

# GolfWA High Performance Selection Policy

## Approval History

Version	Date	Approved By	Date Effective	Responsible
1.0	17.7.13	Chief Executive/GMC	September 1, 2013	High Performance Manager
2.0	7.6.17	Chief Executive/GMC	July 1, 2017	High Performance Coordinator
3.0	15.6.18	Chief Executive/GMC	October 1, 2018	High Performance Coordinator
4.0	29.01.19	Chief Executive/GC	February 1, 2019	High Performance Coordinator

## Distribution

Audience	Access
Public	GolfWA Policy & Procedures Manual, GolfWA Website High Performance Page.

## Required Reading

- GolfWA Chief Executive
- GolfWA Golf Operations Manager
- GolfWA High Performance Subcommittee
- GolfWA High Performance Coordinator

## Revision Schedule

Date of Next Review: 01/07/2021

Reviewer/s: High Performance Subcommittee

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## Introduction and Purpose

GolfWA actively develops elite golf in Western Australia, both in terms of programs and athletes. This document sets out to define the selection criteria, process and procedures that apply to the selection of GolfWA athletes to represent Western Australia in a specific event.

## Primary Objective

To identify those athletes who are capable of achieving the strategic aims of the GolfWA High Performance Program.

The strategic aims of the High Performance Program are:

1. To produce nationally recognised athletes, capable of becoming world top 100 athletes
2. To be the leading State in the Australian Interstate Teams competitions

## Responsibility

The GolfWA High Performance Subcommittee is responsible for the strategic review of the selection policy as per the revision schedule above, and/or required by the HP Subcommittee

The GolfWA High Performance Coordinator and GolfWA Golf Operations Manager are responsible for ensuring compliance with the policy and process outlined in this document

The GolfWA High Performance Subcommittee and GolfWA High Performance Manager are responsible to the Board of GolfWA through the Golf Committee.

## Process of Selections

GolfWA State Selectors will be appointed and reviewed by the High Performance Subcommittee annually, and will attend official State Selection Meetings as and when required.

## Athlete Eligibility

To be eligible for inclusion in the High Performance Program or be selected for Representative Events (excludes State Team Representation) an athlete must:

- As a minimum, have official notification or currently hold Australian Citizenship OR have obtained Permanent Residency within Australia.
  - Assistance and inclusion of Permanent Residents are subject to the discretion of the High Performance Subcommittee.
- Permanently residing in Western Australia
- Be a financial playing member of a golf club affiliated with GolfWA and hold a normal Australian Handicap.
- Agree to the conditions set out in the GolfWA High Performance Program Athlete Agreement (if applicable) and must not be in breach of any of those conditions during the selection process, or at any time that the athlete is classed as a High Performance Program athlete.

- As per Golf Australia High Performance policy, have completed or be completing secondary school (or equivalent) whilst in compulsory education period. Athletes involved with the following are eligible for the High Performance Program. (Proof of Enrollment/Certificate of Home Education must be available to GolfWA if required):
  - enrolled full-time at school;
  - enrolled and participating in a full-time course at a TAFE and have completed and signed the Parent and Health Consent form lodged with TAFE;
  - enrolled and participating in a full-time apprenticeship or traineeship, and a completed contract has been lodged with Department of Training & Workforce Development, Apprenticeship Office;
  - educated at home in accordance with section 10 of the School Education Act 1999;
  - no longer of compulsory school age, as determined by the School Education Act 1999

If any the above is not fulfilled, a Notice of Arrangements (NOA) is required to maintain eligibility. More information available at:

[det.wa.edu.au/participation/detcms/participation/participation/forms/forms.en](http://det.wa.edu.au/participation/detcms/participation/participation/forms/forms.en)

## Approval and Announcement of Representatives and High Performance Program

Athletes meeting eligibility and selection criteria for inclusion and/or promotion within the High Performance Program are subject to endorsement from the High Performance Subcommittee. The Golf Committee will be notified of the endorsement.

Athletes selected for Representative Events and High Performance Program are subject to endorsement from the High Performance Subcommittee. The Golf Committee and Board of GolfWA will be notified of the endorsement via email.

Athletes will be notified of their inclusion and/or promotion within the High Performance Program, and/or Representative Events upon endorsement.

## High Performance Program

The GolfWA High Performance Program is an independent program run by GolfWA in coordination and aligning with the Golf Australia National High Performance Program strategy and criteria. High Performance athletes receive assistance towards their development in order to maximise their potential as elite athletes.

### Selection Criteria

Athletes must have achieved four [4] (Tiers 1 to 3) or three [3] (Junior Tier) of the selection criteria in order to be eligible for inclusion and/or promotion within the High Performance Program. Athletes must also satisfy the athlete eligibility (stated on page 3) AND satisfy required Shots to Hole or comparative statistical analysis requirement in order to be promoted within the High Performance Program.

Benchmarks (subject to changes) are set relative to Golf Australia National High Performance Program, with relative performance level of current HP Program athletes taken into account. Stretch goals are put in place to optimize performance and athlete goal setting.

### Male Benchmarks

<b>WA Tier 1</b>	Top 100 R&A World Ranking	Top 10 GA Order of Merit	Stroke Average (Junior) less than 69	Min 2 Win in National Ranking Events	Top 10 A+ WAGR or Tier 2 Professional	Round of 32 US (British) Am	Top 50 Tier 1 Professional	2 Required to be considered for GA
<b>WA Tier 2</b>	Top 500 R&A World Ranking	Top 25 GA Order of Merit	Stroke Average (Junior) less than 71	Min 1 Win (Junior) or S/ Finalist National Ranking Event	Top 10 GA Junior OOM	Top 5 State Ranking	Min 3 Wins in State (Junior) Ranking Events	4 Required to be considered for Tier 1
<b>WA Tier 3</b>	Top 800 R&A World Ranking	Top 75 GA Order of Merit	Stroke Average (Junior) less than 73	Min Top 5 (Junior) Top 10 (Men) or Q/ Finalist in National Ranking Event	Top 30 GA Junior OOM	Top 15 State Ranking	Min 2 Wins State (Junior) Ranking Events	4 Required to be considered for Tier 2
<b>Junior Tier</b>	R & A World Ranking	National Ranking	Stroke Average	# Finishes National (inc Junior) Ranking Events	National Junior Ranking	State Ranking	# Wins State (Junior) Ranking Events	4 Required to be considered for Tier 3

### Female Benchmarks

<b>WA Tier 1</b>	Top 100 R&A World Ranking	Top 10 GA Order of Merit	Stroke Average (Junior) less than 69.50	Min 2 Win in National Ranking Events	Top 10 A+ WAGR	Round of 32 US (British) Am	Top 50 Tier 1 Professional	2 Required to be considered for GA
<b>WA Tier 2</b>	Top 500 R&A World Ranking	Top 20 GA Order of Merit	Stroke Average (Junior) less than 71	Min 1 Win (Junior) or Finalist National Ranking Event	Top 10 GA Junior OOM	Top 3 State Ranking	Min 4 Wins in State (Junior) Ranking Events	4 Required to be considered for Tier 1
<b>WA Tier 3</b>	Top 800 R&A World Ranking	Top 50 GA Order of Merit	Stroke Average (Junior) less than 74	Min Top 5 (Junior) or S/ Finalist in National Ranking Event	Top 30 GA Junior OOM	Top 10 State Ranking	Min 3 Wins State (Junior) Ranking Events	4 Required to be considered for Tier 2
<b>Junior Tier</b>	R & A World Ranking	National Ranking	Stroke Average	# Finishes National (inc Junior) Ranking Events	National Junior Ranking	State Ranking	# Wins State (Junior) Ranking Events	4 Required to be considered for Tier 3

## Representative Events

### CLASSIFICATION OF EVENTS AND SELECTION PHILOSOPHY

**Tier 1 Events:** Selections will be based on selecting the best available athletes, which are most likely to deliver the best performance for that particular event.

Event	Month of Event	Number of representatives
Avondale Medal (Men and Women)	January	2 Men, 1 Women
Riversdale Cup (Men and Women)	March	2 Men, 2 Women
Bowra & O'Dea 72 Hole (Women)	March	2 Women
Mandurah Amateur Open (Men)	September	2 Men
Jack Newton International Classic (Boys and Girls)	September	2 Boys, 2 Girls
Victorian Junior Amateur (Boys and Girls)	September	2 Boys, 2 Girls

Note that Professional tournament opportunities, sanctioned by the ALPG or PGA, are categorised into the respective Tier as listed for representative selection (eg Men's Australian Open - Tier 1 event, WA Open – Tier 2 event, South West Open – Tier 3 event).

**Tier 2 Events:** Selections will be based upon maximising the development opportunities for athletes, which are most likely to deliver the best performance for that particular event.

Event	Month of Event	Number of representatives
Victorian Junior Masters (Boys and Girls)	January	2 Boys, 2 Girls
South Australian Junior Masters (Boys and Girls)	January	2 Boys, 2 Girls
South Australian Amateur Classic (Men and Women)	March	2 Men, 1 Woman
Australian Junior Amateur (Boys and Girls)*	April	1 Boy, 1 Girl
Queensland 72 Hole (Women)	August	1 Woman
Keperra Bowl (Men)	October	2 Men
Tasmanian 72 Hole Open (Men and Women)	February	2 Men, 1 Woman

\* Selected athletes for the Australian Junior Amateur (Boys and Girls) can be those whom are already selected into the State Junior Team

**Tier 3 Events:** Selections will be based upon maximising the development opportunities for athletes. GolfWA does not cover travel expenses for Tier 3 events.

Event	Month of Event
Tasmanian Junior Masters (Boys and Girls)	January
Northern Territory Amateur (Men and Women)	May
Victorian and Port Phillip Amateur (Men and Women)	December

GolfWA and Selectors reserve the right to alter the number and allocation of representatives and the events which selected athletes compete in. The selection philosophy behind representative **events, as mentioned above**, is to select the best athletes to perform at a particular events, but

selectors reserve the right to determine reasoning and intent for selection based upon various factors.

Selections for representative events are to be decided **6-8 weeks** prior to the event. With exceptions made regarding event schedule and relevant performance data information made available to selectors.

## State Teams

### SELECTION PHILOSOPHY

GolfWA will select a team of athletes who will collectively maximise the potential of Western Australia winning their respective Interstate Series.

To be eligible for State Squad and Team Selection, athletes **MUST** have official notification or hold current Australian Citizenship and agree to the GolfWA State Squad/Team Agreement.

#### State Team Selection Format

Boys' and Girls' State Teams will consist of **6 athletes** and, subject to selector discretion, **one (1) male and one (1) female Development Player** who will travel, stay and play with team throughout the duration of Australian Boys' and Girls' Amateur Championship **ONLY**.

- Development players are selected to enable access and experience at the National level and will **ONLY** be selected for Australian Boys' and Girls' Amateur Championships **held outside** of Western Australia.

Men's and Women's State Teams will consist of **8 and 6 athletes** respectively.

Selection will be determined by all performance data and information as of one week prior to the Nedlands Junior Masters for **Boys' and Girls' Teams** and the conclusion of WA Amateur Championship for **Men's and Women's Teams** and will take into account (in no particular order or weighted percentage):

- a) Position within the HP Tier system, including relevant Stroke Averages, World Amateur, National and State Rankings
- b) Performance in previous State Teams, Match Play format and recent events.
- c) Skill suitability to Interstate Series competition, golf course and conditions
- d) Character suitability to Interstate team environment, culture and GolfWA HP value expectations. Includes behaviour relative to GolfWA Code of Conduct both on and off the golf course.
- e) Physical capability to maintain performance across event timeframe.
- f) Satisfy relevant eligibility requirements as set by Golf Australia for the Interstate Series.
- g) Potential to improve/perform, comparing past performance level to current and expected level.

### SELECTION PROCESS FOR STATE TEAM CAPTAINS

#### State Junior Boys' and Girls' Team

Team Captains will be selected by State Selectors and respective State Team Coach. In determining the team captain, the selection panel will take into account:

- Ability to bring together a diverse group of individuals, and lead towards a common goal
- Setting examples through action and demeanour in adherence with GolfWA character and value expectations (displayed at all training sessions and tournament play)
- Communication skills
- Knowledge of team sport/requirements of a prepared and successful team

### State Men's and Women's Team

Team members will nominate for captaincy and will be voted for by the selected team members, and respective State Team Coach. Voting will take place via a blind vote, whereby anonymous votes are collated and announced by respective State Team Manager.

### **APPROVAL AND ANNOUNCEMENT OF STATE TEAMS**

Teams are subject to endorsement by the GolfWA Golf Committee. The GolfWA GC and Board of GolfWA will be notified of the team via email.

For State Team/Development Player selections, squad athletes will be notified of their inclusion/exclusion via a 'soft' announcement through email correspondence. Teams will then be announced in a public forum through social media and website exposure. Teams/Players will then be physically presented at Nedlands Junior Masters (Junior), Bowra & O'Dea Women's Classic (Women) and PGA vs. GolfWA Event (Men/Women)

### **REPLACEMENT PROCESS**

If a selected athlete is unable to continue or is removed as a representative of a state team prior to the team departing, the procedure for a replacement athlete is as follows:

- The relevant State Selectors will be consulted.
- The State Selectors will follow the same process to determine the best available athlete as stated above.
- The selected replacement athlete(s) will be subject to endorsement by the GolfWA Golf Committee.

## **APPEALS AGAINST NON-SELECTION**

***Note: As per Clause 15 states below, athletes MUST provide written notice of their appeal by 5.00pm on the second business day following the earliest ('soft') announcement of selection.***

1. The process for dealing with an appeal by any athlete against non-selection is:
  - a) consultation and mediation by which the athlete and either the HP Coordinator or a Selector nominated by GolfWA 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 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).
2. The Appeal Tribunal will consist of the following persons appointed by the Board:



- a) an independent Chairman, preferably with a legal background;
  - b) a person with a thorough knowledge of golf and who preferably has had national or international competitive or managerial experience in golf; and
  - c) One other person of experience and skills suitable to the function of the tribunal.
3. Such appointments will be on a case by case basis.
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.
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:
    - i. the athlete concerned;
    - ii. any member of the Board or Selection Committee; or
    - iii. any person whose interest may be affected by the outcome of the appeal.
- is not eligible to be appointed to the Appeal Tribunal;
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.
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.
8. The hearing may occur in such manner as the chairman decides, including by telephone or video conferencing.
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 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 GolfWA may seek an adjournment in order to obtain legal advice; and
  - e) neither the Athlete nor GolfWA 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.
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.
11. The Appeal Tribunal will give its decision as soon as practicable after the hearing and will provide GolfWA's Chief Executive Officer and the Athlete with a statement of the reasons for its decision.
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.

13. The decision of the Appeal Tribunal will be binding on the parties and, subject only to any appeal under clause 18, neither party can institute or maintain proceedings in any court or other tribunal.
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.
15. The athlete must give written notice of his or her appeal to GolfWA by 5.00pm (Australian Western Standard Time) on the second business day following announcement of the Selection
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.
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.
18. An Athlete wishing to appeal to CAS must:
  - a) give written notice of that fact to GolfWA's Chief Executive by 5.00pm Australian Western Standard Time on the second business day following the announcement of the decision against which the appeal is made; and
  - b) 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.
19. Failure to comply strictly with clause 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.
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.
21. The Athlete and GolfWA will bear CAS Costs in the proportions determined by CAS rules or CAS as the case may be.
22. An Athlete may withdraw his or her appeal by written notice to GolfWA (and also CAS if the Athlete has appealed under clause 18 at any time before the appeal has been decided.

## Definitions

“Appeal Tribunal” means the tribunal determined by clause 2.

“Athlete” means an amateur golfer, playing at a level where they are, deemed by GolfWA, as elite.

“Board” means the board of directors of GolfWA.

“CAS” means the Court of Arbitration for Sport.

“CAS Costs” means the costs and expenses of CAS and incidental to an appeal to CAS.

“Compulsory Education Period” means the period running from the beginning of the year in which your children turn five years and six months, until the end of the year in which they turn 17 years and six months or they turn 18 years old, whichever happens first.

“GolfWA” means Golf Western Australia.

“Golf Operations Manager” means the person designated by GolfWA to oversee the effective delivery of all GolfWA operations and programs.

“High Performance Subcommittee” means the committee established by the Golf Committee and ratified by the Board.

“High Performance Coordinator” means the person designated by GolfWA to administer its High Performance Program.

“High Performance Program” means a documented process to achieve a series of goals determined by the Board.

“High Performance Program Athlete Agreement” means the agreement in terms determined by GolfWA, to be signed by athletes within the High Performance Program.

“Mediator” means a person with training and experience suitable to facilitating a discussion or appeal.

“Notice” means notice in writing by letter, facsimile, other written means of communication, or email.

“Representative” means an athlete selected to represent GolfWA at a tournament.

“State Squad” means a training squad, consisting of a select group of athletes, who are competing for selection into the State Team.

“State Team” means the selected TEAM of athletes set to represent WA at the annual Interstate Teams Series competition.

“State Squad and/or Team Agreement” means the agreement in terms determined by GolfWA, to be signed by athletes selected into the State Squad and/or Team.

“Selectors” means the persons appointed by the Golf Committee and ratified by the Board to carry out the process of selecting representatives and teams.