

**BOWLS NORTHERN TERRITORY INC.**

**SELECTION POLICY**

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| Placed on Website  | 2 June 2015 |
| Next REVIEW DATE  | 1 April, 2016 |
| LAST Reviewed & amended  | 1 June, 2015 Board Meeting. |

#  **PHILOSOPHY**

1.1 The objective of the Bowls NT Inc. Selection Policy ("Policy") is to ensure the best possible teams are selected to achieve maximum success when representing the Northern Territory. .

### 1.2 All parties with claims for selection and who nominate for selection will be considered by the Selectors for selection in accordance with this Policy.

#  **INTERPRETATION**

### 2.1 Unless the context otherwise requires, the terms used in this Policy shall have the same meaning as in Bowls NT Inc. Constitution, Policies and By Laws, and are to be interpreted and applied consistently with and subject to the Constitution and By-Laws

### 2.2 No particular selection criteria shall be weighted more or less by reason of the order in which that criteria appears in this Policy.

#  **SELECTION**

## **3.1. Bowls NT Selectors**

### Bowls NT shall either call for nominations or appoint at its sole discretion, State Selectors on the basis of previous State, National or International experience or involvement in the game of Bowls. The number of selectors will be in accordance with Clause 17.4.5 of the Constitution.

**3.1.1** The selectors shall provide documented evidence to support selection/nomination of team/individuals for such squads, sides, or teams, as directed by Bowls NT..

## **3.2. Selection Criteria**

The Selectors shall select such squads, sides, teams or individuals in accordance with the principle of merit.

Such selection criteria ("Criteria") may include, but is not necessarily be limited to, the following:

* + 1. National, state, Territory and club performances in events over such periods as determined by the Selectors;
		2. Being a current Bowls NT affiliated member
		3. Demonstrated and/or potential ability to play in a set position, adapt to the format of play and environmental conditions for the particular event;
		4. Meeting the residency requirements of Northern Territory at time of selection, or be eligible for nominations/selection from interstate in accordance with Clause 3.5 of Bowls NT By-Laws,
		5. The player's level of skill and physical fitness;
		6. Consistency in standards of conduct and behaviour conducive to supporting the goals of the team and overall objectives of BNT, including qualities of leadership, resilience, commitment, inter-personal and communication skills and the like.
		7. Demonstrated and/or potential ability and attitude to work with BNT coaching staff, team officials and other athletes;
		8. Demonstrated completion of training requirements to a nominated standard
		9. Any current or potential injury or condition which may impair, inhibit or prevent the player's performance to the requisite level (which players have a duty to disclose to coaches or the selectors); to be evaluated by selectors
		10. It is desirable for the player to have played in some (or all) of the following during a previous 12 month period;

a) a Pennant season (where that competition is available)) ,

b) Club championship events,

c) Territory or State Championships,

d) The Australian Open,

e) Other intra-Territory or interstate tournaments or events,

* + 1. Any other factor considered relevant at the sole discretion of the Selectors

### Players shall attend a minimum number of scheduled training sessions [clubs outside of Darwin , will need to show evidence of attending training at their respective clubs] not being less than 80% and completing ALL requested Training Sheets/Cards, as directed.

3.2.12 Players must complete all mandatory forms, payment of fees and meet ASADA requirements on or before the date determined by the BNT Board. Failure to comply with this requirement may result in the Player being removed from the squad/side.

**3.3 Selection Policy Availability**

###  (a) This Policy shall be made available to all members of Bowls NT through its website. Bowls NT Inc. shall make the Policy available to individual Bowlers upon request.

(b) Bowls NT Inc. shall have no general responsibility to give notice of this Policy to individual persons, other than in accordance with this Policy, however, Bowls NT Inc. may do so in its sole discretion.

## **3.4 Selection Procedure**

### BNT to extend an expression of interest for players to nominate for the various Australian series (Under 18’s, Sides and Over 60’s). The expression of interest to describe the conditions that players will need to meet to gain selection. The Selectors shall then send a letter of invitation inviting players to be part of that year’s squads, sides, teams or individuals athletes as may be required from time to time subject to the player meeting the requirements under Clause 3.2..

### Subject to this policy Selectors shall have total discretion in the selection process but must have regard to the principle of merit.

* + 1. A decision of Selectors is required to be based on the Selection Criteria. **The decision of the Selectors shall be final.** Selectors will where possible give feedback to non-selected athletes, but reasons are not required to be given for any selection decision. This shall not prevent, limit or restrict the Selectors changing the selection of any squad, team or individual athlete at any time in their sole description.

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### The Selectors may from time to time in their discretion select an individual athlete who is not otherwise under consideration. This may occur in circumstances such as but not limited to illness, residency compliance.

5) The Selectors through liaison with NT National Coach may obtain players from the National Training Centre squad if the NT Selectors consider that certain NT squad players are not able to meet the nominated standard set down by the NT selectors

1. The selected team will be announced approx. 4 weeks prior to the date set for the Australian side’s series carnival

3.4.1 **Player Removal from a Selected Squad or Team**

**Any Athlete who:**

1. Breaches BNT Constitution & Policies;
2. By reason of illness or injury is unable to perform to the required standard in the opinion of the Selectors (after having received advice from a medical practitioner);
3. Breaches the requirements in the BNT player agreement and code of conduct;
4. Becomes ineligible for selection to or continued membership of the relevant team,
5. Fails to sign the Bowls NT player agreement, complete ASADA returns and/or pay the player fee by the nominated date as set down by BNT.
6. Fails to complete training requirements
7. Fails to sustain his or her performance and/or attitude to a nominated level,

may be removed from a team or squad by the Selectors in consultation with relevant coaching staff as the circumstances may require.

A player shall not be removed for failing to sustain his or her levels of performance, training and/or attitude to a nominated level unless the required performance levels have first been discussed with the player, and the player has been given the opportunity to attain those performance levels.

## **3.5. Notification to Relevant Parties**

### 1 ) Subject to constraints imposed upon Bowls NT Inc. by third parties, individuals (i.e. the "Selected Parties") selected by the Selectors shall be notified of their selection by mail as soon as practicable after their individual selection (notified to BNT by selectors) or finalisation of the relevant squad, side or team or individual position(s). Individuals not selected by Selectors from a training squad put together for the purpose of selecting a side or a team there from, shall also be accordingly so advised.

### 2) Notification of the Selected Parties shall also be given to the Board of Bowls Australia Inc. in writing and within 7 days of the decision by the Selectors.

# **4. APPEAL PROCEDURE**

## **4.1. Grounds of Appeal**

An aggrieved person may appeal against a decision of the Selectors in accordance with this Policy on the grounds that a decision of the Selectors **was not made in accordance with this Policy**. Third party appeals are not permitted under this Policy.

## **4.2. Procedure for Appeal**

### An appeal against a decision of the Selectors must be made either within 7 days of any public announcement under Clause 3.5or within 7 days of players receiving written notification of their selection or otherwise.

### The appeal must be lodged in writing with the Executive Officer of Bowls NT setting out:

#### the decision of the Selectors in question;

#### the grounds on which the appeal is made; and

#### the reasons or circumstances supporting the alleged ground of appeal.

### Nothing in this Policy prevents the withdrawal of an appeal at any time in writing.

### On receipt of an appeal in accordance with this Policy, the Executive Officer must forthwith forward the appeal documents to the Selection Review Panel.

## **4.3. Constitution of Selection Review Panel**

### The Selection Review Panel shall be constituted by any three persons available to hear the appeal, which must include the following:

#### a member of the Executive of Bowls NT Inc. (or delegate); and

#### an officer of the Department of Local Government, Housing and Sport; and

#### a person being legally qualified, chosen by the other two.

### No member of the Selection Review Panel may be a party to or either directly or indirectly concerned with the matter under consideration.

 The Selection Review Panel shall elect a chairperson from the members of the Panel.

## **4.4. Functions of the Selection Review Panel**

The Selection Review Panel has no direct power of selection or re-selection. The Selection Review Panel shall review matters set out in an appeal and may (as appropriate) refer the matter back to the Selectors for consideration.

Refer Clauses 4.5.2 and 4.6 in this regard.

## **4.5. Procedures of the Selection Review Panel**

### On receipt of the appeal papers, the chairperson of the Selection Review Panel shall immediately notify fellow Panel members of the appeal, and shall forward copies of the relevant appeal papers to fellow Panel members as a matter of urgency.

### The Selection Review Panel shall, as soon as practical after receiving a notice under Clause 4.5(1), investigate and consider the matter and shall within 7 days of receiving such notice, make a written determination on whether:

#### a) the appeal should be dismissed, because in its determination, the matter has no merit; or

####  b) The appeal should be upheld; or

####  c) The appeal warrants further review and determination in

####  accordance with this Policy.

### If the Selection Review Panel determines the matter warrants further review under clause 4.5(2)(c), it shall as soon as practicable, having regard to the timing of selection and proximity of relevant events, serve a notice in writing on the aggrieved party:

#### stating that the aggrieved party may address the Selection Review Panel at a meeting of the Review Panel to be held as soon as practicable, being no earlier than four days from the date of the notice;

#### stating the date, place and time of that meeting; and

#### informing the aggrieved person that he or she may do any one or more of the following:

##### attend that meeting (personally and/or by his or her representative, not being legally trained or qualified); or

##### give the Selection Review Panel, no later than 24 hours before the time of that meeting, a further written statement setting out relevant information surrounding the appeal.

4) If considered warranted, the Selection Review Panel may conduct a further meeting convened in accordance with Clause 4.5(2) (or any adjournment thereof) in such manner as it sees fit, but shall:

##### give to the aggrieved party and the Selectors every opportunity to be heard;

##### give due consideration to any written statement by the aggrieved person or the Selectors;

##### allow the aggrieved person to be present along with his or her adult representative (not being legally trained or qualified);

 and may;

##### request or require the aggrieved person, the Selectors or any other witness to attend the meeting or provide such evidence as is available.

#### (e) Following consideration of all relevant and available information, the Selection Review Panel shall arrive at a finding. The decision of the Selection Review Panel may be a majority decision and it shall binding on the Selection Review Panel as a whole. The decision shall be made in writing and signed by each member of the Review Panel.

#### (f) The Selection Review Panel shall notify the Executive Officer Bowls NT of its findings in writing within 7 days of the final meeting of the Review Panel on the matter at hand.

#### (g) If the Selection Review Panel considers that the grounds of appeal alleged by the aggrieved person to be satisfied, it shall recommend that the Selectors again consider the selection of the relevant squad, side, team or individual.

####  **Decisions by the Selection Review Panel**

####  The Selectors shall comply with all final recommendations, decisions or directions by the Selection Review Panel arising from an appeal process.