

Sample A: Examples of selection policies for team sports

The selection policies contained in the Appendixes are examples only. They have features that are consistent with recommendations described in this book. These selection policies are not endorsed by the ASC or ANZSLA as suitable for any particular sport or organisation.

Sporting organisations and administrators referring to these policies are advised to use them as a guide only, and to develop selection policies with regard to the specific needs of their sports and, where appropriate, to obtain specialist advice.

Netball Australia

2002 National Open Squad/Team Selection Policy

1.0 Objectives

To achieve the best possible results in all competition in 2002

2.0 Process of selection

All athletes wishing to be considered for selection must: a)

Sign the Netball Australia Player Agreement Letter

b) Sign the Commonwealth Games Team Agreement

Athletes will first be selected into the 2001/2 Australian Netball Squad. The 2002 Australian Netball Team will be selected from the 2001/2 Australian Netball Squad.

The 2001/2 Australian Netball Squad will be announced on Saturday 6 October 2001.

The Australian Netball Team will be announced dependent on competition programs and appropriate marketing plans. Players will be notified of announcement procedures well in advance.

3.0 National Squad selection criteria

Selection of players into the Australian Netball Squad shall be based on performance at the 2001 National Open Championships and during the preceding Commonwealth Bank Trophy competition.

When selecting the Australian Netball Squad during the National Championships all teams are to be viewed at least twice during preliminary rounds.

Selectors may add to or delete from the Australian Squad based on performance criteria.

In the event of an injury the selectors may determine a standard of fitness to be met by an individual player and if the player is unable to meet that standard the national coach in consultation with the Selection Committee is empowered to make a replacement.

4.0 National squads

Up to twenty two (22) players will be named in the Australian Netball Squad.

Australian Squad members will be required to attend as determined by the national coach all international competitions, Commonwealth Bank Trophy matches, National Championships and Australian Squad training camps.

5.0 National Team selection criteria

Selection of players into the Australian Netball Team shall be based on performance during the National Championships, Commonwealth Bank Trophy competition, Australian Squad training camps and prior international fixtures.

Reserves shall be selected but not announced. The names of these players shall remain with the national coach/high performance manager for use in making replacements if required.

In the event of an injury the selectors may determine a standard of fitness to be met by an individual player and if the player is unable to meet that standard the national coach in consultation with the Selection Committee is empowered to make a replacement.

Replacements to the Australian Netball Team are made with the full consultation of the Selection Committee.

6.0 National teams

The Australian Netball Team shall consist of 12 players.

Australian Team members will be required to attend as determined by the national coach all international competitions, Commonwealth Bank Trophy matches, National Championships and Australian Team training camps.

7.0 Appeals

The appeal process concerning non-selection or removal from the National Squad or National Team is two tier, with the appeal being first heard by the Netball Australia Appeals Tribunal with any subsequent appeal to be heard by the Court of Arbitration for Sport.

The sole ground for any appeal is that this selection policy was not followed and/or implemented.

Any appeal by an athlete against non-selection or removal from the National Squad/Team should be made to the Netball Australia Appeals Tribunal under the provisions outlined in Clause 16 of the Netball Australia By Laws which states:

16.1 The Appeals Tribunal shall be a forum for all players, appointees and officials of the Association who have an unusually strong cause to appeal on grounds of denial of natural justice against selection, performance or alleged misconduct.

16.2 All such appeals must be directed to the Directors who may either respond to the appeal or refer it to the Appeals Tribunal for arbitration.

16.3 The Appeals Tribunal shall be appointed by the Council.

Any appeal from a decision of Netball Australia Appeals Tribunal will be solely and exclusively determined by the Court of Arbitration for Sport. The decision of the Court of Arbitration for Sport will be final and binding on the parties.

8.0 Selection Panel

The Australian Open Selection Committee to select the Australian Netball Squad/Team shall consist of the national coach plus two (2) appointed members who are appointed by the Netball Australia Coaching and Development Committee Appointments Panel.

Australian Softball Federation

1 Objective

- 1.1 To select athletes to represent Australia in 2001 and 2002.

The preparation of the Australian Team for the 2002 World Championship commences with the selection of the 2001 National Squad.

This policy may be amended or supplemented by the Australian Softball Federation at its discretion in order to achieve the above objective and specifically where matters arise which, in the sole opinion of the ASF Executive/Board, have not been provided for in this policy or where the literal application of this policy would not achieve the above objective. Any variation or amendment must be in writing given by the National Executive Director on behalf of the Australian Softball Federation who will endeavour to give as much notice as possible to all persons affected by any amendment or supplement to this policy.

2 Selection Panel

The Selection Panel for the National Team/Squad will comprise the national head coach and two other members as appointed by the ASF Board.

3 Process of selection

All athletes wishing to be considered for selection must: 3.1

complete and sign an application form and

- 3.2 sign the 2001 National Team/Squad player agreement; and return them to the National Executive Director no later than Friday 31 November 2000.

3.3 Athletes will first be selected to a National Squad, from which the National Team will be selected. From the national team will be selected those athletes to compete in each match/game. The selection of athletes from the national team to compete in each match/game will be by the national head coach.

- 3.4 Selection to the National Squad and National Team will be by the Selection Panel, which will announce the:

- 2001 National Squad by 31 January 2001
- 2002 National Squad by 31 January 2002.

4 National Squad selection criteria

- 4.1 To be eligible for selection in the National Squad/Team athletes must: 4.1.1

be an Australian citizen

4.1.2 be a registered member of a State Association affiliated with the Australian Softball Federation

4.1.3 have participated in the Australian Championship — Women's and/or U/19 Women's — 2001, 2002. If unable to participate due to illness, injury or other genuine reason accepted by the ASF Board, participated previously in an Australian Championship. (Verbal notification of illness,

- injury or other genuine reason is to be made to the national head coach within 24 hours of the occurrence and with written confirmation within 48 hours.)
- 4.1.4 have, if with approval of the ASF are overseas as a scholarship holder or as a player in a non-residential capacity, participated previously in an Australian Championship — Women's and/or U19 Women's.
- 4.2 Subject to the overriding factors described in paragraph 7.1 below, the National Squad will be selected according to the following for the period 1998–2002:
- 4.2.1 Athletes' individual performances at:
- International events
 - Australian Championship (where athletes have competed/participated in these years)
 - Other competitions which may be considered (where athletes have competed/participated)
 - National Fastpitch Softball League
 - For overseas based athletes, performances in overseas competitions.
- Note: More emphasis will be placed on the performance of athletes at international events.
- 4.2.2 Their adherence to National Squad training protocols* and attendance and performance in National/AIS Squad programs and camps (where athletes have competed/participated in these years). (*as determined by the national head coach)
- 4.2.3 Adherence to AIS/TTC training programs* (including mental skills, physical skills and appropriate fitness levels). (*as determined by the national head coach)
- 4.2.4 Assessment by the national head coach of fitness in strength, agility, flexibility, speed and endurance.
- 4.2.5 The assessed skill level, as determined by the national head coach, of the athlete taking into account:
- Batting: right and left handed, advance of runners, runs batted in Bunting: right and left handed, range of bunting skills
- Baserunning: speed, sliding ability, ability to react to game situation Defence: throwing, glove work, fielding range Pitching: ball rotation, control, speed
- General: reading of game, performance under game pressure, ability to carry out team strategy
- 4.2.6 To ensure that the team has a balanced group of athletes and specialist playing positions, enabling development of a team which matches with desired playing approaches and strategies.

5 National Squad

5.1 The National Squad will consist of up to 28 players.

5.2 All members of the National Squad must:

- Attend all camps and competitions as directed by the national head coach. The 2001–2002 Calendar of Events for the National Squad should be used as a guide to expected commitments. Dates are subject to change.
- Participate in the National Fastpitch Softball League where possible. 6

National Team selection criteria

Subject to the overriding factors described in paragraph 7.1 below, the National Team will be selected from the National Squad according to the following:

- as for National Squad selection criteria.

The National Team for the World Championship will consist of 17 players. 7

Overriding factors

7.1 Illness/misadventure/extenuating circumstances

In considering the performances of athletes at events, trials, training camps or other attendances required under this policy, the Selection Panel may in their discretion give weight to extenuating factors.

Athletes unable to compete at events, trials, training camps or other attendances required under this policy must advise the national head coach in writing of this fact and the reasons therefore before the commencement of the events, trials, training camps or other attendances required under this policy.

In the case of illness or injury, athletes will be required to undergo a medical examination by a doctor or doctors nominated by the Australian Softball Federation.

In the case of bereavement, equipment failure, travel delays or other extenuating circumstance, a decision will be made by the selection panel on an individual basis.

7.2 Addition to National Squad or National Team

The Selection Panel may, in its absolute discretion, add athletes to the National Squad or National Team at any stage, subject to those athletes satisfying the relevant selection criteria.

7.3 Removal from National Squad or National Team Any

athlete who:

- breaches or fails to observe this policy
- by reason of illness or injury is unable to perform to the required standard in the opinion of the Selection Panel (after having received advice from a medical practitioner)
- breaches or fails to fulfil a requirement of the Anti-Doping Policy of the Australian Softball Federation
- breaches or fails to observe the National Squad/Team agreement

- fails to adhere fully to the specified training program

is ineligible for selection to or continued membership of the National Squad or National Team as the case may be.

8 Appeals

- 8.1 Any appeal concerning non-selection in the National Team for the 2002 Women's World Championship will be heard by the Australian Softball Federation Appeal Panel. The decision of the Appeal Panel will be final.
- 8.2 The sole grounds for any appeal are that this selection policy was not properly followed and/or implemented.
- There is no right of appeal against a decision of the Selection Panel under Clause 7.2.
- 8.3 Any appeal by an athlete against non-selection or removal from the National Team must be made to the Australian Softball Federation Appeal Panel.
- Any appeal must accord with the following procedure:
- (a) The appellant must give written notice of his or her appeal to the National Executive Director within 48 hours of the announcement of the decision against which the appeal is made.
 - (b) Within 5 working days of submitting his or her written notice of appeal, the appellant must submit to the National Executive Director the grounds of that appeal accompanied by a non-refundable deposit of \$500 payable to the Australian Softball Federation.
 - (c) The Australian Softball Federation Appeal Panel will comprise the following persons appointed by the ASF Executive/Board:
 - (iii) one other person of experience and skills suitable to the function of the
 - (i) a barrister or solicitor who will act as Chairman
 - (ii) a person with a thorough knowledge of elite softball and who preferably has had recent international competition experience in softball
- Australian Softball Federation Appeal Panel.
- No person is eligible to be appointed to the Australian Softball Federation Appeal Panel if he or she is a member of the ASF Executive/Board or the Selection Panel or by reason of his or her relationship with the appellant or any member of the Executive/Board or the Selection Panel would be reasonably considered to be other than impartial.
- (d) The Australian Softball Federation Appeal Panel will convene a hearing as soon as possible after the submission of the grounds of appeal. The hearing may occur in such manner as the Chairman decides, including telephone or video conferencing. The Australian Softball Federation Appeal Panel is not bound by the rules of evidence but must observe the principles of procedural fairness.

- (e) Prior to the hearing, the Selection Panel will provide the Australian Softball Federation Appeal Panel and the appellant with a written statement as to the reasons for the decision against which appeal is made.
 - (f) The Australian Softball Federation Appeal Panel will give its decision as soon as practicable after the hearing and will provide the National Executive Director and the appellant with a statement of the reasons for its decision.
- 8.4 Failure to observe the above time limits will render any appeal a nullity, provided that an athlete may apply to the body to hear the appeal in question, for an extension of time in which to commence an appeal. The body to hear the appeal in question may grant such an extension of time only in extenuating circumstances outside the control of the athlete concerned.
- 8.5 The findings of the ASF Appeal Panel are final.

Australian Softball Federation 2002 Selection Policy — Form 1

I,

(insert name)
(address)

..... (phone no.) apply for selection.

At the time of signing this form, I acknowledge that:

- (a) I have been provided with a copy of the 2002 Women's World Championship selection policy, which I have read.
- (b) I agree to abide by the terms and conditions of the selection policy.
- (c) I specifically agree that in the case of any appeal, I will follow the appeals procedure set out in the policy and will not pursue any action in the Civil Courts in relation to selection.
- (d) I specifically agree to comply with the terms of the National Team/Squad agreement which has been provided to me and which I have read, and have attached a signed copy of the Team/Squad agreement accompanying this form.
- (e) There may be some personal expense involved in attending the camps and competitions as outlined in the selection policy.

Player's signature

Date

Player's date of birth

Australian citizen Yes 0 No 0

*Please return this form to the ASF National Executive Director when completed together with your ASF Player Agreement by **Friday 31 November 2000.***

Australian Softball Federation 2002

Selection Policy — Form 2

Calendar of Events

2001

January 7–13	National Championship	Perth
January AISAIS	Induction Camp	Campane
February Series	Series v New Zealand	New (tbc)
February NFSdney	N FS Sy	Sydney
April	Camp (tbc)	Brisbane
June	Haarlem	Netherlands
June 30–July 8	Canada Cup	Canada
Sept/Oct	Women's World Championship Qualifying Tournament	Australia

2002

January 6–12	National Championship	Canberra
January AISAIS	Induction Camp	Campane
February NFSdney	N FS Sy	Sydney
March/April	Women's South Pacific Classic	Australia
	Canada Cup	Canada
July 26–August 4	Women's World Championship	Saskatoon, Canada

