

Golf Australia

By-law: Policy about selectors and support staff

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.
Athlete	means a golfer who: (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.
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: (a) the Australian Institute of Sport golf program; or (b) 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.
Representative	means an individual entered by or representing GA in a competition.
Selection Committee	means the persons from time to time holding office under clause 2.1.

Term	Definition
Selectors	means the persons appointed as selectors by the Board under clause 2.
Shadow Squad	means Athletes who are, as the case requires: (a) recognised by GA; or (b) recommended by the Selection Committee or other relevant person to be, potential members of a particular squad.
Shadow Team	means Athletes who are, as the case requires: (a) recognised by GA; or (b) recommended by the Selection Committee or other relevant person to be, potential members of a particular Team or potential Representatives.
Squad	means individual Athletes 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 Athletes to compete at international level;

- (b) an understanding of the development of high-performance Athletes;
- (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 *'Golf Australia Members Protection Policy with regard to Working with Children'*;
- (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 Athlete 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 Athletes 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 Athletes 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
 - (ii) detailed information about the performance of National Squad members or Shadow Squad members who participated in it;
- (e) comply with the '*Golf Australia Members Protection Policy with regard to Working with Children*';
- (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 Athletes 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 *'Golf Australia Members Protection Policy with regard to Working with Children'*;
 - (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 Athlete 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 [] 2009