



## POLICY TITLE: Selection Policy

**RELATED POLICIES:** Bowls Tasmania Player Code of Conduct

**RESPONSIBLE OFFICERS:** Chief Executive Officer  
Board Member for High Performance  
Chairman of Selectors

**AUTHORITY:** Chief Executive Officer

**APPLICABLE FORMS:**

**APPROVED:** January 2024

**REVIEW DATE:** January 2027

## **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 Bowls Tasmania players and 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 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 Chairperson 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. In certain circumstances, the Bowls Tasmania Board may grant dispensation from this requirement. This requirement does not apply for Under 18, Para Bowls and Bowling Arm positions.
- 3.4 Selectors cannot be selected to play in a State team or in a regional team playing in State Wide Challenge in a division for which they are a Selector.
- 3.5 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- 3.6 In the event of an appointment being withdrawn, Bowls Tasmania will appoint a replacement panel member endorsed by the relevant Regional Authority.
- 3.7 In the event of an entire panel being withdrawn, Bowls Tasmania will establish from among the members of the Board, a committee to identify one person from each Regional Authority to be appointed as a replacement panel to select until the conclusion of the following Bowls Tasmania Annual General Meeting.

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

- Women's                      Open
- Men's                         Open
- Women's                      Seniors (Over 60s)
- Men's                         Seniors (Over 60s)
- Boys & Girls                Under 18s
- Open Gender                Para Bowls
- Open Gender                Bowling Arm

3.9 Each panel shall consist of three selectors (one from each region) and the coach (if applicable). For Under 18 Selectors, this requirement may be relaxed in relation to the total number of selectors and regional representation depending on the availability of suitable applicants.

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 its CEO or their representative.

3.11 In the event of a tied vote on selection matters, the State Chairperson of Selectors shall have the casting vote.

#### **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.

This requirement may be relaxed by approval from the Bowls Tasmania Board for Under 18 Selectors depending on the availability of suitable applicants.

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. Reappointment shall occur as per schedule below.

- 2023                      North
- 2024                      North West
- 2025                      South

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

- Open - October
- Senior - October
- Under 18s- October
- Para Bowls - October
- Bowling Arm - October

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

4.5 Applicants should address the Selection Criteria outlined in 4.7.

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

4.7 Selection Criteria for State Selectors:

- High level communications skills, both written and oral;
- High level interpersonal and negotiation skills;
- Willingness to participate in face to face or video conferencing meetings as required;
- Personal integrity and good character;
- Demonstrated capacity to perform selection at a high level (this requirement may be relaxed for appointment as an Under 18 Selector);
- Demonstrated bowls experience at a high level (this requirement may be relaxed for appointment as an Under 18 Selector);
- Relevant qualifications including completion of the Bowls Australia Selection Module; and
- Current Working with Vulnerable People Card.

4.8 State Selectors shall:

- Attend panel meetings as required to select teams;
- Attend semi-finals and finals of State Championships in consultation with the Chairperson 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;
- Work together in a fully consultative manner on all decision making; and
- Maintain the confidentiality of the selection process.

## **5. CHAIRPERSON OF SELECTORS**

5.1 Bowls Tasmania shall appoint a Chairperson of Selectors for a minimum period of three years who shall:

- Chair and convene all necessary panel meetings and ensure in each case that the panel complies with the Policy.
- 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 or the Chairperson of Selectors to be the Team 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.
- Current Working with Vulnerable People Card.

6.3 Team Managers must:

- Prior to the team participating in an event, assist Bowls Tasmania's CEO as directed with the administration and logistics associated with the team travel and accommodation.
- Liaise with Bowls Tasmania's CEO to ensure full understanding of the 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.

6.4 The Team Manager shall have authority to change the team whilst on tour if required after full consultation and agreement with the State Coach (if applicable) and all Selectors (attending and non-attending).

6.5 In the event that Bowls Tasmania has not appointed a State Coach for the team, the Team Manager will be responsible for arranging a training program in the lead up to the tour.

## **7. STATE TEAM COACHES**

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

7.2 State Coaches shall:

- 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.
- 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.
- Have a current Bowls Australia Club Coach accreditation.
- Have a current Working with Vulnerable People Card.
- Following an event, present a written report to Bowls Tasmania on players' behaviour, event organisation, travel / accommodation arrangements and results.

## **8. TEAM CAPTAIN**

- 8.1 The Selectors and State Coach (if applicable) will appoint an official captain for 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 consider extenuating circumstances as to why a player cannot be actively participating in that season and grant exemptions.
  - A list of all registered Under 18 players will be provided to all Selectors and the Coach (if applicable) by the Bowls Tasmania CEO before the commencement of the selection process.
- 9.2 Panels will select representative players subject to the following criterion:
  - 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.
  - Commitment to and performance at state trials.
  - Commitment to and performance at the State-Wide Challenge.
  - Commitment to and performance at State Championship events.
  - 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.
- 9.3 Changes to players selected can only be made after full consultation and agreement with all Selectors and the Coach (if applicable) and the requirements of Sections 11.1 and 11.2 of the policy.
- 9.4 If a selected player decides not to make themselves available for State selection, they should do so in writing to the Bowls Tasmania CEO. Any player who has advised BTAS that they are not available for State selection will not be considered for State selection in the future unless they advise the Bowls Tasmania CEO in writing that they are available for selection again.

## 10. STATE SQUADS

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

#### OPEN

- State Wide Challenge and state championship event will be the primary selection tool however selectors can apply to Bowls Tasmania to include any players who were unavailable for the State Wide Challenge series or state championship events and are justifiably in our best representative.
- An initial state squad of male and female squad members will be announced in November each year. Selectors may also choose a development squad (development squad members are not necessarily the next best players, however, should be those the panel believe will improve being under the guidance of the state coaching panel). Following the State Championships in January and March teams of 12 men and 12 women will be chosen for the Australian Sides championship. These teams will remain in place until the end of The Nationals.
- Selected players will be sent a player agreement document that will include all requirements for the period of squad / team tenure.
- If there are withdrawals from invited players, selectors may add players to the squad or team from any registered Bowls Tasmania member.
- Selectors may seek permission from Bowls Tasmania to remove player(s) from the squad or team throughout its tenure, should they be able to demonstrate non-adherence to policy and/or player agreement requirements or lack of commitment to state trials, training sessions or training camps in the lead up to the Australian Sides Championships, Test Matches or any other organised events,
- In extenuating circumstances selectors may apply to Bowls Tasmania to add a player to a squad or team. This would need to be unforeseen and a distinct benefit for our representative sides.

#### UNDER 18s

- State Wide Challenge and state championship events will be the primary selection tool however selectors can apply to Bowls Tasmania to include any players who were unavailable for State Wide Challenge series and are justifiably in our best representative side.
- An initial state squad of boys and girls will be announced in March each year following the junior state championships.
- A final team of 5 boys and 5 girls for the Australian Under 18's Sides Championships will be chosen and announced in June each year.

#### SENIOR (O60s)

- State Wide Challenge and state championship events will be the primary selection tool however selectors can apply to Bowls Tasmania to include any players who were unavailable for State Wide Challenge series and are justifiably in our best representative side.
- A squad of male and female players will be chosen at the conclusion of the senior State Wide Challenge event in March each year.
- This squad may then be invited to assemble at a pre-determined date for a state trial day.
- Final teams of 12 men and 12 women will be chosen for the Australian Senior Sides championship. These teams will remain in place till the end of The Nationals.
- Players selected must be over the age of 60 on the first day of the national competition.

## PARA

- Para State Wide Challenge and state championship events will be the primary selection tool however selectors can apply to Bowls Tasmania to include any players who were unavailable for Para State Wide Challenge series and are justifiably in our best representative side.
- A team of 6 men and 4 women for the Australian Para National Championships will be chosen and announced in April each year.

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

11.1 Once selected, the Chairperson of Selectors will advise squad / team names to the Bowls Tasmania CEO.

11.2 The Bowls Tasmania CEO will forward squad / team names to the Bowls Tasmania Board for ratification.

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

- Players will be notified via email on a predetermined selection date.
- Squad members not selected in the state team must be notified via email of their non-selection at the same time.
- A minimum of four hours 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 Bowls Tasmania State Team or Officials Agreement.
- Comply with relevant Bowls Australia requirements such as Sports Integrity Australia on line compliance.

## **13. SELECTION REVIEW PROCESS**

13.1 The Bowls Tasmania Board may ask any Panel to review its decisions by stating the reasons for the request, in writing, to the Chairperson 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 Bowls Tasmania CEO, 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 Bowls Tasmania CEO within seven days of the public notice of the selection decision. The panel is obliged to review the decision and reply to the complainant in writing, through the Chairperson of Selectors and the Bowls Tasmania CEO within 7 days of the receipt of the complaint.