



BY-LAWS

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1. VOTING BY-LAW

In accordance with Rule 30.1 of the Golf Australia Limited (“GA”) Constitution, the following By-Law is adopted by the GA Board. It is to be read subject to, but interpreted in accordance with, the GA Constitution.

At any meeting of GA or the Board, if there is no other stipulated voting method in place covered by a Policy or the Constitution, and if there are more candidates nominated for any position or positions than there are vacancies then voting shall be by the method known as Exhaustive Balloting whereby there shall be a succession of ballots each of which shall eliminate the candidate receiving the least number of votes until the number of candidates remaining is equal to the number of vacancies to be filled.

Where two or more candidates receive an equal number of votes and each such candidate receives fewer votes than any other remaining candidate then there shall be an elimination vote to decide which one of such tying candidates shall be eliminated. Where an equality of elimination votes prevents such elimination the ballot which resulted in the need for an elimination vote shall be held again and if necessary a further elimination vote shall be taken. If there are three failures to break such a tie there shall be a draw by lot to eliminate one of those tying.

Provided that in the case of emergency (of which the Board shall be the sole judge) the Board shall determine the method of election.

Adopted by the GA Board on 16th November 2007

2. AUSTRALIAN COURSE RATING AND HANDICAPPING SYSTEM BY-LAW

In accordance with Rule 30.1 of the Golf Australia Limited (“GA”) Constitution, the following By-Law is adopted by the GA Board. It is to be read subject to, but interpreted in accordance with, the GA Constitution.

The Australian Course Rating and Handicapping System as implemented by GA is binding upon all Member States as also shall be any amendments thereto.

Adopted by the GA Board on **16^h November 2007**

MUSEUM COMMITTEE BY-LAW

In accordance with Rule 30.1 of the Golf Australia Limited (“GA”) Constitution, the following By-Law is adopted by the GA Board. It is to be read subject to, but interpreted in accordance with, the GA Constitution.

The GA Museum Committee shall be the Golf Society of Australia.

The objects of the Museum Committee shall be to:

1. collect or otherwise acquire any items of a historical golfing nature;
2. decide and determine the standard and quality of items relating to golf which are of a historical nature and are eligible for display as museum pieces;
3. categorise and arrange historical golf items as museum pieces;
4. compile, publish, decipher and annotate any golfing literature, illustrations or photographs for the purpose of recording the history of golf; and
5. compile and amend from time to time a list of historical golfing national records.

Adopted by the GA Board on 16th November 2007

4. CLUB AFFILIATION BY-LAW

In accordance with Rule 30.1 of the Golf Australia Limited (“GA”) Constitution, the following By-Law is adopted by the GA Board. It is to be read subject to, but interpreted in accordance with, the GA Constitution.

1. A club may first affiliate with the Member State in which they are situated. A club may also first affiliate with a Member State in which they are not situated but only with the agreement of the club, the Member State in which the club is situated and the proposed alternative Member State.
2. Clubs may affiliate with other Member States provided they first conform to clause 1 of this By-Law.
3. Clubs which affiliate with more than one Member State are required to pay the GA prescribed fees only for the Member State in which they are first affiliated.
4. This By-Law can only be amended by delegates at a General Meeting.

Adopted by the GA Board on 16th November 2007.

5. MEMBER PROTECTION, ANTI-DOPING, GENDER AND DISABILITY BY-LAW

In accordance with Rule 30.1 of the Golf Australia Limited (“GA”) Constitution, the following By-Law is adopted by the GA Board. It is to be read subject to, but interpreted in accordance with, the GA Constitution.

This By-Law implements the Member Protection, Anti-Doping, Gender and Disability Policies that are adopted by the Board and promulgated on the GA website from time to time.

Adopted by the GA Board on 16 November 2007

6. DISCIPLINARY BY- LAW

In accordance with Rule 30.1 of the Golf Australia Limited (“GA”) Constitution, the following By-Law is adopted by the GA Board. It is to be read subject to, but interpreted in accordance with, the GA Constitution.

This Disciplinary By-Law sets out the procedure for dealing with disciplinary actions and matters under Rule 13 of the GA Constitution.

Appointment of Hearings Officer and Establishment of Appeals Tribunal

- 1 The Board shall appoint a Hearings Officer for the purpose of hearing disciplinary actions and matters under Rule 13 of the GA Constitution.
- 2 The Board shall also appoint an Appeals Tribunal of 3 persons for the purpose of hearing any appeals from the decision of the Hearings Officer.
- 3 The Board may call for nominations to the Appeals Tribunal. No GA Director or employee can be a member of the Appeals Tribunal.

Notice of Alleged Breach

- 4 Where the Board is advised or considers that a Member or Official has allegedly:
 - (a) breached, failed, refused or neglected to comply with a provision of this Constitution, the By-Laws, any policy or any resolution or determination of the Board;
 - (b) acted in a manner unbecoming a Member or Official or prejudicial to the Objects and interests of the Company; or
 - (c) brought the Company or Golf into disrepute;the Board shall notify the Hearings Officer.
- 5 The Hearings Officer shall, as soon as practicable upon receipt of notice in accordance with clause 4, serve on the Member or Official a notice in writing:
 - (a) setting out the alleged breach of the Member or Official and the grounds on which it is based;
 - (b) stating that the Member or Official may address the Hearings Officer at a hearing to be held not earlier than 14 and not later than 28 days after service of the notice;
 - (c) stating the date, place and time of that hearing;
 - (d) informing the Member or Official that he may do one or more of the following:
 - (i) attend that hearing;

- (ii) give the Hearings Officer, before the date of the hearing, a written statement regarding the alleged breach.

Hearings Officer Procedures

- 6 At a hearing held in accordance with clause 5, the Hearings Officer shall:
 - (a) give to the Member or Official every opportunity to be heard;
 - (b) give due consideration to any written statement submitted by the Member or Official ; and
 - (c) determine whether the alleged breach occurred.
- 7 GA and the Member or Official shall not be entitled to legal representation at the hearing.
- 8 The Hearings Officer shall hear and determine the alleged breach in whatever manner he considers appropriate in the circumstances (including by way of teleconference, video conference or otherwise) provided that he does so in accordance with the principles of natural justice. The purpose of the hearing shall be to determine whether the alleged breach occurred.
- 9 If the Hearings Officer considers that the alleged breach occurred, she or he may impose any one or more of the penalties set out in clause 12.
- 10 If the Hearings Officer considers that the alleged breach did not occur, the matter shall be dismissed.
- 11 Each party shall be responsible for their own costs associated with the hearing. The Hearings Officer has no power to award costs to a party.

Penalties

- 12 If the Hearings Officer considers that the alleged breach occurred, the Hearings Officer may impose any one or more of the following penalties:
 - (a) impose a warning;
 - (b) fine the Member;
 - (c) where there has been damage to property, direct that the Member pay compensation to the relevant organisation which controls or has possession of the property;
 - (d) cease funding granted or given to it by GA from a specified date;
 - (e) suspend for a specified period and/or terminate any rights, privileges and benefits provided to that Member by GA;
 - (f) cease to sanction events held by or under the auspices of that Member;
 - (g) reprimand the Member;

- (h) suspend the Member from membership of GA for a specified period;
- (i) expel the Member from GA;
- (j) any other such penalty as the Hearings Officer considers appropriate.

Appeal from Decision of Hearings Officer

- 13 GA and the Member or Official have a right to appeal the decision of the Hearings Officer to the Appeals Tribunal, but only on the ground that the procedures in this By-Law have not being followed.
- 14 Any appeal must be lodged with the Board within fourteen days of the Hearings Officer's decision. The appeal must specify how the procedures in this By-Law have not been followed.
- 15 Where the Board receives an appeal under clause 14, the Board shall convene a meeting of the Appeals Tribunal to be held within thirty days of the appeal being received.
- 16 Where an appeal is lodged, the decision of the Hearings Officer does not take effect unless the Appeals Tribunal hears the matter in accordance with this By-Law.
- 17 The procedures of the Appeals Tribunal shall be the same as the procedures of the Hearings Officer as set out in this By-Law, with such necessary amendments as required.
- 18 If the Appeals Tribunal considers that the procedures in this By-Law have not been followed by the Hearings Officer, the Appeals Tribunal may reconsider the matter and vary the penalty.

No Appeal from Appeals Tribunal

- 19 The decision of the Appeals Tribunal is final and binding upon GA and the Member or Official. GA and the Member or Official have no further right of appeal.

Non Application of By-Law

- 20 For the avoidance of doubt, the procedure set out in this By-Law shall not apply to any incident or matter to which other By-Laws (which includes by-laws, regulations and policies) apply and which include a disciplinary procedure including but not limited to the code of conduct, member protection policy, anti doping policy and any competition regulation of GA. Any disciplinary matter which may be dealt with in accordance with other By-Laws (including but not limited to the member protection policy, anti doping policy and any competition regulation) shall be dealt with in accordance with the disciplinary procedure set out in that By-Law.

Adopted by the GA Board on 16th November 2007

7. **PLAYER SELECTION, APPEALS, DISCIPLINARY MATTERS AND AUSTRALIAN RANKINGS BY-LAW**

1. **DEFINITIONS**

In this by-law:

Term	Definition
Appeal Tribunal	means the tribunal referred to in clause 3.2.
Australian Ranking Points Event	means an annual event the winner of which is the Player who, at 31 October, or earlier date when all Australian Ranking Events for a year ending 31 October have been held, has the most points from Australian Amateur Ranking Events under the Australian Rankings System.
Australian Ranking	means an Player's ranking in a relevant category determined by reference to points under the Australian Rankings System.
Australian Amateur Ranking Events	means the events: (a) so designated in any GA selection by-law or policy; or (b) otherwise so categorised by the Board and published by GA, (the events for the year ending 31 October being those in Appendix 1).
Australian Rankings Systems	means the systems described in clause 4.
Board	means the board of directors of GA.
CAS	means the Court of Arbitration for Sport.
CAS Costs	means the costs and expenses of CAS and incidental to an appeal to CAS.
External Ranking	means an Player's ranking in a relevant category determined by reference to an External Rankings System.
External Rankings Systems	means: (a) R & A World Amateur Golf Rankings; (b) Scratch Players World Amateur Rankings; (c) NCAA rankings; (d) Golf Week College Rankings; (e) Golf Stat College Rankings; and (f) such other rankings or ranking systems, maintained to rank players internationally or within a country other than Australia, as is determined by the Board as relevant and published by GA in a list of External Ranking Systems from time to time.
GA	means Golf Australia.
High Performance	means the committee of that name established by the Board.

Term	Definition
Committee	
HP Advisory Group	means the group of that name which operates as a sub-set of the High Performance Committee.
HP Program Manager	means the person designated by GA from time to time to administer its high performance program.
HP Program Staff	means persons employed, or designated by GA from time to time, to implement its high performance program.
International Committee	means the committee in charge of a competition conducted outside Australia.
IGF	means the International Golf Federation.
Mediator	means a person with training and experience suitable to facilitating a mediation discussion under clause 3.1, appointed by GA.
National Squad	means the squad by that name comprising a number (determined from time to time by the Board) of Australia's best male and female amateur players.
Notice	means notice in writing by letter, facsimile, other written means of communication, or email.
Player	means a golfer who: <ul style="list-style-type: none"> (a) is qualified to be a member of a Team or a Representative; (b) has signed and given to GA such consents or undertakings as it from time to time designates as requirements for selection; and (c) if a minor, has given to GA such acknowledgements or consents, signed by a parent or guardian, as GA from time to time designates.
Player Agreement	means the agreement in terms determined from time to time by GA, to be signed by Players or Support Staff either: <ul style="list-style-type: none"> (a) generally; or (b) for a particular competition in respect of which they have been selected, to be eligible, or retain eligibility.
Representative	means an individual entered by, or representing GA in a competition.
Selection Committee	means the Committee of that name established by the Board.
Selection Policy	means the rules and policies about selections in clause 2.
Selectors	means the persons, other than its chair, who are members of the Selection Committee.
Shadow Player	means an Player who is, as the case requires: <ul style="list-style-type: none"> (a) recognised by GA; or (b) recommended by the Selection Committee or other relevant person to be, a potential member of a particular team or potential

Term	Definition
	Representative.
Shadow Squad	means Players who are, as the case requires: (c) recognised by GA; or (d) recommended by the Selection Committee or other relevant person to be, potential members of a particular squad.
Shadow Team	means Players who are, as the case requires: (e) recognised by GA; or (f) recommended by the Selection Committee or other relevant person to be, potential members of a particular Team or potential Representatives.
Squad	means individual Players chosen for on-going training generally, or training for a particular competition.
Support Staff	means assistant managers, chiropractors, coaches, conditioners, gear stewards, managers, massage therapists, medical practitioners, nutritionists, physiotherapists, psychologist, section managers, sports scientists, technicians and other officials of a Team or Representatives.
Team	means any team entered by or representing GA in a competition.
Team Manager	means a Support Staff person selected as manager of a Team.
Team Member	means an Player or Support Staff person selected by GA as a member of, or to accompany, a particular Team.
Tier 1 Events	means the events so designated by GA from time to time and until any change are those in Appendix 2.
Tier 2 Events	means the events so designated by GA from time to time and until any change are those in Appendix 3.
Tier 3 Events	means an event that is not a Tier 1 Event or Tier 2 Event (and for the 2009 calendar year include those in Appendix 4).

2. PROCESS FOR SELECTION OF TEAMS ETC.

- 2.1 The Selectors may consider any factor, or combination of factors that is, in their opinion, relevant for consideration when selecting an Australian Squad, Shadow Squad, Team, Shadow Team Representative or Shadow Player.
- 2.2 Subject to other provisions, the Selectors will take into account Players' progress by:
- (a) Australian Ranking;
 - (b) External Ranking,
 - (c) record in interstate teams matches;

(d) criteria in clause 2.4(a).

2.3 Without in any way limiting their discretion under clause 2.1, the Selectors may consider:

- (a) performances in previous Australian Teams;
- (b) overall level and consistency of performance at an international level;
- (c) individual strengths that may contribute to the performance of the Squad or Team as a whole;
- (d) the suitability of an Player's game (by reference to its strengths and weaknesses) to the course at which the competition is to be held, taking into account:
 - (i) course layout;
 - (ii) known or expected course conditions;
 - (iii) known or expected climatic conditions; and
 - (iv) whether the competition is stroke play or match play, or a combination of both;
- (e) the Player's past general behaviour, on-course and off-course, at events in which the Player has participated;
- (f) the Player's level of physical fitness (determined by reference to appropriate objective reports or tests); and
- (g) the Player's ability, determined by the Selectors (acting reasonably), to:
 - (i) handle the demands of travel relevant to the event; and
 - (ii) at co-operatively in a team environment.

2.4 Subject to clause 2.3, the criteria for selection of a Player in:

- (a) a Team or Shadow Team for a Tier 1 Event or Tier 2 Event are that the Player:
 - (i) is an Australian citizen;
 - (ii) is a member of a currently-affiliated golf club; and
 - (iii) if relevant, satisfies particular tournament eligibility criteria (in the tournament conditions for the tournament for which an Player is being considered for selection),

and desirably satisfies one or more of:

- (iv) being ranked in the top 20 in the relevant Australian Rankings category;

- (v) being ranked in the top 150 in the relevant category of an External Rankings;
 - (vi) having been a member of the most recent Australian Team in the Nomura Cup, Eisenhower Trophy, Queen Sirikit Cup or Espierito Santo Trophy or other Tier 1 Event; or
 - (vii) having placed first in the previous Australian championship, whether at stroke play or match play;
- (b) except for overseas-based Players, the National Squad are that (subject to any special circumstance by virtue of which the Player reasonably ought be excused from compliance) the Player must be at selection or within a reasonable time afterwards a member of:
- (i) the Institute of Sport or Academy of Sport program of the Player's home State; or
 - (ii) if that State does not have such a program, its State Squad program.

2.5 Subject to clause 2.7, for Teams for Tier 1 Events and Tier 2 Events, if the Team is to consist of:

- (a) two or three Players, the Player with the highest Australian Ranking is;
- (b) four or five Players, the Players with highest and second highest Australian Ranking are; and
- (c) six or more Players, the Players with the highest, second highest and third highest Australian Ranking are,

automatically selected, and

- (d) the remaining places are to be filled by Players selected at the Selection Committee's discretion,

subject in each case to any conditions (for example, recovery from injury) imposed by the Selection Committee.

2.6 For Tier 3 Events, (unless the Board decides otherwise) all selections are at the discretion of the HP Program Staff (made after consultation by them with the HP Advisory Group).

2.7 To be eligible, or retain eligibility for selection in membership of an Australian Squad or Team, a Player must:

- (a) have signed and given to GA the:
 - (i) Player Agreement (available from the GA website); and
 - (ii) Australian Sports Anti-doping Authority (or other relevant body or authority) drug testing form,

within the time required by GA;

- (b) at all times have abided by GA's *Role-Specific Codes of Conduct* available in Part B of the *Member Protection Plan* so not to have brought golf or a Team into disrepute;
- (c) satisfy relevant eligibility requirements in clause 2.4.

2.8 Following selection of a Team:

- (a) all Team Members:
 - (i) must meet minimum standards of a behaviour for team members while assembled, travelling or training as part of the Team (and any Team Member who does not, in the assessment of the Board (if the Team has not departed) or Team Manager (after the Team has departed, will be dismissed from the Team);
 - (ii) must immediately inform the Team Manager of any illness or injury that could reasonably impact on the Player's ability to perform at the level expected of the Player at the relevant event;
 - (iii) must, if required, submit to a medical examination (conducted by a medical practitioner appointed by GA) not less than 2 weeks before the relevant event;
- (b) if at any time before departure for the relevant event any Team Member is assessed as injured, ill or unfit, that Team Member may be withdrawn from the Team at the discretion of the Board;
- (c) Team Members must attend pre-event training and other activities, if so required by GA;
- (d) during the period between the announcement of the Team and the date of departure, may be required to demonstrate that they are physically fit, performing well and likely to compete at a level appropriate to the event for which they have been selected, and in that respect:
 - (i) periodic assessment may be made as to the selected Players' standard of fitness, progress in training and preparedness for the relevant event in which they have been selected (such assessment to be directed by, and be under the control of the Team manager); and
 - (ii) if, as a result of such assessment, it appears that by reason of ill health, injury or some other matter, a selected Player has not maintained their fitness or standard of performance so as to be able to represent Australia at a standard comparable to that exhibited so as to gain selection, the manager will immediately notify the chair of the High Performance Committee or chief executive officer of GA, and the Board will have the power to withdraw that Player from the Team and select a replacement.

2.9 The procedure for notifying the Board of selection recommendations is:

- (a) in respect of Players to be selected for the National Squad, a Shadow Squad, Squad, Shadow Team or Team, the chair of the Selection Committee will notify the chair of the High Performance Committee or chief executive officer

of GA, who in turn will notify the Board, of the Selection Committee's recommendations; and

- (b) in respect of Players to be selected for the AIS program, the HP Program Manager will notify the Board of his or her recommendations.

2.10 Promptly after the Board has (as the case requires) made, confirmed or ratified selections or selection recommendations:

- (a) except in the case of selections for the AIS program, the chair of the Selection Committee will notify:

- (i) the selected Players of their selection; and
- (ii) the members of the Shadow Squad (if any) for the event concerned, who were not selected, of their non-selection,

both by telephone and email;

- (b) in the case of selections for the AIS program:

- (i) the Chief Executive Officer of GA will notify the recommendations to the Australian Institute of Sport; and
- (ii) after approval by the Institute of those recommendations, the HP Program Manager will notify:

- (A) the selected Players of their selection; and
 - (B) unsuccessful applicants or candidates of their non-selection,
- both by telephone and email.

- (c) in the case of Support Staff, the chair of the High Performance Committee will notify those concerned both by telephone and email of their selection.

3. APPEALS AGAINST NON-SELECTION

3.1 The process for dealing with an appeal by a Player against non-selection is:

- (a) consultation and mediation by which the Player and either the chair of the Selection Committee or a Selector nominated by GA meet (with a Mediator as facilitator) to discuss the decision;
- (b) if, but only if the parties do not reach agreement by consultation and mediation within seven days (or a shorter period reasonably dictated by time constraints) after the Player gives notice under clause 3.15, the Player may appeal to the Appeal Tribunal;
- (c) if, but only if the Player is dissatisfied with the decision of the Appeal Tribunal, the Player may appeal against the decision to the Appeals Arbitration Division of CAS (CAS).

- 3.2 The Appeal Tribunal will consist of the following persons appointed by the Board:
- (a) a barrister or solicitor, who will act as chairman;
 - (b) a person with a thorough knowledge of golf and who preferably has had international competitive or managerial experience in golf; and
 - (c) one other person of experience and skills suitable to the function of the tribunal.
- 3.3 Such appointments will be for a calendar year.
- 3.4 However, if a member of the Appeal Tribunal is unable to engage in a particular hearing, the Board will appoint another person as a member for that hearing.
- 3.5 A person who is:
- (a) a member of the Board or the Selection Committee; or
 - (b) by reason of his or her relationship with:
 - (i) the Player concerned;
 - (ii) any member of the Board or Selection Committee; or
 - (iii) any person whose interest may be affected by the outcome of the appeal,
- is not eligible to be appointed to the Appeal Tribunal;
- 3.6 The Appeal Tribunal will convene a hearing as soon as possible, but in any event not more than seven days, after the submission of the grounds of appeal.
- 3.7 If the Player concerned challenges the impartiality of any member of the Appeal Tribunal, the challenge will be determined by the members of the Tribunal other than the member challenged.
- 3.8 The hearing may occur in such manner as the chairman decides, including by telephone or video conferencing.
- 3.9 In any hearing before the Appeal Tribunal:
- (a) the tribunal must observe the rules 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 Player 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 Player or GA may seek an adjournment in order to obtain legal advice; and

- (e) neither the Player nor GA is entitled to be represented by a barrister or solicitor, except with the leave of the tribunal, which leave will only be granted in exceptional circumstances.
- 3.10 Not less than three days (or a shorter period if exigencies reasonably so require) before the hearing, the Selection Committee must provide the Appeal Tribunal and the Player with a written statement of the reasons for the decision against which the Player appealed.
- 3.11 The Appeal Tribunal will give its decision as soon as practicable after the hearing and will provide GA's Chief Executive Officer and the Player with a statement of the reasons for its decision.
- 3.12 If the Selection Committee's decision is set aside, only in extreme circumstances (such as a pressing deadline) may the Appeal Tribunal itself make a selection.
- 3.13 The decision of the Appeal Tribunal will be binding on the parties and, subject only to any appeal under clause 3.18, neither party can institute or maintain proceedings in any court or other tribunal.
- 3.14 The sole grounds for appeal to the Appeal Tribunal are that:
 - (a) the Selection Policy was not properly followed or implemented; or
 - (b) the selection process was affected by actual bias.
- 3.15 The Player must give written notice of his or her appeal to GA by 5.00pm (Australian Eastern Standard Time) on the second business day following announcement of the Team and contemporaneously pay to GA the sum of \$500 as an appeal fee (which is refundable if at mediation under clause 3.1 or on a subsequent appeal to the Appeal Tribunal the Player's appeal is upheld).
- 3.16 The sole grounds for an appeal against a decision of the Appeal 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.
- 3.17 Any appeal from a decision of the Appeal Tribunal must be solely and exclusively resolved by CAS according to the Code of Sports-Related Arbitration. The decision of CAS will 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.
- 3.18 A Player wishing to appeal to CAS must:
 - (a) give written notice of that fact to GA's Chief Executive Officer by 5.00pm Australian Eastern Standard Time on the second business day following the announcement of the decision against which the appeal is made; and
 - (b) file a statement of appeal with the CAS, and pay any fee prescribed by CAS rules, within five working days or shorter period prescribed by CAS rules.
- 3.19 Failure to comply strictly with clause 3.18 will render any appeal to CAS a nullity unless, on an application by the Player to CAS for an extension of time in which to commence an appeal, CAS grants an extension.

- 3.20 If the Appeal Tribunal or CAS determines to uphold any appeal in respect of the non-selection of an Player:
- (a) it will as a matter of usual practice refer the question of re-selection back to the Selection Committee for determination in accordance with the Selection Policy; and
 - (b) CAS will itself only conclusively determine the issue of selection of Players where CAS has determined that it would be impractical to refer the question of selection back to the Selection Committee in the time available.
- 3.21 The Player and GA will bear CAS Costs in the proportions determined by CAS rules or CAS as the case may be.
- 3.22 An Player may withdraw his or her appeal by written notice to GA (and also CAS if the Player has appealed under clause 3.18) at any time before the appeal has been decided.
- 3.23 For removal of doubt, an Player who appeals against non-selection is bound by all the preceding provisions of this clause 3.

4. AUSTRALIAN RANKING SYSTEMS

- 4.1 The Australian Ranking Systems will:
- (a) seek to rank the performances of amateur golfers within their defined category over a 12 month period;
 - (b) provide a mechanism for establishing fields (entry standard) for GA and other tournaments;
 - (c) aim to increase participation in Australian Amateur Ranking Events;
 - (d) be meaningful, respected, transparent and robust;
 - (e) provide a supporting tool for Team selections;
 - (f) be implemented and maintained in the following categories for both males and females:
 - (i) Open;
 - (ii) Junior (under 18 years);
 - (iii) Senior (55 years and over); and
 - (iv) such other categories as the Board from time to time determines.
- 4.2 Those systems will:
- (a) commence on 1 November each year and conclude on the following 31 October;
 - (b) operate on a 12 month rolling period; and

- (c) will be points-based (rather than using a scoring average), so players are neither advantaged nor disadvantaged by course difficulty.
- 4.3 A player is not required to compete in a minimum number of events to be eligible to win the Australian Ranking Points Event in their category.
- 4.4 A player's points will be divided by a minimum divisor. Results will be available on the GA website www.golfaustralia.org.au under Championships.
- 4.5 The points gained by a player from each Australian Amateur Ranking Event in the previous year will be replaced by the current year's event's points.
- 4.6 Points are allocated to different events depending on the importance of the event. The more prestigious the event or the higher the quality of players competing in the event (based on the specific event's past fields), the more points are allocated to each position in that event. Allocation of points for a specific event may change from year to year.
- 4.7 Events which comprise stroke play rounds followed by match play rounds are considered two separate events.
- 4.8 The events listed in Appendix 1 are included in the respective Australian Ranking Systems on and from commencement of this by-law.

5. ALTERATIONS – POWERS ETC.

- 5.1 A power to adopt policies and make and alter by-laws is conferred on GA by its Constitution (limited only to the extent the policy or by-law must not conflict with the Constitution) and no such power need be separately conferred by this By-Law.
- 5.2 Any change to this by-law will be publicised in ways provided for in clause 6.
- 5.3 GA is not liable to an Player or other person who is affected in any way by a change in policy reflected in this by-law or change to this by-law.

6. PUBLICITY AND PROMOTION

- 6.1 GA will publicise this By-Law in a reasonable way having regard to the location and interests of the Players and others who reasonably ought be made aware of its contents.
- 6.2 That will include (but not necessarily be limited to):
 - (a) publication on GA's web site;
 - (b) emailing copies to those Players and others (including GA's members) as are reasonably identified as being primarily interested in, or needing to know, its content;
 - (c) publication on GA's web sites of warnings about impending important dates, such as closing dates for entries in Australian Amateur Ranking Events and performance qualification periods; and

- (d) conducting seminars and training or information forums for current and potential Players.

7. POLICY/BY-LAW REVIEW

7.1 GA will review at any time and in any case will review annually, each December, the policy and provisions contained in this by-law, including this clause 7, as to their efficacy and their continued propriety in the light of any changed circumstances GA considers relevant.

7.2 The review will include, but not necessarily be limited to, examination of whether or not:

- (a) the Australian Rankings Systems apparently are functioning in an appropriate way;
- (b) the selection processes (including selection criteria) have resulted in selection of Squads or Teams which have delivered acceptable results (for the purpose of which the reviewers must consider whether performance by Players at events for which they were selected reasonably could have been foreseen at the time of selection and whether at that time any Players not selected reasonably could have been expected to perform better than any who were); and
- (c) the selection processes and criteria and appeal rules have a high level of Player acceptance as reasonable and appropriate,

and in any case whether or not change might bring about improvement from the point of view of GA or Players.

8. BY-LAW COMMENCEMENT

This by-law was approved by the Board, and commenced, from June 2009.

9. SELECTORS AND SUPPORT STAFF BY-LAW

1. DEFINITIONS

In this by-law:

Term	Definition
Advisory Committee	means the committee consisting of the chair of the Championship Committee, chair of the High Performance Committee and another person appointed by the Board.
Australian Ranking Events	means the events so designated in any GA selection policy or otherwise so categorised by the Board.
Board	means the board of directors of GA.
Championship Committee	means the committee of that name established by the Board.
GA	means Golf Australia Limited.
High Performance Committee	means the committee of that name established by the Board.
HP Program	means as the case requires: (g) the Australian Institute of Sport golf program; or (h) any other high-performance or elite-squad program administered by or under the auspices of GA or one of its members.
International Committee	means the committee in charge of a competition conducted outside Australia.
National Squad	means the squad by that name comprising a number (determined from time to time by the Board) of Australia's best male and female amateur players.
Player	means a golfer who: (i) is qualified to be a member of a Team or a Representative; (j) has signed and given to GA such consents or undertakings as it from time to time designates as requirements for selection; and (k) if a minor, has given to GA such acknowledgements or consents, signed by a parent or guardian, as GA from time to time designates.
Selection Committee	means the persons from time to time holding office under clause 2.1.
Selectors	means the persons appointed as selectors by the Board under clause 2.
Shadow Squad	means Players who are, as the case requires: (a) recognised by GA; or (b) recommended by the Selection Committee or other relevant person to be,

Term	Definition
Shadow Team	<p>potential members of a particular squad.</p> <p>means Players who are, as the case requires:</p> <ul style="list-style-type: none"> (a) recognised by GA; or (b) recommended by the Selection Committee or other relevant person to be, <p>potential members of a particular Team or potential Representatives.</p>
Squad	means individual Players chosen for on-going training generally, or training for a particular competition.
Support Staff	means assistant managers, chiropractors, coaches, conditioners, gear stewards, managers, massage therapists, medical practitioners, nutritionists, physiotherapists, psychologist, section managers, sports scientists, technicians and other officials or a team or representatives.
Team	means any team entered by or representing GA in a competition.

2. SELECTION COMMITTEE

2.1 There will be a selection committee consisting of:

- (a) not more than six persons (to whom clauses 2.2 to 2.11 apply); and
- (b) a chairman (to whom those clauses, except for 2.2 and 2.9 to 2.11, do not apply),

all appointed by the Board.

2.2 A person who is:

- (a) an employee of GA or one of its members;
- (b) a professional coach; or
- (c) an administrator of an HP Program, if not an employee of GA or one of its members,

is not eligible to be a Selector.

2.3 The Board will advertise or publicise at such times and in such way as it decides invitations or requests (in such form as it decides) for persons to express interest in appointment to the Selection Committee.

2.4 The Advisory Committee promptly will:

- (a) consider the responses to those invitations or requests; and
- (b) make recommendations to the Board about appointments to which the responses relate.

- 2.5 If initially there are six Selectors:
- (a) two must retire by rotation on 31 October 2010;
 - (b) two must retire by rotation on 31 October 2011; and
 - (c) the remaining two must retire by rotation on 31 October 2012.
- 2.6 If initially there are an odd number of Selectors:
- (a) one must retire by rotation on 31 October 2010;
 - (b) two must retire by rotation on 31 October 2011; and
 - (c) if any have not then retired under this clause, the remainder must retire by rotation on 31 October 2012.
- 2.7 After the rotations under clauses 2.5 or 2.6, two Selectors must retire by rotation each 31 October.
- 2.8 The maximum continuous tenure of a person as a Selector is two consecutive terms, where either a full term or a term of service less than a full term is deemed to constitute one term.
- 2.9 Subject to clauses 2.5 to 2.7, 2.10 and 2.11:
- (a) Selectors; and
 - (b) the chair of the Selection Committee,
- will be appointed until 31 October 2012, in the case of the persons first appointed after the date of this by-law, and afterwards for a term of three years from 1 November in the year of their appointment.
- 2.10 Despite any other provision, the Board may:
- (a) terminate the appointment of a Selector or chair of the Selection Committee at any time; and
 - (b) in the case of a vacancy, replace an appointee who has died, resigned or whose appointment has been terminated.
- 2.11 A person appointed under clause 2.10, holds office until the date when the appointment of the person whom he or she replaced would have expired.
- 2.12 Attributes to be taken into account in the case of prospective appointees as Selectors are:
- (a) an understanding of the current requirements for Players to compete at international level;
 - (b) an understanding of the development of high-performance Players;
 - (c) an appropriate breadth of knowledge about Australian male and female amateur golfers of all age categories;

- (d) a demonstrated ability to work cooperatively in a team environment;
- (e) ability to attend nominated selection trials in the Selector's home state and to attend selected Australian championships;
- (f) ability to maintain confidentiality;
- (g) an understanding of golf competitions and competition requirements;
- (h) familiarity with modern communication modes, especially email;
- (i) commitment to comply with the *Member Protection Policy* with regards to the Part C Child Protection Requirements;
- (j) an understanding of the GA Anti-Doping Policy;
- (k) an ability to give a detailed, comprehensible written report following the conclusion of each event attended by the Selector on conduct of the event and Player performance at the event,

all of which are required attributes; and

- (l) having competed at state or national level; and
- (m) having had experience as a national or state selector,

both of which are desirable attributes.

2.13 Decisions of the Selection Committee will be by majority vote of the Selectors.

2.14 The chair of the Selection Committee has a casting vote in the case of deadlock amongst the Selectors, but no deliberative vote.

2.15 The Selectors and chair of the Selection Committee must keep confidential all matters concerning deliberations of the Selection Committee.

2.16 The functions of the Selection Committee are to:

- (a) create a Selectors' calendar of events, team and squad selection dates;
- (b) create a committee budget (applying funds allocated to the Selection Committee out of a relevant GA committee budget) for performance of its functions;
- (c) recommend to the Board the Players whom the committee considers ought be selected as members of the National Squad, a Team, a Representative, a Shadow Squad, Shadow Team or Shadow Representative, having regard to GA's by-laws or policies about such selections, but the Board has the final decision on those matters; and
- (d) monitor performance of Players in those squads and teams.

2.17 For performance of those functions each Selector must:

- (a) be familiar with requirements:
 - (i) generally of international team competition; and
 - (ii) when published, of each relevant international event;
- (b) ensure in selection discussions any particular requirements of or needs for an event or squad are taken into account;
- (c) attend designated domestic events on a rostered basis (shared with other Selectors), prospectively but not necessarily in the Selector's home state;
- (d) promptly after the end of each event attended give the chair of the Selection Committee (who must provide a copy to GA high performance staff) and fellow Selectors a report containing:
 - (i) brief details about the event and its operation; and
 - (i) detailed information about the performance of National Squad members or Shadow Squad members who participated in it;
- (e) comply with the '*Member Protection Policy* with regards to the Part C Child Protection Requirements;
- (f) ensure communication with other members of the Selection Committee is open, transparent and free of any bias;
- (g) provide regularly, and promptly after a request by the chair of the Selection Committee or another Selector, feedback on any matter within the Committee's functions; and
- (h) present the highest standards of dress and behaviour when attending any golf event or any function in the Selector's capacity as a Selector.
 - (i) undertake education on the selection policy, conflict of interest, confidentiality, discretion and natural justice etc.

2.18 Generally a number of Selectors (if not all) will attend the Australian Championships.

2.19 One of the Selectors will attend each event which the Selection Committee or the Board determines a Selector should attend and Selectors or one of them will be required to attend other nominated Australian Ranking Events.

3. MANAGERS AND OTHER SUPPORT STAFF

3.1 There:

- (a) will be a panel of managers:
- (b) may be panels of coaches or other Support Staff.

- 3.2 All appointments of Support Staff will be undertaken by the Board.
- 3.3 The Board will advertise or publicise at such times and in such way as it decides invitations or requests (in such form as it decides) for persons to express interest in appointment as Support Staff.
- 3.4 The Advisory Committee promptly will:
- (a) consider the responses to those invitations or requests; and
 - (b) make recommendations to the Board about appointments to which the responses relate.
- 3.5 The Advisory Committee will seek advice from the person administering the HP Program before completing its deliberations about prospective appointments of managers and other Support Staff making a recommendation to the Board.
- 3.6 Persons appointed as Support Staff personnel will be notified of their appointments:
- (a) to a panel, promptly after the appointment is made;
 - (b) for a particular event, not later than two months before the commencement date of the event.
- 3.7 Subject to clauses 3.8 and 3.9, a panel of managers or panel of other Support Staff will be appointed until 31 October 2012, in the case of panels first appointed after the date of this by-law, and afterwards for a term of two years from 1 November in their year of appointment.
- 3.8 Despite any other provision, the Board may:
- (a) terminate the appointment of a manager or other member of the Support Staff at any time; and
 - (b) in the case of a vacancy, replace an appointee who has died, resigned or whose appointment has been terminated.
- 3.9 A person appointed under clause 3.8 holds office until the date when the appointment of the person whom he or she replaced would have expired.
- 3.10 Attributes to be taken into account in the case of prospective appointees as Team managers are:
- (a) an understanding of the current requirements for Players to compete at international level;
 - (b) ability to understand concerns of and communicate effectively with squad and team members;
 - (c) the ability to work cooperatively in a team environment;
 - (d) commitment to comply with the *Member Protection Policy* with regards to the Part C Child Protection Requirements;

- (e) an ability to give a detailed, comprehensible written report following the conclusion of each event attended by the manager on conduct of the event and Player performance at the event,

all of which are required attributes, and

- (f) having competed at state, national or professional level;
- (g) experience as manager of a state or national team;
- (h) having high-level organisational and logistical capabilities, particularly relating to group travel and managing in a team environment,

all of which are desirable attributes.

3.11 Required or desirable attributes for coaches and other support staff will be determined from time to time and specified in an invitation or request under clause 3.3.

3.12 The Board will determine from time to time:

- (a) what Support Staff will accompany a Representative or Team to a particular event; and
- (b) their particular responsibilities before and during, and in relation to travel to and from, the event.

4. BY-LAW COMMENCEMENT

This by-law was approved by the Board, and commences, on 30 June, 2009