



National Team Selection Policy

Preamble

Golf Australia (GA) is the governing body for golf in Australia and oversees the development of the game and its golfers for both men and women. At the elite amateur level, teams will be chosen from time to time to represent Australia in international competition. These teams may be male, female or juniors. The men's' and women's teams will be chosen primarily – but not necessarily exclusively – from a squad of Athletes (National Squad) who are chosen and sent to numerous events during each year. It is at these events and by monitoring the National Ranking System that Selection Panel are able to assess performance of squad members and their peers over time. Note: a player not being a member of the national squad does not preclude them from consideration for selection in any Australian Team.

Philosophy

The aim of this policy is to select teams to represent Australia which are considered to have the best chance of success at the competition for which they are chosen. An exception to this philosophy is when Athletes are sent to international events to help develop their competitive skills (see 5.2).

1. Definitions

<i>Athlete</i>	means a person who has notified Golf Australia in accordance with this Policy that they wish to be considered for selection in a representative team under this Policy.
<i>Selected</i>	means the Athlete has been chosen by the Selection Panel to be a member of the representative team for the relevant international event as set out in this Policy.
<i>Selection Event</i>	means an event designated as such for the purpose of assisting in the selection process for a representative team.
<i>Selection Panel</i>	means the panel of persons determined under the Appointment and Role of Selectors and Managers policy and who on behalf of Golf Australia select Athletes in the relevant teams in accordance with this Policy.

2. Athletes' responsibility to read

While every endeavour will be made to promote this policy and its contents to potential national team representatives, it remains each Athlete's responsibility to read this document and seek clarification on any points from the National Elite Development Director or other relevant Golf Australia representative.

3. Power to Amend Selection Policy

This policy can be amended at any time by Golf Australia if Golf Australia is of the opinion that such an amendment is necessary as a result of any change in the international guidelines, to give effect to the policy following discovery of a drafting error or oversight or for any other reason determined to be in the best interests of Golf Australia by Golf Australia. Golf Australia shall not be responsible or liable in any way to anyone as a result of any such amendment. Golf Australia will provide as much notice of such change as is possible to all affected Athletes, Member State Associations and others as determined by the Board.

Golf Australia will take reasonable steps to give written notice to Athletes affected by any amendments and/or supplements to this Policy. It is the responsibility of the Athlete to nominate an address for communications and to keep Golf Australia notified of any change to that address (including when the Athlete is away from home for any purpose such as competition or training).

4. Method of Selection for National Teams

- 4.1 Each Athlete's progress will be monitored in the Selection Events in which they play as well as other nominated events as outlined in Appendix II. Performance will be ranked against the field in these events. A points-based system of ranking – National Ranking System (outlined in Appendix I) – will be used as the basis of selection for major international representative events (see Appendix III).
- 4.2 In considering Team selection decisions the Selection Panel may take into account a combination of objective and subjective criteria. In the case of subjective criteria, selectors will use their absolute discretion, and will take into account, but not be limited to consideration of the following including:
 - a) Ranking on the National Ranking System
 - b) Prior record in Selection Events
 - c) Previous record in international events
 - d) Outstanding performances in any other 'recognised' events, such as those listed on the R&A World Rankings list. (for men).
 - e) Record in Interstate Teams matches.
 - f) Suitability of game (individual strengths and weaknesses) to competition venue
 - g) Course layout
 - h) Course conditions
 - i) Climatic conditions
 - j) Type of event; stroke play or match play
 - k) Athlete's general behaviour and presentation on and off course.
 - l) Collective opinion of the panel as to potential to represent Australia at the highest level.
 - m) A athlete's ability to handle the demands of travel.
 - n) A athlete's level of fitness.
 - o) Ability of the athlete to act co-operatively in a team environment.
- 4.3 Ideally selections will be by unanimous decision of the Selection Panel. Otherwise selections will occur by majority vote. If the vote is tied, the Selection Panel Chairman will have the deciding vote.

5. Minor International Events

- 5.1 The following selection criteria will apply to those events as designated in Appendix III, regardless of whether the event is being contested in Australia or overseas.
- 5.2 At minor international events, (as designated in Appendix III) the Selection Panel have complete discretion so as to offer opportunities to Athletes who may not be in the top two or three positions on the National Ranking System.
- 5.3 Consideration for Minor International Events will take into account the criteria set out in 4.2
- 5.4 Athletes must have played in a minimum of four events in the six months prior to the selection date for the event to which they wish to be selected.

6. Major International Events

- 6.1 Team members for the major international events (Appendix II) will be selected on a combination of both National Ranking System outcomes and Selection Panel's discretion choice. This combination will allow the fairest means of selecting teams that can be tailored to the tournament's particular requirements.
- 6.2 The method of selection for major international events will be as follows.
 - a) In a team consisting of two or three Athletes, the first position is automatically offered to the #1 ranked Athlete on the National Ranking System at the time of selection.
 - b) In a four-or-five Athlete team the first two places will be offered to the #1 and #2 ranked Athletes.
 - c) In a team of six or more Athletes, the top three Athletes on the National Ranking System at the time of selection will be automatically offered a place on the team. Note: selection dates will be advertised in advance.
 - d) The remaining places on all teams can be offered at the sole discretion of the Selection Panel.
- 6.3 Athletes must have played in a minimum of four events in the six months prior to the selection date for the event to which they wish to be selected.

7. Consideration of International Events

- 7.1 University students in United States colleges will have their performances in inter-collegiate events taken into consideration for selection on national teams and for inclusion in the national squad.
- 7.2 Consideration will also be given to performances in any event listed on the R & A World Amateur Ranking list in which Australian golfers compete (applies to male Athletes only).

8. Eligibility Criteria

- 8.1 To be eligible for selection under this Policy, all Athletes must:
 - (a) Satisfy Golf Australia's Director - National Elite Development or other relevant representative that he/she meets the host country's eligibility requirements (if any); and
 - (b) Be Australian citizens
- 8.2 If an Athlete is selected to a representative team under this Policy, the Athlete acknowledges and agrees that:
 - (a) The Golf Australia Team Members' Agreement immediately comes into full force and effect in respect of that Athlete;
 - (b) He/she may be subject to drug testing by the Australian Sports Anti-Doping Authority and must comply with the Golf Australia Anti-Doping Policy;
 - (c) He/she must maintain a designated level of fitness determined by Golf Australia and standard of competitiveness prior to the relevant event for which he/she has been selected.
- 8.3 Failure to comply with any part of clauses 8.1 and 8.2 may result in the Athlete not being eligible for selection.
- 8.4 Subject to the right of appeal in this Policy, a decision of the Selection Panel shall be final.
- 8.5 The Selection Panel will determine selections by such date(s) as are set out in this Selection Policy for each representative team to be selected.
- 8.6 Any Athlete who has had or is in the process of a disciplinary procedure, be it State level or National level, may forfeit his/her place in an international team and national squad. For example, if the Athlete ranked number 2 on the National Ranking System has faced or is facing a disciplinary procedure, even though this Athlete has automatic selection, Golf Australia may decide to forfeit his/her place and the next ranked Athlete is therefore automatically selected.

9. SELECTION WITHDRAWAL

- 9.1 An Athlete who is selected under this Policy may be withdrawn from the representative Team if he/she:
 - (a) Breaches or fails to comply with this Policy;
 - (b) Breaches or fails to fulfil a requirement of the GA Anti-Doping Policy;
 - (c) Breaches or fails to comply with the GA Team Members Agreement;
 - (d) Brings GA or the sport of golf into disrepute; or
 - (e) Has an illness or injury, which in the Selection Panel's opinion prevents the Athlete from meeting the overall principles of selection as set out in this Selection Policy.
- 9.2 Any selected Athlete may be withdrawn by GA if any of the grounds in clause 9.1 occur. GA shall notify the Athlete in writing of the alleged breach or grounds upon which it is proposed that he/she be withdrawn. The Athlete shall be given a reasonable opportunity (not

being less than seven days) to provide reasons why he/she should not be withdrawn.

- 9.3 A selected Athlete may withdraw her selection by giving notice in writing to the National Elite Development Director.
- 9.4 If a selected Athlete is withdrawn from selection, the Selection Panel will consider another Athlete using the following procedure:
 - (a) If an automatically-selected Athlete withdraws then the next Athlete on the rankings list becomes an automatic selection.
 - (b) If an Athlete chosen at the Selection Panel's discretion withdraws then the Selection Panel may make an offer to a replacement Athlete.

10. NOTIFICATION

- 10.1 Athletes selected in a representative team shall be announced at the relevant Selection Event. If there is no Selection Event near the date of team selection, then an announcement will be made via Golf Australia's media outlets.
- 10.2 A Golf Australia Board member, National Elite Development Director or a National Selector will announce the selected Athletes at the nominated event.
- 10.3 For the purpose of any appeal, relevant notice must be in writing.

11. APPEALING DECISIONS

- 11.1 The process for dealing with appeals against non-selection will be as follows:
 - (a) Consultation and mediation whereby the parties meet to discuss the decision;
 - (b) Only where the parties do not reach agreement via consultation and mediation, will a non-selected Athlete be allowed to appeal to the Appeal Tribunal convened by GA;
 - (c) Appeals against the decision of the Appeals Tribunal will be determined by the Appeals Arbitration Division of the Court of Arbitration for Sport ("CAS").
- 11.2 The sole grounds for appeal to the Tribunal are that:
 - (a) this Selection Policy was not properly followed or implemented; or
 - (b) the selection process was affected by actual bias.
- 11.3 Any appeal must accord with the following procedure:
 - (a) The Athlete must give written notice of his/her appeal to GA's National Elite Development Director within 48 hours of the Team announcement.
 - (b) The Tribunal will consist of the following persons appointed by GA's Board:
 - a. A barrister or solicitor who will act as Chairman;
 - b. A person with a thorough knowledge of the Sport and who preferably has had recent international competition experience in the Sport; and
 - c. One other person of experience and skills suitable to the function of the Tribunal.

- (c) No person is eligible to be appointed to the Tribunal if he/she is a member of GA's Board or the Selection Panel or by reason of his/ her relationship with:
 - a. The appealing Athlete;
 - b. Any member of the Board;
 - c. The Selection Panel; or
 - d. Any persons whose interest may be affected by the outcome of the Appeal.
- (d) Should an Athlete or other party to the appeal challenge the impartiality of any member of the Tribunal, the challenge will be determined by the Chairman sitting alone.
- (e) The Tribunal will convene a hearing as soon as possible after the submission of the grounds of appeal. The hearing may occur in such manner as the Chairman decides, including telephone or video conferencing.
- (f) In any hearing before the Tribunal:
 - a. The Tribunal must observe the laws of natural justice;
 - b. The Tribunal is not bound by the rules of evidence and may inform itself as to any matter in such manner as it thinks fit;
 - c. The Athlete must establish one or more grounds of appeal to the reasonable satisfaction of the Tribunal with full regard to the importance and gravity of the issue;
 - d. If a question of law arises during the course of the hearing, the parties may seek an adjournment in order to obtain legal advice; and
 - e. The parties will not be entitled to be represented by a barrister or solicitor, save with the leave of the Tribunal, which leave will only be granted under exceptional circumstances.
- (g) A reasonable period prior to the hearing, the Selection Panel will provide the Tribunal and the Athlete with a written statement as to the reasons for the decision against which the appeal is made.
- (h) The Tribunal will give its decision as soon as practicable after the hearing and will provide GA's Chief Executive Officer and the Athlete with a statement of the reasons for its decision.
- (i) Only in extreme circumstances, such as a pressing deadline, may the Tribunal itself make a selection where the Selection Panel's decision is set aside.
- (j) The decision of the Tribunal will be binding on the parties and, subject only to any appeal to the Appeals Arbitration Division of the Confederation of Australian Sport (CAS), it is agreed that neither party will institute or maintain proceedings in any court or tribunal other than the Tribunal itself.

11.4 The sole grounds for any appeal against a decision of the Tribunal are:

- (a) A breach of the rules of natural justice by the Tribunal; or
- (b) That there has been an error on a question of law.

11.5 Any appeal from a decision of the Tribunal must be solely and exclusively resolved by CAS according to the Code of Sports-Related Arbitration. The decision of CAS shall be final and binding on the parties and it is agreed that neither party will institute or maintain proceedings in any court or tribunal other than CAS.

- 11.6 An Athlete wishing to appeal to CAS must give written notice of that fact to GA's Chief Executive Officer within 48 hours of the announcement of the reasons of the decision (whether oral or in writing whichever occurs first) against which the appeal is made and must then file her statement of appeal with the CAS within 5 working days.
- 11.7 Failure to observe the above time limits will render any appeal a nullity provided that an Athlete may apply to CAS for an extension of time in which to commence an appeal. The body to hear the appeal in question may grant such an extension of time only in extenuating circumstances outside the control of the Athlete.
- 11.8 All appeals to CAS will be heard by a panel comprising three arbitrators subject to the parties agreeing that a sole arbitrator can hear and determine the matter.
- 11.9 If the Tribunal or CAS determines to uphold any appeal in respect of the non-selection of an Athlete, they will as a matter of usual practice refer the question of re-selection back to the Selection Panel for determination in accordance with the Selection Policy. The CAS may itself only conclusively determine the issue of selection of Athletes in the case of an appeal against non-selection where CAS had determined that it would be impractical to refer the question of selection back to the Selection Panel in the time available.

12. INTERPRETATION

- 12.1 Unless the context otherwise requires, the terms used in this Policy shall have the same meaning as in GA's Constitution.
- 12.2 No particular part of this Selection Policy or any of the criteria set out in this Selection Policy shall be weighed more or less significantly by reason only of the order in which that part appears in the document.

Appendix I

National Ranking System

A separate ranking system will be compiled for men and women. Points will be allocated for nominated events conducted both within and outside Australia for events in which Australian Athletes who wish to be considered for selection to the national squad or national teams have applied.

Points Allocation

The National Ranking System is a points-based system so that Athletes' performances are compared against the field in which they are competing regardless of the difficulty of the golf course or the weather conditions.

A base allocation of points is outlined below. The strength of the field will see all competition points multiplied by a percentage.

Points will be awarded as follows

Position	Rating					
	1	2	3	4	5	6
1	70	100	140	160	175	200
2	65	93	130	148	162	185
3	60	86	120	137	150	171
4	55	79	111	127	139	158
5	51	73	102	117	128	146
6	47	68	95	108	119	135
7	44	63	88	100	110	125
8	41	58	81	93	101	116
9	38	54	75	86	94	107
10	35	50	69	79	87	99
11	32	46	64	73	80	92
12	30	42	59	68	74	85
13	27	39	55	63	69	78
14	25	36	51	58	64	73
15	24	34	47	54	59	67
16	22	31	43	50	54	62
17	20	29	40	46	50	57
18	19	27	37	43	46	53
19	17	25	34	39	43	49
20	16	23	32	36	40	45
21	15	21	29	34	37	42
22	14	19	27	31	34	39
23	13	18	25	29	31	36
24	12	17	23	27	29	33
25	11	15	22	25	27	31
26	10	14	20	23	25	28
27	9	13	18	21	23	26
28	9	12	17	19	21	24
29	8	11	16	18	20	23
30	7	10	15	17	18	21
> 30 th but made cut	3	5	8	10	12	15
Missed cut	1	1	2	5	7	10

Points will be allocated to the first 30 players in the field, plus those tied on 30th place. Each competitor who finishes below 30th place will receive one or more competition points and this will be taken into account when determining a player's average number of points per event.

The total number of points earned by a player will be divided by the number of events they have played.

To be eligible an Athlete must have played a minimum of four events in the previous six months (see section 5.5).

Weighting of points per tournament

The percentage multiples for the ranking of events has taken into account the relative strength of the fields and importance of the event. The events conducted in Australia which are awarded ranking points are outlined in Appendix II.

The National Ranking System will be updated and the current rankings will be posted on the GA website within 7 days of the event having been contested.

The top 100 athletes' averages will appear on the GA website.

Points and Non-eligible Athletes

In most events there will be athletes who do not qualify for National teams according to the Policy (see section 8.1 & 8.2). They will still receive points as the points are allocated according to the entire field, and their points will be published on the National Ranking System once they have competed in a minimum of four Selection Events.

This condition applies to overseas players competing in Australian events and athletes living in Australia who are ineligible for national squad and team selection.

Appendix II

Selection Events for Men's Teams

Event weight	Event name
3	Lake Macquarie Amateur
3	Tasmanian Open
3	NSW Amateur qualifying rounds
3	Riversdale Cup
4	Australian Amateur Championship, stroke play
	Australian Amateur Championship
3	Mandurah Easter Open
3	South Australian Golf Association Championship
	Australian Interstate Series
3	Keperra Bowl
3	Federal Amateur
3	The Dunes Medal
3	Victorian Amateur qualifying rounds
5	Von Nida Tour events
6	Australian PGA Tour events

Other events which appear on the R & A World Amateur Golf Ranking list. This list can be found at www.randa.org

Selection Events for Women's Teams

Event weight	Event name
4	Australian Stroke Play Championship
3	All State Stroke Play Championships (six events annually)
2	All State Championship Qualifying Rounds (six events)
6	Australian Open Championship & other Tour events
5	ALPG Tour events over min 54 holes
3	ALPG Tour events 18 or 36 holes
3	Belmont 72-hole Stroke Play Championship (NSW)
3	Riversdale Cup (Vic)
3	The Dunes Medal (VIC) – 72 holes
4	Queen Sirikit Cup
5	Espirito Santo World Championships

Stroke play rounds in any tournament an Australian Athlete elects to play in overseas may also be considered.

Note: this listing of events is subject to change, however if there is a change then those changes will be published on the Golf Australia website and Athletes will receive notification of the changes.

Note: events ranked #1 and #2 are not included in the National Ranking System but have been included should individual states wish to adopt this system of ranking.

Appendix III

International Events for which Australian representatives may be chosen should Australia be sending representatives. Note: not all of these events are contested each year.

Men's Major Events

- World Amateur Teams Championship/Eisenhower Cup (team of 3 Athletes)
- Asia-Pacific Teams Championship / Nomura Cup (team of 4 Athletes)
- Four Nations Cup (team of 6 Athletes)
- Southern Cross Cup (team of 4 Athletes)
- Asia-Pacific Individual Championship (min of 2 Athletes)
- Sloan Morpeth Trophy (4 Athletes)
- Clare Higson Trophy (4 juniors)
- World Junior Championship
- Mid Amateur
- Senior Amateur
- Australian Open

Men's Minor Events

- Juan Carlos Tailhade Cup – Argentina (team of 2)
- Malaysian Amateur (min of 2 Athletes)
- Saujana Open Amateur (min of 2 Athletes)
- NZ Under 19 Championship
- NZ Amateur Championship (4 Athletes)
- Spirit International (team of 2 Athletes)
- Australian Masters (3-6 Athletes)
- Other Australasian PGA Tour events
 - Von Nida Tour events
 - Up to 15 places for amateurs available.
 - Up to 8 places for all other VNT events.
- Other 'one-off' events

Women's Major Events

- World Amateur Teams Championship/Espirito Santo Trophy (team of 3 Athletes)
- Tasman Cup (team of 4 Athletes)
- Junior Tasman Cup (team of 4 Athletes)
- Queen Sirikit Cup (team of 3 Athletes)
- Commonwealth Trophy (team of 5 Athletes)
- Women's Australian Open

Women's Minor Events

- Spirit International (team of 2 Athletes)
- Other 'one-off' events