



## **SELECTION POLICY**

**Of**

***THE POLOCROSSE ASSOCIATION OF AUSTRALIA INC***

**Date adopted by the Polocrosse Association of Australia Inc  
Board**

**23<sup>rd</sup> May 2015**

**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 outcome for players aspiring to representative Polocrosse and to develop that talent. The Policy applies to athletes, coaches, team officials, umpires, National Selectors and other PAA officials (“Participants”).
2. Only Participants who have signed and returned a deed of commitment (held by the NEO) will be considered by the national selection panel (“Selectors”) for selection in accordance with this Policy.
3. This Policy remains in force unless otherwise determined by PAA.
4. Any change to this Policy shall be notified to relevant persons in accordance with the provisions of the PAA Constitution.

**INTERPRETATION**

5. 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**

6. National Selectors
  - a) PAA shall:
    1. seek nominations from suitably qualified persons to act as Selectors.
    2. appoint, in its sole discretion, up to five Selectors for a maximum period of 2 years and a minimum period of one year. In any event the term of two years expires on the anniversary of each National Championships. The selectors will hold the position until the squads are selected following the conclusion of each National Championship.
    3. In the event that a selector’s term expires the selector shall be eligible for reappointment subject to the nomination process.
  - 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.

7. For the purposes of this policy at each National Championships the selectors shall pick players in squads – the squads are to be determined by the Board. A person selected in a squad shall hold that position until the end of the next national championships subject to eligibility. For example once a player's age exceeds the minimum prescribed for Under 16 or Under 21, the player is no longer a member of a squad unless selected in age appropriate squad following ineligibility.
8. Selection Criteria
  - a) The Selectors shall in their absolute discretion select a team. In carrying out the function of selections they may take into account amongst other matters:
    - 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 at any level;
    - VI. the player's capacity to present him/ herself to an acceptable standard
    - VII. any current or potential injury or condition which will impair, inhibit or prevent the Participant's performance to the requisite level;
    - VIII. the potential of the Participant to successfully achieve the objectives of this Policy and of PAA under its constitution; and
    - IX. any other factor considered relevant in the circumstances.
  - b) 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.
  - c) 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 squads ("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 fails to perform as a member of a I squad to the standard expected by the National Selectors or Executive of the PAA shall, at the discretion of the PAA executive be removed from a national squad or team. Such circumstances may include ( but not necessarily so) :
  - 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 fulfill a requirement of the PAA Anti-Doping Policy; or

- IV. breaches or fails to comply, fulfill and observe the requirements in the deed of agreement.
  - V. is ineligible for selection, 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 provided that the participant is a member of a selected national team.
14. There is no appeal against a failure of selectors to comply with the procedures set down in this policy if the participant is a member of a national squad and not a team.
15. 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.
  - d) On receipt of an appeal of a decision of the Selectors in accordance with this Policy, the PAA must refer the matter to the PAA Disciplinary Tribunal for hearing:

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.