



POLICY TITLE: State Teams 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: July 2026

REVIEW DATE: July 2029

1. PHILOSOPHY

- 1.1. The aim of the State Teams Policy (hereafter 'The Policy') is to ensure the best sides are selected to represent Tasmania, and that the sides selected are appropriately supported by coaches and managers.
- 1.2. This aim is underpinned by fairness and equity.

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. The Schedules forming part of this document may be amended at any time by the CEO, Bowls Tasmania.
- 2.3. Bowls Tasmania may remove from a position held, any player or official including a selector, coach or team manager who:
 - 2.3.1. Breaches or fails to observe this Policy, the Bowls Tasmania Constitution or the Regulations;
 - 2.3.2. By reason of illness or injury is unable to perform a role to the required standard;
 - 2.3.3. Brings Bowls Tasmania, a State team, or the sport of bowls into disrepute; or
 - 2.3.4. Acts in a manner unbecoming or prejudicial to the interests of Bowls Tasmania or the sport of bowls.

3. SELECTING TEAMS

3.1. Administration

- 3.1.1. Selection shall be undertaken as a function delegated by the Board of Bowls Tasmania to the appointed selectors on the various independent panels (listed hereafter in Schedule 1 of the Policy) and chaired by the State Chairperson of Selectors who is not an appointed selector. The panels shall be accountable to Bowls Tasmania through its CEO or their representative.
- 3.1.2. The panels will be bound by the procedures and rules set out in the Policy, by the timelines established in the High-Performance Plan and High-Performance Calendar, and by other relevant policy or guidelines adopted by Bowls Tasmania from time to time.

- 3.1.3. This Policy recognises that potential for conflict of interest exists in all areas of activity covered by the Policy, with interactions occurring between team mates, work mates, family members and others. Persons undertaking activities under this Policy are required to identify immediately where such conflicts exist and act with integrity at all times. Decision makers identifying a conflict of interest must mitigate the conflict by removing themselves from the decision making that is the subject of the conflict.
- 3.1.4. Selectors cannot be selected to play in a State team or in a side competing in any Bowls Tasmania event in a division for which they are a selector. This requirement does not apply to Bowling Arm selectors.
- 3.1.5. Where Bowls Tasmania acts under Section 2.3 of the Policy, it may appoint a suitable replacement for an individual removed. In the event of an entire panel being removed it may establish from among the members of the Board a committee to appoint a suitable replacement panel.
- 3.1.6. Where possible, each selection panel shall consist of three selectors (one from each region). Where the panel is selecting a State team provided with a Coach, the panel shall include the Coach who is able to provide advice to selectors and participate in discussions around selection but not hold a vote. The Tasmania Tridents will be selected by a panel appointed by the High-Performance Committee.
- 3.1.7. Selected teams must, wherever possible, be announced on the dates set out in the High-Performance calendar between the hours of 10am and 5pm. Individual emails notifying athletes of their selection are to be sent at 5pm on the day prior to the announcement of the squad or team, with embargo provisions ensuring the process remains confidential.
- 3.1.8. The Chairperson of Selectors shall cause the CEO of Bowls Tasmania to formally notify any players omitted from teams of their omission prior to teams being publicly announced.

3.2. Selectors

- 3.2.1. Subject to the various provisions of the Policy, a position of selector shall be open to any bowler registered with Bowls Tasmania other than a bowler seeking selection within the relevant sections squad or team.
- 3.2.2. Selection panels will be formed wherever possible with members from each of the regions. Bowls Tasmania shall appoint selectors with a tenure identified at the time of appointment, and wherever possible appointments will be made to ensure an overlap of tenures to provide continuity. The dates of appointment and the manner of the rotation and overlap will be managed by the CEO of Bowls Tasmania. (The timing, tenure and rotational of Selectors is listed hereafter in Schedule 3 of the Policy)

- 3.2.3. Applicants for the position of Selector should address the selection criteria provided when the position is advertised (listed hereafter in Schedule 2 of the Policy).
- 3.2.4. 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, series, practice sessions and State Wide Challenge events to assess the suitability of players for selection;
 - Be familiar with player performance (current and potential) in all levels of competition, National, State and Regional;
 - Work with other selectors and the Chairperson of Selectors in a consultative and collegiate manner with regard to decision making; and
 - Maintain the confidentiality of the selection process.
- 3.2.5. Selection Criteria to be applied by selection panels:
- 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, and in regional, State, National and International events;
 - Capacity to perform to the team level required;
 - Commitment to, and performance at State trials, State training days, and in relation to mandated Coaching programs including drills and exercises;
 - Commitment to, and performance in the Statewide Challenge competition;
 - Commitment to and performance in Bowls Tasmania State Championship events and Regional Authority pennant competition and championship events;
 - Character;
 - Willingness to work with Coaches, Managers, and other players (compatibility);
 - Willingness to adhere to regional selection requirements;
 - Any other matter that the Selectors may find relevant in the circumstances, as it is recognised that the process of bowls selection is subjective.

3.3. Chairperson of Selectors

- 3.3.1. Bowls Tasmania shall appoint a Chairperson of Selectors with a tenure identified at the time of appointment. The Chairperson of Selectors shall:
- Chair and convene all required panel meetings and ensure in each case that the panel acts in compliance with the Policy;
 - Bring to the attention of the panel any adverse report that might impact on the selection of any player, such as an adverse report resulting from a previous selection of the player;
 - Manage conflicts and issues that might occur during panel discussions and if necessary cast a vote but then only where required in order to break a deadlock; and
 - Submit the final selection decision of the panel to the CEO Bowls Tasmania, in writing and in a timely manner.
- 3.3.2. The selection criteria at Schedule 2 of the Policy for the position of Selector also apply to the position of Chairperson of Selectors.
- 3.3.3. The Chairperson of Selectors is also a member of the Bowls Tasmania High Performance Committee.

3.4. Players

- 3.4.1. To be eligible for selection players must be a registered member of a Tasmanian bowls club and affiliated with Bowls Tasmania. Player age and gender will also affect eligibility where it is a requirement of selection.
- 3.4.2. Players may not be selected in two different State teams at the same time (this provision does not apply to the Tasmania Tridents team) and are required, if necessary, to choose one team only.
- 3.4.3. Players may make themselves unavailable for selection in State teams by providing written advice to the CEO Bowls Tasmania. Selectors will not consider that player for selection until further advice is provided in writing to the CEO Bowls Tasmania revoking the original advice.
- 3.4.4. Players selected in State Teams and State Squads have the following obligations:
- Consent to (in writing), and comply with, the Bowls Tasmania Player Code of Conduct Policy;
 - Complete a Bowls Tasmania Medical Information form;
 - Comply with relevant Bowls Australia requirements such as completing on-line Sports Integrity Australia qualifications.
 - Upon notification of selection, comply with any notified embargo requirements before State teams are publicly Announced

3.5. Player of the Series

- 3.5.1. An award for the best player in the series will be made for all 'stand-alone' test series including the Australian Sides Championships. The 'Player of the Series' will be determined in the following manner:
- 3.5.2. The Manager (and the Coach where one is appointed for the series) will determine the player of the series after consulting with the Team Captain who will provide input from the members of the team.
- 3.5.3. The Team Captain will conduct a simple poll of the players using a method of their choosing at the conclusion of the final test of the series to determine the player choice as the player of the series.
- 3.5.4. In order to be eligible for an award of 'Player of the Series' players must comply with the Code of Conduct Policy and display a consistent 'team first' attitude. The criteria to be applied to choose the player of the series will be:
 - Best overall individual performance across the series, showing consistency throughout; and
 - Biggest impact on the result of the series.

3.6. Team Captain

- 3.6.1. The Selectors and State Coach (where applicable) will appoint an official Captain for each State team to enhance liaison between players and officials.
- 3.6.2. The selection will be based on leadership skills and willingness to enthuse and encourage.
- 3.6.3. The Captain will share responsibility for player standards both on and off the green.

3.7. Selection Review Process

- 3.7.1. A person affected by a selection decision made under this Policy and who believes they are aggrieved by that decision may ask for a review of that decision by application in writing to the CEO of Bowls Tasmania within seven days of the public announcement of that decision.
- 3.7.2. The Chairperson of Selectors will review that decision on behalf of the CEO and a response will be sent to the applicant within seven days.

4. STATE SQUADS

- 4.1. Bowls Tasmania selection panels will select squads of players with potential to become members of State teams. The selection criteria applied to selecting State teams are also applied to the selection of players forming squads. The size of squads and the timing of selection will be informed by the High-Performance Committee through the High-Performance Plan and the Bowls Tasmania calendar of events that forms part of that plan.

5. STATE TEAMS MANAGING THE TEAM

5.1. Team Manager

- 5.1.1. Bowls Tasmania shall appoint a suitable member of each selection panel, or the Chairperson of Selectors, to be the Team Manager (hereafter the Manager) for each representative side selected, and if no suitable application from within that group is received may appoint another suitable person to fill a vacancy.

5.2. Managers should possess the following qualifications and attributes:

- 5.2.1. Demonstrated interpersonal and leadership skills;
- 5.2.2. High level negotiation and communication skills;
- 5.2.3. Demonstrated capacity to manage demanding and stressful situations;
- 5.2.4. Previous experience managing representative sports teams; and
- 5.2.5. A current Registration to Work with Vulnerable People (RWVP).

5.3. Duties of the Manager:

- 5.3.1. Assist the Bowls Tasmania CEO in the lead up to an event as directed;
- 5.3.2. Understand the detail of the tour itinerary;
- 5.3.3. Once the tour has commenced, take responsibility for the administration logistics associated with the team travel and accommodation;
- 5.3.4. Provide leadership and take responsibility for maintaining team morale, unity, and discipline (compliance with Bowls Tasmania policies and guidelines);
- 5.3.5. Provide assistance where possible to ensure the good health, safety and well-being of team members;
- 5.3.6. Bring issues to the attention of Bowls Tasmania in a timely manner;
- 5.3.7. Following an event, report to Bowls Tasmania on player behaviour, event organisation, travel/accommodation arrangements.

5.4. Selection by Manager

- 5.4.1. The Manager has the authority to change the selected team while on tour if that is required, after full consultation with, and agreement of any State Coach appointed for the tour, and all available Selectors (whether in attendance or not).

5.5. Coaching by Manager

- 5.5.1. Where Bowls Tasmania has appointed a Manager for a team but has not appointed a Coach, the Manager will undertake the role of State Coach prior to and during the event, including being responsible for arranging a training program in the lead up to the event.

6. COACHING THE TEAM

6.1. State Coach

- 6.1.1. Bowls Tasmania shall appoint suitable persons to be State Team Coaches (hereafter State Coach) as required, with their tenure identified at the time of appointment. Appointed State Coaches must hold a Bowls Australia Club Coach accreditation and a Registration to Work with Vulnerable People (RWVP).

6.2. Duties of the State Coach

The State Coach shall:

- 6.2.1. Develop coaching programs for State representative players and teams which shall include game planning and tactics;
- 6.2.2. Develop coaching programs aimed at developing potential State players, specifically members selected as part of State squads;
- 6.2.3. Attend selection panel meetings relating to the team or cohort they coach and provide input and advice to selectors as required;
- 6.2.4. Submit to Bowls Tasmania the budget estimates for planned coaching activity for inclusion in the High-Performance Plan;
- 6.2.5. Attend State team trial games;
- 6.2.6. Travel with selected State teams as the coach and tactician and assist the Manager as required;
- 6.2.7. Maintain coaching records on behalf of Bowls Tasmania;
- 6.2.8. At the completion of each event provide a detailed report to Bowls Tasmania outlining team performance and results achieved.

Schedule 1

The following panels, chaired by the Chairperson of Selectors, will select squads of potential players and teams of players to represent Tasmania across the following cohorts:

- Women's Open
- Men's Open
- Women's Senior (over 60)
- Men's Senior (over 60)
- Junior Boys and Girls (under 18)
- Open Gender Para Bowls
- Open Gender Bowling Arm
- Tasmania Tridents
- Tasmania Junior Tridents

Schedule 2

Selection Criteria Selector and Chairperson of Selectors

- High level communication skills, both written and oral;
- High level interpersonal and negotiation skills;
- Willingness and capacity to participate in face to face and video (on-line) conferencing 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);
- Relevant qualifications including completion of the Bowls Australia Selection Module; and
- Current Working with Vulnerable People Card.

Schedule 3

Rotation of Selector Appointments - Reappointment Dates

- 2026 North
- 2027 North West
- 2028 South

Expressions of interest to be called in the following month:

- | | |
|---------------------|---------|
| • Open | October |
| • Senior | October |
| • Junior | October |
| • Para | October |
| • Bowling Arm | October |
| • Tasmania Tridents | October |