly reviewed and distributed to personnel, players and umpires at the start of each season.
- 9.2. *Personnel:*
 - 9.2.1. Personnel receive an applicable Representative Position Guideline and Medical form, which they must read, complete, and return to confirm their understanding and compliance with the expectations outlined. In addition, they receive an All Personnel Guideline document which outlines uniform and Code of Behaviour requirements.
- 9.3. *Players:*
 - 9.3.1. Players receive an agreement based on their selection into the NNA Representative or NNA Development teams. This agreement must be read, signed and returned to acknowledge their compliance. NNA Teams receive the Representative Booklet which provides further details regarding the commitment needed and provides further details regarding the upcoming season. All players and parents receive the Netball NSW Code of Behaviour including the requirements for players and parents/supporters/spectators and a Medical form for completion.
- 9.4. *Umpires:*

- 9.4.1. Umpires receive the Representative Booklet, Netball NSW Code of Behaviour detailing the requirements for Umpires, and an Umpire Agreement that must be read, signed and returned. All umpires must complete a medical form to the best of their knowledge.

10. COMPLIANCE

- 10.1. Confidentiality, integrity, and adherence to the Representative Position Guideline document is essential for all personnel. The representative experience should be positive, rewarding, and fulfilling for all involved, this includes players, personnel and parents. Any concerns or issues must be promptly reported to the Representative Convenor to facilitate timely resolution. The Representative Committee will be involved throughout the season and will keep the Representative Convenor informed of any matters requiring attention.
- 10.2. All Representative Personnel are expected to uphold their Position Guidelines throughout the season, representing NNA with pride, passion, and integrity. Coaches should prioritise the ongoing development of players and support their progression toward NNSW pathways as a fundamental part of their planning and coaching approach.
- 10.3. Any potential breaches of the applicable guideline document, NNA policies or Netball NSW policies including the Code of Behaviour and Safeguarding of Children and Young People policy should be referred to the NNA Compliance Officer for investigation and review.

11. OTHER

- 11.1. NNA requests that family members or supporters avoid staying at the same accommodation as NNA representatives during State Titles. Exceptions may be made for players or personnel with medical or caregiving needs that require close proximity or shared accommodation. NNA will place a hold on adequate accommodation to allow for this, if needed.

12. FINANCIAL RENUMERATION

- 12.1. Recognition of Member Achievements

12.1.1. Criteria:

- 12.1.1.1. Must be a member of Newcastle Netball Association – player, umpire, official (coach/manager)
- 12.1.1.2. Has achieved success through player, umpire and official selection into the Hunter Academy
- 12.1.1.3. Has achieved success through selection into the Hunter Netball Metro League Team
- 12.1.1.4. Has achieved success through selection into an elite team: State Cup/Regional Team; NSW Netball State Team (Nationals); Netball Australia National Selection – player, umpire, official

- 12.1.2. The member through the recognition of their talent into an elite team/competition has incurred costs for uniform, travelling expenses and other costs. They are recognised at NNA for their achievements and are therefore rewarded with assistance via financial remuneration.

- 12.1.3. The financial remuneration for any one year is as follows:

Achievement	Remuneration
Hunter Academy Selection	\$100
Hunter Netball Metro League	\$150
Hunter State Cup selection	\$150
NSW Netball State selections	\$400
Netball Australia National selections	\$600

12.1.4. These remunerations will be paid annually following the conclusion of the Winter Season.

12.2. Recognition of Representative Commitments

12.2.1. Criteria:

12.2.1.1. Must be a member of Newcastle Netball Association

12.2.1.2. Must have remained in representative position for majority of representative season including State Titles, unless a valid medical reason be provided. This is at the discretion of the NNA Management Team.

12.2.2. The member through the recognition of their commitment to the NNA representative program has incurred costs for uniform, travelling expenses and other costs. They are recognised at NNA for their achievements and are therefore rewarded with assistance via financial remuneration.

12.2.3. The financial remuneration for any one year is as follows:

Achievement	Remuneration
State Title Coaches	\$400 suggesting \$500
State Title Coordinators	\$350 for JST and SST
State Title Team Managers	\$300 250
State Title Assistant Coaches	\$300 250
Development Team Coaches	\$200 150
Development Team Managers, Co-ordinators and Assistant Coaches	\$150 00
Masters Coaches	\$200
Masters Team Managers and Assistant Coaches	\$150
All Abilities Coaches	\$200
All Abilities Team Managers and Assistant Coaches	\$150

12.2.4. These remunerations will be paid annually following the conclusion each of the State Titles.

Umpires – State Titles, Carnival and Regional League, excluding Newcastle Representative Carnival, Attendance	\$100 per day this could mean that an Umpire could receive more than a coach - \$300 for 3 days, \$200 for Regional League and then car travel ????
Umpires Travel – Carnivals and Regional League Coach/manager - Sydney region Carnivals	\$50 per return trip per driver \$50 per return trip per driver

12.2.5. These remunerations will be paid following the conclusion each sanctioned event.

13.1. Recognition of NNA Courtcraft or NNA Metro League Commitments

13.1.1. Criteria:

13.1.1.1. Must be members of Newcastle Netball Association.

13.1.1.2. Must have remained in the NNA Courtcraft or the NNA Metro League team for the duration of the competition.

13.1.1.3. Covers players, coaches and managers.

13.1.2. The financial remuneration for any one year is as follows:

Achievement	Remuneration
NNA Courtcraft Team Player Selection	<ul style="list-style-type: none">• Netball Central Player Season Pass• Team Entry Fee
NNA Courtcraft Team Personnel Selection	<ul style="list-style-type: none">• Netball Central Personnel Season Pass• Travel reimbursement of \$50 per car per travel day for > 100 km
NNA Metro League Team Selection	<ul style="list-style-type: none">• Netball Central Player Season Pass• Team Entry Fee
NNA Metro League Team Selection	<ul style="list-style-type: none">• Netball Central Personnel Season Pass• Travel reimbursement of \$50 per car per travel day for > 100 km

14. RELEVANT DOCUMENTS

14.1. All documentation referred to in this policy can be sourced from the Representative Convenor.

NNA REPRESENTATIVE FORM REGISTER

No.	Name
Online	Personnel Nomination Form
Online	Player Nomination Details
Online	11yrs Development Squad Player Nomination Details
Online	Representative Medical Form - Adult
Online	Representative Medical Form - Underage
RP01	Representative Position Guidelines – All Personnel
RP02	Representative Position Guidelines – Umpire Manager
RP03	Representative Position Guidelines – Mentor Coach
RP04	NNA Ankle Guard Policy Letter
RP05	Representative Position Guidelines - JSTC & SSTC
RP06a/b	Representative Position Guidelines - Coaches & Assistants
RP07	Representative Position Guidelines - Manager
RP08a/b	Representative Position Guidelines - Dev Coaches, Assistant & Trainee
RP09	Representative Position Guidelines - Dev Manager
RP12	Rep Expectations - Senior
RP13	Rep Expectations - Junior
RP14	Representative Agreement
RP16	Representative Booklet
RP17	Rep Coaches Players Report
RP18	Equipment Register
RP19	Selections Team Sheet
RP20	Selections Position Sheets
RP21	Representative Position Guidelines - Selector
RP22	Representative Position Guidelines – Development Coordinator
RP23	Rep Expectations - Development
RP24	Representative Position Guidelines - Tent Manager