



## **GOLF NSW REPRESENTATIVE SELECTION POLICY**

**This policy was updated February 2014.**

### **1. INTRODUCTION**

#### **1.1 Purpose of the selection policy and operational guidelines document**

The purpose of this document is to clearly define the policy, operational process and procedures that apply to the selection of golfers to participate in a specific event. This includes both male and female players. These players could be selected for a squad, team, or they could be selected as a special invitee for an event e.g. specific tournaments or 'one – off' opportunities.

#### **1.2 Preamble**

- 1.2.1 Golf is a complex, multi-faceted game, with a variable game environment which impacts on performance. Although the attributes that affect performance can be defined (as selection criteria), it is impossible to objectively define a set 'standard' for these criteria, relative to successfully performing in a specific event. Consequently the process of selection requires a selector to subjectively weigh up, assess and define what they believe the standard of an individual player is, against the criteria. This is a subjective decision tempered by the experience and expertise of the selector.
- 1.2.2 Consequently, subjectivity will always remain an unavoidable element of selection. However the process and procedures outlined in this document aim to help overcome any of the more undesirable elements of subjectivity in selection, such as bias, prejudice or lack of expertise. Many layers of procedure have been identified to ensure that the negative impact of these elements will have been counteracted prior to the final selection decision being made.

#### **1.3 Application of the policy process**

Consistent and conscientious application of the policy, operational process and procedures outlined in this document will help ensure the following:

- 1.3.1 Transparency for all stakeholders who are involved in the selection process.
- 1.3.2 Improved communication and understanding between stakeholders
- 1.3.3 Improved planning and execution associated with all aspects of selection
- 1.3.4 Flexibility to respond to selection situations in a fair manner



- 1.3.5 Facilitation of analysis and review of the selection process to ensure quality, consistency and stability between all the selection events that are undertaken by Golf NSW.

#### **1.4 Responsibility**

- 1.4.1 The Golf NSW Match Committee is responsible for overseeing the application of the selection policy and due process
- 1.4.2 The Match Committee is assisted in this responsibility by the Chairman of Selectors, other named selectors, as well as Team Managers.
- 1.4.3 The Match Committee are responsible to the Golf NSW Board, through the Chief Executive Officer of Golf NSW.

#### **1.5 Definitions**

- 1.5.1 The word “selection” refers to the process that is undertaken and the procedures that are followed within the constraints of the policies outlined in this document, which allow Golf NSW to identify a limited number of individual players, capable of performing to a certain standard at certain event.
- 1.5.2 The word ‘best’ is often used with respect to selection – for example ‘the best player’. Please be aware that in this example the word ‘best’ is a subjective estimation of the worth of a player, against set criteria that relate specifically to golf. It may also relate to a players ability to undertake or fulfil a specific role, or to perform to a specific standard, at a specific golf event.
- 1.5.3 ‘Selection Event’ refers to any formal golf event which can be utilised for the purpose of making an informed selection decision. Where possible a member of the Golf NSW selection panel will attend a selection event. Where possible selection events will be identified prior to the commencement of the formal selection process. A selection event may include National Ranking events, State Championships, Vardon and Jean/Junior Derrin events, JNJG tournaments, pennant and grade results. This list is not definitive but is intended as an example only.

#### **1.6 Selection Objectives**

- 1.6.1 The primary selection objective is to select the best available players.
- 1.6.2 The secondary selection objective is to recognise the potential of athletes to participate at a national competition level standard and to assist those athletes to achieve their individual potential at national level.



## **2. SELECTION PANEL APPOINTMENTS**

The State Teams Appointments Panel shall be formed by authority of the Golf NSW Board and is responsible for selector appointments. The appointments panel shall be chaired by the Chairman of Selectors and will include the High Performance Manager, who will also be named as a Selector.

## **3. SELECTION PANELS**

3.1 For each team competing in the annual National Interstate Series the selection panel will consist of the Chairman of Selectors, the High Performance Manager, the team manager and others as determined by the Chairman of Selectors and approved by the Chairman of the Match Committee.

3.2 For all other event selections e.g. inter-district competitions, National Ranking Events (not including National Squad members), Senior representatives and other 'minor events' the High Performance Manager and General Manager – Golf, will select these players, in consultation from time to time with the Chairman of Selectors and Chair of the Match Committee.

## **4. CONFIDENTIALITY REQUIREMENTS**

4.1 Selectors will not discuss selection matters outside official selection meetings, without the express permission of the Chairman of selectors.

4.2 Selection panel members will be required to declare any conflict of interest in relation to the player selection process they have been assigned to.

## **5. PLAYER ELIGIBILITY**

To be eligible for selection in a Golf NSW state team, the following conditions apply:

5.1 Must be an Australian Citizen

5.2 Resident of NSW (For Australian Interstate Matches – refer Golf Australia conditions of play)

5.3 The player must be a currently registered and financial playing member of a Golf NSW affiliated District Golf Association or club

5.4 A player may be eligible for more than one NSW state team

5.6 Players must comply with any rules of eligibility applied by the event organiser (including Golf Australia), relating specifically to the tournament or event they are being selected for – i.e. gender, age restrictions, performance, home address or specific skill parameters.



## **6. SELECTION CRITERIA**

The following selection criteria will apply in the selection process used by the selectors appointed by Golf NSW in respect to Golf NSW state teams.

- 6.1 Be a good representative of the state on and off the course
- 6.2 Results – Over the previous 12 month period
- 6.3 Participation and Performance – at nominated selection events
- 6.4 Rankings – National and State
- 6.5 Physical Condition - Injury free and in a physical condition that is suitable to the rigours of travel and extended elite competition. (If required this will be determined by objective reports or tests by a qualified professional)
- 6.6 Technical competence - In the long game, short game and putting
- 6.7 Tactical Abilities – Including ability to devise a game plan and stick to it, ability to read match conditions, ability to ‘put together a score’ in all conditions
- 6.8 Suitability – Of a player’s game to the course and weather conditions at which the competition is being held. Also the type competition type (i.e. stroke play or match play)
- 6.9 Potential to improve – Present performance level relative to past performances
- 6.10 Competitive Ability – Mental toughness, temperament, determination, commitment, performing in adverse conditions, coping with setbacks, persistence
- 6.11 Attitude – Positive ‘can do’ outlook
- 6.12 A team player – Ability to ‘fit in’ and influence the team in a positive manner
- 6.13 Communication – The ability of the player to communicate positively with staff and be open to accept suggestions from coaching staff regarding performance improvement. Players should be able to verbalise concerns in a calm, mature and non –emotive manner to allow for positive discussion to resolve problems.
- 6.14 Be keen and passionate to represent NSW

## **7. SELECTION PROCESS**

The selectors of State and other representative teams will utilise the following selection process when selecting teams:

- 7.1 Performance over a 12 month period



- 7.2 Participation and Performance at selection events (if conducted)
- 7.3 Assessment by state team coaches and Golf NSW selectors
- 7.4 Selection Criteria
- 7.5 Selection Camp – If required Golf NSW will conduct a state team selection camp. Selected players will be required to attend a state team selection camp. Compulsory attendance is required at this camp to be selected into the state team.

## **8. TEAM SELECTION**

### **8.1 Open Men’s Interstate Matches Team**

Final selection of the team of 8 players will be made after the selection camp (if required) and announced no later than 4 weeks prior to the Interstate Teams Matches

### **8.2 Open Women’s Team**

Final selection of the team of 6 players will be made after the selection camp (if required) and announced no later than 4 weeks prior to the Interstate Teams Matches

### **8.3 Boys Team**

Final selection of the team of 6 players will be made after the selection camp (if required) and announced no later than 4 weeks prior to the Interstate Teams Matches

### **8.4 Girls Team**

Final selection of the team of 6 players will be made after the selection camp (if required) and announced no later than 4 weeks prior to the Interstate Teams Matches.

### **8.5 Other representative events will be based on Selection Criteria (Clause 6)**

## **9. APPROVAL AND ANNOUNCEMENT OF STATE TEAMS**

9.1 Potential team members selected are subject to ratification by the Chairman of Golf NSW and/or Chairman of Match Committee. This applies only to teams selected to compete in the Interstate Series.

9.2 Individuals will be notified personally about their selection.

9.3 Public announcement of the team will be via [www.golfnsw.org](http://www.golfnsw.org)



## **10. REPLACEMENT OF SELECTED PLAYERS**

- 10.1 **Injury or Illness:** A player who is injured or ill may be assessed by a doctor or other specialist nominated or agreed to by Golf NSW, who will assess the player in conjunction with the High Performance Manager.
- 10.2 **Loss of Form:** A player being considered for replacement due to loss of form shall be counselled by the relevant state coach to give them the opportunity to rectify the situation. The High Performance Manager will be advised of the situation and a mutually agreed time frame will be set by the state coach and player for the situation to be reassessed.
- 10.3 **Breach of Discipline:** A player being considered for replacement due to a breach of discipline, including failure to observe any relevant Golf NSW policy, the Golf NSW Code of Conduct or the Golf NSW Player Contract, will be counselled by the relevant state coach to give them an opportunity to rectify the situation. The High Performance Manager will be advised of the situation and a mutually agreed time frame will be set by the state coach and player for the situation to be reassessed. The High Performance Manager will report such breaches to the Chief Executive Officer in a timely manner.
- 10.4 **Breach of Anti-Doping Policy:** Any player who breaches the Golf Australia Anti-Doping Policy will automatically be removed from the relevant state team and will be replaced. All penalties relating to these breaches will be as per the Golf Australia guidelines. The High Performance Manager will report such breaches to the Chief Executive Officer in a timely manner.
- 10.5 **Ineligibility:** Any player who is deemed ineligible or becomes ineligible for the state team will automatically be removed and replaced. The High Performance Manager will report such breaches to the Chief Executive Officer in a timely manner.

## **11. REPLACEMENT PROCESS**

If a selected player is unable to continue or is removed as a representative of a state team, the procedure for a replacement player is as follows:

- 11.1 The selection panel will be consulted.
- 11.2 Consideration will then be given to other identified players from the selection process should this be necessary.
- 11.3 The selectors will then fill this position with the player judged most suitable; possessing the required degree of skill and showing consistent performance.



## **12. PLAYER DEVELOPMENT PROGRAMS**

Golf NSW Player Development Programs aim to identify athletes with outstanding potential to compete successfully at the elite national and international junior and amateur level. The guidelines for selection process and criteria for these programs are not covered within this policy document. Further information about these programs is available from Golf NSW.