



GOLF QUEENSLAND - Selection Policy

Policy Purpose:

This policy provides selection policy and guidelines for the selection of Players to Golf Queensland Representative Teams and Golf Queensland Development Squads or Programs.

It should be noted that the underpinning principles and goals for the selection of Players on to these various teams, squads and programs does vary and therefore the document has been divided into the two sections outlined below.

Policy Overview:

1. Selection of Players to the QAS Golf Program

The primary aim of this section of the document is to provide clear policy on the selection of QAS Squad Members.

2. Selection of State Teams and Representation:

An important principle regarding the selection of representative teams is to select those Players who will have the best chance of success in the relevant competition and, at the same time, represent our State with distinction.

3. Selection of Players to Golf Queensland Squads and Programs:

An important underpinning principle relating to the selection of Players to State and Junior Squads and the QAS Golf Program is to identify and select talented players who have potential to improve and progress in golf. Potential to be selected on to State Team is important but this may be a longer term goal and the player may not have the immediate ability to be selected on a State Team.

Participation in a Squad or Program may provide opportunity to be selected to various events that include National Events, participation in Junior Development Teams or invitation to compete at a Queensland District Championship. With these selections, the aim is to develop the Player's competitive skills. Therefore, the potential to develop the player or assist with his or her preparation for other competitions will be an important consideration in making selections for these events.

4. Appeals against non-selection

1 QAS Squad Selection Criteria:

The overall aim of the selection process is to select Players who have the potential and commitment to succeed at elite level competition of golf.

(a) The Player's prior performance using the following information will be considered:

(i) International Ranking Events;

- (ii) National Ranking Events;
 - (iii) State Ranking Events;
 - (iv) Performances in other recognised events where there is a quality field.
- (b) The Player's willingness to commit to the QAS squad program and benefits from the services provided.
 - (c) General attitude and personal goals will be considered in terms of the player's potential to succeed at the elite level.
 - (d) The willingness and capability of the Player to apply themselves to personal development as well as golf related goals is desirable.
 - (e) Ability of the player to support themselves or gain support of family or others whilst in the program may be a consideration.
 - (f) Australian citizenship is a requirement.
- 1.1 QAS – Queensland Academy of Sport Selection Process:
- (a) Selections for scholarship positions at QAS will be made by the Head Coach, Golf Operations Manager and the Chair of the High Performance Committee.
 - (b) Players are invited to make application to the QAS Program. Athletes are selected on the basis of a written application, past performance and an interview process.
 - (c) After selection of the QAS Squad, the Manager – Golf Operations will notify:
 - The selected Players of their selection; and
 - Unsuccessful candidates of their non-selection, by both telephone and email.
 - (d) The Manager – Golf Operations will notify the selections to the Queensland Academy of Sport

2 Selection of State Teams

The Selection Panel is responsible for the Selection of State Teams

The Selection Panel may consider any factor, or combination of factors that is, in their opinion, relevant for consideration when selecting a Queensland Team and the Team's Reserves for an Interstate Series.

- 2.1 Subject to other provisions under, and the availability of information, the Selectors will take into account a Player's performance by considering:
- (a) International Ranking Events;
 - (b) National Ranking Events;
 - (c) State Ranking Events;
 - (d) Record in interstate teams matches.



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- (e) Attendance and participation in designated Squad trials and training, and any coach reports from these sessions. Note: A player not being a member of the state squad does not preclude them from consideration for selection in any State Team.
- (f) Criteria in clause 2.3(a).

2.2 Without in any way limiting their discretion under clause 1.1 the Selectors may also consider other relevant performances and attributes including:

- (a) overall level and consistency of performance at a national level;
- (b) performance in pennant matches or other match play;
- (c) performance in previous Queensland Teams;
- (d) individual strengths that may contribute to the performance of the Squad or Team as a whole;
- (e) the suitability of an Player's game (by reference to its strengths and weaknesses) to the course at which the competition is to be held, taking into account:
 - (i) course layout;
 - (ii) known or expected course conditions;
 - (iii) known or expected climatic conditions; and
 - (iv) whether the competition is stroke play or match play, or a combination of both;
- (f) the Player's past general behaviour, on-course or off-course and at events in which the Player has participated;
- (g) the Player's level of physical fitness (determined by reference to appropriate objective reports or tests); and
- (h) the Player's ability, determined by the Selectors to:
 - (i) handle the demands of travel relevant to the event;
 - (ii) act co-operatively in a team environment; and
 - (iii) be keen and passionate to represent Queensland

2.3 Subject to clause 2.2, the criteria for selection of a Player in:

- (a) a Team or a Reserve for a Team to represent Golf Queensland are that the Player:
 - (i) is an Australian citizen;
 - (ii) is a member of a golf club currently-affiliated with Golf Queensland;
 - (iii) if relevant, satisfies particular tournament eligibility criteria (in the tournament conditions for the tournament for which an Player is being considered for selection); and



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- (iv) must not be under any suspension due to a breach of Golf Australia's and Golf Queensland's Player Code of Conduct or Anti-Doping Policy,

and desirably satisfies one or more of:

- (v) being ranked in the top 20 in the relevant Queensland Stroke Averages category;
- (vi) being ranked in the top 150 in the relevant category of an External Ranking;
- (vii) having been a member of a recent Queensland Team;
- (viii) having placed first in the previous Queensland State Championship, whether at stroke play or match play;

- (b) except for overseas or interstate based Players or subject to any special circumstance by virtue of which the Player reasonably ought be excused from compliance, the Player must be at selection or become, within a reasonable time afterwards, a member of the Queensland State Squad program.

2.4 To be eligible, or to retain eligibility for selection in a Queensland Team, a Player must have signed and given to Golf Queensland the Player Agreement within the time required by Golf Queensland and satisfied the relevant eligibility requirements in clause 1.3. In signing the Player Agreement the Player must agree to:

- (a) at all times have abide by Golf Queensland's '*Player Code of Conduct*' so not to have brought golf or a Team into disrepute; and
- (b) agree to conform and educate themselves according to any requirements concerning Anti-Doping outlined in the Player Agreement.

2.5 Following selection of a Team:

- (a) all Team Members:
 - (i) must meet minimum standards of behaviour while assembled, travelling or training as part of the Team. Any Team Member who does not, in the assessment of the Manager – Golf Operations (if the Team has not departed) or the Team Manager (after the Team has departed), will be dismissed from the Team);
 - (ii) must immediately inform the Team Manager of any illness or injury that could reasonably impact on the Player's ability to perform at the level expected of the Player at the relevant event;
 - (iii) must, if required, submit to a medical examination (conducted by a medical practitioner appointed by Golf Queensland) not less than 2 weeks before the relevant event;
- (b) if at any time before departure for the relevant event any Team Member is assessed as injured, ill or unfit, that Team Member may be withdrawn from the Team at the discretion of the Manager - Golf Operations;
- (c) Team Members must attend pre-event training and other activities, if so required by Golf Queensland;



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- (d) during the period between the announcement of the Team and the date of departure, may be required to demonstrate that they are physically fit, performing well and likely to compete at a level appropriate to the event for which they have been selected, and in that respect:
 - (i) periodic assessment may be made as to the selected Players' standard of fitness, progress in training and preparedness for the relevant event in which they have been selected (such assessment to be directed by, and be under the control of the Team manager); and
 - (ii) if, as a result of such assessment, it appears that by reason of ill health, injury or some other matter, a selected Player has not maintained their fitness or standard of performance so as to be able to represent Queensland at a standard comparable to that exhibited so as to gain selection, the manager will immediately notify the Manager – Golf Operations who will have the power to withdraw that Player from the Team and advise the Reserve Player.

2.6 The procedure for ratification and notifying the High Performance Committee of Selection Committee decisions is:

- (a) In respect of Players to be selected for the State Team, and Reserve for a State Team, the Head Coach will notify the Manager – Golf Operations and the High Performance Committee Chair, of the Selection Panel's decisions. At this time, a memo on the process involved, briefly stating the there is no bias, relevant information used for selections was complete and the reasons for selection or non-selection pertaining to the final selection decision is forwarded by the Selection Panel.
- (b) The Manager Golf Operations and the Chair of the High Performance Committee check this report to ensure the process is sound. If the process is ratified, the decision is forwarded to the Board and High Performance Committee for their information.
- (c) The Selection Panel's decision is final unless there has been a fault in the process. In the case of a query concerning the process, the Chair of the HPC would consult with the Head Coach and, if necessary, advise that the final selections by the Selection Panel be reviewed.

2.7 Promptly after selections are confirmed:

- (a) The Head Coach will notify:
 - (i) The Players selected in the Team and any Reserve Players of their selection; and
 - (ii) Any Squad or other relevant Players of their non selection,
- (b) The Manager – Golf Operations will confirm these decisions in writing.
- (c) in the case of Support Staff (Coaches, Managers) the Head Coach will notify those concerned both by telephone and email of the outcome of the selections.

3 Selection of Players to Golf Queensland Squads

3.1 Golf Queensland Squads (State and Junior) – Principles of Selection



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An important underpinning principle relating to the selection of Players to Golf Queensland Squads and Programs is to identify and select talented players who have potential to improve and progress in golf. Potential to be selected for a State Team is important but this may be a longer term goal and the player may not have the immediate ability to be selected for a State Team.

3.2 State and Junior Squad Selection Process

- (a) The Selection Panel, will forward names of potential squad Players to the Manager – Golf Operations, who will confirm the squad's composition. The Squads will be continually reviewed by both parties after each interstate series. The new squads will be selected in May of each year.
- (b) The Selection Panel will make recommendations to the Manager – Golf Operations for the addition of Players to a squad at any time during the year.
- (c) The Manager – Golf Operations will advise
 - the selected Players of their selection; and
 - identified unsuccessful candidates of their non-selection.

Note: Only players who have been removed from the previous squad or those players who have been made aware of their potential to be selected (have received a letter to say they are being watched) need to be contacted regarding their non-selection.

3.3 State and Junior Squad Selection Criteria:

- (a) As the State and Junior Squad selection is based on both performance and the potential to develop as a golfer, the following performance criteria are considered guidelines for decision making:
 - (i) International Ranking
 - (ii) National Ranking;
 - (iii) State Stroke Average events and other events that may be identified by the HP Committee;
 - (iv) Performances in Golf Queensland events;
 - (v) Performances in other recognised events where there is a quality field;
 - (vi) The player's past progress, development and application within a previous squad program.
- (b) Australian citizenship is a requirement.

3.4 Selection of Players for National Events and Other Events:

- (a) Participation in a Golf Queensland Squad may provide opportunity to be selected to various events that include Tier 3 National Events, Junior Development Teams or invitation to compete at a Queensland District Championship. With these selections, the aim is to develop the Player's competitive skills. Therefore, the potential to develop the player or assist with his or her preparation for other competitions will be



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an important consideration in making selections for these events. As such, the principle of selecting the players most likely to succeed may not apply.

- (b) For National Events, all selections are at the discretion of the Head Coach.
- (c) The Head Coach will advise Players directly of their selection
- (d) The Manager – Golf Operations will confirm the details of the representative duties in writing to the selected players.

3.5 Golf Queensland Junior Clinics

- (a) Details of dates and eligibility for the Junior Clinics are advertised on the Golf Queensland website. Applicants are invited to nominate for the clinic and their selection is determined by Golf Queensland – Manager Golf Operations.
- (b) Nominees must be under the age of 18 at the specified date.
- (c) The following handicap guidelines may be used to assist with selections:
 - (i) Boys to have an Australian Handicap of less than 9.4 at the time of entry
 - (ii) Girls to have an Australian Handicap of less than 15.4 at the time of the entry.
- (d) Players must be an Australian citizen.
- (e) Preference is given to players who are not in current Junior Development Squads or have attended the clinic in previous years.

4 Appeals against non-selection

4.1 The process for dealing with an appeal by an Athlete against non-selection is:

- (a) Consultation and mediation by which the Athlete and either the HP Director or a Selector nominated by Golf Queensland meet (with a Mediator as facilitator) to discuss the decision;
- (b) if, but only if the parties do not reach agreement by consultation and mediation within seven days (or a shorter period reasonably dictated by time constraints) after the Athlete gives notice under clause 4.15, the Athlete may appeal to the Appeal Tribunal;
- (c) if, but only if the Athlete is dissatisfied with the decision of the Appeal Tribunal, the Athlete may appeal against the decision to the Appeals Arbitration Division of CAS (CAS).

4.2 The Appeal Tribunal will consist of the following persons appointed by the Board:

- (a) a barrister or solicitor, who will act as chairman;
- (b) a person with a thorough knowledge of golf and who preferably has had international competitive or managerial experience in golf; and



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- (c) One other person of experience and skills suitable to the function of the tribunal.
- 4.3 Such appointments will be for a calendar year.
- 4.4 However, if a member of the Appeal Tribunal is unable to engage in a particular hearing, the Board will appoint another person as a member for that hearing.
- 4.5 A person who is:
- (a) a member of the Board or the Selection Committee; or
 - (b) by reason of his or her relationship with:
 - (c) the Athlete concerned;
 - (d) any member of the Board or Selection Committee; or
 - (e) any person whose interest may be affected by the outcome of the appeal, is not eligible to be appointed to the Appeal Tribunal;
- 4.6 The Appeal Tribunal will convene a hearing as soon as possible, but in any event not more than seven days, after the submission of the grounds of appeal.
- 4.7 If the Athlete concerned challenges the impartiality of any member of the Appeal Tribunal, the challenge will be determined by the members of the Tribunal other than the member challenged.
- 4.8 The hearing may occur in such manner as the chairman decides, including by telephone or video conferencing.
- 4.9 In any hearing before the Appeal Tribunal:
- (a) the tribunal must observe the rules of natural justice;
 - (b) the tribunal is not bound by the rules of evidence and may inform itself as to any matter in such manner as it thinks fit;
 - (c) the Athlete must establish one or more grounds of appeal to the reasonable satisfaction of
 - (d) the tribunal with full regard to the importance and gravity of the issue; (d) if a question of law arises during the course of the hearing, the Athlete or Golf Queensland may seek an adjournment in order to obtain legal advice; and
 - (e) neither the Athlete nor Golf Queensland is entitled to be represented by a barrister or solicitor, except with the leave of the tribunal, which leave will only be granted in exceptional circumstances.
- 4.10 Not less than three days (or a shorter period if exigencies reasonably so require) before the hearing, the Selection Committee must provide the Appeal Tribunal and the Athlete with a written statement of the reasons for the decision against which the Athlete appealed.

- 4.11 The Appeal Tribunal will give its decision as soon as practicable after the hearing and will provide Golf Queensland's Chief Executive Officer and the Athlete with a statement of the reasons for its decision.
- 4.12 If the Selection Committee's decision is set aside, only in extreme circumstances (such as a pressing deadline) may the Appeal Tribunal itself make a selection.
- 4.13 The decision of the Appeal Tribunal will be binding on the parties and, subject only to any appeal under clause 4.18, neither party can institute or maintain proceedings in any court or other tribunal.
- 4.14 The sole grounds for appeal to the Appeal Tribunal are that:
- (a) the Selection Policy was not properly followed or implemented; or
 - (b) the selection process was affected by actual bias.
- 4.15 The Athlete must give written notice of his or her appeal to Golf Queensland by 5.00pm (Australian Eastern Standard Time) on the second business day following announcement of the Team and contemporaneously pay to Golf Queensland the sum of **\$500** as an appeal fee (which is refundable if at mediation under clause 4.1 or on a subsequent appeal to the Appeal Tribunal the Athlete's appeal is upheld).
- 4.16 The sole grounds for an appeal against a decision of the Appeal Tribunal are:
- (a) a breach of the rules of natural justice by the tribunal; or
 - (b) that there has been an error on a question of law.
- 4.17 Any appeal from a decision of the Appeal Tribunal must be solely and exclusively resolved by CAS according to the Code of Sports-Related Arbitration. The decision of CAS will be final and binding on the parties and it is agreed that neither party will institute or maintain proceedings in any court or tribunal other than CAS.
- 4.18 An Athlete wishing to appeal to CAS must:
- (a) give written notice of that fact to Golf Queensland's Chief Executive Officer by 5.00pm Australian Eastern Standard Time on the second business day following the announcement of the decision



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- (b) against which the appeal is made; and
 - (c) file a statement of appeal with the CAS, and pay any fee prescribed by CAS rules, within five working days or shorter period prescribed by CAS rules.
- 4.19 Failure to comply strictly with clause 4.18 will render any appeal to CAS a nullity unless, on an application by the Athlete to CAS for an extension of time in which to commence an appeal, CAS grants an extension.
- 4.20 If the Appeal Tribunal or CAS determines to uphold any appeal in respect of the non-selection of an Athlete:
- (a) it will as a matter of usual practice refer the question of re-selection back to the Selection Committee for determination in accordance with the Selection Policy; and
 - (b) CAS will itself only conclusively determine the issue of selection of Athletes where CAS has determined that it would be impractical to refer the question of selection back to the Selection Committee in the time available.
- 4.21 The Athlete and Golf Queensland will bear CAS Costs in the proportions determined by CAS rules or CAS as the case may be.
- 4.22 An Athlete may withdraw his or her appeal by written notice to Golf Queensland (and also CAS if the Athlete has appealed under clause 4.18) at any time before the appeal has been decided.
- 4.23 For removal of doubt, an Athlete who appeals against non-selection is bound by all the preceding provisions of this clause 4.

Version Control

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