

Hamilton City Netball Centre

2025 Representative Programme Policies and Procedures

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To be Reviewed
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1. Introduction

- 1) Under the Constitution Hamilton City Netball Centre (HCNC), has the power to oversee the selection of Netball teams and squads to represent the Centre and determine regulations, policies and procedures for representative and development teams and officials.
- 2) In being selected as a representative or development player, coach or manager the individual becomes a member of HCNC.
- 3) HCNC and all members of HCNC are affiliated to Netball New Zealand (NNZ) and therefore are bound by the NNZ constitution, rules, regulations, bylaws and Code of Conduct and the International Netball Federation (INF) rules.
- 4) The following policies and procedures are to be read in conjunction with:
 - HCNC Constitution
 - HCNC Code of Conduct
 - HCNC Complaints Policy and Procedures
 - NNZ Regulations
 - NNZ General Code of Conduct and Ethics
 - NNZ High Performance Pathway

2. Representative Policy

Philosophy and Purpose

The Representative programme is a part of our Poipoia te Manawa Programme which is Hamilton City Netball Centre's Player Development Plan.

The purpose of Hamilton City Netball Centre's Poipoia te Manawa Programme is to empower the Netball community by providing accessible development focused opportunities. Poipoia te Manawa means to Nurture the Heart of Netball. In 2020 Netball New Zealand launched the Poipoia strategy plan. Hamilton City Netball Centre has chosen to bring the Poipoia strategy to life in our Centre and in our community.

Objectives

- 1) To continually develop and support players, coaches, and managers.
- 2) To define and continually review a criteria under which a Club or School Netball Player is able to participate as a HCNC Representative or Development Player.
- 3) To co-ordinate accurate, timely and relevant administration of the HCNC representative programme.
- 4) To identify and select netball players who will best represent HCNC
- 5) To appoint coaches and managers that demonstrate the qualities to create a development environment and have the competencies required to develop themselves and the HCNC representative teams.

HCNC Responsibilities

HCNC will:

- 1) Administration
 - a) Administer and co-ordinate the representative process through the HCNC Development Co-ordinator using the policies and processes outlined in this document.
 - b) Ensure clear lines of communication are maintained between team players and/or their parents/guardians, team management and HCNC at all times.
 - c) Provide all administration functions for the representative and development teams including entries into tournament and Championship tournaments.
 - d) Co-ordinate a season review process.

2) Selections

- a) HCNC will appoint, at its sole discretion, all officials for the HCNC Representative and Development Teams and Squads which includes Selection Panels, Coaches and Managers.
- b) Create and administer selection processes which are clear, transparent, and fair for all players and officials.
- c) Communicate dates, times and processes for player trials and officials' appointments as widely and as early as possible amongst its members and the wider Waikato Bay of Plenty Netball community.
- d) Where required ensure replacement players are sourced for teams using the replacement players' process.

3) Player Welfare

Player welfare will be first on the priority list at all times.

HCNC will support all coaches and managers to:

- a) Understand and adopt the NNZ tournament player game time recommendations to assist with preventing player overload.
- b) Understand and embed the NNZ Netballsmart programme to provide netball specific injury prevention.
- c) Record all injuries sustained by players during the representative season. This is to establish whether there is a pattern to injuries.
- d) Engage with staff for assistance with Player welfare programmes.
- e) Ensure players have been given medical clearance and have a return to play rehab programme in place after injury or incident.

4) Uniform/Equipment

- a) Provide players with suitable and appropriate playing uniform and other items to meet NNZ requirements for tournaments while representing HCNC. HCNC may provide additional optional uniform for players to purchase.
- b) Provide the coach and manager appropriate team uniform to wear while representing HCNC.
- c) Maintain the uniform and equipment in a clean and tidy condition.
- d) Provide training and competition equipment to coaches for the team which will include balls, bibs and additional training aids.
- e) Provide to the Manager a basic first aid kit.

5) Season Tournaments / Trainings

- a) Determine number of trainings and length of trainings for each team.
- b) Co-ordinate training days and times in consultation with team coach.
- c) Determine the number of tournaments and location of tournaments attended by each team prior to the Championship Tournaments in consultation with the team coach.
- d) Source and allocate appropriately qualified and experienced umpires for all tournaments.

6) Championship Tournaments

- a) Book accommodation and make travel and any other required arrangements for all players, coaches, managers and other officials. Ensure that arrangements are appropriate and suitable for a representative team.
- b) Work with the Manager of each team to develop a nutrition plan for meals, snacks and hydration as nutritionally appropriate for a representative sports team.

7) Finances

- a) Create and maintain a budget for the representative programme for the season.
- b) Set representative and development player fees for the season. The expenses of coaches, managers and other officials' costs will be included in the representative players fees.
- c) Apply for grants and seek sponsorship where possible to help cover the costs of the representative teams.
- d) Invoice representative and development players for their fees and collect payments.
- e) Support team fundraising activities by providing opportunities through the Centre where possible.

Incidents and Complaints

The Hamilton City Netball Complaints Policy and Procedures will be followed for any incidents or complaints received in relation to the Representative Programme including Players, Coaches, Managers and Officials.

The Manager of each team will serve as the 'Registration Office' in the Complaints Process. The 'Registration Office' step is outlined as it will apply to the Representative Programme below.

Incident Process

1) Types of Incidents

- a) **Minor** – includes but not limited to, minor infringements, minor misconduct, and small breaches to the player/coach/manager responsibilities.
- b) **Further Action Required** – includes but not limited to more serious misconduct, breach of rules, breach of code of conduct or player /coach/manager responsibilities.
- c) **Serious** – includes but not limited to very serious misconduct or breach of rules, regulations or player/coach/manager responsibilities, abusive behaviour.

2) Contact to the Team Manager can be made from any witness who deems such action necessary i.e., coach, another team manager, player, umpire or spectator.

3) The Manager will attempt to resolve minor issues by the following means or other actions as deemed appropriate:

- Listening to the nature of the incident
- Offering possible solutions to the incident
- Imposing simple consequences on players in consultation with the coach.
- Explaining to the complainant the written complaints process

4) If the Manager is unable to resolve the minor issue or is uncomfortable with dealing with the issue then the Development Co-ordinator must be contacted.

5) All minor incidents resolved by the Manager must be reported to the Development Co-ordinator. The parents/guardians will also be informed.

6) Further Action required incidents must be referred to the Development Co-ordinator.

7) If a Further Action Required incident occurs while at training or at a tournament, then the Development Co-ordinator must be contacted as soon as is practicable. The incident must be reported in writing and will then follow the HCNC Complaints Policy and Process.

8) If a Serious incident occurs at any time associated with the Representative Programme, then the Development Co-ordinator must be phoned immediately. Depending on the nature of the incident the Development Co-ordinator will advise the Manager of the next steps which will include informing parents/guardians and writing a report. The HCNC Complaints Policy and Process will be followed.

9) If a serious incident happens at a tournament the person/s involved may be sent home at their own expense.

10) HCNC may consult Netball Waikato Bay of Plenty in support to resolve any matters that become apparent. HCNC may ask Netball Waikato Bay of Plenty to act on their behalf.

3. Player Selection Policy

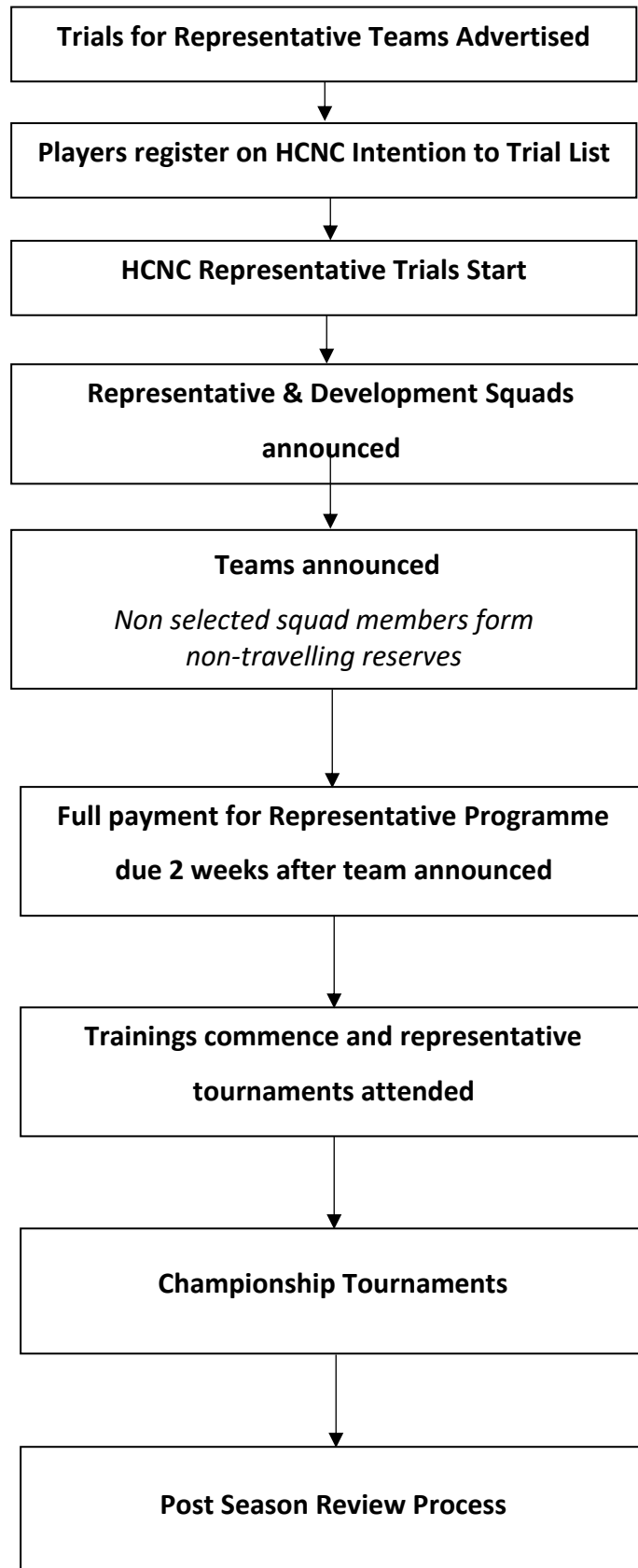
Player Eligibility

To be eligible to trial, be selected and to represent Hamilton City Netball Centre players must meet the following criteria:

- 1) Player affiliation requirement
 - a) Be a registered playing member of an affiliated Club or School of HCNC.
 - b) Be an affiliated member of a Centre within the Waikato/BOP zone that is unable to field a representative team.
 - c) Exceptions may be applied to male players.
 - d) Exceptions may be applied to National Premiership Players.
- 2) Have nominated HCNC as their Centre of choice.
- 3) Be financial to both Club/School and HCNC.
- 4) Be registered on the HCNC Intention to Trial Player list.
- 5) Be in the relevant age-group of the team they are trialling for. Players can not play in an older or younger age group.
 - i) Exceptions may be made for Under 18 Talent Identified players.
 - ii) Exceptions may be made for male players.
 - a) Under 14 players must be aged 13 (born 2012) or 14 (2011) as at 01 January in the year of the representative season.
 - b) Under 16 must be aged 15 (born 2010) or 16 (born 2009) as at 01 January in the year of the representative season.
 - c) Under 18 players must be aged 17 (born 2008) or 18 (born 2007) as at 01 January in the year of the representative season.
 - d) Open grade players must be over 18 years old (born 2006 or earlier) as at 01 January in the year of the representative season.
 - i) Exceptions may be applied to Under 18 talent identified players and school leavers. Applications to trial for this team must be in writing to the HCNC Development Coordinator with reasons. The Selection Panel has the right to decline the application.
 - ii) Under 18 Talent identified players cannot play in two HCNC representative teams when championships are within 7 days of each other.

- 6) Players will only be selected on the understanding that they will be available for the Championship tournaments. No dispensation will be granted for not being available.
 - i) Exceptions may be made for players wishing to trial for Development Teams only. This must be indicated on registration by contacting HCNC Development Co-ordinator.
- 7) Players will only be selected on the understanding that they will be available for all trainings, tournaments, games or other related activities arranged for the squad/team for the current season.
- 8) Once trials have been completed and squads/teams are named, a player may not play or be selected to play for any other Centre in the same representative season.
 - a) Any players wishing to play for any other centre in the same representative season must apply for release from HCNC.
- 9) If player is selected for more than one team, (eg U16 and Mixed U16) the player must choose which team to play for before the team is officially named.
- 10) Players must meet all financial commitments for the representative programme on or before the dates stated by HCNC or a payment plan is approved by HCNC on or before the dates stated.
- 11) HCNC has the right to determine as to when it will select or re-select any HCNC player for a squad or team and no player has a right or expectation of ongoing selection at any time.
- 12) Players who do not meet the above eligibility will be unable to trial and will be withdrawn from the Intention to Trial Player list. If ineligibility has occurred after selection HCNC will withdraw the player from the squad or team.

Selection Process



Player Selection Panel

- 1) Selections for players for the representative and development squads and teams will be made by the HCNC Selection Panel.
- 2) The HCNC Development Co-ordinator shall convene the Selection Panel which shall comprise of not less than two people. This where possible, will be the team coach/es.
- 3) In making any selections, the Selection Panel must fully comply with this policy and procedures.
- 4) Should there not be an agreement between the Selection Panel on the selection of a Player or any other matter, then the HCNC Development Co-ordinator will have the final decision.
- 5) The Selection Panel may seek the views and input of third parties on players but any final selection decisions rest with the Selection Panel.
- 6) The content of selection discussions is confidential and will not be shared with anyone outside of the Selection Panel and HCNC Development Co-ordinator.
- 7) The HCNC Development Co-ordinator may require a member of the Selection Panel to stand down from the selection process if they consider that the individual has an association with the player seeking selection to a squad or team, which could give rise to a question or inference of bias or conflict of interest in the selection decisions.
- 8) Should a member of the Selection Panel have a family member on the Intention to Trial Player List, they must declare the relationship to the player to the Selection Panel and the Development Coordinator. The HCNC Selection Panel member will have no input into the selection or non-selection of that player.
- 9) The Selection panels will take into consideration the following competencies, personal qualities and other considerations when selecting squads and teams:
 - a) Display control, discipline, and team qualities on and off the court.
 - b) Coachability – understand expectations and can apply learning and make changes.
 - c) State of fitness, health, and wellbeing.
 - d) Commitment to achieving and maintaining fitness required for competition level.
 - e) Attitude, Motivation, Determination.
 - f) Incorporation of flair, skill, versatility, and adaptability into their game.

Trials for Squads and Teams

- 1) A trial process will take place for all HCNC representative and development squads and teams at the start of each year's representative season.
- 2) Hamilton City Netball Centre will communicate the time and place of the trial process as widely and as early as possible amongst its members and the wider Waikato Bay of Plenty Netball community.
- 3) All players shall be selected from the HCNC Intention to Trial Player list.
- 4) The trials programme will be designed by the Development Coordinator and may consist of skills/drills, fitness testing and trial games which may be conducted by invited coaches or personnel.
- 5) All trials are compulsory for selection into HCNC Representative Squads and Teams except where stated otherwise or a dispensation has been granted.
- 6) Appointed Selection Panel members may observe games and player performances at all or some of the following events prior to trials for any HCNC representative team:
 - Post and Pre-Season Development Programmes
 - Club trials or competitions
 - Secondary school team trials or competitions
 - National league trainings or games
 - Any other competitions / events that the selection panel deems relevant.

Squad and Team Announcement

- 1) During the trial process players will be invited to attend final trial in either the representative or development squads.
- 2) A minimum of 12 players will be named in the squad per team, unless there are not enough players who have trialled.
- 3) Squad trainings will serve as further trials for the HCNC Representative and Development teams if required. This will be determined by selection panel and development co-ordinator.
 - a) If squad training is required. After the notified number of training weeks for each squad, HCNC Representative Teams will be named for the Championship Tournaments and any development teams will be named. Players will be notified as to which team they are in by receiving an email to their registered email address. 24 hours after emails have been sent the team lists may be placed on the HCNC website and other HCNC media.

- 4) Following the trial process all representative and development teams will be announced. All successful and unsuccessful players will receive an email to their registered email address. 24 hours after emails have been sent the squad lists may be placed on the HCNC website and other HCNC media.
- 5) Representative squad members not named in the HCNC representative teams will form the non-travelling reserves. Non-travelling reserves may be called into teams as outlined in the Replacement Players in Teams section (*see Replacement Players*). Non-travelling reserves will not train with the teams.
- 6) Squad members not named in Representative teams where there is Development Squad opportunities will be invited to join Development Squad.

Dispensations

- 1) Dispensations will not be considered from a player if the player is not registered on the Intention to Trial list.
- 2) All requests for dispensation must be received in writing to HCNC, stating reasons why dispensation is being requested. The dispensation must be received before the close off date for Intention to Trial registrations. Dispensation could be sought for:
 - a) not being able to attend one or more trials
 - b) not being able to attend regular trainings
 - c) not being able to attend one or more tournaments, games or other related activities
- 3) Players who are seeking dispensation for the following reasons will have their dispensations considered first:
 - a) national netball representative team commitment
 - b) national netball league team commitment
 - c) other sporting code representative team commitment
 - d) educational commitment
- 4) Dispensations will not be granted for non-attendance at the Championship tournaments. If a player is unable to attend the Championship tournament they will be withdrawn from the Intention to Trial list, squad or team.
- 5) Should a player be unable to participate in trials due to injury or medical reasons, then a medical certificate must be given with the written dispensation and include when the player is expected to be fully fit for training.

- 6) HCNC Development Co-ordinator, will evaluate each dispensation request on its own merits and in its sole discretion grant or disallow the dispensation request.
- 7) The outcome of all dispensation requests will be communicated to the player by the players registered email address before the first trial is to occur.
- 8) Any dispensations received after the close off date of the Intention to Trial registration may or may not be considered by HCNC at its discretion.

Representative Player Responsibilities

Representative Players will:

- 1) General
 - a) Register to the team through the registration system.
 - b) Fully comply with all policies, rules, regulations, and procedures of HCNC and Netball New Zealand, including drug testing requirements of Drug Free Sport NZ and / or NNZ.
 - c) Meet all financial commitments on or before the date payment is required.
 - d) Agree to have the players name and photo used by HCNC for the promotion of netball.
 - e) Be prepared to attend and take part in any Hamilton City Netball promotional or sponsorship activities, which may be organised from time to time, involving sponsors' obligations.
 - f) Have the Coach, Manager or their delegated representative present at any time when talking or be interviewed by any member of the Media.
- 2) Fitness
 - a) Commit to team being part of HCNC Athlete Development Programme.
 - b) Build and maintain a level of fitness and performance consistent with what is required of a developing representative athlete.
 - c) Undertake any reasonable medical and/or fitness assessment required by HCNC.
 - d) Accept responsibility for the assessment and treatment of any injury. Communicate promptly and regularly with the Manager on the state of any injury or illness.
- 3) Trainings, tournaments, games, related activities
 - a) Attend all trainings, tournaments, games or other related activities arranged for the squad/team for the current season.
 - b) On any occasion it is not possible to attend a training session, personally advise your Coach prior to the specified time of commitment. If the player is unable to attend regular trainings,

not attend one or more tournaments, games or other related activities then a dispensation must be applied for.

4) Uniform

- a) Player to accept responsibility for maintaining all issued uniforms in a clean and tidy condition.
- b) Issued uniforms are only to be used or worn when involved with the team player is a part of. Non uniform items must not be worn with the uniform. Playing skirt are not to be worn over the top of tracksuit pants.
- c) Return all issued uniforms in good clean condition at the time it is requested. If not returned on time or in a clean state a late fee of \$30 will be charged. If the uniform is not returned or returned in a damaged state full replacement cost will be charged.

5) Behaviour

- a) Comply with the NNZ and HCNC Codes of Conduct.
- b) Always maintain the highest standard of behaviour while a member of a Hamilton City Netball Centre representative squad and/or team.
- c) Accept and adhere to all decisions made by the Coach or Manager relating to team organisation on and off the court.
- d) Communicate promptly with the Coach or the Manager on any matters, which are cause for concern or affect team harmony.
- e) Discuss any matter of concern not able to be discussed with the Coach or Manager directly with the HCNC Development Co-ordinator.
- f) Adhere to all health and safety guidelines as set out by HCNC, Coaches and Management.
- g) No smoking, chewing gum or consuming alcohol during any activity associated with the representative programme.

6) Injuries

- a) Players must accept responsibility for the assessment and treatment of any injury. They must promptly advise the Coach and/or Manager on the state of any injury or illness.
- b) It is expected that injured players will still attend trainings and tournaments to observe and be part of the team, unless physically unable to.
- c) In the case of a serious injury where a player might need time off training sessions and tournaments the player will need to provide a medical certificate. A copy must be given to the Coach and the HCNC Development Co-ordinator.
- d) Following any injury or serious illness players must obtain a medical or physio clearance to return to training sessions and play. Medical clearance must be sighted no later than 14 days

prior to departure date of a Championship Tournament. The coach and HCNC Development Co-ordinator will make the final decision regarding the player's ability to attend the Championship Tournament safely.

- e) In the case of an injury when there is no return to play stated on a medical certificate or no medical certificate is sighted HCNC has the right to remove the player and find a replacement player.
- f) A player who has withdrawn or has been removed from the team cannot travel or stay at the accommodation with the team.
- g) A percentage of Representative fees may be refunded if a player needs to withdraw or has been removed from a team or squad. A medical certificate must be provided. (see Refund section).

Fee Payments, Withdrawals and Refunds

- 1) Full payment of representative player fees are due 2 weeks after teams are announced. Each player will be sent an invoice. Alternatively if a player is unable to pay the fees in full by the due date, then a payment plan must have been discussed and approved by HCNC.
- 2) If representative players' fees or a payment plan has not been approved by the due date, then the player will be withdrawn from the team.
- 3) All withdrawals from the representative programme must be received in writing to HCNC. Until a withdrawal is received in writing a player is still considered to be part of the team.
- 4) Refunds for withdrawal are calculated from the date the withdrawal is received in writing or the date that HCNC removes a player from a team.

Withdrawal Date	Pro-Rata Refund given
Within 2 weeks of Championships	50% of player fees
Within 4 weeks of Championships	65% of player fees
Within 6 weeks of Championships	75% of player fees
After team is announced	85% of player fees
Before team is announced	100% of player fees

Replacement Players

- 1) Should a player need to be replaced in a team the original selection panel will be convened to decide on a replacement player.
- 2) The replacement player for A teams will be selected from the B team in the first instance. The player must accept this position if offered.
- 3) For B team replacement players, or if an A team replacement player is deemed to not be a viable option from the B team, a player will be selected from the relevant development squad or non-travelling reserves.
- 4) HCNC is responsible to contact the replacement player to advise them of the change in teams or selection into a team. The replacement player has 2 working days to accept or decline their place in the team.
- 5) Should the development squad or non-travelling reserve members be unavailable or deemed unsuitable by the selection panel then the Intention to Trial Player list will be used.
- 6) Only in the case where no one on the original Intention to Trial list is available or able to play in the required position may the Selection Panel look outside of the Intention to Trial List.
- 7) Replacement players will pay a pro-rata amount of the representative fees, calculated from the date the replacement player accepts the place in the team.

Acceptance of Replacement Player Date	Pro-Rata Fees
Within 2 weeks of Championships	55% of player fees
Within 4 weeks of Championships	70% of player fees
Within 6 weeks of Championships	80% of player fees
After team is announced	90% of player fees
Before team is announced	100% of player fees

- 8) Fees for replacement players will be due 2 weeks after the replace player accepts the place in the team. The player will be sent an invoice. Alternatively if the player is unable to pay the fees in full by the due date, then a payment plan must have been discussed and approved by HCNC.

4. Coach Selection Policy

Coach Selection

- 1) Hamilton City Netball Centre will communicate the coach selection process as widely and as early as possible amongst its members and the wider Waikato Bay of Plenty Netball community. Where possible coaches will be appointed to teams in the pre-season before the trial process begins, to allow for coach involvement with pre-season and trial process.
- 2) Individuals who are interested in coaching a representative or development team are required to complete an application form and provide all relevant personal information and experience.
- 3) Individuals who have applied may be asked to attend selection meetings with a panel to ascertain the individuals' alignment with the representative programme.
- 4) The coach selection panel will include the HCNC Development Co-ordinator and a least one other person nominated by the HCNC Development Co-ordinator.
- 5) The selection panel may seek the views and input of third parties on coaches but any final selection decisions rest with the selection panel.
- 6) The coach selection panel at their discretion will appoint coaches to the representative and development teams.
- 7) The coach selection panel will take into consideration the following competencies and qualities:
 - a) Must agree with and adhere to the HCNC development philosophy and purpose.
 - b) Demonstrate a climate of development in their coaching environment where they will develop, enable and encourage our HCNC representative and development players.
 - c) Display leadership, control, discipline and team qualities on and off the court.
 - d) A tactical understanding of the game and sound knowledge of technical skill, and competencies of players.
- 8) Representative & Development Coaches must be on the Netball New Zealand's Community Coaching Award (CCA) coach development pathway with the below minimum qualifications.

Team	Qualification
Under 14	Netball New Zealand's CCA1
Under 16	Netball New Zealand's CCA1
Under 18	Netball New Zealand's CCA2
Open Grade	Netball New Zealand's CCA2

Considerations may be made for those who are working towards the completion of these qualifications, and/or have equivalent qualifications.

- 9) All coaches who have applied and/or have been asked to attend a selection meeting will be sent an email letting them know if they have been successful or not.
- 10) All appointed coaches will be required to complete a screening process and police vetting form every 3 years (see Safe Netball for Children Policy). The screening will include the following:
 - a) Interviewing the applicant.
 - b) Verifying the applicant's application form and referees.
 - c) Obtaining a Police Check for the preferred applicant.
 - d) Obtaining a Ministry of Justice Criminal check for the preferred applicant.

Coach Responsibilities

The overall goal for the Coach position is to coach a Hamilton City Netball Centre representative or Development team by providing leadership. The coach will enable development opportunities for individuals and the team while ensuring the welfare of all players is maintained at all times.

Coaches will:

- 1) General
 - a) Sign the HCNC Representative Coach Agreement.
 - b) Fully comply with all policies, rules, regulations, and procedures of HCNC and Netball New Zealand, including drug testing requirements of Drug Free Sport NZ and / or NNZ.
 - c) Uphold the philosophy and standards as expected by the Hamilton City Netball Centre including the Code of Conduct.
 - d) Participate in selecting the squad and team as a member of the selection panel.
 - e) Be available for seminars, workshops, sponsor events and photo sessions as required by HCNC.
 - f) Maintain close communication with the team Manager and HCNC Development Co-ordinator.
 - g) If the coach responsibilities are not adhered to the HCNC complaints policy and procedure will be followed.
 - h) Travel and stay with the team at Championship tournaments.

2) Player Development

- a) HCNC Representative Coaches must develop all players in their teams and squads equally and fairly.
- b) Must provide equal opportunities for all players in the team.
- c) Must adhere to NNZ's tournament loading recommendations as adopted by HCNC:
 - i) 1 day tournament: Players are to have no more than 120 minutes game time. This works out to be 20mins per game if there is 6 games per day, therefore it is recommended that all team members play no more than ½ a game, each game (based off 10min quarters).
 - ii) U16s Championship Tournament - Players are to have no more than 100 minutes game time Day 1, and no more than 60mins game time Day 2 & 3 per day.
 - iii) U18s Championship Tournament Players are to have no more than 70 minutes game time per day, (based on x2 games per day, 10min quarters).
 - iv) Open Championship Tournament Players are recommended to have no more than 100 minutes game time per day. (Based on x2 games per-day)
- d) Ensure that the manager is recording game times for each player at tournament, which must then be reported back to the Development Coordinator 1 day post tournament. A template will be provided.

3) Coaching

- a) Attend all trainings, tournaments, games or other related activities arranged for the squad/team for the current season.
- b) Accept responsibility for the organisation of approved physical fitness, training programmes, practice sessions and teamwork for the team and individual team members as necessary.
- c) Attend the national championships with team including travelling, staying and participating in all activities organised for the team.
- d) Be responsible for all aspects of coaching the team. Team trainings and physical fitness planning must align with HCNC programme guidelines and involve the HCNC Development Co-ordinator.
- e) Consult with team manager regarding appointment of captain and vice-captain prior to submitting names to the HCNC Development Co-ordinator.
- f) Seek approval from the HCNC Development Co-ordinator of any specialist that are brought into the HCNC Representative campaign.

4) Player Welfare

- a) Player welfare must be first on the priority list at all times.

- b) Commit to using the NetballSmart injury prevention programme.
- c) Commit to team being part of HCNC Athlete Development Programme
- d) Adhere to NNZ tournament player game time recommendations to assist with preventing player overload as adopted by HCNC.
- e) Acknowledge player injuries including overloading issues and wellbeing. Advice and/or treatment must be given during the season including tournaments, in consultation with the players' parents.
- f) Ensure that individualised training sessions are provided to promote optimal rehabilitation of the players' injuries. If the coach is unsure on how to adapt training sessions to suit injuries, they must seek assistance to do so and inform the development coordinator.
- g) Inform the manager of the date, time and anatomical sites of any injuries during training sessions and games, so they can keep a record.

4) Administration

- a) Compile a report on the team and submit to the HCNC Development Co-ordinator 7 days after the Championship Tournament. A template will be given.
- b) Participate in the season review process.
- c) Assist team manager with preparation of correspondence/newsletters both before and after games for parents/caregivers and players.

5. Manager Selection Policy

Manager Selection

- 1) Hamilton City Netball Centre will communicate the manager selection process as widely as possible and as early as possible amongst its members and the wider Waikato Bay of Plenty Netball community. Where possible managers will be appointed to teams before the team is announced.
- 2) Individuals who are interested in managing a representative or development team are required to complete an application form and provide all relevant personal information and experience.
- 3) Individuals who have applied may be asked to attend a selection meeting with the HCNC Development Co-ordinator to ascertain the individuals' alignment with the representative programme. This meeting may include another person/s nominated by the HCNC Development Co-ordinator to form a panel.
- 4) The HCNC Development Co-ordinator at their discretion will appoint managers to the representative and development teams.
- 5) The selection panel may seek the views and input of third parties on managers but any final selection decisions rest with the Development Co-ordinator.
- 6) The following competencies and qualities will be taken into consideration:
 - a) Must agree with and adhere to the HCNC development philosophy and purpose.
 - b) Ability to engage and encourage HCNC representative and development players.
 - c) Display leadership, control, discipline, and team qualities at all times.
 - d) An understanding of the requirements of a sports team traveling and staying away.
- 7) All managers who have applied and/or have been asked to attend a selection meeting will be sent an email letting them know if they have been successful.
- 8) All appointed managers will be required to complete a screening process and police vetting form every 3 years (see Safe Netball for Children Policy). The screening will include the following:
 - a) Interviewing the applicant.
 - b) Verifying the applicant's application form and referees.
 - c) Obtaining a Police Check for the preferred applicant.
 - d) Obtaining a Ministry of Justice Criminal check for the preferred applicant.

Manager Responsibilities

The overall goal for the Manager position is to manage the Hamilton City Netball Centre representative or development team by providing leadership, coordinating the activity of the players and the coach at trainings, games, tournaments, activities and the National Championships ensuring the welfare of players and the coach is maintained at all times.

The Manager of a representative or development team is at all times recognised as the Official person responsible for the members of that team.

The Manager will:

1) General

- a) Sign the HCNC Representative Manager Agreement.
- b) Fully comply with all policies, rules, regulations and procedures of HCNC and Netball New Zealand, including drug testing requirements of Drug Free Sport NZ and / or NNZ.
- c) Liaise with HCNC, the Coach of the team, and any other people who may have contact with the team at any time.
- d) Uphold the philosophy and standards as expected by the Hamilton City Netball Centre including the Code of Conduct.
- e) Maintain close communication with the Coach and HCNC Development Co-ordinator.
- f) If the managers responsibilities are not adhered to the HCNC complaints police and procedure will be followed.
- g) Travel and stay with the team at Championship tournaments.

2) Team Management

- a) Organise and manage all team training, game and activity requirements.
- b) Attendance at all team practices is not seen as necessary but should be discussed with the coach as to what is best for the team.
- c) Attend the championship tournament and all other tournaments with the team including travelling, staying and participating in all activities organised for the team.
- d) Provide support for the Coach and other officials as and when needed.
- e) Attend meetings relating to the team to speak on behalf of the team, Coach and HCNC.

3) Game/ Tournament Management

- a) Ensure all players and the Coach know of requirements for each tournament including warm up time and venue. Check for any last minute draw changes with tournament organisers.

- b) Be familiar with and check all arrangements for the team including:
 - i) Be responsible for all tickets, bookings slips etc for team members.
 - ii) Check arrival, departure times, luggage allowance.
 - iii) Check with players for travel sickness, unusual circumstances.
 - iv) Confirm accommodation requirements, arrival and departure times and addresses.
 - v) Allocate team members to rooms.
 - vi) Check on meal times, laundry facilities.
- c) Ensure that all players have correct personal playing or travelling gear i.e. socks, underwear to match uniform, suitable footwear.
- d) Check first aid facilities available at any playing venue.
- e) Be familiar with rules of the game relating to injury, substitution, and blood policy.
- f) Assist Coach by taking of such records and statistics as they may require i.e. running score.
- g) Tournament Reporting – The day after the tournament submit to the HCNC Development Co-ordinator a report (template will be provided) which must include:
 - i) Each player's time on court for each game
 - ii) Team results for each game
 - iii) Any team placings and photos
 - iv) Injuries or incidents to players

4) Player Welfare

- a) Player welfare must be first on the priority list at all times.
- b) Acknowledge player injuries including overloading and wellbeing issues from the representative programme and from the players other sports and activities. Advice and/or treatment must be given during the season including tournaments, in consultation with the players' parents and the team coach.
- c) Check players personal medical records for allergies, special medications etc.
- d) It is the duty of the Team Manager to go on to the court and attend any injured player. The Manager must then follow through with treatment plans and notify the players parents.
- e) Keep a record of all injuries during the season including trainings and tournaments. Ensure the coach is aware of all injuries and wellbeing issues. A template will be provided for recording injuries.

5) Administration

- a) The Manager should be seen to take an active part in all fundraising activities but should not be expected to organise or co-ordinate all activities.
- b) Accept responsibility for all monies handed out by HCNC and present a written statement of account for all money spent no later than 7 days after completion of representative season.
- c) Report to the HCNC Development Co-ordinator after consultation with the Coach on team management matters when required.
- d) Compile an end of season report on team activities and submit 7 days after the National Championship. A template will be provided.
- e) Check all uniforms are returned.
- f) Participate in the season review process.
- g) Assist team coach and HCNC Development Co-ordinator with preparation of correspondence/newsletters.
- h) All correspondence with players and parents via email a copy must be send to HCNC Development Co-ordintor.
- i) The Development Coordinator must be copied into all communication with players and parents.