

*TNA acknowledge the traditional custodians of the
land on which we play*

2024

Tuggeranong Netball Association Representative Selection Policy



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Revision History

Issue	Issue Date	Amendment detail
1.0	April 2023	Initial policy
1.1	18 February 2024	Align with TNA Policy Template

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Policy Overview and Purpose

The purpose of this policy is to introduce a transparent and open process for managing the selection of athletes to represent Tuggeranong Netball Association (TNA) at the junior (11 years to 15 years) level and the players aged 17 years to senior.

The objective of this policy is to develop a successful, impartial, and simple means of selecting the most appropriate and balanced team of players to represent TNA at any Junior or Senior Representative level.

This policy is supported by (but limited to), the following TNA governance documents:

- TNA Rules
- TNA By-Laws
- TNA Sporting Behaviour and Discipline Policy and Procedures
- TNA Code of Conduct
- TNA Representative Netball Behaviour Policy

A full list of TNA governance documents can be found on the TNA website [HERE](#).

Our Commitment

To develop and support a fair and open process for the selection of all representative teams.

Selection Panel

The Chair of Selectors will establish a panel that will act with integrity and objectivity in all aspects of the selection process. The following guidelines are to be used when establishing Selection Panels and when conducting the selection process:

1. Where possible there will be a minimum of three (3) selectors on each panel. This should include:
 - a. the Chair of Selectors (or an appropriate delegate)
 - b. Program coach/Coaching Development Coordinator
 - c. an appropriately accredited coach or the head coach appointed to the age-group
 - d. a TNA Committee member (Executive member preferred)
2. Where possible, selectors must have significant experience in assessing and selecting players at a club, representative or state level.
3. A trainee selector may be included on the panel at the discretion of the Chair of Selectors to provide experience in the selection process and ensure continuity of an experienced selector pool from which the Chair of Selectors can form panels.

Selection Criteria

The following guidelines are to be used when conducting the selection process:

1. Selection shall be based primarily on the athlete's performance during the selection trials.
2. The Selection Panel may consider the following additional criteria in the selection process:
 - a. The athlete's current level of skill and physical fitness.
 - b. Attitude and behaviour towards other players, coaches, umpires during the selection process.
 - c. Any current or potential injury or condition which will impair, inhibit or prevent the athlete's performance to a required level.
 - d. Past performances over such a period as determined relevant or appropriate.
3. Under certain circumstances, selectors may exercise their discretion and consider any factor that is, in the opinion of the selectors, relevant when assessing and selecting potential players. In considering the criteria, the selectors may in their discretion give weight to extenuating circumstances.
4. Previous years' selection in representative teams will not guarantee selection in the current squad.
5. Selection decisions should be made on a majority vote. If there is no majority, the Chair of Selectors will have the final vote in the selection decisions.



Confidentiality

Confidentiality by all persons involved in the selection process is paramount to the integrity of the selections and all members of the Selection Panel(s). It is a condition of the selection process that all Selection Panel members will keep confidential all aspects of the Selection process including, but not limited to, appointment of the Selection Panel(s) and individual athlete selection per the selection policy.

Selection Panel members, coaches and any other person providing input to the Panel/s will not discuss selection matters with any other person whatsoever outside of the official selection meetings without the express permission of the Chair of Selectors and the Vice President of Representative.

Conflict of Interest

Selection Panel members will be required to declare any conflict of interest in relation to any athlete selection process they are engaged in.

The Chair of Selectors may require a member of the Selection Panel to vacate the Panel for such periods as deemed appropriate where the Chair of Selectors and/or VP Rep considers the selector has a relationship with an athlete which could give rise to a conflict of interest in the selection process. Alternatively, a selector may declare a conflict of interest and be excused from the Panel as required by the Chair of Selectors.

Conduct of Trials

Selection Trials

TNA representative teams will be selected from trials conducted at a time to be determined by the association and will include the following conditions:

1. The dates and times of selection trials will be advertised by the association and will be open to all eligible players.
2. The selection process will occur over a minimum of two (2) sessions. However, when numbers are high, only players that are deemed suitable will be invited back to trial sessions.
3. Additional sessions may be added at the discretion of the Representative Committee.
4. The Selection Panel will assess players on a minimum of two of their nominated positions and, as far as possible, players should be given a reasonable amount of playing time relative to other players within the trials.
5. TNA actively encourages versatility within all teams. For this reason during the selection process some players may be requested to fill positions that were not identified as their preferred position/s. This may occur for two reasons:
 - a. The Selection Panel identifies skill areas during the trial period and wish to observe the player in those positions, or
 - b. To assist with the team positioning dynamics.
6. If a player is unable to attend a trial, an exemption form should be submitted for review. This request will be assessed by the Representative Committee.
7. The Representative Committee will determine whether injured or ill players are eligible for team selection based on medical advice or clearance.
8. The Selection Panel reserves the right to add players to the squad or to select players from outside the squad for the team, where it believes, having considered the qualities of the non-selected players, against the criteria, that such a selection is warranted. This permission must be obtained from the Vice President of Representative.
9. The TNA Executive Committee shall ratify the selected team prior to any announcement.

Moving from a Squad to Final Teams

Following selection trials, age groups will begin training as a squad. The final team selection and configuration will need to be undertaken at a point during the representative season as determined by a Selection Panel and as convened by the Selection Chair.

The following guidelines are to be used when conducting the finalisation of teams process:

1. The Selection Panel for these selections will consist of:
 - a. Chair of Selectors
 - b. Program coach / Coaching Development coordinator
 - c. Head coach/Technical Director
 - d. Selectors as appointed by the Chair of Selector's (where possible a TNA Executive committee member)
2. The Selection Panel is encouraged to attend trainings and/or carnivals where possible in order to develop a knowledge of players and their abilities.
3. The Selection Panel may request line-ups for trainings or carnivals for assessment in the lead up to final selections.
4. Selection procedures will take place as per the Selection trial information above.
5. The TNA Executive Committee shall ratify the selected team prior to any announcement.
6. VP of Representative will be responsible for the communication of final teams.

Right of Appeal and Feedback

General feedback, in respect of the requisite skills level expected for the age group, will be provided to players from the initial trial process who were not selected within a squad.

Detailed individual feedback for squad members can be requested and will be provided at the discretion of the Selection Panel.



The sole grounds of appeal against a decision of TNA regarding selection or non-selection of an athlete are:

- a. The applicable selection criteria were not properly followed and/or implemented, or
- b. The decision was affected by an absence of complete impartiality.

Appeals must be made in writing within seven (7) days of the team announcement to the Vice President of Representative.

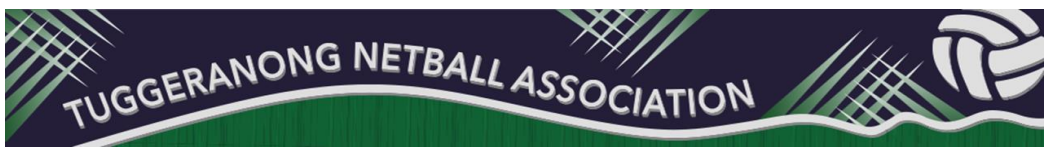
Once Teams are Selected

Players can be removed from a squad if they have displayed any of the following:

- a. Inappropriate behaviour or conduct.
- b. A lack of playing form.
- c. An unsatisfactory attitude or lack of commitment.
- d. Non-compliance with training requirements.

If a player who has been selected in the final team/squad should become sick or injured to the extent that there is doubt the player will not be able to effectively commit to the training season or participate in championships, the player may be withdrawn from the team/squad. This includes injury or illness that will impact the player for a duration of 4 – 6 weeks or more, depending on the time of the injury in relation to the championships. This should be supported by medical documentation including time unavailable due to injury and date of expected clearance.

If an injured/unwell player needs to be replaced, the Chair of Selectors may utilise a training partner or call for expressions of interest to fill the vacant position/s.



Cross Trialling

Cross trialling is the situation where players trial at one or more Associations.

A player who has represented TNA in the previous season and wishes to trial for another Association in the current or upcoming season, must seek an exemption from the VP Representative or TNA President prior to attending a non-TNA representative trial.

Players who do not seek an exemption and cross trial, will not be eligible for selection in a TNA representative squad.

Cross trialling impacts greatly on the Selection Panel's ability to appropriately assess positions and player combinations without the certainty that a player will be available to accept a position with TNA after trials.