



## **POLICY TITLE: Selection Policy**

<b>RELATED POLICIES:</b>	Bowls Tasmania Player Code of Conduct
<b>RESPONSIBLE OFFICERS:</b>	Chief Executive Officer Board Member for High Performance Chairman of Selectors
<b>AUTHORITY:</b>	Chief Executive Officer
<b>APPLICABLE FORMS:</b>	
<b>APPROVED:</b>	October 2018
<b>REVIEW DATE:</b>	July 2019

## 1. PHILOSOPHY

1.1 The aim of the State Selection Policy (hereafter 'the Policy') is to ensure that the best possible players and sides are selected to represent Tasmania and that the selection process is consistent, fair and impartial.

## 2. APPLICATION

2.1 The Policy applies to players and to Bowls Tasmania officials including selectors, coaches and team managers.

2.2 The Policy remains in force until amended or revoked by Bowls Tasmania.

2.3 Bowls Tasmania may remove any player or Bowls Tasmania official including selectors, coaches and team managers who:

- Breaches or fails to observe the Policy, the Bowls Tasmania Constitution or the Regulations;
- By reason of illness or injury is unable to perform to the required standard; or
- Brings Bowls Tasmania the State Team or the sport of Bowls into disrepute or acts in a manner unbecoming or prejudicial to the interests of Bowls Tasmania or the sport of Bowls.

## 3. STATE SELECTION PANELS

3.1 Selection shall be undertaken as a function delegated to independent panels chaired by the State Chairman of Selectors.

3.2 The panels will be bound by the procedures, rules and policies set out in the Policy and any other relevant policy or guideline adopted by Bowls Tasmania from time to time.

3.3 Bowls Tasmania Board Members cannot hold positions of Selector, Manager or Coach in a division they compete in or hold a portfolio.

3.4 Any or all members of a panel may have their appointment revoked by Bowls Tasmania if they breach the Policy.

3.6 In the event of an appointment being withdrawn, Bowls Tasmania will appoint a replacement panel member endorsed by the relevant Regional Authority.

3.7 In the event of an entire panel being withdrawn, Bowls Tasmania will establish from among the members of the Board, a committee to identify one person from each bowling region to be appointed as a replacement panel to select until the conclusion of the following Annual General Meeting.

3.8 The following panels, chaired by the State Chairman of Selectors, will select players to represent Bowls Tasmania:

- Women's                      Open
- Men's                              Open
- Women's                      Over 60
- Men's                              Over 60
- Boys & Girls                  Junior
- Open Gender                  Disability

3.9 Each panel shall consist of three selectors (one from each region).

- 3.10 Each panel shall:
- Comply with Bowls Tasmania policies and directives;
  - Select as requested by Bowls Tasmania;
  - Advise and assist the State Coach and any team manager as required; and
  - Be accountable to Bowls Tasmania through the Chief Executive Officer or their representative.

#### 4. SELECTORS

4.1 A position of selector shall be open to any bowler registered with Bowls Tasmania except for the following;

- A current and/or potential squad/team member in that particular division.
- A parent/guardian of a current and/or potential squad/team member in that particular division.
- As per 7.3, a Coach shall not be appointed as a Selector in the same division they Coach in.

4.2 To ensure continuity of selection direction, each selector will be appointed for a period of 3 years, with one position being rotated each year. As at 2014, the North West and Southern selectors will receive a 1 and 2 year term respectively, and reappointment shall occur as per schedule below.

- 2015 North West
- 2016 South
- 2017 North

4.3 Expressions of Interest for vacated Selector positions will be called at the following times of each year.

- Open - April
- Senior - August
- Junior - January

4.4 The closing date for nominations will be decided from time to time by Bowls Tasmania.

4.5 Applications received by Bowls Tasmania will be forwarded to the respective Regional Authority for endorsement which shall include a commitment to allow the State Selector to participate in the selection of Regional squads and teams.

4.6 Selection Criteria for State Selector:

- High level communications skills, both written and oral
- High level interpersonal and negotiation skills
- Personal integrity and good character
- Demonstrated capacity to perform selection at a high level
- Demonstrated bowls experience at a high level
- Relevant qualifications including completion of the Bowls Tasmania Selection Module

4.7 State selectors shall:

- Attend panel meetings as required to select teams;
- Attend semi-finals and finals of State Championships in consultation with the Chairman of Selectors;
- Attend state trials, practice sessions and State Wide Challenge events to assess the suitability of players for selection;
- Be familiar with the individual performances of current and potential state squad members in National, State, and Regional events; and

- Maintain the confidentiality of the selection process.

## **5. CHAIRPERSON OF SELECTORS**

5.1 Bowls Tasmania shall appoint a Chairperson of Selectors who shall:

- Chair and convene all necessary panel meetings and ensure in each case that the panel complies with the Policy.
- Invite the relevant coach to contribute to the discussion and to present any written observations.
- Bring to the attention of the panel any adverse report that would impact on the selection of any player, such as an adverse report resulting from previous selection.
- Submit the final selection of the panel to Bowls Tasmania, in writing and in a timely manner.

## **6. TEAM MANAGER**

6.1 Bowls Tasmania shall appoint a suitable member of each panel to be the Manager for each representative side selected.

6.2 Team Managers should meet the following criteria:

- Demonstrated interpersonal and leadership skills
- High level negotiation and communication skills
- Demonstrated capacity to manage demanding and stressful situations
- Previous experience in managing a representative sports team

6.3 Team Managers must:

- Prior to the team participating in an event assist Bowls Tasmania as directed with the administration and logistics associated with the team travel and accommodation liaise with Bowls Tasmania CEO to ensure full understanding of our tour itinerary and expectations.
- From the commencement of the tour be fully responsible for the administration and logistics associated with the team travel and accommodation.
- Work to ensure the maintenance of team unity, discipline and morale
- Ensure members of the team comply with the Policy
- Provide whatever assistance is necessary to ensure the health, safety and well-being of team members
- Bring relevant issues to the attention of Bowls Tasmania as required
- Following an event present a written report to Bowls Tasmania on players' behaviour, event organisation, travel / accommodation arrangements and results.

## **7. STATE TEAM COACHES**

7.1 Bowls Tasmania shall appoint suitable persons as coaches following a call for expressions of interest.

7.2 Coaches may be responsible for a panel, or more than one panel as required by Bowls Tasmania.

7.3 Unless exceptional circumstances apply, State Coaches shall not be members of Selection panels.

7.4 State Coaches shall give advice as required to the members of panels.

7.5 State Coaches shall:

- Liaise with panels and provide assistance with coaching programs and selections
- Develop coaching programs for state representative players and teams
- Develop coaching programs for potential state players which shall include game planning and tactics
- Submit to Bowls Tasmania the budget estimates relative to the planned or proposed activities for the financial year
- Submit an annual report to Bowls Tasmania
- Attend Coaching Committee meetings
- Attend all state trial games
- Travel with the selected State Teams as the coach and tactician and assist the Manager as required
- Maintain coaching records on behalf of Bowls Tasmania.

## 8. TEAM CAPTAIN

- 8.1 Bowls Tasmania will appoint an official captain each state team to enhance liaison between officials and players.
- 8.2 The selection will be based on leadership skills and willingness to enthuse and encourage.
- 8.3 The captain will share responsibility for player standards both on and off the green.

## 9. PLAYER SELECTION

### 9.1 Eligibility for selection.

Players registered as members of a Tasmanian bowling club and affiliated with Bowls Tasmania must be actively participating in Bowls Tasmania and Regional authority competitions to be eligible to be selected to represent Tasmania. In determining this criteria Bowls Tasmania may take into account extenuating circumstances as to why a player cannot be actively participating in that season and grant exemptions.

### 9.2 Panels will select representative players subject to the following criteria:

- Ability, including the potential for improvement.
- Appropriate physical fitness including the potential to attain and maintain an appropriate level of physical fitness.
- Demonstrated capacity to succeed including performance and results at pennant level, regional, state, national and international events.
- Capacity to perform the team role required.
- Performance during state trials.
- Performance during the State-Wide Challenge.
- Character.
- Willingness and compatibility to work with coaches, managers, and other players.
- Willingness to adhere to Regional selection requirements.
- Any other matter that members of the panel may find relevant in the circumstances, as it is recognised that selection of bowlers is subjective.

## 10. STATE SQUADS

### 10.1 State Squads - Panels will select squads as follows:

#### OPEN

- An initial state squad of 18 male and female squad members will be announced in May each year. Selectors will also choose a 6-player development squad (development squad members are not necessarily the next best 6, however should be those the panel believe will improve being under the guidance of the state coaching panel). This squad will remain in place till the end of the last test of that calendar year. Following the state Championships in January a

revised squad of 16 will be chosen for the Australian Sides championship. This squad will remain in place till the end of the season.

- Selected players will be sent a player agreement document that will include all requirements for the period of squad tenure.
- If there are withdrawals from invited players, selectors may add players to the squad (maximum 18) from any registered Bowls Tasmania member.
- Selectors may seek permission from Bowls Tasmania to remove player(s) from the squad throughout its tenure, should they be able to demonstrate non-adherence to policy and/or player agreement requirements.
- In extenuating circumstances selectors may apply to Bowls Tasmania to add a player to a squad. This would need to be unforeseen and a distinct benefit for our representative sides.

### JUNIOR

An initial state squad of 10 male and 10 female squad members will be announced in April each year following the junior state championships. This squad will remain in place till the selection of the Victorian test series teams are announced at which time the squad will be cut to 7. A final team of 5 for the Australian Junior Championships will be chosen and announced in July each year following the Victorian test series.

### SENIOR

- A squad of up to 16 male and 16 female players (O60) will be chosen at the conclusion of the senior SWC (Statewide Challenge) event in February/March each year.
- This squad may then be invited to assemble at a pre-determined date for a state trial day.
- Players selected must be over the age of 60 on the first day of the national competition.
- Statewide Challenge (SWC) and state championship events should be the primary selection tool however selectors can apply to Bowls Tasmania to include any players who were unavailable for SWC series and are justifiably in our best representative side.

## **11. ANNOUNCEMENT OF STATE TEAMS**

11.1 Bowls Tasmania will announce state teams in the following manner:

- Players will be notified via email on the morning of a predetermined selection date.
- 1-2hrs after players have been notified Bowls Tasmania will make a public announcement of the selected teams.
- Players and officials are prohibited from making these teams public until after Bowls Tasmania has conducted the official release.

## **12. SQUAD/TEAM MEMBER RESPONSIBILITIES**

12.1 Selected players have the following obligations:

- Consent to and comply with Bowls Tasmania Player Code of Conduct Policy.
- Sign the Player and Indemnity Agreement form after it has been explained to them.
- Sign the BT State Team or Officials Agreement.
- Comply with relevant Bowls Australia requirements such as ASADA on line compliance.

### **13. SELECTION REVIEW PROCESS**

- 13.1 Bowls Tasmania may ask any Panel to review its decisions by stating the reasons for the request, in writing, to the Chairman of Selectors within seven days of receipt of the selected individual player, team or side.
- 13.2 The Panel is obliged to review its decisions and reply in writing to through the Executive Officer, substantiating the decision made within 7 days of the receipt of the request.
- 13.3 A person affected by the selection decision of a panel, and who is aggrieved by that decision may ask the panel to review the decision by stating the reasons for the complaint in writing to the Executive Officer within seven days of being advised of the selection decision. The panel is obliged to review the decision and reply to the complainant in writing, through the Executive Officer within 7 days of the receipt of the complaint.