



HIGH PERFORMANCE SELECTION POLICY



**HIGH PERFORMANCE
PROGRAM**

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Golf Western Australia (GolfWA)

High Performance Selection Policy (HP Selection Policy)

The document contains policy regarding:

- A. Selection of athletes for the GolfWA High Performance Program, individual representation and State Team representation.
- B. Appeals against non-selection of an athlete
- C. Selection of State Selectors, State Team Managers and State Team Coaches

Introduction

GolfWA High Performance involves multiple initiatives across various age groups and abilities aimed at discovering, supporting and championing Western Australia's most talented golfers. We have a proud history of producing world-class golfers and have the opportunity to continue to invest into the next generation of elite amateurs and successful professionals.

Strategic Priority:

Be a nationally recognised High Performance Program, producing outstanding individual athletes.

Review and Responsibility

The GolfWA High Performance Subcommittee is responsible for the strategic review of the HP Selection Policy on annual basis and/or as 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 Coordinator are responsible to the Board of GolfWA

1. APPLICATION OF POLICY

This policy applies to the selection of:

- a) Athletes for the GolfWA HP Program who are financially assisted by GolfWA
- b) Athletes for individual or state team representation where associated costs are supported by GolfWA
- c) Selectors, Team Managers and Team Coaches involved with individual or state team representation

This policy does not apply to:

- d) Selection of athletes for National Representation or opportunities associated with and coordinated by Golf Australia

2. ATHLETE SELECTION COMMITTEE

The following groups are coordinated by the GolfWA HP Coordinator and the Selection Committee are responsible and entitled to select athletes for the respective opportunity:

2.1 High Performance Program

GolfWA HP Coordinator and GolfWA HP Sub Committee

2.2 Individual Representation

GolfWA HP Coordinator and GolfWA Selectors

2.3 State Team Representation

GolfWA Selectors and State Team Coach

3. ATHLETE ELIGIBILITY

In order to be selected, athletes must meet the following eligibility requirement for each respective opportunity:

3.1 High Performance Program

- a) As a minimum, have official notification or currently hold Australian Citizenship OR have obtained Permanent Residency* within Australia.

*(*Note: Assistance and inclusion of Permanent Residents are subject to the discretion of the HP Subcommittee.)*

- b) Be a financial playing member of a golf club affiliated with GolfWA and hold a normal Australian

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Handicap.

- c) Agree to the conditions set out in the GolfWA HP Program Athlete Agreement.
- d) 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 Enrolment/Certificate of Home Education must be available to GolfWA if required):
 - i. enrolled full-time at school;
 - ii. 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;
 - iii. 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;
 - iv. educated at home in accordance with section 10 of the School Education Act 1999;
 - v. 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

3.2 Individual Representation

- a) As a minimum, have official notification or currently hold Australian Citizenship OR have obtained Permanent Residency, residing within Western Australia.
- b) Be a financial playing member of a golf club affiliated with GolfWA and hold a normal Australian Handicap.

3.3 State Team Representation

- a) Athletes must have official notification of successful application or hold current Australian Citizenship
- b) Agree to the conditions set out in the GolfWA State Squad/Team Agreement.

4. ATHLETE SELECTION CRITERIA

4.1 The Selection Committee may (but need not) consider any factor or combination of factors that is, in their opinion, relevant for consideration when validating athletes for selection.

4.2 High Performance Program

- a) Athletes must achieve and maintain various performance indicators to be eligible for inclusion and/or promotion within the HP Program.
- b) Tiers are set by GolfWA and are comparative to the Golf Australia National High Performance Program, with relative performance level of current HP Program athletes taken into account.

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- c) GolfWA and Selectors can validate inclusion/exclusion on the following:
- The Athlete's potential to reach GolfWA's strategic priorities
 - Rankings; WAGR, GA and GolfWA
 - Performances at national, international amateur and professional tournaments;
 - The Athlete's conduct and behaviour, both on-course and off-course

4.3 Individual Representation

- The Selection Committee reserve the right to determine reasoning and intent to select the best athletes to optimize performance and opportunity at a particular event.*
- Selections to be decided four to six weeks prior to the event. Exceptions can made regarding event schedule and relevant performance data information made available to the Selection Committee.
- Representative Event Schedule:

Open Representative Events		
Event	Month of Event	Number of representatives
Riversdale Cup (VIC)	March	2 Men, 2 Women
Bowra & O'Dea 72 Hole	March	2 Women
Mandurah Amateur Open	September	2 Men
South Australian Amateur Classic	March	2 Men, 1 Woman
Port Phillip Amateur (VIC)	November	2 Men, 1 Women
Junior Representative Events		
Event	Month of Event	Number of representatives
Jack Newton International Classic	October	3 Boys, 2 Girls
Victorian Junior Amateur	September	2 Boys, 2 Girls
South Australian Junior Amateur & Masters	January	3 Boys, 3 Girls

**The number and allocation of representatives and the events which selected athletes compete in can be altered by GolfWA.*

4.4 State Team Representation

- GolfWA will select a team of athletes who will collectively maximise the potential of Western Australia winning their respective Interstate Series
- Junior State Teams will consist of four Boys and four Girls
 - Subject to selector discretion, one (1) male and one (1) female Development Player who will ONLY compete at the Australian Boys' and Girls' Amateur Championship when held outside of Western Australia.
 - Development players are selected to enable opportunity and experience
 - Team Captains will be selected by State Selectors and respective State Team Coach.

- c) Men's and Women's State Team will consist of four Men and four Women.
 - i. Team members will nominate for captaincy and will be voted for by the selected team members, and respective State Team Coach. Anonymous votes are collated and announced by the State Team Manager.
- d) Selection will be determined by all performance data and information as of the last Monday in February for the Junior Team and the last Monday in March for the Men's and Women's Team and will take into account (in no particular order or weighted percentage):
 - i. Position within the HP Tier system, including relevant Stroke Averages, World Amateur, National and State Rankings.
 - ii. Performance in previous State Teams, Match Play format and recent events.
 - iii. Skill suitability to Interstate Series competition, golf course and conditions.
 - iv. Character suitability to Interstate team environment, culture, and GolfWA Core Values. Includes behaviour relative to GolfWA Code of Conduct both on and off the golf course.
 - v. Physical capability to maintain performance across event timeframe.
 - vi. Satisfy relevant eligibility requirements as set by Golf Australia for the Interstate Series.
 - vii. Potential to improve/perform, comparing past performance level to current and expected level.

5. SELECTION ENDROSEMENT AND ANNOUNCEMENT

5.1 High Performance Program

- a) Athletes selected for inclusion and/or promotion are subject to endorsement from the High Performance Subcommittee. The GolfWA Board will be notified of the endorsement. Athletes are directly contacted once endorsed.

5.2 Individual Representation

- a) Athletes selected for Representative Events are subject to endorsement from the High Performance Subcommittee. The Board of GolfWA will be notified of the endorsement. Athletes are directly contacted once endorsed.

5.3 State Representation

- a) The GolfWA Board will be notified of the team selection.
- b) Squad athletes will be notified of their inclusion/exclusion through email correspondence. Teams will then be announced in a public forum through social media and website exposure 48 hours after the soft announcement.
- c) Public announcement may be delayed if an appeal takes place and may hinder the outcome of the announcement.

6. ATHLETE REPLACEMENT

Following selection for individual or state representation, if a selected athlete is unfit to continue or is intentionally removed as a representative or state team member prior to departing, the procedure for a replacement athlete is as follows:

- i. The relevant Selection Committee will be consulted and follow the same process to determine the best available athlete as stated in **4.4 d**).
- ii. The selected replacement athlete(s) will be subject to endorsement by the GolfWA Board.

7. 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.

- 7.1** 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).
- 7.2** 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.
- 7.3** Such appointments will be on a case by case basis.
- 7.4** 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.
- 7.5** A person who is:
- a. a member of the Board or the Selection Committee; or
 - b. by reason of his or her relationship with:

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- 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;

- 7.6** 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.
- 7.7** 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.
- 7.8** The hearing may occur in such manner as the chairman decides, including by telephone or video conferencing.
- 7.9** 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.
- 7.10** 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.
- 7.11** 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.
- 7.12** 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.
- 7.13** 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

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tribunal.

- 7.14** 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.
- 7.15** 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
- 7.16** 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.
- 7.17** 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.
- 7.18** 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.
- 7.19** 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.
- 7.20** 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.
- 7.21** The Athlete and GolfWA will bear CAS Costs in the proportions determined by CAS rules or CAS as the case may be.
- 7.22** 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.

8. SELECTOR, MANAGER AND COACH APPOINTMENTS

8.1 Selector:

- a. For the selection of the voluntary role of State Selector, the High Performance Subcommittee is responsible to approach and appoint suitable persons with an understanding and awareness of athletes, their performances and elite competition. The GolfWA Board will be advised of any appointments.

8.2 Team Manager:

- a. For the selection of the voluntary role of Team Manager, the High Performance Subcommittee is responsible to appoint at their own discretion, and in the interest of the team, the most suitable applicant. The GolfWA Board will be advised of any appointments.
- b. Team Managers must apply for the role and;
 - i. Full Valid Driver's License
 - ii. Hold a current Working With Children's Check (WWCC)
 - iii. Be an affiliate club member of GolfWA

8.3 State Team Coach:

- a. For the selection of the remunerated role of State Team Coach, the High Performance Subcommittee is responsible to appoint at their own discretion, and in the interest of the team and its success, the most suitable applicant. The GolfWA Board must endorse any appointments
- b. State Team Coaches must apply for the role and;
 - i. Hold a current Working With Children's Check (WWCC)
 - ii. Be a qualified member of the PGA of Australia

9. 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

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months or they turn 18 years old, whichever happens first.

“GolfWA” means Golf Western Australia.

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

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

“High Performance Coordinator” means the staff member 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/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 High Performance Sub Committee to carry out the process of selecting representatives and teams.

“Selection Committee” means a group of designated persons responsible for selection in a program or representative opportunity.