



BOWLS NT INC.

SELECTION POLICY

1. PHILOSOPHY

- 1.1** The objective of the Bowls NT Inc. Selection Policy ("Policy") is to achieve the best possible team to represent and serve the Northern Territory. This policy applies to all parties to the Selection Process.
- 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.

2. 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.
- 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.

3. 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.

3.2. Selection Criteria

The Selectors shall select such squads, sides, teams or individuals in accordance with the principle of merit. In other words, players shall be selected on the basis of their capacity and ability to consistently perform at a high standard and being able to perform particular playing tasks, having regard to their knowledge, skills, experience and the potential for future development.

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

- 3.2.1** satisfaction of, or the ability within the relevant time period to satisfy, the applicable eligibility criteria in respect of the squad, side, team, event or other activity under consideration;
- 3.2.2** current local, state, national and international performances;

- 3.2.3 the players current level of skill and physical fitness;
- 3.2.4 Any other factor capable or being articulated, measured or observed, and considered relevant in the circumstances. Such factors may include, but not necessarily be limited to, a player's attitude towards being a team player or being supportive of other side players or being able to make a positive contribution to the harmony and unity of a side through non disruptive behaviour and the like.
- 3.2.5 Players shall attend a minimum number of scheduled training sessions [clubs outside of Darwin may include but not limited to Katherine and Alice Springs, will need to show evidence of attending training at their respective clubs] not being less than 60% and completing ALL requested Training Sheets/Cards, as directed.

3.3. Notification to Athlete

- (a) This Policy shall be made available to all members of Bowls NT. 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

- 1) The Selectors shall select such squads, sides, teams or individuals as are required, in accordance with such time or other constraints or requirements as are required or appropriate.
- 2) The Selectors shall have total discretion in the selection process but must have regard to the principle of merit and which may or may not include any one or all of the Criteria.
- 3) A unanimous decision of Selectors is required. Subject to this Policy, the decision of the Selectors shall be final. No reasons may be given for any selection or other decision of the Selectors. This shall not prevent, limit or restrict the Selectors changing the selection of any squad, side, team or individual at any time in their sole discretion, having regard to all the circumstances.
- 4) Except as provided in this Policy, members of any Bowls NT team may be selected from the current State Squad.
- 5) The Selectors may from time to time in their discretion select a party who is not otherwise under consideration. This may occur in circumstances such as illness, newly obtained citizenship, residency compliance or otherwise.

3.5. Notification to Relevant Parties

- 1) Subject to constraints imposed upon Bowls NT Inc. by third parties, individuals (ie the "Selected Parties") selected by the Selectors shall be notified of their selection by mail as soon as practicable after their individual selection 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 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

- i. An appeal against a decision of the Selectors must be made either within 7 days of any public announcement under Clause 3.5 or within 7 days of players receiving written notification of their selection or otherwise.
- ii. The appeal must be lodged in writing with the Executive Officer of Bowls NT setting out:
 - a) the decision of the Selectors in question;
 - b) the grounds on which the appeal is made; and
 - c) the reasons or circumstances supporting the alleged ground of appeal.
- iii. Nothing in this Policy prevents the withdrawal of an appeal at any time in writing.
- iv. 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) a member of the Executive of Bowls NT Inc. (or delegate); and
- b) an officer of the Department of Local Government, Housing and Sport; and
- c) 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

- 1) 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.

- 2) 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.
- 3) 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:
 - a. 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;
 - b. stating the date, place and time of that meeting; and
 - c. informing the aggrieved person that he or she may do any one or more of the following:
 - i. attend that meeting (personally and/or by his or her representative, not being legally trained or qualified); or
 - ii. 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:
 - i. give to the aggrieved party and the Selectors every opportunity to be heard;
 - ii. give due consideration to any written statement by the aggrieved person or the Selectors;
 - iii. allow the aggrieved person to be present along with his or her adult representative (not being legally trained or qualified); and may;
 - iv. 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 be 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.

4.6 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.