



STATE TEAMSELECTION POLICY

Preamble

Golf Tasmania is the governing body for amateur golf in Tasmania and oversees the development of the game and both male and female golfers. At the elite amateur level, teams and individuals will be chosen to represent Tasmania 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 regional 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 Regional Development 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 Tasmania.

2 State Teams

The following State Teams are selected annually to play in the national Interstate Series:

- Golf Tasmania Men's Interstate Team (Eight Players)
- Golf Tasmania Women's Interstate Team (Six Players)
- Golf Tasmania Boys' Interstate Team: (Six Players)
- Golf Tasmania Girls' Interstate Team: (Six Players)

Additional Teams or individuals, including those for National Ranking Events (NRE) may be selected to represent the State on an as-needs basis.

3 Selectors

The Board will delegate the responsibility of applying the following selection criteria to a panel as either their sole responsibility or as part of a broader scope of reference. The Board through the Chair of Selectors will ensure that the panel members have the appropriate skills and experience and undertake the selections in adherence to this process and are accountable for adhering to these criteria and that they do so without conflict of interest.

4 Amendments to the Selection Policy

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

5 Athlete's responsibility to Read

While every endeavor will be made to promote this policy and its contents to potential State 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 and comply with the Golf Tasmania Player Agreement & Code of Conduct.

6 Selection Criteria/Method of Selection

To be eligible for selection as a representative State a player must be an Australian citizen, and a member of a Golf Club affiliated with Golf Tasmania.

A player may earn automatic selection for the State Team to compete at the Interstate Teams Matches tournament based on the final results in the age and gender applicable State averages trophy order of merit (OOM) following the final contributing events (Tas Open, Elvie Whitesides, Tas Junior Masters).

- For the Men's State team the Toogood Trophy – Tasmanian Mens Order of Merit will be used to determine the leading six (6) players who have recorded scores in the prescribed minimum number of events. These six will qualify for automatic selection providing that their average is 74 or below. The OOM will be published on the Golf Tasmania website from time to time.
- For the Women's, Girl's and Boy's State team an OOM will be used from which the leading four (4) players, who have recorded scores in the prescribed minimum number of events, will qualify for automatic selection. The OOM will be published on the Golf TAs website from time to time.

For other teams or individuals selections including non-automatic selections for team positions for the Interstate Teams Matches, or should one of the OMM selections decline, be unavailable, excluded through failure to comply with player agreement or otherwise unable to take their place in the team, the selection panel will nominate players using 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:

- Participation and performance at State OOM events, and other State and National Ranking events
- Prior record in State/National events
- Performance over the previous 12-month period
- National ranking
- Suitability of game to the course and weather conditions at which the competition is being held Also the type of event (stroke or match play)
- General behavior and presentation both on and off the course
- Physical condition – must be suitable to cope with extended elite competition
- Commitment to Development Squad & training programs
- Collective opinion of the State Selection Panel as to the potential to represent the State at the highest level

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 nominate additional players to any State team, subject to that athlete meeting the Selection criteria.

Each State Team will be announced and presented at the conclusion of the final event in the relevant selection calendar.

7 Removal from a State Team

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

- Breaches or fails to observe this policy
- For reason of illness or injury is unable to perform to the required standard in the opinion of the Selection Committee
- Breaches or fails to fulfill a requirement of the Anti-Doping Policy of Golf Australia
- Breaches or fails to observe the Golf Tasmania Player Agreement/Code of Conduct

8 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 Tasmania Board and includes:

- One person who is appointed by the Board to chair the Tribunal
- One person who has experience in dispute resolution
- One other 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.

9 Appeals

The process for dealing with appeals against non-selection will be as follows:

- 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))
- Only where the parties do not reach agreement via consultation and mediation will a non-selected athlete be allowed to appeal to the Golf Tasmania Selection Appeals Tribunal convened by Golf Tasmania
- Appeals against the Golf Tasmania Selection Appeals Tribunal will be determined by the Appeals Arbitration Division of the Court of Arbitration for Sport (CAS)
- The sole ground for appeal is that the selection policy was not followed and/or implemented

10 Appeals Procedure

The appeals process is to follow the guidelines and timetable set out below:

- 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 9 Appeals)
- b. The appeal must be lodged in writing with the General Manager Golf Tasmania and must set out:
 - The decision of the State Selection Panel in question
 - The grounds on which the appeal is made
 - 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 General Manager 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:
 - Give the aggrieved person (With Parent/Guardian in the case of a Junior) and the State Selection Panel every opportunity to be heard
 - Give due consideration to any written statement by the aggrieved person (co-signed by a Parent/Guardian in the case of a Junior)
 - Allow the aggrieved person to be present (With Parent/Guardian in the case of a Junior) and /or provide such evidence as is available
 - 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
 - Following consideration of all the relevant and available information shall arrive at a finding by majority vote
 - Provide a written response to the General Manager 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 7 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

11 Court of Arbitration for Sport

Any appeal from a decision of the Golf Tas Selection Appeals Committee will be solely and exclusively determined by the Court of Arbitration for Sport whose decision will be final and binding on the parties.

GOLF TASMANIA STATE TEAM SELECTION SCHEDULE

		JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN '13
A	<i>State Men's Squad & Team</i>								T			E	
B	<i>State Women's Squad & Team</i>								T			E	
C	<i>State Boys Squad & Team</i>							T			E		
D	<i>State Girls Squad & Team</i>							T			E		
E	<i>Appointment of Managers</i>					A, B, C, D							

Legend: **SQ = Squad Selected** **T = Team Selected** **E = Event Played**

NOTES:

1. State Selectors to consider and recommend Squad/Team & Manager appointments to the Board for approval
2. Interstate Series requires at least 30 days notice of individual players to enable airline bookings to be made and uniforms to be ordered and delivered.
3. Managers are to be appointed '*...well in advance...*' where possible to assist with the lead-up administration and preparation of the Squads/Teams
4. Interstate Series Teams are to be announced at least one month prior to the events to meet Golf Australia/Golf Tasmania administrative requirements