

SELECTION POLICY

Of

THE POLOCROSSE ASSOCIATION OF AUSTRALIA INC

Date adopted by The Polocrosse Association of Australia Inc Board

18 August 2005.

**THE POLOCROSSE ASSOCIATION OF AUSTRALIA INC (“PAA”)
SELECTION POLICY**

PHILOSOPHY

1. The objective of the PAA Selection Policy (“Policy”) is to achieve the best possible Australian representative polocrosse team(s). The Policy applies to athletes, coaches, team officials, umpires, National Selectors and other PAA officials (“Participants”).
2. All Participants wishing to be considered for selection in the Australian Team must complete and sign the application form in Annexure 1 and return it to the PAA Secretary (“Secretary”), no later than one month prior to the relevant selection meeting, announcement or event (“Selection Event”). The PAA may accept a completed form after this time in his or her absolute discretion.
3. Only Participants who have signed and returned Annexure 1 in accordance with clause 2 above will be considered by the national selection panel (“Selectors”) for selection in accordance with this Policy.
4. This Policy remains in force unless otherwise determined by PAA.
5. Any change to this Policy shall be notified to relevant persons in accordance with the provisions of the PAA Constitution.

INTERPRETATION

6. Unless the context otherwise requires, the terms used in this Policy shall have the same meaning as in PAA’s Constitution and decisions of the PAA shall be decisions of the Board or its nominee.

SELECTION

7. National Selectors
 - a) PAA shall:
 1. seek nominations from suitably qualified persons to act as Selectors on the basis of previous national or international experience or involvement in polocrosse competitions; and
 2. appoint, in its sole discretion, up to five Selectors.
 - b) Where any of the Selectors becomes unable to meet his or her responsibilities under this Policy, PAA will seek further nominations and appoint a further Selector.
 - c) No Board member shall be a Selector.
 - d) The PAA shall choose an independent person to be the Chairperson of Selectors. The Chairperson of Selectors can be a Board member. They

will only have a casting vote in the event of a tie and will not have a vote otherwise.

8. Selection Criteria

- a) The Selectors may consider the following selection criteria (“Criteria”) in conducting the selection process:
 - I. past national and international performances over such period as determined relevant or appropriate by the Selectors;
 - II. current national and international performances as determined relevant or appropriate by the Selectors;
 - III. current Australian ranking (if any);
 - IV. current international ranking (if any);
 - V. the Participant’s current level of skill and physical fitness;
 - VI. any current or potential injury or condition which will impair, inhibit or prevent the Participant’s performance to the requisite level; and
 - VII. the potential of the Participant to successfully achieve the objectives of this Policy and of PAA under its constitution; and
 - VIII. any other factor considered relevant in the circumstances.
- b) In considering the Criteria the Selectors may in their discretion give weight to extenuating circumstances.
- c) A majority decision of Selectors is required. Subject to this Policy, the decision of the Selectors shall be final. No reasons need 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, team, individual or official at any time in their sole discretion, having regard to all the circumstances.
- d) Any Selector who becomes aware of a conflict of interest, or the potential for bias to be inferred, in a selection decision because of a family or close personal relationship with a nominated Participant, shall declare this and shall immediately either decline to participate as a Selector or resign their position as Selector. Any Selector can raise such an issue in relation to themselves or any other Selector at any time.

9. Notification to Participant

- I. This Policy shall be made available upon request to all Participants and Members of PAA.
- II. PAA shall have no general responsibility to provide notice of this Policy to individual persons, other than in accordance with this Policy, however PAA may do so at its sole discretion.

10. Selection Procedure

- a) The Selectors shall select such squads or teams as are required, in accordance with such national or international time or other constraints or requirements as are required or appropriate.
- b) The PAA board shall appoint coaches, managers, umpires and other officials as required.
- c) Subject to this Policy, the decision of the Selectors shall be final.
- d) The Selectors may have regard to any one or more of the Criteria in any selection process. The Selectors need not have regard to any of the Criteria.
- e) The Selectors may select a person who is not otherwise under consideration. This may occur in circumstances such as illness, newly obtained citizenship or otherwise.

11. Notification to Relevant Parties

- a) As soon as reasonably possible following completion of the final Selection Event, the Chairperson of Selectors will notify, either verbally or in writing at the sole discretion of the Chairperson of Selectors, the PAA the names of the Participants selected in the Australian team ("Selected Parties") in accordance with this Policy.
- b) The PAA will notify the Selected Parties as they see fit.
- c) Notification of the Selected Parties shall also be given to relevant parties within PAA in accordance with the provisions of the PAA Constitution. Following notification of the Selected Parties to PAA, PAA shall make a public announcement of the relevant Selected Parties.

12. Removal from a selected squad or team

- a) Any Participant who:
 - I. breaches or fails to observe this Policy, the PAA Constitution or the Regulations; or
 - II. by reason of illness or injury is unable to perform to the required standard in the opinion of the National Selectors or the team coach (after having received advice from a medical practitioner); or
 - III. breaches or fails to fulfil a requirement of the PAA Anti-Doping Policy; or
 - IV. breaches or fails to comply, fulfil and observe the requirements in the national team agreement;is ineligible for selection to, or continued membership of, the national squad or national team as the case may be.
- b) Any Participant may be removed from the national squad or team by the National Selectors in consultation with the team coach, team medical

advisor or the PAA as the circumstances may require. This may include situations where the Participant has failed to sustain his or her performance and attitude to a satisfactory level, provided that the required performance levels and attitude, have first been discussed with the Participant and the Participant had been given the opportunity to attain those performance levels within a reasonable time.

APPEAL

13. An aggrieved Participant (“Aggrieved Participant”) may appeal against a failure of the Selectors to comply with the procedures set down in this Policy.
14. Procedure for Appeal
 - a) Any appeal against the non-selection of an Aggrieved Participant must be made in writing within seven days of notification to that particular Aggrieved Participant under clause 11(b).
 - b) The appeal must be lodged in writing with the Secretary and be accompanied by a non-refundable appeal fee of \$500. The appeal notice must set out:
 - I. the decision of the Selectors that is in question;
 - II. the grounds on which the appeal is made; and
 - III. the reasons or circumstances supporting the alleged ground of appeal.
 - c) Nothing in this Policy prevents the Aggrieved Participant withdrawing an appeal at any time in writing to the PAA.
15. Composition of Selection Review Panel
 - a) On receipt of an appeal of a decision of the Selectors in accordance with this Policy, the PAA must:
 - (i) appoint a Selection Review Panel which shall be constituted by any three persons, not being Selectors, available to hear the appeal, and will include:
 - A. a member of the Council of PAA (or his delegate);
 - B. the President (or his delegate); and
 - C. the Chief Umpire (or his delegate);
 - (ii) nominate a chairperson of the Selection Review Panel from these people; and
 - (iii) immediately forward the appeal documents to all members of the Selection Review Panel and all Selectors.

- b) No member of the Selection Review Panel appointed under this clause may be a party to or directly interested in the matter under consideration by the Selection Review Panel.

16. Functions of the Selection Review Panel

The Selection Review Panel can review the matter set out in the appeal, recommend a course of action and can (as appropriate) refer the matter back to the Selectors for further consideration and decision.

17. Procedures for the Selection Review Panel

- a) The Selection Review Panel shall, as soon as practical after receiving a notice under clause 15(a)(ii), investigate and consider the matter and shall within five business days of the date of such notice, determine whether:
 - I. the matter should be dismissed, because in its determination, the matter is trifling in nature or has no merit; or
 - II. the appeal warrants further review and determination in accordance with this Policy.
- b) If the Selection Review Panel determines the matter warrants further review under clause 17(a)(ii), 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 National Selectors and the Aggrieved Participant:
 - (i) stating that the Aggrieved Participant may address the Selection Review Panel at a meeting to be held as soon as practicable, being not earlier than four days from the date of the notice;
 - (ii) stating the date, place and time of that meeting; and
 - (iii) Informing the aggrieved person that he or she may do any one or more of the following:
 - A. attend that meeting (personally or by his or her representative, not being legally trained or qualified); or
 - B. 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.
- c) The Selection Review Panel may conduct a meeting convened in accordance with clause 17(b)(i) (or any adjournment thereof) in such manner as it sees fit, but shall:
 - (i) give the Aggrieved Participant and the Selectors every opportunity to be heard;
 - (ii) give due consideration to any written statement from any party including by the Aggrieved Participant;

- (iii) allow the Aggrieved Participant to be present along with his or her adult representative (not being legally trained or qualified); and
 - (iv) may request or require the Aggrieved Participant or any other witness to attend the meeting or provide such evidence as is available.
- d) Following consideration of all relevant and available information, the Selection Review Panel shall arrive at a finding within seven days of the date of such Selection Review Panel meeting. A decision of the Selection Review Panel may be a majority decision.
- e) The Selection Review Panel shall notify the President, Secretary, Chairperson of Selectors and the Aggrieved Participant of its finding within 24 hours of making such finding, which shall be confirmed in writing within seven days of the date of determination.
- f) If the Selection Review Panel considers the ground alleged by the Aggrieved Participant to be satisfied, it can perform any of the functions set out in clause 16.
- g) The Selectors shall comply with any direction of the Selection Review Panel.
- h) Subject to clause 16 of this Policy, any further selection decision of the Selectors under the direction of the Selection Review Panel shall be final, and no further avenues of appeal are available to the Aggrieved Participant in respect of that selection.

ANNEXURE 1

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POLOCROSSE ASSOCIATION OF AUSTRALIA INC

Application for selection

Team:
Tour date:

Full Name

Address

Date of Birth

Telephone/fax/mobile

e-mail

Nomination for

Manager

Coach

Umpire

Player

Represented State
At Zone level.
Where & year
Position played/
Team coachedRepresented State
At National level
Where & Year
Position played/
Team coachedRepresented
Australia
Where & Year
Position played/
Team coachedNo of years
Playing

Clubs played for

UMPIRES ONLY
GradeCOACHES ONLY
Level

Any other relevant information that will assist the PAA in the selection of members of the team

POLOCROSSE ASSOCIATION OF AUSTRALIA INC

I DECLARE THAT

