



Bowls New South Wales Ltd

State Representative Selection Policy

1. Principles

- The objective of the Bowls NSW Ltd State Representative Selection Policy (“Policy”) is to ensure the best possible squads, sides, teams and players are selected to achieve maximum success when representing NSW.
- All players with strong claims for selection will be considered by the Bowls NSW Selection Committee for selection.
- The Policy applies to players, members of the Selection Committee, coaches, side managers and other Bowls NSW officials.
- This Policy remains in force until amended or revoked by Bowls NSW.

2. Interpretation

- Unless the context otherwise requires, the terms used in this Policy shall have the same meaning as in the Bowls NSW Constitution and Regulations.
- No particular selection criteria shall be weighted more or less significantly by reason only of the order in which that criterion appears in this Policy.
- Selection Committee means the Bowls NSW Selection Committee.

3. Selection

3.1 Player Eligibility

- In order to be eligible for selection in any NSW squad/side/team, a player must:
 - be an Australian citizen;
 - be a registered bowling member of Bowls NSW;
 - have a declared Club which is affiliated with Bowls NSW;
 - be eligible to play for both NSW & Australia;
- If declaring eligibility for both NSW & Australia from another country, after becoming an Australian citizen, a 2-year waiting period applies, as per World Bowls policy.

3.2 Player Selection Criteria

- Selections made by the Selection Committee may be based on the following criteria:
 - Performance in Region/State/National Championship events;
 - Performance in Region/State/National Representative events;
 - Current and previous national and international performances in events and over such periods as determined by the Selection Committee;
 - the player’s current level of skill;
 - Demonstrated positive attitude and commitment to Bowls NSW and, in particular but not only, regarding State representation;
 - Demonstrated and/or potential ability to adapt to the format of play and/or environmental conditions for the selected event;
 - A player’s leadership qualities;
 - Any current or potential injury or condition which will impair, inhibit or prevent the players performance at the requisite level;
 - Demonstrated and/or potential ability and attitude to work with members of the Selection Committee, side officials and players;
 - Behaviour standards on and off the bowling green and a total commitment to maintain expected standards whilst representing Bowls NSW;
 - Availability and commitment to participate in Region/Intrastate/Interstate Representative events or other events such as trials or camps; and
 - Any other factor considered relevant in the circumstances, but which is not discriminatory.



Bowls New South Wales Ltd

State Representative Selection Policy

- The following may also be taken into account by the Selection Committee:
 - In considering the criteria under this Policy, the Selection Committee may in its discretion give weight to extenuating factors.
 - In determining the composition of any selected side/team, the make-up of that side/team may be influenced by the importance of the event in achieving Bowls NSW's long term objectives and the future development of youth;
 - Age eligibility when selecting side/teams for Under 25; Over 40s and Over 60s competition;
 - Competitive ability of players will be of importance for selections. Any player who fails consistently to perform in major competitions at a level appropriate to their ability may at the discretion of the Selection Committee, not be selected, even if they have complied with all other criteria.

3.3 Player Selection Procedure

- The NSW Selection Committee shall have total discretion in selecting and may have regard to any one or more of the selection criteria in any selection process.
- If a consensus cannot be reached during the selection process, a simple majority vote of all Committee Members present is sufficient to resolve a decision.
- The decision of the Selection Committee on any side/team selection shall be final at the conclusion of the Committee meeting, and shall be submitted to the Chief Executive Officer for ratification.
- No reason needs be given for any selection or other decision of the Selection Committee. This shall not prevent, limit or restrict the Selection Committee changing the selection of any squad, side, team, player or official at any time in their sole discretion, having regard to all the circumstances.
- At the discretion of the Selection Committee Chair, the Selection Committee may during competition consult with or seek input about selections with individual players, the leadership group or the side/team as a whole.

4. Player Removal From Selected Side/Team

- Any Player who:
 - Breaches or fails to observe the Bowls NSW Constitution or Regulations or Policies;
 - By means of illness or injury is unable to perform to the required standard in the opinion of the Selection Committee (after having received advice from a medical practitioner);
 - Brings Bowls NSW, a NSW Side/Team or the sport of bowls into disrepute or acts in a manner unbecoming of a Member or prejudicial to the interest of Bowls NSW and the sport of bowls.
 - Breaches or fails to fulfil a requirement of Sport Integrity Australia (SIA) or the Bowls Australia Anti-Doping Policy;
 - Breaches or fails to comply, fulfil and observe the requirements of the NSW Representative Player Code of Conduct;
 - Is ineligible for selection to, or continued membership of, any NSW side/team selected by the Selection Committee as the case may be.
- Any selected player may be removed from a side/team by the Selection Committee in consultation with the Chief Executive Officer or Bowls NSW President as the circumstances may require, including where the participant has failed to sustain their performance and attitude to a satisfactory level, provided that the required performance levels had first been discussed with the participant and the participant has been given the opportunity to attain those performance levels.

5. Notification

5.1 Notification of this Policy

- This Selection Policy shall be available to all Members on the Bowls NSW website.
- Bowls NSW shall have no general responsibility to give notice of this Policy to individual persons, other than in accordance with this Policy.



Bowls New South Wales Ltd

State Representative Selection Policy

5.2 Notification of Player Selection

- Incumbent players who are not selected in a side will be contacted by phone by the Chair of the Selection Committee, or Member of the Selection Committee delegated by the Chair, or the State Coach.
- Any squads/sides/teams selected by the Selection Committee will be advised of their selection (by SMS; phone or email) by the Selection Committee Chair or the State Coach.
- Selected and non-selected players are embargoed from distribution of a player/side selection until the selected side is officially announced on the Bowls NSW website.
- Bowls NSW will announce any side selected on the Bowls NSW website (usually within 24 hours of all players concerned being notified).
- Following this announcement, selected and non-selected players can share the news publicly.
- Selection Committee Members are also bound by this process and cannot share any news of selection/non-selection, other than to players concerned, until after the official announcement by Bowls NSW.

6. NSW Selection Committee

6.1 Terms of Reference

- The Terms of Reference for the Selection Committee is available on the Bowls NSW website and includes:
 - The Selection Committee objective;
 - The Selection Committee responsibilities; and
 - The structure and appointment of Selection Committee Members.

6.2 Duties of Selection Committee Chair

- The duties of the Selection Committee Chair are to:
 - Arrange and facilitate all Selection Committee meetings, either by face to face or virtually by the use of any form of electronic communication that allows persons present at the meeting, to clearly and simultaneously communicate with each other;
 - Develop plans and procedures for the Selection Committee to meet its responsibilities;
 - Develop a 'Selector- Event Attendance Plan' for selectors to attend pathway events and other key events, and submit the plan to the Chief Executive Officer;
 - Liaise with the State Coach as required;
 - Prepare reports and maintain records on player performances and selections as required;
 - Act as spokesperson for the Selection Committee in communicating with players, the Board and Bowls NSW Officials as required;
 - Advise the Chief Executive Officer of recommendations by the Selection Committee and be able to substantiate recommendations;
 - Advise the Chief Executive Officer of selected squads/sides/teams;
 - Manage the Selection Committee budget and approve any claims for reimbursement from Selection Committee Members; and
 - Arrange and facilitate training for Selection Committee Members, including but not limited to, a Selection Module Education Course.

6.3 Duties of Selection Committee Members

- The duties of Selection Committee Members are to:
 - Select sides/teams to represent NSW at Under 25, Open, Over 40s and Over 60s Interstate level series/ events;
 - Select squad, sides/teams to represent NSW at Under 25, Open, Reserve, Over 40s and Over 60s Intrastate level events;
 - In accordance with the approved 'Selector- Event Attendance Plan', attend and evaluate player performance



Bowls New South Wales Ltd

State Representative Selection Policy

- at selection pathway events and other key events, and retain records for future use;
- Assist in the development of Selection Committee plans and procedures and undertake tasks delegated by the Selection Committee Chair;
- Set an example at all times on decorum, dress standards and shall wear attire as prescribed by Bowls NSW;
- Represent Bowls NSW in a professional manner at all times; and
- Maintain the integrity of the Selection Committee and respect confidentiality.

7. Compliance

- All players, Selection Committee Members, coaches and side managers must:
 - Comply with all Bowls NSW policies, procedures and directives of the Board;
 - Complete the Sport Integrity Australia (SIA) e-learning Anti-Doping Fundamentals Course including the annual update course and comply with all SIA requirements and the Bowls Australia Anti-Doping Policy;
 - Upon selection to a squad, side or team, comply with the NSW Representative Player Code of Conduct published on the Bowls NSW website; and
 - Comply with Government Laws and Regulations, including but not limited to, the NSW Working with Children check.

8. Appeal Procedure

8.1 Grounds of Appeal

- An aggrieved Member may appeal against a decision of the Selection Committee on the grounds that a decision of the Selection Committee was not made in accordance with this Policy.

8.2 Procedure for Appeals

- Any appeal against a decision of the Selection Committee must be made within five (5) working days of any notification set out in clause 5.2.
- The appeal must be lodged in writing with the Chief Executive Officer setting out:
 - the decision of the Selection Committee in question;
 - the ground on which the appeal is made; and
 - the reason or circumstances supporting the alleged ground of appeal.
- On receipt of a written appeal in accordance with this Policy, the Executive Officer must forthwith forward the appeal documents to the Board, who shall establish a Selection Review Panel within five (5) working days if the appeal is deemed to be valid by the Board.
- Nothing in this Policy prevents the withdrawal of an appeal by the aggrieved at any time in writing.

8.3 Selection Review Panel

- The Selection Review Panel shall be constituted by at least three (3) persons available to hear the appeal which must include at least:
 - one (1) member of the Bowls NSW Board
 - one (1) representative from an independent stakeholder/member.
 - one (1) person, independent from Bowls NSW with appropriate legal, mediation or judicial experience or training.
- The Bowls NSW Board shall elect an appropriate Chairperson from the appointed Review Panel Members.
- No member of the Review Panel may be a party to or have a direct or perceived interest in the matter under consideration.



Bowls New South Wales Ltd

State Representative Selection Policy

8.4 Function of the Selection Review Panel

- The Selection Review Panel has no power of selection or re-selection.
- The Selection Review Panel may review the matter set out in the appeal and may (as appropriate) refer the matter back and make recommendations to the Selection Committee for consideration.

8.5 Procedures of the Selection Review Panel

- On receipt of the appeal papers, the Chairperson of the Selection Review Panel shall immediately notify fellow Panel members of the appeal, and shall forward copies of the relevant appeal to fellow Panel members as a matter of urgency.
- The Selection Review Panel shall, as soon as practical after receiving all relevant information on the appeal, investigate and consider the matter and shall within five (5) working days, determine whether:
 - the matter should be dismissed, because in its determination, the matter is found to be frivolous, inaccurate, trifling in nature or has no merit; or
 - the appeal warrants further review and determination with this Policy.
 - If the Selection Review Panel determines the matter warrants further review it shall as soon as practicable, having regard to the timing of selection and proximity of relevant events, serve a notice in writing on the aggrieved party stating:
 - that the aggrieved party may address the Selection Review Panel at a meeting to be held as soon as practicable, being not earlier than five (5) days from the date of the notice;
 - the date, place and time of that meeting; and
 - that the aggrieved person may do any one or more of the following:
 - attend that meeting personally or with a representative, not being legally trained or qualified; or
 - give the Selection Review Panel, no later than 24 hours before the time of that meeting, a further written statement setting out additional relevant information surrounding the appeal.
- The Selection Review Panel may conduct a meeting convened in accordance with this clause in such manner as it sees fit, but shall:
 - give the aggrieved party and the Selection Committee every opportunity to be heard;
 - give due consideration to any statement by the aggrieved person;
 - allow the aggrieved person to be present along with a representative (not being legally trained or qualified) and may;
 - request or require the aggrieved person or any other witness to attend the meeting or provide such evidence as is available.
- Following consideration of all relevant available information, the Selection Review Panel shall arrive at a finding. A decision of the Selection Review Panel shall be reached by a majority decision, and there shall be no casting vote.
- The Selection Review Panel shall notify the Chief Executive Officer of its findings as soon as practicable.
- If the Selection Review Panel considers the grounds alleged by the aggrieved person to be satisfied, it shall recommend that the Selection Committee again consider the selection of the relevant team or individual on these grounds.
- Any further selection decision of the Selection Committee under the direction of the State Review Panel shall be final, and no further appeal shall be available to the aggrieved person under this Policy in respect of that selection.

****This policy should be read in conjunction with the Selection Committee Terms of Reference.**

The policy is subordinate to any obligations set out under the Bowls NSW Constitution and Regulations.