



Representative Program Policy



Randwick Netball Association
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Contents

1. REPRESENTATIVE PROGRAM	4
2. OBJECTIVES	4
3. RNA SQUADS & TEAMS	4
4. PLAYER ELIGIBILITY	4
4.1 All PLAYERS MUST	4
4.2 Prescribed fees	5
5. SELECTORS	5
6. PLAYER SELECTION PANELS (PSP)	6
7. SELECTOR APPOINTMENT PROCESS	6
8. SELECTOR APPOINTMENT CRITERIA	7
9. CONFIDENTIALITY REQUIREMENTS	7
10. PLAYER SELECTION	7
10.1 Nomination Process	7
10.2 Selection Process	8
10.3 Metro League teams selections will comprise of:	8
10.4 Senior Selections (excluding Metro Team) will comprise of	8
10.5 Junior Selections will comprise of	9
10.6 Announcement of Teams/Squads	9
10.7 Injured or Sick Players – All Squads and Teams	10
11. REPLACEMENT PLAYERS/PROCESS	11
11.1 Metro League players	11
11.2 Senior Players	11
11.3 Junior Players	11
11.4 Grounds for replacement	11
12. LATE APPLICATIONS AND EXEMPTIONS	13
12.1 Late applications	13
12.2 Exemptions	13
13. REPRESENTATIVE TEAM OFFICIALS	13
14. APPOINTMENT PROCESS - COACHES	13
15. SELECTION CRITERIA	14
16. COACHING ACCREDITATIONS	14
17. TEAM DUTIES AND PROTOCOLS	15
17.1 Coaches – Senior, Junior and Development teams	15
17.2 Metro League Coaches	15
17.3 Assistant Coaches	16
17.4 Team Managers	16
17.5 Umpires	16
17.6 Bench officials (Metro League only)	16
17.7 Primary carer	17

17.8	Trainee Coaches.....	17
17.9	Conflict of Interest	17
18.	BREACH OF DUTIES AND PROTOCOLS	17
19.	PAYMENT PROCESS – PLAYERS.....	17
20.	PAYMENT PROCESS – TEAM OFFICIALS	17
21.	PAYMENT PROCESS – UMPIRES	18
22.	PAYMENT PROCESS – SELECTORS	18
23.	REPORTS	18
23.1	Coaches.....	18
23.2	Team Managers.....	18
APPENDIX A		19

1. REPRESENTATIVE PROGRAM

- 1.1 The policies and procedures outlined in this document will help ensure the following.
- a) Alignment and consistency across all levels of the RNA Player Development Pathway.
 - b) Transparency in selection criteria and processes.
 - c) Improved planning and execution of all aspects of the selection strategy.

2. OBJECTIVES

- 2.1 To select the best 10 (minimum) to 12 (maximum) available players, relative to positional requirements, to participate in the relevant Netball NSW competitions across all age groups and divisions capable of achieving.
- a) The RNA goals and objectives.
 - b) Support of the RNA representative pathways.

3. RNA SQUADS & TEAMS

- 3.1 The following teams are part of the RNA representative program. This document refers to the following teams collectively as "Squads and Teams".
- a) RNA Metro League teams.
 - b) RNA State Title Teams.
 - c) RNA Summer representative teams.
 - d) RNA Development Teams; and
 - e) Any other team or squad as the RNA determines from time to time.

4. PLAYER ELIGIBILITY

- 4.1 **ALL PLAYERS MUST**
- a) Be a current financial member of Netball NSW.
 - I. The Junior and Senior Convenors to check that players have met the financial criteria.
 - II. Pay the administration fee as determined by RNA for trialling.
 - b) If selected in any team listed at 3.1 above, the player must be registered with an affiliated RNA Club.
 - c) Notwithstanding the eligibility requirements set out above, the Executive, at its discretion, may grant an exemption to an ineligible player who may not be a member of Netball NSW; and
 - d) When players submit their nomination form, they must advise of any absences, commitments, injuries, and holidays that will affect their availability to play or train as this may affect their selection.
 - e) Players must be aware of and agree:
 - i. To play in any Metro League Team the selection panel chooses.
 - ii. To play in higher graded Metro Teams other than the selected team, when required.

- f) Players must agree to:
 - i. Attend all training sessions.
 - ii. Attend all fitness sessions; and
 - iii. Attend any additional programs arranged by RNA.
- g) Exemptions
 - i. Players who are unable to fulfil the above criteria may apply, in writing, to RNA for an exemption.
 - ii. RNA with the relevant selection panel will determine the merits of the appeal and their decision will be final.
 - iii. Players should be aware that any decision by RNA or selection panels could result in removal from a rep program and/or team.

4.2 **Prescribed fees**

- a) Players who nominate for selection in Metro League must pay the prescribed fee as determined each year by RNA:
 - i. If successful with selection, the trial fee will be deducted from any fees to be paid.
 - ii. If unsuccessful with selection, RNA will refund 90% of the trial fee.
 - iii. No refund is provided for non-attendance.
 - iv. If a Metro League player accepts a position in a RNA Metro Team and then withdraws, no refund is provided.
- b) Senior Players (excluding Metro League Players) – the trial fee is an Administration fee.
- c) Junior Players – 12 years, 13 years, 14 years, 15 years, and 17 years – the trial fee is an Administration fee; and
- d) 11 years Development Players – the fee includes the administration fee and development program.

5. SELECTORS

- 5.1 The Selector Appointments Committee (SAC) and its chairperson will be appointed annually.
- 5.2 The SAC will be made up of
 - a) Three (3) - Executive Members, consisting of the Junior Vice President and Junior and Senior Convenors; and
 - b) Two (2) – non-executive club members.
- 5.3 A Player Selection Panel (PSP) will be created for each of the squads and teams.
- 5.4 The SAC will be responsible for the creation of the representative PSP.
- 5.5 If a selection panel is short of selectors, the Junior/Senior convenor can nominate a member of the SAC, with selector qualifications, to be included in a PSP panel.
- 5.6 A PSP will be created for each of the squads and teams.

6. PLAYER SELECTION PANELS (PSP)

- 6.1 SAC reserves the right to vary the composition of the panels, when required.
- 6.2 PSP's will be made up of five (5) members. Where a coach is added after the selection process commences, the PSP will increase to six (6) members.
- 6.3 The coach also remains the casting vote on 10th position, if needed.
- 6.4 At the determination of the SAC the PSP may include one (1) selector from the Premier League franchise.
- 6.5 The representative Head Coaches, if appointed, will be appointed as a member of the PSP on their appointed team only and added to the selection process at Phase 2 or later.
- 6.6 The RNA Junior/Senior Convenors will appoint a chairperson for each PSP. The Chairperson will facilitate discussion, decision making, ensure the integrity of the selection process is maintained, and the policy is adhered to.
- 6.7 The chairperson will be the spokesperson for the PSP.
- 6.8 The RNA Senior/Junior Convenors will provide administrative support to the Chairperson of the PSP, i.e. arrange and organise meetings, liaise with the Executive and oversee the administrative requirements of all selections.
- 6.9 Coaches of junior representative and development teams may be selectors on any senior PSP. Coaches of senior representatives and development teams may be a selector on any junior PSP.
- 6.10 If required throughout the season, the PSPs will meet to discuss selections.
- 6.11 The decisions of the PSP will be final. In general, an appeal will only be considered if the procedures are not adhered to, or the player was not given fair and equal opportunity during the selection process. An appeal will not be heard on a subjective basis that the player believes they are better or more deserving than a selected player.
- 6.12 All final selections will be made based on the decisions by the majority of each panel. The Head Coach has a casting vote, if needed.
- 6.13 The same selection ranking system will be applied to all PSPs.
- 6.14 Junior and Senior Convenors may be an observer on PSP's; and
- 6.15 The SAC may appoint an RNA executive member to a PSP, if required.

7. SELECTOR APPOINTMENT PROCESS

- 7.1 RNA Executive reserves the right to refuse a nomination.
- 7.2 RNA will advertise the roles for all selectors. The advertising period will be a minimum of 14 days and will include a closing date.
- 7.3 Selectors are to be available for the whole process of their allocated panel, which may include a selection carnival.
- 7.4 The term of appointment of selectors will be one (1) year from appointment.

8. SELECTOR APPOINTMENT CRITERIA

- 8.1 Persons wishing to be considered for appointment as a selector must fulfill the following criteria.
- a) Be a current financial member of Netball NSW.
 - b) Undertaken the Netball NSW Select for Success Course.
 - c) In addition to the above criteria, individuals must also address a minimum of ONE of the following criteria:
 - i. Coaching qualification - as a minimum, must hold the Development Coaching Accreditation.
 - ii. Coaching experience - have coached within the last five (5) years at a minimum of State Titles Team level.
 - iii. Playing experience - a demonstrated playing experience at Metro League or past equivalent; or
 - iv. Experience as a selector.
- 8.2 – Selector applications will be ranked by:
- a) Experience
 - b) Development
 - c) Novice and
 - d) Trainee
- 8.3 – Selectors will be appointed, as needed.

9. CONFIDENTIALITY REQUIREMENTS

- 9.1 All members of a PSP will be required to sign an RNA Selectors Agreement – refer Appendix A.
- 9.2 Selectors providing input to the panel must not discuss selection matters with any other person.
- 9.3 Breaching of the confidentiality agreement will lead to immediate removal from the selection panel; and
- 9.4 All members of a PSP will be required to complete and sign an RNA Conflict of Interest form – refer Appendix B. The Conflict-of-Interest register will be managed by the relevant Convenor. The Conflict-of-Interest register will be available for review by Selectors and the Executive.

10. PLAYER SELECTION

- 10.1 **Nomination Process**
- a) Dates for selection, trials and nomination forms will be published on the RNA website and across social media platforms. Dates may change at RNA discretion e.g. wet weather.
 - b) RNA Executive reserves the right to refuse a nomination.

- c) All players seeking selection will be responsible for submitting their nominations by the closing date.
- d) If an RNA Metro player is not selected for RNA's 17 years or Open Teams, they can seek an exemption from RNA to play for another Association.

10.2 **Selection Process**

- a) The PSP will select all RNA squads and teams as outlined at 3.1.
- b) Selectors should be advised by the relevant Convenor of any matters, from the prior year, relating to player history e.g. attendance, behaviour.
- c) The Selectors will review team selections should there be any withdrawal following the announcement of the teams and replace players, where needed.

10.3 **Metro League teams selections will comprise of:**

- a) The Metro League panel will consist of five (5) nominated selectors who will select all RNA Metro League Squads/Teams. One of the selectors will be the RNA Head Coach of Metro League Team 1 and one selector from the Premier League franchise.
- b) Players should be viewed at least once in both nominated positions.
- c) The Metro selectors will review team selections should there be any withdrawal following the announcement of the teams and replace players where needed.
- d) Any injuries, extended absence, sickness or personal commitments, the Metro selectors will be responsible for any replacement players.
- e) All confidential selection paperwork is to be retained by the panel chairperson after each selection phase. Once the relevant competitions have been finalised, all paperwork is to be given to the RNA Secretary.

10.4 **Senior Selections (excluding Metro Team) will comprise of**

- a) Selections for Seniors State titles, Summer Series; Men's and Master's teams can be a trial process or a paper selection.
- b) If a trial process is conducted, players must be viewed at least once in their nominated positions.
- c) The PSP will determine the number of players to progress in each phase.
- d) The Senior Convenor will notify players who will progress to subsequent phases.
- e) At the conclusion of the trials, the senior convenor will name the RNA Squads and teams to complete in the relevant competitions.
- f) The senior selectors will review team selections should there be any withdrawal following the announcement of the teams.
- g) All confidential selection paperwork is to be retained by the panel chairperson after each selection phase. Once the relevant competitions have been finalised, all paperwork is to be given to the RNA Secretary.

10.5 **Junior Selections will comprise of**

- a) Selections will be conducted in three (3) phases.
- b) Players should be viewed at least once in both nominated positions.
- c) The PSP will determine the number of players to progress in each phase.
- d) The Junior Convenor will notify players who will progress to subsequent phases.
- e) At the conclusion of the trials, the Junior Convenor will name the RNA squads and teams to compete in the relevant competition.
- f) The junior selectors will review team selections should there be any withdrawal following the announcement of the teams.
- g) All confidential selection paperwork is to be retained by the panel chairperson after each selection phase. Once the relevant competitions have been finalised, all paperwork is to be given to the RNA Secretary.

10.6 **Announcement of Teams/Squads**

a) Metro League Team/Squads

- i. The Senior Convenor will contact the successful players to confirm acceptance of the position prior to the team being announced. Upon verbal acceptance to the position, a letter of acceptance detailing the payment process will be generated.
- ii. Announcements of teams/squads will be posted on RNA website and social media.
- iii. Invoices will be generated for any fees and payments to be incurred.
- iv. All fees must be finalised, in full, within timeframes determined by the RNA Executive Committee.

b) Senior Teams/Squads

- i. The Senior Convenor will contact the successful players (parents if under 18 years) to confirm acceptance of the position prior to the team being announced. Upon acceptance of the position, a letter of acceptance detailing the payment process will be generated.
- ii. If any training partners are named by selectors, the Senior Convenor will contact the player (parent if under 18).

Definition of training partner

A training partner is a player who trains with the main team or development team but is not part of the selected team or development team.

- iii. Announcements of teams/squads will be posted on RNA website and social media.
- iv. Invoices will be generated for any fees and payments to be incurred.
- v. All fees must be finalised, in full, within the timeframes determined by the RNA Executive Committee.

c) Junior Representative and Development Teams.

- i. The Junior Convenor will contact parents of successful players to confirm acceptance of the position prior to the team being announced. Upon acceptance of the position, a letter of acceptance detailing the payment process will be generated.
- ii. If any training partners are named by selectors, the Junior Convenor will contact the parents of the successful player.

Definition of training partner

A training partner is a player who trains with the main team or development team but is not part of the selected team or development team.

- iii. Announcements of teams/squads will be posted on RNA website and social media.
 - iv. Invoices will be generated for any fees and payments to be incurred.
 - v. All fees must be finalised, in full, within the timeframes determined by the RNA Executive Committee.
- d) 11-year Development Teams/Squads**
- i. The Junior Convenor will contact the parents of successful players to confirm acceptance of the position prior to the team/squads being announced. Upon acceptance of the position, a letter of acceptance detailing the payment process will be generated.
 - ii. Announcements of the teams/squads will be posted on RNA website and social media.
 - iii. Invoices will be generated for any fees and payments to be incurred.
 - iv. All fees must be finalised, in full, within the timeframes determined by the RNA Executive Committee.

10.7 Injured or Sick Players – All Squads and Teams

- a) A player who is injured must provide a medical certificate from a doctor or health professional.
- b) The relevant Convenor is to be notified by the Coach/Manager when a player is unable to train or play due to injury.
- c) An injured player must provide clearance from a doctor or health professional to the relevant Convenor to return to training and/or playing.
- d) When a player is ill, the player must inform the manager of the team of their non-attendance at training and/or playing.
- e) Injured players are expected to attend training and fitness, where possible.
- f) After three (3) weeks of non-participation the relevant convenor should be advised by the Coach/Manager of any injury/illness. The relevant Convenor with the PSP will determine whether a replacement player is to be selected.

11. REPLACEMENT PLAYERS/PROCESS

11.1 Metro League players

- a) The replacement of player(s) before the competition commences will be determined by the selection panel.
- b) Where a player can no longer play in the competition, the selection panel will determine the replacement player(s).
- c) If a team requires a stand-in player, all metro league coaches to be consulted and make a group decision about the stand-in player.
- d) Should a stand-in player be required, the following should occur.
 - i. Consult with RNA Premier League coaches for available players – Metro League 1 only.
 - ii. Consult with Metro coaches to identify a potential player for the team.
- e) The Senior Convenor must be advised of any stand-in player prior to a scheduled game.
- f) The PSP must approve all additional registrations.
- g) If Metro Coaches cannot agree on a replacement player, the decision will be reverted to the Selection Panel.

11.2 Senior Players

- a) The PSPs, where required, will consider eligible replacement players. The following procedure is to be applied:
 - i. Senior Convenor to be advised.
 - ii. Relevant positions required.
 - iii. Identified from the selection process including any nominated training partner who trialled after the above have been considered.
 - iv. New registrations who may not have trialled.

11.3 Junior Players

- a) The PSPs, where required, will consider eligible replacement players. The following procedure is to be applied:
 - i. Junior Convenor to be advised.
 - ii. Relevant positions required;
 - iii. Identified from the selection process including training partners or development players, and
 - iv. If development squads need a player, consideration may be given to players who may not have trialled.

11.4 Grounds for replacement

- a) Without notification, failure to attend training, fitness sessions or games without RNA sanction may result in a player being replaced.
- b) A player withdraws.

c) Player illness:

- i. The player (or parent if under 18 years) is to inform the team coach and team manager if they are unable to attend training and competition games due to illness.
- ii. If illness continues after more than one playing week (including training), a medical certificate from a doctor or health professional must be provided.
- iii. After three (3) weeks of non-participation the relevant Convenor should be advised by the Coach/Manager of any illness.
- iv. The relevant Convenor and Head Coach of the team will determine if the player is to be replaced.
- v. Should a replacement player be required:
 - i. the relevant Convenor be advised.
 - ii. Relevant position required.
 - iii. Identified from selection process, identified training partner's or development players.
 - iv. Consideration may be given to players who may not have trialed.
 - v. The head coach in conjunction with the PSP, will determine the replacement player.

d) Player injured:

- i. The player (or parent if under 18 years) must advise the team coach and team manager of their inability to attend training and/or competition games.
- ii. A player must provide the team coach and team manager with the timeframe and return to training and competition games.
- iii. All injured players must provide a medical certificate from a doctor or health professional for clearance to return to training and competition games.
- iv. After three (3) weeks of non-participation the relevant Convenor should be advised by the Coach/Manager of any illness. The relevant Convenor with the PSP will determine whether a replacement player is to be selected.
- v. The relevant Convenor and Head Coach of the team will determine if the player is to be replaced.
- vi. Should a replacement player be required:
 - i. the relevant Convenor be advised.
 - ii. Relevant position required.
 - iii. Identified from selection process, identified training partner's or development players.
 - iv. Consideration may be given to players who may not have trialed.
- v. The Head Coach, in conjunction with the PSP, will determine the replacement player.

- e) Breach of Policy
 - i. A player may be considered for replacement due to a breach of the Netball NSW Code of Behaviour [and/or](#) the RNA Player Agreement and [Policies](#).
 - ii. The Head Coach will immediately advise the relevant Convenor of the situation who may initiate RNA Discipline procedures.
 - iii. If disciplinary procedures are actioned, the player (or parent) if under 18 will be notified.

12. LATE APPLICATIONS AND EXEMPTIONS

12.1 Late applications

- a) Reason(s) for the late application must be disclosed by the player and the relevant Convenor and include, where appropriate, relevant documentary evidence. The relevant convenor and the RNA President will determine if the player is to be permitted to trial.

12.2 Exemptions

- a) Where a player applies for an exemption from any of the phases, written documentation and proof of evidence must be supplied to the relevant RNA Convenor.
- b) Where exceptional circumstances prevented a player from attending trials or phases, the reason for the non-attendance must be provided to the relevant convenor.
- c) The relevant Convenor and the RNA President will determine if the player is to be permitted to be considered for selection.

13. REPRESENTATIVE TEAM OFFICIALS

- a) Representative team officials may include:
 - i. Head Coach, Assistant Coach, Team Manager and Primary Carer.
 - ii. Development Coach or Apprentice.

14. APPOINTMENT PROCESS - COACHES

14.1 All coaching roles will be advertised and where possible appointments made prior to the selection process of representative teams and squads.

14.2 RNA will appoint a selection panel that will interview and appoint coaches.

- a) This panel will include the RNA President, Coaching Co-Ordinator, a coach from UTS Sparkes or an independent selector nominated by the RNA Executive.
- b) Where the RNA President or RNA Coaching Co-Ordinator has applied for a coaching role, they cannot be a member of the coaching selection panel. They will be replaced as follows:
 - i. If applied for a Metro League Team, they will be replaced by the Senior Convenor or Senior Vice President.
 - ii. If applied for a Senior Team, they will be replaced by the Senior Convenor or Senior Vice President.
 - iii. If applied for a Junior Team, they will be replaced by the Junior Convenor or Junior Vice President.

- 14.3 The term of the appointment is one (1) year
- 14.4 If a coach withdraws, the panel may appoint another candidate from the applicants without re-advertising.
- 14.5 In consultation with the selection panel, a Metro League Head Coach may request an Assistant Coach.
- 14.6 The selection panel in consultation with a Metro League Head Coach may appoint a trainee coach.

15. SELECTION CRITERIA

- 15.1 All coaches, managers and primary carers must:
 - a) Be a current member of Netball NSW. If appointed to a position of coach, manager or primary carer, must register as a member of the Association.
 - b) Have a current Working with Children Check.
 - c) Demonstrate the values and performance cultures and standards that fit within the goals of the RNA Pathway program.
 - d) Comply with the relevant RNA Policies and processes.
 - e) Establish and maintain positive relationships with RNA Executive, other coaching staff, team managers and umpires.
 - f) Able to meet the duties, attendance and reporting requirements as per this policy.
 - g) Without notification, repeated failure to attend training, fitness sessions or games without RNA sanction may result in a coach being replaced.

16. COACHING ACCREDITATIONS

- 16.1 **Metro League and Summer Competition Teams**
 - a) Head Coach – Intermediate coaching accreditation or above.
 - b) Assistant Coach - Development accreditation or above.
 - c) Trainee Coaches – Development accreditation or above.
- 16.2 **RNA State Titles teams**
 - a) Head Coach – Development accreditation (working towards Intermediate or above).
 - b) Assistant Coach - Development accreditation or above.
- 16.3 **Junior State Development Teams**
 - a) Head Coach – Development accreditation.
 - b) Assistant Coach – Development accreditation or above.

16.4 RNA's 11's Development Squads

- a) Head Coach – Development accreditation.
- b) Trainee Coaches – Foundation accreditation or above.

16.5 All coaches must maintain their accreditation or be working towards required accreditation.

17. TEAM DUTIES AND PROTOCOLS

17.1 Coaches – Senior, Junior and Development teams

- a) The Head Coach is responsible for final decisions relating to the team at training, competition games and/or carnivals.
- b) Attend selection trials as specified in the Selection Policy and Procedures
- c) Attend all squad and team training sessions.
- d) Prepare a training program for each session.
- e) Attend all relevant competitions and carnivals.
- f) Attend 3-4 days at State Titles at a scheduled venue, if applicable.
- g) Stay for 3 nights with the representative team at State Titles, if applicable.
- h) Liaise with the team manager regarding team training requirements and all matters relating to competitions and carnivals.
- i) Notify the Coaching Co-Ordinator, and Junior or Senior Convenors regarding injuries, attendance, and any discipline matters.
- j) Name the captain of the team in consultation with the Assistant Coach, if applicable, and the Team Manager.
- k) Attend any coaches' meetings as determined by the RNA Coaching Co-Ordinator.
- l) To work collaboratively with all coaching staff and RNA Executive e.g. – if you arrange for any additional training activities, educational sessions or inspirational talks all junior representative teams to be included i.e. Junior State or Senior State.
- m) Attend development coaching courses and opportunities as agreed by RNA.
- n) Coach at Talent ID coaching sessions as arranged by RNA.

17.2 Metro League Coaches

- a) The Head Coach is responsible for final decisions relating to the team at training and competition games.
- b) Attend all team training sessions.
- c) Prepare a training program for each session.
- d) Attend all relevant competitions and carnivals, if applicable.
- e) Liaise with the team manager regarding team training requirements and all matters relating to competition.

- f) Notify the Coaching Co-Ordinator, and Senior Convenor regarding injuries, attendance, and any discipline matters.
- g) Name a captain of the team.
- h) Attend any coaches' meetings.
- i) To work collaboratively with all coaching staff and RNA Executives.
- j) Attend development coaching courses and opportunities as agreed by RNA.
- k) Coach at Talent ID coaching sessions as deemed by RNA.

17.3 Assistant Coaches

- a) Support the Head Coach at training, carnivals, and other competitions.
- b) Attend all team training sessions.
- c) Attend all relevant competitions and carnivals, if applicable.
- d) Attend 3-4 days at State Titles at a scheduled venue, if applicable.
- e) Stay for 3 nights with the representative team at State Titles, if applicable.
- f) Notify the Coaching Co-Ordinator, and relevant Convenor regarding injuries, attendance, and any discipline matters.
- g) Carry out agreed duties.

17.4 Team Managers

- a) Work collaboratively and in support of coaches and players.
- b) Co-Ordinate, manage and attend training. Ensure information is provided for competitions and carnivals.
- c) Attend all relevant competitions and carnivals, if applicable.
- d) Attend 3-4 days at State Titles at a scheduled venue, if applicable.
- e) Stay for 3 nights with the representative team at State Titles, if applicable.
- f) Score at all relevant competitions (excluding Metro League).
- g) **NOTE:** 11's Development Managers are exempt from training attendance, unless required.

17.5 Umpires

- a) Will be appointed or provided by the Umpires' Co-Ordinator.
- b) Attend relevant competitions and carnivals, as rostered.

17.6 Bench officials (Metro League only)

- a) Must have Bench Official accreditation with Netball NSW.
- b) Attend games as required.
- c) Score or time games as required by Netball NSW.

17.7 **Primary carer**

- a) Attend relevant competitions and carnivals and support any injured player.
- b) Attend 3-4 days at State Titles at a scheduled venue, if applicable.

17.8 **Trainee Coaches**

- a) To observe and learn from Head Coaches.

17.9 **Conflict of Interest**

- a) An appointed RNA coach, in any capacity, must not coach a representative team with another Association in any capacity.
- b) An appointed RNA coach must not provide private coaching to a player in their team/squad in a paid or unpaid capacity.

18. BREACH OF DUTIES AND PROTOCOLS

RNA reserves the right to replace any team official, including coaches, managers, umpires, bench official, primary carer, trainee coaches for any breach of RNA duties and protocols outlined in this policy.

19. PAYMENT PROCESS – PLAYERS

- 19.1 Invoices will be generated for any fees and payments to be incurred.
 - a) Payment costs and process including final payment will be confirmed after team selections.
 - b) A payment plan can be negotiated and approved by the Treasurer.
- 19.2 Metro League players - All fees must be finalised, in full, prior to the commencement of Netball NSW competitions.
- 19.3 Junior and Senior State Titles - All fees must be finalised, in full, prior to the scheduled date of Senior or Junior State Titles.
- 19.4 Development Teams and 11 Years Development teams - All fees must be finalised, in full, prior to the scheduled date of the first carnival.
- 19.5 Should an exemption be required to the above payment processes at 19.1 to 19.4, the Treasurer of RNA must be contacted for a payment plan to be devised.
- 19.6 A player may be withdrawn from a metro, junior, senior or development team for the non-payment of fees.
- 19.7 If fees remain unpaid from the prior year, the player is ineligible for any selection.
- 19.8 Uniforms are to be purchased online.

20. PAYMENT PROCESS – TEAM OFFICIALS

- 20.1 Coaches and managers of representative teams will be paid by instalments.
- 20.2 The Executive Committee will determine annually the payment and schedule for Team Officials.

21. PAYMENT PROCESS – UMPIRES

- 21.1 Payment is paid after completion of umpiring duties as arranged by RNA.
- 21.2 The Executive Committee will determine annually the payment and schedule for Umpires.
- 21.3 Duties may include but not limited to representative selections, carnivals and relevant State Titles.
- 21.4 Any honorary payment is paid after completion of umpiring duties as arranged by RNA.

22. PAYMENT PROCESS – SELECTORS

- 22.1 The Executive Committee will determine annually the payment and schedule for Selectors.
- 22.2 Duties may include but are not limited to representative selections, carnivals and relevant State Titles.
- 22.3 Honorary payments include all phases of selections.
- 22.4 Payment is made after completion of selection duties as arranged by RNA.

23. REPORTS

23.1 Coaches

- a) Coaches must submit a written report within 14 days of the competition ending to the RNA Coaching Co-Ordinator.
- b) The written report must detail player and team preparation and performance.
- c) Attend a review meeting as arranged by RNA.
- d) If the Coaching Co-Ordinator coached an RNA team, their written report must be submitted to the RNA President.

23.2 Team Managers

- a) Are required to promptly notify the relevant Convenor of any matters pertaining to the team that include:
 - i. Attendance.
 - ii. Injuries.
 - iii. Behaviour; and
 - iv. Comments regarding players and program.

APPENDIX A

RNA SELECTORS AGREEMENT

CONFIDENTIALITY AND CONFLICT OF INTEREST ACKNOWLEDGEMENT PERSONAL AND IN CONFIDENCE

Randwick Netball Association (RNA) congratulates you on your one (1) year appointment as an RNA Selector. In line with the RNA's Selection Policy and Procedures this agreement is to be completed and returned to the RNA President within seven (7) days of appointment.

Confidentiality Statement

During your appointment, you will obtain access to, or become aware of, confidential information pertaining to individual person/s, squads, and teams.

RNA Selectors must have qualities of tact, integrity, and ability to preserve confidentiality of the information that is conveyed to them both by individuals, other officials and/or team management.

RNA Selectors must have an open and approachable personality and be able to deal efficiently and appropriately. Many issues are sensitive and need to be managed tactfully and with the best interest of the individual person/s, squads and teams in mind.

Discussion on selection matters, individual person/s, squads, teams, other officials and/or team management will remain within official selection meetings. Any discussions outside or with third parties, is not without the expressed permission of the RNA President.

Conflict of Interest Statement

A conflict of interest may affect a person's judgement as to what is in public interest or may lead to a bias in their decision making. It is not always possible to avoid a conflict of interest. A conflict of interest is not necessarily unethical or wrong.

It is important that any actual, perceived, or potential conflict of interest is identified, disclosed and effectively managed (including avoided if possible). Management of conflicts of interest must be fair, transparent, accountable, and free from bias.

RNA Appointed Selectors must:

- disclose any actual, perceived or potential conflict of interest.
- discuss and agree with panel about how a conflict will be managed; and
- are encouraged to report any actual, perceived, or potential conflict of interest that they observe.

In agreeing to being appointed as an RNA Selector, I agree to all terms and conditions specified within the RNA Selection Policy and Procedures including but not limited to Clause 1 and Clause 2 above.

In declaring any Conflict of Interest, I agree to comply with any conditions or restrictions imposed by the Panel and/or Association to manage, reduce, or eliminate an actual, potential or perceived Conflict of Interest.

Signature

Print Name

Date _____

APPENDIX A

RNA SELECTORS AGREEMENT

CONFIDENTIALITY AND CONFLICT OF INTEREST ACKNOWLEDGEMENT PERSONAL AND IN CONFIDENCE

A conflict of interest may arise when a member of an association has private or personal interests outside of the Association that may affect (or be reasonably perceived to affect) their ability to act in the best interests of the Association when they are carrying out their duties.

Examples include parents/relatives who are on a committee or board and favour the interest of their kids who are athletes or action results.

Potential conflict of interest can be real or perceived but must result in personal gain. Perceived conflicts are not assumed as real without consideration and mitigation.

Provide a short explanation in the table below for any conflict of interest to be considered.

List Name of Trialist	Type of Conflict (tick)			Description	Agreed Action
	Actual	Perceived	Potential		

Signature

Print Name

Date

Signature (Selection Panel
Chairperson)

Print Name

Date