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**Responsible: High Performance Committee**

# **S4: Player Selection Policy**

**Approved/Reviewed: Nov 2012**

This document should be read by Players seeking State Team selection/representation. Additional reading: S1: Player & Caddie Code of ConductS2: Anti-Doping



Government of South Australia  
Office for Recreation and Sport

**be active.**



## Preamble

Golf SA is the governing body for amateur golf in South Australia. It oversees the development of the game including the development of elite male and female golfers. At the elite amateur level, teams and individuals are selected to represent South Australia from time to time. These teams and individuals may be male, female or junior players.

Players will be selected for representational duties primarily – but not necessarily exclusively - from athletes who are nominated into various State Squads. Where deemed appropriate an order of merit system will be used to assess performance of squad members and their peers over time to aid the selection process. A player not being in a State Squad is not precluded from consideration for selection in any team or event.

## 1 Aim

This document sets out the policy and procedures for selecting athletes to represent Golf SA.

## 2 State Teams

The following State Teams are selected annually to play in the Interstate Teams Matches.

- a. Golf SA Men's Interstate Team (Eight Players)
- b. Golf SA Women's Interstate Team (Six Players)
- c. Golf SA Junior Boy's Interstate Team: (Six Players)
- d. Golf SA Junior Girl's Interstate Team: (Six Players)

Additional Teams or individuals, including those for Australian Ranking Events (ARE) and SA vs Victoria Interstate Series may be selected to represent the State on an as-needs basis.

## 3 Selection

Selection will be conducted by the State Selection Panel chaired by the Chair of the High Performance Committee or as delegated by the Board. In addition to the State Selection Panel the Golf SA State Coaches may be co-opted as ex-Officio to the Panel.

## 4 Timing of Selection

Teams for the annual Interstate Teams Matches shall be announced a minimum of **eight (8) weeks prior** to the commencement of the respective competition.

## 5 Events to Play for Selection Consideration

Players who are seeking selection in representative Teams for the Interstate Teams Matches should participate in the following events:

- a. **Golf SA Events:** All Club Vardons, Golf SA Championship events held prior to the announcement of the relevant Teams for the Interstate Teams Matches
- b. **Australian Ranking Events:** All events nominated by Golf Australia as 'Australian Ranking Events' held prior to the announcement of the relevant Teams for the Interstate Teams Matches



- c. **Golf SA Junior Events:** All Junior Club Vardons, Junior Golf SA Championship events held prior to the announcement of the relevant Junior Teams for the Interstate Teams Matches
- d. **List of Events:** A list of the relevant events may be published by Golf SA as part of this Policy, on the Golf SA website or be made available to Players. It is the Player's responsibility to obtain information on events from relevant organisations such as Golf Australia, Golf SA or other State Associations & relevant Golf Clubs.

## 6 Power to Amend Selection Policy

This policy can be amended at any time and from time to time by Golf SA for reasons determined to be in the best interest of Golf SA and the sport of golf.

## 7 Athlete's responsibility to Read

While every endeavour will be made to promote this policy and its contents to potential State Team/Squad members, it remains the individual athlete's responsibility to read this document and seek clarification on any points from the Chair of State Selectors. An athlete who is selected for a State Team must sign the Golf SA Player Agreement & Code of Conduct.

## 8 Selection Criteria/Method of Selection

In considering selection the State 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 considering the following:

- a. **Eligibility:** The player must be an Australian citizen
- b. **Performance:** The player's performances over the previous 12 months
- c. **Participation:** The player's participation at nominated events as published on the Golf SA/Golf Australia website from time to time
- d. **Prior Record:** The player's prior record in State and/or National events
- e. **National Ranking:** The player's current standing in the Golf Australia National Rankings
- f. **Game Suitability:** The player's game suitability to the type of golf course and weather conditions at which the competition is being held including format of event (stroke/match-play)
- g. **Behaviour:** The player's general on-course & off-course behavior (including use of social media)
- h. **Physical Fitness:** The player's physical fitness to compete at the elite level
- i. **Training Programs:** The player's attendance, performance and attitude at any squad/team training programs/camps/activities
- j. **Team Cooperation:** The player's ability to work within a team environment including taking direction from Managers & Coaches
- k. **Opinion of State Selection Panel:** The collective opinion of the State Selection Panel as to the potential of the player to represent the State at the highest level
- l. **Boys & Girls State Order of Merit:** A Junior Order of Merit (Junior OOM) will be used from which the leading three (3) players (who have recorded scores in the prescribed minimum number of rounds as nominated from time to time) will qualify for automatic selection. The Junior OOM will be published on the Golf SA website from time to time.

Ideally, selection will be by unanimous decision of the State Selection Panel. Otherwise selection will occur by majority vote. If the vote is tied, the Chair will have the deciding vote.



The State Selection Panel may at its discretion give weight to extenuating factors that may prevent an athlete from competing in an event/events or attendance at training or training camps.

In the case of injury or illness an athlete may be required to undergo a medical examination or provide proof of injury or illness by way of a medical certificate.

The State Selection Panel may, at its absolute discretion, add players to any State Team, subject to that athlete meeting the selection criteria.

## **9 Removal from a State Team**

An athlete may be removed from a State Team/Squad if that athlete:

- a. Breaches or fails to observe this policy
- b. For reason of illness or injury is unable to perform to the required standard in the opinion of the Selection Committee
- c. Breaches or fails to fulfill a requirement of the Anti-Doping Policy of Golf Australia
- d. Breaches or fails to observe the Golf SA Player Agreement/Code of Conduct
- e. Fails to adhere fully to a specified training program

## **10 Selection Appeals Tribunal**

The role of the Selection Appeals Tribunal is to deal with any formal appeal by a player against a non-selection decision by the State Selection Panel. The Selection Appeals Committee is to consist of three (3) persons appointed or nominated by the Golf SA Board and includes:

- a. One person who is appointed by the Board to chair the Tribunal
- b. One person who has experience in dispute resolution
- c. One other person from a sporting background and with a knowledge of the sport of golf

No member of the Selection Appeals Tribunal may be party to or directly interested in the matter under consideration.

## **11 Appeals Process**

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 (ideally within 24 hours of the selection announcement and typically involving the Chair of Selectors and the player (With Parent/Guardian in the case of a Junior)
- b. Only where the parties do not reach agreement via consultation and mediation will a non-selected athlete be allowed to appeal to the Golf SA Selection Appeals Tribunal convened by Golf SA
- c. Appeals against the Golf SA Selection Appeals Tribunal will be determined by the Appeals Arbitration Division of the Court of Arbitration for Sport (CAS)
- d. The sole ground for appeal is that the selection policy was not followed and/or implemented



## 12 Appeals Procedure

The appeals process is to generally be in accordance with the Golf Australia Member Protection Policy (**Attachment D5: Hearing & Appeals Tribunal Procedures**). The following abbreviated procedure may be used in straightforward cases.

- a. Any appeal against a decision of the Selectors must be made within forty eight (48) hours of the mediation meeting referred to above (Clause 11 Appeals Process)
- b. The appeal must be lodged in writing with the CEO Golf SA and must set out:
  - i. The decision of the State Selection Panel in question
  - ii. The grounds on which the appeal is made
  - iii. The reasons or circumstances supporting the alleged grounds of appeal
- c. Nothing in this policy prevents the withdrawal of the appeal at any time in writing
- d. On receipt of an appeal in accordance with this policy the CEO will forward the appeal documentation immediately to the Selection Appeals Committee
- e. The Selection Appeals Committee shall convene a meeting to hear the appeal and shall:
  - i. Give the aggrieved person (With Parent/Guardian in the case of a Junior) and the State Selection Panel every opportunity to be heard
  - ii. Give due consideration to any written statement by the aggrieved person (co-signed by a Parent/Guardian in the case of a Junior)
  - iii. Allow the aggrieved person to be present (With Parent/Guardian in the case of a Junior) and /or provide such evidence as is available
  - iv. Request or require any witness (With Parent/Guardian in the case of a Junior) to attend the meeting and/or provide such evidence as is available
  - v. Following consideration of all the relevant and available information shall arrive at a finding by majority vote
  - vi. Provide a written response to the CEO within twenty four (24) hours of the meeting
- f. The athlete shall be notified of the decision of the Selection Appeals Committee within seven (7) days of the hearing
- g. If the Selection Appeals Committee considers the grounds alleged by the aggrieved person to be satisfied, it shall recommend that the State Selection Panel again consider the selection of the relevant team or individual
- h. Subject to Clause 9 -Removal from a State Team -of this Policy any further selection decision of the State Selection Panel under the direction of the Selection Appeals Committee shall be final and no further appeal shall be available to the aggrieved person in respect to that selection

**End**



## ANNEX A: Selection of Other State Teams

### State Country Men's Team (vs Victoria Country)

- a. **Team & Competition:** The Team consists of eight players drawn from Country golf clubs. The competition is as follows:
  - I. Sat (am) Foursomes Matchplay
  - II. Sat (pm) Fourball Matchplay
  - III. Sun (am) Individual Matchplay
- b. **Team Selection:** The Country Team is selected by a State Selection Panel appointed by the Golf SA HPP Committee.

### State Junior Boys Team vs Victoria

- a. **Team & Competition:** The Team consists of 12 junior boys – six from Country SA and six from Metropolitan Adelaide. The competition is a Dunhill Cup format of 54 holes - players will be opposed in stroke play with all holes played out.
- b. **Selection:**
  - I. **Country:** Normally, the first six placed Country boys in the SA Country Junior (Boys) Championship who are eligible by age are selected in the Team.
  - II. **Metropolitan:** Six Metropolitan junior boys who may be in a Golf SA development squad or in the State Junior Squad and who in the opinion of the Selectors would benefit from the exposure to competitive golf at a state vs state level are selected.
  - III. **Selectors Discretion:** This is seen as a development event and the Selectors reserve the right to select players at their absolute discretion should the circumstances arise

### State Junior Girls Team vs Victoria (Cudmore-Cheney)

- a. **Team & Competition:** The Team consists of six junior girls – three from Country SA and three from Metropolitan Adelaide. The competition is as follows:
  - I. 18 hole Stableford (Audrey McLaren Trophy)
  - II. Foursomes Matchplay & Individual Matchplay (Cudmore-Cheney Challenge)
- b. **Selection:**
  - I. **Country:** Normally, the first three placed Country girls in the SA Country Junior (Girls) Championship who are eligible by age are selected in the Team.
  - II. **Metropolitan:** Three Metropolitan junior girls who may be in a Golf SA development squad or in the State Junior Squad and who in the opinion of the Selectors would benefit from the exposure to competitive golf at a state vs state level are selected.
  - III. **Selectors Discretion:** This is seen as a development event and the Selectors reserve the right to select players at their absolute discretion should the circumstances arise



## Annex B: Golf SA Team Selection Schedule

		JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
A	<i>State Men's Team</i>								T			E	
B	<i>State Women's Team</i>								T			E	
C	<i>State Junior Boys Team</i>							T			E		
D	<i>State Junior Girls Squad &amp; Team</i>							T			E		
E	<i>Country Interstate Team (Men)</i>			T		E							
F	<i>State Junior Boys vs Victoria</i>					T		E					
G	<i>State Junior Girls vs Victoria</i>					T		E					
I	<i>Appointment of Managers</i>		A, B, C, D	E		F, G							

Legend: T = Team Selected E = Event Played