



TEAM PNG

Team PNG

Athletes Selection Policy



PAPUA NEW GUINEA RUGBY UNION

1. Introduction

1.1 Background –

The Papua New Guinea Olympic Committee (PNGOC) has developed this policy for the selection of athletes to represent PNG at respective Games from 2021 to 2024.

The (Games) being considered under this selection policy are:

- 2022 Commonwealth Games
- 2023 Pacific Games
- 2024 Olympic Games

The PNGOC is recognised by the International Olympic Committee (IOC) as the National Olympic Committee for Papua New Guinea. The IOC is the supreme authority in all matters concerning the Olympic Games.

PNGOC is also recognised by the Commonwealth Games Federation (CGF) and the Pacific Games Council (PGC) as members of the respective bodies. The CGF is the supreme authority in all matters concerning the Commonwealth Games as is the PGC the supreme authority in all matters concerning the Pacific Games.

The PNGOC has the sole and exclusive authority to determine its representation at the Games.

The PNGOC wishes to promote awareness and clear understanding of the process for nomination of Athletes by the National Federations (NF) and selection by the PNGOC for Team PNG (the Team) to compete in the Games.

The NF and its athletes wish to have a clear understanding of the process for nomination and selection of Athletes for the Team, and has agreed to the terms and conditions of this Policy for that purpose.

This Policy sets out the application, nomination and selection process by which eligible Athletes may be considered for nomination by the NF, and selection by the PNGOC, for Team PNG.

This Policy also sets out the procedures that must be followed for any appeal against a decision by the NF regarding an Athlete's nomination or non-nomination or a decision by the PNGOC regarding an Athlete's selection or non-selection to the Team.

This policy is to be referred to in the nomination criteria to be adopted by each National Federation (NF) for all athletes wishing to be considered for nomination to Team PNG to compete in the Games.

1.2 Purpose –

For PNGOC to select a team that:

- Has high performing athletes to represent Team PNG at the Games.
- Has a high percentage of Teams meeting the Performance Standards.
- Achieves the targets set out by PNGOC for the respective games.

2. Process

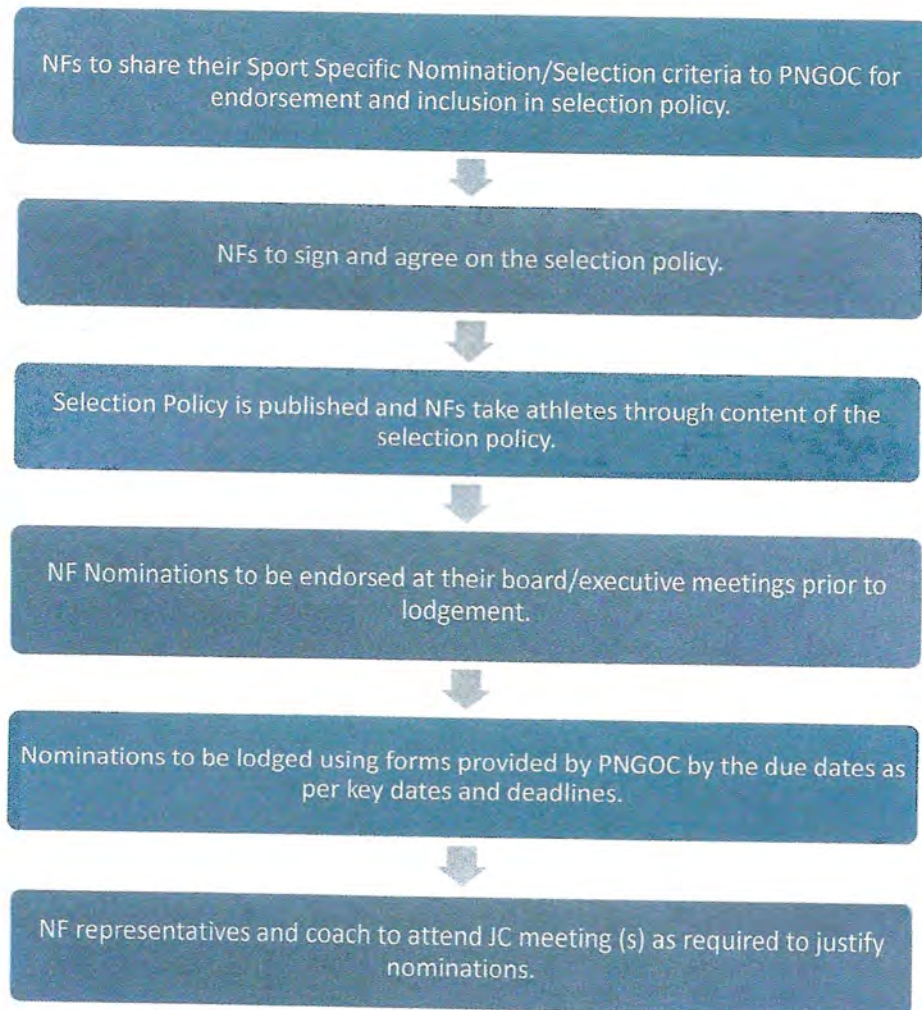
This policy has been adopted by the PNG Olympic Committee.

NFs must nominate athletes in the sport for selection for Team PNG for the Games, by the due dates.

The Justification Committee (JC) of the PNGOC will review the nominations and make the final selection in line with this policy and the NF nomination/selection criteria.

2.1 Nomination Process – National Federations

The process for NFs to nominate athletes in their respective sports is as follows



A National Federation must not represent that a nomination of a candidate guarantees or secures selection to the sport or within the team.

It is recommended that the NF nomination/selection panel includes independent representation and that one position is given to the Head Coach.

2.2 Selection Process – Justification Committee

The JC has the task of ensuring the nominated candidates become the right team or individual to fulfil the PNGOC overall vision. This means selecting the right people that give Team PNG the best chance of achieving our Games goals. The JC may request additional advice from external specialists where required.

Any discretion used by JC must be transparent, accountable, and logical and acted upon in good faith.

Outcomes of all selection processes will be communicated both verbally and in writing by the JC to the NF.

2.3 General Criteria & Eligibility (For all Athletes)

- 2.3.1 Must be a Papua New Guinean Citizen with a valid Papua New Guinea (PNG) passport (with a six month minimum expiry as at the conclusion of the Games),
- 2.3.2 Must meet all eligibility requirements set out in the International Olympic Committee Charter, Commonwealth Games Federation Charter, Pacific Games Charter and rules applicable to the respective Games, this policy, and any requirements of the sport.
- 2.3.3 Must complete all required documentation correctly and in a timely manner.
- 2.3.4 Must adhere in full to all general Team PNG policy, athlete's agreement and PNGOC policy including satisfactorily meeting event requirements. This will include completion of all medical, fitness and other testing protocols not yet conducted or still underway at time of squad selection. *The candidate will be notified in writing of areas they need to address if non-compliant. If after such notification the candidate still fails to meet criteria, the candidate can be removed from consideration of selection.*
- 2.3.5 Must be fully vaccinated under the existing COVID19 environment, or where the athlete is exempt, proof of certificate of exemption from an approved authority. The Papua New Guinea Olympic Committee retains the right to independently verify authenticity of all certificates provided by the athlete(s).
- 2.3.6 Willingness to engage in and encourage participation in PNGOC and Team PNG activities and programs.
- 2.3.7 Must agree to the terms of this Selection Policy.
- 2.3.8 Must sign and agree to the terms of the athlete agreement before and during the Games.
- 2.3.9 Have achieved Performance Standards (as set out in clause 3.1 and 3.2) within the timeframe as pointed out for the respective Games.

2.4 Physical Fitness, Injury Monitoring and Wellbeing –

All nominated athletes must submit to medical and physical assessments and examinations as follows

- 2.4.1 All athletes must report any injury, medical condition or medication / treatment of an injury or medical condition to the National Head Coach & Team PNG appointed medical personnel, where it has an impact on the athletes' ongoing training plan.
- 2.4.2 All athletes must comply with set physical and medical assessments as set out by PNGOC and JC requirements.

- 2.4.3** All athletes must provide any information required by PNGOC in relation to a medical or physical assessment, injury or medical condition.

2.5 Exclusions –

A nominated athlete can NOT be considered for selection for any sport in the following circumstances. If the candidate:

- 2.5.1** is currently serving a ban imposed by the National Federation; or
- 2.5.2** is currently serving a ban imposed by any Regional or International Federation; or
- 2.5.3** has been involved in activity that contradicts the policies and laws of the World Anti-Doping Authority (WADA), PNG Sport Anti-Doping Organisation (PNGSADO) and the event's governing body, anti-doping policies and laws; and is not currently serving a ban for anti-doping related offences.
- 2.5.4** is convicted of a criminal offence.
- 2.5.5** is not fully vaccinated under the existing COVID19 environment or is unable to provide a satisfactory proof of exemption certificate from an approved authority.

A nominated athlete May be excluded from consideration if the candidate:

- 2.5.6** breaches general team policy such as behaviour or conduct bringing sport in PNG and Team PNG into disrepute;
- 2.5.7** does any action that is contrary, inconsistent with or opposing to the brand, values, best interest or image of PNGOC and Team PNG;
- 2.5.8** does not comply with all agreements such as General Team Policy including areas such as gambling policy, social media guidelines and formal guidelines set by PNGOC, Team PNG Chef de Mission and Management.

Consideration of Extenuating Situations –

In the case of illness or other reasonable circumstances that prevent the candidate from fulfilling their requirements, written notification to the JC must be made prior to or within reasonable time of the failure to comply. This can include, but is not limited to, attendance at daily training, camps, testing, international and domestic events, training and development and other key events as per calendar. With relevance to an overseas based athlete, a case by case decision will be made by the JC in consultation with the Chef de Mission if needed.

3. Selection Overview Sport Specific requirements

3.1 Performance Standards – The Athlete

The Performance Standards for the Athlete in a Team shall be used as the main criteria for selection for the various Games. Factors considered for selection include:

- 3.1.1** commitment to training and preparation for games.
- 3.1.2** no disciplinary issues.
- 3.1.3** has met requirements outlined in 3.3 below.

3.2 Performance Standards – The Team

The following Performance Standards for the Team shall be used as the main criteria for selection of a Team for the various Games. It shall however, be used in combination with PNGOC's *National Federation and Athlete tiering system policy* and other factors such as demonstrated improved performances and results at key international competitions, athlete commitment to training and preparation for games and no disciplinary issues.

Performance history of the team shall also be from various international events from the last twenty-four months prior to the commencement of the respective games.

3.2.1 2022 Commonwealth Games

3.2.1.1 The Team eligible for the Commonwealth Games shall be ranked in the top 3 in the Oceania region to be considered for final selection.

3.2.1.2 Must be capable of achieving a placing in the top third of their respective sport.

3.2.2 2023 Pacific Games

3.2.2.1 The Team eligible for the Pacific Games shall be ranked in the top 5 in Oceania and top 3 in the Pacific to be considered for final selection

3.2.2.2 Must be capable of achieving a medal placing in their respective sport.

3.2.3 2024 Olympic Games

3.2.3.1 The Team eligible for the Olympic Games shall be ranked in the top 3 in Oceania and 1st in the Pacific to be considered for final selection.

3.2.3.2 Must be capable of achieving a placing in the top half of their respective sport.

3.3 Events / Competitions & Fitness, Physiological criteria (Elite focus) –

The following criteria will be used as a part of the JC review process for all athletes for Team PNG.

3.3.1 Training & Competition Plan

Each National Head Coach has submitted a training and competition plan. Attendance and ongoing commitment to this plan is vital for inclusion in selections for the final team. Attendance records for training and activities will be recorded and submitted to JC.

3.3.2 Sport Specific Criteria

PNGOC recommends that NFs provide information on the following to support the selection of athletes for Team PNG:

- Previous international and national performances
- Current international and national performances
- Current level of skill and physical fitness (sport specific requirements attached)
- Current or potential injury or condition that will impair, inhibit or prevent the participant's performance to the expected elite level
- Composition and balance of the team based on position coverage (where applicable)

- Which competitions and/or trials where selections will be made
- Period of when selections will be done
- How the NF has communicated the selection criteria to the athletes

3.3.3 Events

PNGOC recommends that selections be made through the following events as submitted by National Federation's:

- International events – Oceania/ Pacific Championships
- National Championships
- National League/ Provincial League
- HP Camps, selection camps and targeted training sessions
- Selection trials

3.4 Events / Competitions & Fitness, Physiological criteria (Best of Rest focus)

Should the full team requirements not be met from the standards and criteria set out in above, then a policy of *Best of the Rest* will apply. This is where PNGOC may decide to endorse athletes who have not met the standards and criteria laid out in this policy whose inclusion in Team PNG is within the allowable athlete allocation numbers and is in line with PNGOC's Games' goals.

This will be done on similar grounds as the criteria above, i.e.

- 3.4.1 Event and competition performance
- 3.4.2 Results from Specific Testing Data
- 3.4.3 Results from Medical and Physical assessments
- 3.4.4 Other factors considered by selectors to be important
- 3.4.5 PNGOC's *NF and Athlete tiering system policy*

Discretion will be used in this situation where the data and information is more objective and less definitive.

4. Appeal Process

An athlete who fails to be selected for the squad or final team pursuant to the criteria set out in this policy may appeal against omission.

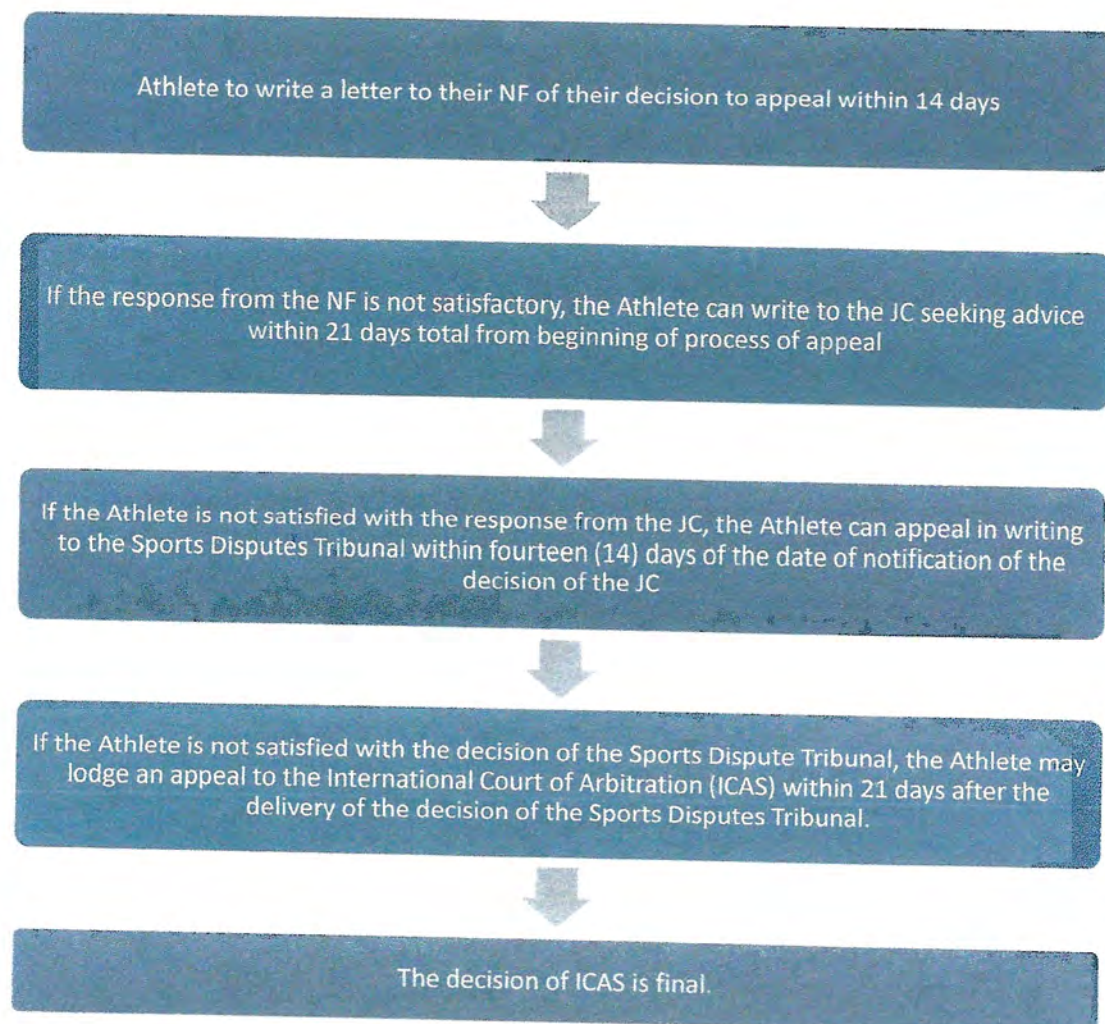
The only grounds for such an appeal are that the JC, in making their final decision, failed to comply with this policy.

There is no right to appeal where a sanction or ban exists in relation to WADA or International Federation.

Appeals – Appeals can be made through the standard sports appeal process, with ultimate arbitrator being the International Court of Arbitration (ICAS).

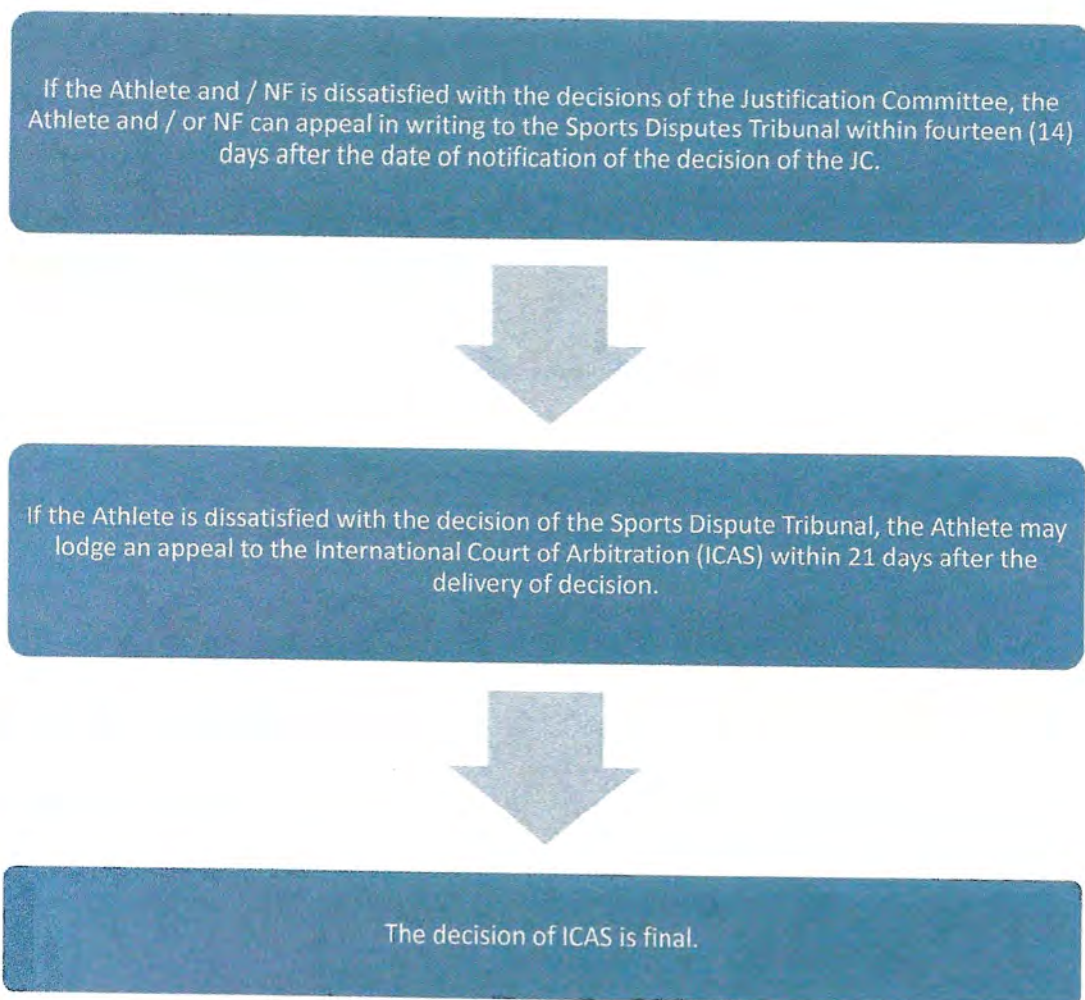
Scenario 1 - Athlete is not nominated by the NF

Process for an athlete to appeal if they haven't been nominated by the NF is as follows:



Scenario 2 - Athlete is excluded by the JC

Process for an athlete and/or the NF to appeal if the athlete is excluded by the JC is as follows:



The appeal process will not be extended beyond 21 days. A final decision is to be made in due course but no later than the due date for final nominations.

Indemnity: - It is a condition of nomination and participation in selection that PNGOC and its directors, officers, employees, servants, and agents be indemnified from and against all claims, demands, action, proceedings, costs and expenses including legal costs and liabilities to third parties arising out of incidents of any breach by the National Federation, and/or athletes.

We, the undersigned are in agreement of this Selection Policy to select athletes to represent PNG at respective Games from 2021 to 2024.

Dated this 08 day of MARCH, 2022

Auvita Rapilla
Secretary General
PNG Olympic Committee



Name of NF Executive

PAUL SIWI

Signature of NF Executive



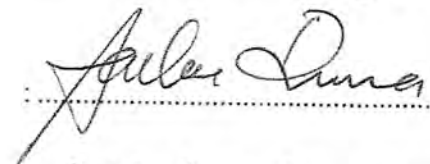
NF Executive Position

PRESIDENT

Name of Witness

SIMLOSI DRUMAT

Signature of Witness



Address of Witness

PNG RUGBY UNION INC
SIR HUBERT MURRAY STADIUM

Team PNG - Performance Standards (Team Sports)				
Games				
Year	2022	2023	2024	
Games	Commonwealth Games	Pacific Games	Olympic Games	
Host City	Birmingham	Honiara	Paris	
Host Country	England	Solomon Islands	France	
Date	July 27 - Aug 7	July 14-28	July 26-Aug 11	
Oceania	Top 3	Top 5	Top 3	
Pacific		Top 3	1st	
Selection Policy Criteria - Team	- Team has Demonstrated improved performances and results at key international competitions over the past 24 months (Prior to commencement of Games) - Capable of achieving a top third placing of their respective sport	- Team has Demonstrated improved performances and results at key international competitions over the past 24 months (Prior to commencement of Games). Includes improved performances from Pacific Games 2019 - Capable of achieving a medal placing in their respective sport	- Team has Demonstrated improved performances and results at key international competitions over the past 24 months (Prior to commencement of Games) - Capable of achieving a placing in the top half of their respective sport	
	- Commitment to training and preparation for the Games - No disciplinary issues	- Commitment to training and preparation for the Games - No disciplinary issues	- Commitment to training and preparation for the Games - No disciplinary issues	
Selection Policy Criteria - Athlete				

Annexures:

1. Papua New Guinea Rugby Union Selection Policy
2. PGC Charter –
 - a. Article 25 – Athlete Eligibility
 - b. Regulation 7 – Maximum number of entries for Team Sports for each PGA
 - c. Regulation 9 – Regulations relating to Team Sports
3. Commonwealth Games – Birmingham2022
 - a. Athlete Allocation System – Rugby 7's
4. Olympic Games – Paris2024
 - a. Qualification System



PAPUA NEW GUINEA RUGBY UNION

SELECTION POLICY PLAYER & TEAM OFFICIALS 2022-2024

Policy No: PNGRU0021 – PNGRU Selection Policy

Updated: 05 February 2022

Revision 2022/02

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1. PNG Rugby Union Selection Policy

1.1 Policy Statement

- 1.1.1 The selection into a PAPUA NEW GUINEA Rugby Union (PNGRU) representative team is a prestigious honour that only a handful of Players and Team Officials are recognized with each year.
- 1.1.2 To ensure the best possible performance of our National Representative Teams, the PNGRU has established a Selection Policy for Players and Team Officials.
- 1.1.3 The policy details the process by which Players and Team Officials are selected for National Representative Teams. It is intended to show that the entire selection framework is a defined, fair and transparent decision-making process, that is accountable to all stakeholders. This policy goes further to identify the roles and responsibilities of our National Selectors, Team Officials and Players.
- 1.1.4 The key stakeholders in maintaining the integrity of this policy, will be the PNGRU Selection & Appointments Committee, the National Selectors Committees, the Team Selection Panels, National Coaches & Team Management and the Management & Staff of the Rugby Office.

Note: The PNGRU reserves the right to review the selection policy at its own discretion

1.2 Policy Spirit

- 1.2.1 This policy is designed to:
 - Promote awareness of the national selection criteria and standards of the PNG Rugby Union;
 - Ensure an open and transparent selection process; and
 - Empower and encourage all eligible Players to seek national selection
- 1.2.2 This document is to be used in conjunction with other PNGRU Policies and Development Programs.

1.3 Policy Coverage

- 1.3.1 This policy applies to the appointment of National Selectors & Team Officials and the selection of Players for our Men's & Women's (Senior & Junior) 7aside and 15aside National Representative Teams.

1.4 Nominees for Team Officials (Application/Selection)

- 1.4.1 The application forms for Team Officials will be published on the PNGRU website by 31 January of each year or on a date that is practical to ensure the timely selection & appointment of a candidate.
- 1.4.2 Candidates must complete all sections of the application form and return to the PNGRU prior to the due date.
- 1.4.3 The due date will be published on the form.
- 1.4.4 The PNGRU will confirm receipt of all application forms by email.
- 1.4.5 No forms will be accepted after the closing date.

2. Eligibility

2.1 Eligibility

2.1.1 To be eligible for selection/appointment in a National Representative Team, the following shall apply:

Players

- For Olympic & Commonwealth Games and qualifying tournaments, Players must be a citizen of PNG at the time of selection and hold a valid PNG passport.
- Must meet minimum World Rugby standards for participation, applicable to Oceania and World Rugby events. All Players are subject to World Rugby Regulation 8 on Eligibility.
- Must be a registered Player with an affiliated Club or Provincial Team. Eligible players who reside overseas will be assessed on a case by case basis.
- Must have clearance from a recognized physician or the Team Medical Officer, that meets the medical clearance criteria set by the PNGRU. Players who fail to qualify due to injury or illness will be assessed on a case by case basis.
- Other requirements (if any): Players must be in good standing with the PNGRU and not subject to any disciplinary action or investigation.

Team Officials

- Must meet the qualification criteria set by the PNGRU.
- Must have no outstanding financial obligations with the PNGRU.
- Must not be subject to any disciplinary action or is under investigation for disciplinary issues.
- Must not have a criminal record.
- Must not have any previous public objections or complaints for actions of violence towards another person.

3. Roles and Responsibilities



- 3.1 The PNGRU via the Selection & Appointment Committee (see section 4) is responsible for the appointment of Team Officials for all National Representative Teams.
- 3.2 The PNGRU is responsible for the members of all National Representative Teams (Team Officials & Players) at all team commitments, including pre-competition training & meetings and participation at international tournaments.
- 3.2 All team members (Team Officials & Players) are responsible for ensuring that they understand and adhere to the PNGRU's Code of Conduct and at all times behave in a manner that is appropriate to being a member of a National Representative Team.

4. PNGRU Selection & Appointment Committee

4.1 PNGRU Selection & Appointment Committee

- 4.1.1 The PNGRU Selection & Appointment Committee shall be responsible for the appointment of National Selectors and Team Officials for all National Representative Teams.

4.2 Composition of Committee

- 4.2.1 The Committee shall comprise of:
- the Board of the PNGRU (Chairperson, President, Vice President, Treasurer and Secretary); and
 - the National Development Manager

4.3 Chairman of the Committee

- 4.3.1 The Chairperson of the PNGRU shall be the Chair at all Committee Meetings.

4.4 Appointment of Team Official Officials

- 4.4.1 Team Officials shall be appointed in accordance to the following:
- By majority vote.
 - In the event of a tied vote, the Board shall have the casting vote.
 - Candidates that do not meet the criteria for selection will not be considered.
 - Announcement of Team Official appointment(s) shall not be made until the appointment(s) have been ratified by the Board and the successful & unsuccessful candidate(s) have been notified.

4.5 Role of High Performance Manager

- 4.5.1 The High Performance Manager shall be responsible for compiling and collating applications submitted for Team Officials and National Selector positions.
- 4.5.2 The High Performance Manager will screen all applications to ensure that all candidates:
- meet the eligibility criteria;
 - have not previously brought the sport into disrepute or acted in a way that a reasonable person would think would bring the sport into disrepute; and
 - have not previously complied with PNGRU policies and procedures.
- 4.5.3 Candidates that have not met the eligibility criteria of a position and/or have been found to have been or are currently in-breach of PNGRU's policies and procedures, will be removed from the selection process. The Game Development Manager will notify the candidates by email as soon as practical. The email shall include the reason(s) as to why their application(s) have been removed.
- 4.5.4 When an appointment has been made and ratified by the Board of the PNGRU Selection & Appointment Committee, the National Development Manager shall advise the successful candidate and prepare an official announcement to be signed off by the Board for publication. Candidates that have not been successful shall be advised prior to the official announcement.

5. National Selectors

5.1 National Selectors

- 5.1.1 A total of two (2) National Selectors shall be appointed as members of the National Selectors Committee for each National Representative Team.
- 5.1.2 There will be separate National Selectors Committees for each National Representative Team (see Section 9.2).

5.2 Criteria

- 5.2.1 When appointing National Selectors, the PNGRU Selection & Appointments Committee will consider:
- Whether the candidate has satisfied all eligibility criteria.
 - His / her previous experience as a Selector at the Provincial or National level.
 - Compatibility with other Selectors.
 - Their performance / demonstrated ability on current & previous appointments as Selectors.
 - Whether the candidate is available to attend ALL national tournaments that require his / her presence.
 - All other criteria outlined in Section 16.
 - Any additional qualifications and/or skills that contribute towards being a Selector.
 - Ability to meet the role and responsibilities of a selector (see Section 16).
 - All relevant World Rugby / PNGRU Accreditation.

6. Team Officials

6.1 Team Officials

6.1.1 Each National Representative Team shall be managed by a core group of Team Officials:

- Head Coach
- Assistant Coach
- Team Manager
- Team Physiotherapist
- Team S&C Trainer

6.1.2 The Team Officials shall be appointed by the PNGRU Selection & Appointments Committee.

6.1.3 In consultation with the core group of Team Officials, the PNGRU Selection & Appointments Committee will appoint Support Staff for National Representative Teams. Support Staff shall include, but not limited to, Backs & Forwards Coaches, Strength & Conditioning Coaches, Team Dietitian and Consultant Coaches.

6.2 Expectation of Team Officials

6.2.1 Team Officials are expected to:

- Be fully accredited and up-to-date with the laws of the game, effective game strategy, and the latest training methods;
- Run highly effective and well organised training sessions which focus on fitness, skills development and game plan execution;
- Bring technical expertise and assist individuals with their skills development;
- Communicate clearly and openly;
- Give constructive feedback on team and individual player performance;
- Seek and listen to suggestions for improving performance (team and individual);
- Advise individual players about their non-selection prior to the team announcement at training;
- Follow up with injured players to make sure they are being looked after and receiving proper treatment;
- Ensure that the equipment required for each training session is provided;
- Ensure access to training facilities; and

- Ensure that Player safety and well being is maximized in all Training Programs and Activities.

6.3. Team Official Selection Criteria

6.3.1 Head Coach and Assistant Coach

6.3.1.1 When selecting the Head Coach and Assistant Coach, the selection committee will consider:

- Whether the applicant has satisfied all of the eligibility criteria;
- Previous experience with a PNGRU representative team;
- Compatibility with other representative team members;
- Behaviour at previous state and national events;
- Whether the applicant is available to attend ALL representative team trainings and meetings;
- All other criteria outlined on the Head Coach and Assistant Coach Nomination form;
- Demonstrated ability or previous experience as a Coach;
- Any additional qualifications and/or skills that contribute towards a successful team experience;
- The ability to meet the roles and responsibilities outlined on the Job Descriptions for Head Coach & Assistant Coach role (See Section 8 & 9); and
- All relevant PNGRU Coaching Accreditation.

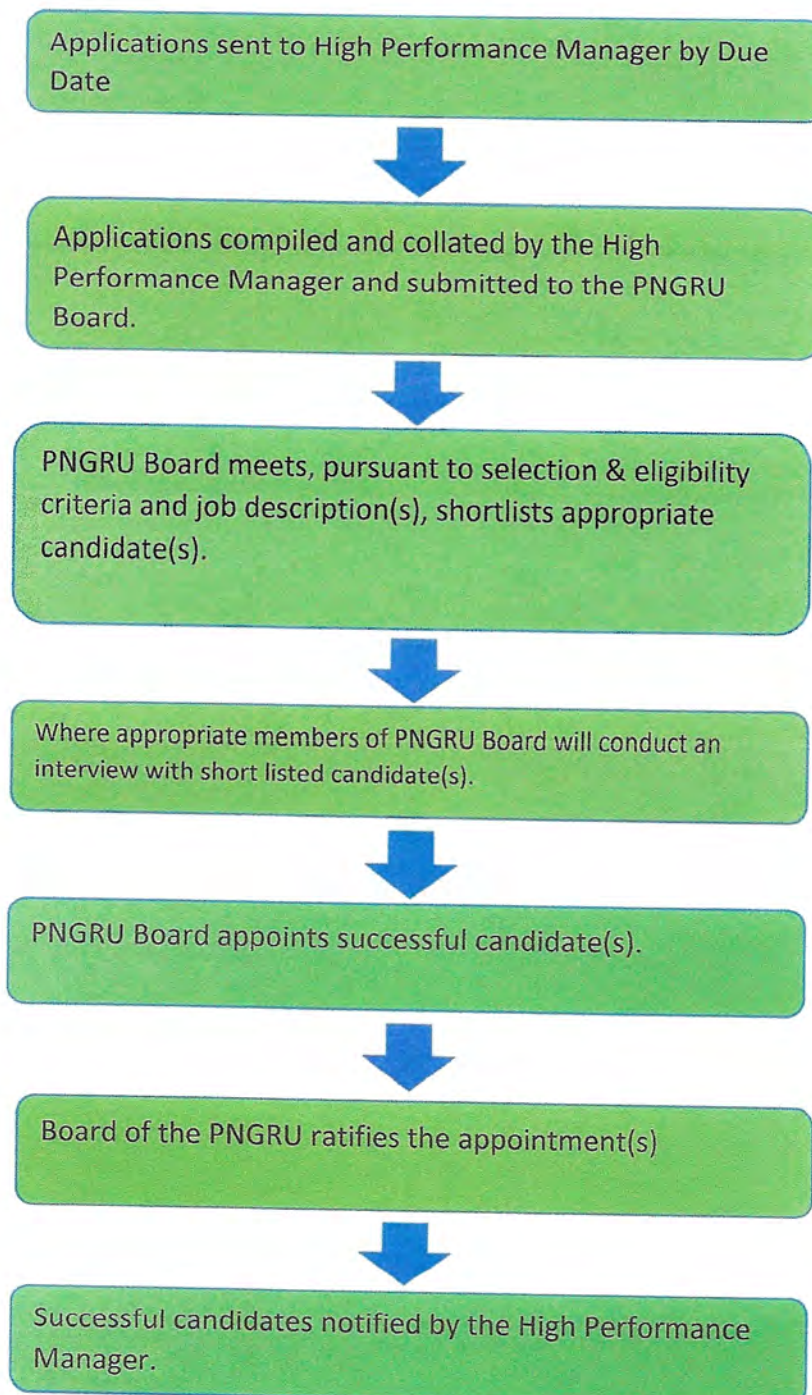
6.3.2 Team Manager & Team Physiotherapist

6.3.2.1 When selecting the Team Manager and Team Physiotherapist, the committee will consider:

- Demonstrated ability or previous experience in a team management position;
- Whether the candidate has the qualities of empathy, patience and initiative;
- The candidate's ability to multi task;
- Demonstrated leadership ability;
- Any additional qualifications and/or skills that may contribute towards a successful team experience;
- All other criteria outlined on the PNGRU team management nomination form; and

- The ability to meet the roles and responsibilities outlined in the Job Descriptions for a Team Manager & Team Physiotherapist (See Section 8 & 9).

7. Selection Process - National Selectors & Team Officials



8. Selection - National Representative Team

8.1 Selection of National Representative Teams

8.1.1. The selection of Players for National Representative Teams will be in three (3) stages:

- Stage 1 Selection of a National Squad
- Stage 2 Segregation of Players into Wider Training and Train-On Squads
- Stage 3 Selection of a National Representative Team

8.1.2. The stages will ensure that:

- An elite pool of Players for each National Representative Team is established;
- Players meet basic requirements to be eligible for selection;
- Players have an equal opportunity to earn their place in the team;
- Players have the opportunity to achieve their potential; and
- There is a level of team cohesion which provides the platform for achieving the best possible results.

8.2 Sevens (7s) National Representative Team

8.2.1. A total of thirty (30) players shall be selected in the National Train-On Squad.

8.2.2. Twenty (20) Players shall be retained in a Final Train-On Squad of which fifteen (15) players will be announced as the Tier 1 contracted players and the remaining five (5) shadow players as the Tier 2 contracted players. From this squad the final twelve (12) person travelling team and eight (8) non travelling reserves will be selected.

8.3 Fifteens (15s) National Representative Team

8.3.1. A total of sixty (60) players shall be selected in the National Squad.

8.3.2. Fifteen (15) Players shall be retained in a Wider Training Squad and forty-five (45) players will be selected in a Train-On Squad. A National Representative Team of thirty (30) Players shall be selected from the Train-On Squad, twenty-six (26) person travelling team and four (4) non travelling reserves.

8.4 Composition of National Squads and National Representative Teams

8.4.1 Rugby 7s Teams

Team	National Train-On Squad		National Representative Team		
	Tier 2 Train-On Squad	Tier 1 Squad	Travelling Team	Non-Travelling Reserves	Total Players
7s	30	15	12	8	20

8.4.2 Fifteens (15s) Teams

Team	National Train-On Squad		National Representative Team		
	Tier 2 Train-On Squad	Tier 1 Squad	Travelling Team	Non-Travelling Reserves	Total Players
15s	60	45	26	4	30

9. Selection - National Squad

9.1 Selection of National Squads

9.1.2 National Squads shall be selected for all National Representative Teams

9.2 National Selectors Committee

9.2.1 A National Selectors Committee shall be engaged to select a National Squad for each National Representative Team.

9.2.2 The Committee shall comprise of the following:

- High Performance Manager (Chairperson)
- Two (2) National Selectors; and
- The Coach and Assistant Coach of the National Representative Team

Expectations of National Selection Committees

9.2.3 The Members of National Selection Committees will;

- Only select players from a pool of eligible players;
- Always make selections according to the criteria, exhibiting fairness and transparency in all selections; and
- Meet all timelines set out in the selection process.

Role and Criteria of Committee Members

9.2.4 The role of Committee Members will be to:

- Uphold and maintain the integrity of the selection policy;
- Attend nominated selection events;
- Attend local training sessions if appropriate;
- Liaise with Coaching Staff & Management of Provincial /Regional Representative Sides;
- Determine the time commitment and event attendance required to select Players;
- Observe Players in training and competitive environments;
- Provide the PNGRFU Board with a written report on the selection process; and
- Remain independent and unaffiliated with any club or provincial team or union.

9.2.6 Committee Members must:

Essential Criteria

- Be Unbiased and with sound judgment;
- Work well with each other;
- Be frank and open in providing feedback on players;
- Have strong written (especially email) and oral communication skills;
- Have access to internet, email & the web and be competent MS Excel, MS Word or equivalent/compatible;
- Abide by all PNGRFU policies.

Desirable Criteria

- Have a high-level of knowledge on the variety of players trying out for the team;
- Have knowledge of current tactics and structures used internationally;

- Have a knowledge of the athletic demands of a National Representative Player; and
- Have knowledge of training techniques for skills, tactical and physical development.

9.3 Selection of the National Squad

- The selection of a Player shall be a majority vote.
- In the event of a tied vote, the Chair (High Performance Manager) shall have the casting vote.
- Players that do not meet the eligibility criteria will not be selected into a National Squad.
- Players selected into a National Squad will be assessed on their on-field performance at National Tournaments, National Provincial Championships and Regional Tournaments.
- Members of the committee shall refer to the Player criteria in Section 10.3.1 and 10.3.2 while considering the following attributes:
 - Physical capacities – speed over a variety of distances, aerobic capacity, strength and agility.
 - Technical competence – core skills including catch and pass, track and tackle, ball carry, tackle contest and position specific skills including scrum, lineout & kicking.
 - 'Tactical nous' (tactical ability) - reading the play, involvement in the game, on-field decision making and positional flexibility. Ability to apply and utilise information provided by coaching staff related to team and/or individual performance.
 - Potential to improve – improve present performance levels relative to past performances.
 - Competitive ability – mental toughness, strength, temperament, determination, commitment, performing in adverse conditions, coping with setbacks/criticism and persistence.
 - Attitude – individual application in training and competition, attendance, availability and ability to rehabilitate from injury.
 - Team/Squad orientation – ability to 'fit in' and influence the squad/team in a positive manner.
 - Communication- ability to communicate positively with staff and be open to accept suggestions from coaching staff regarding

performance improvement. To verbalise concerns regarding coaching and team issues, in a calm, mature and non-emotive manner that will allow for positive discussion to resolve problems.

- Any other relevant input from the Selection Committee.

9.4 Announcement of National Squad

- 9.4.1 Announcement of the National Squad shall be made after the Player Selections have been endorsed by the High Performance Manager and ratified by the Board of the PNGRU.
- 9.4.2 All selected and non-selected players will receive an official letter of their selection or non-selection from the PNGRU.
- 9.4.3 All selected players will be contacted via mobile communication to assemble and meet with HPU, Team Management and coaches to outline in detail of the training program and team protocols.
- 9.4.4 Team list will then be made available to media for publication.

10. Selection - Wider Training & Train-On Squad and National Representative Team

10.1 Segregation of Players

- 10.1.1 Following the selection of the National Squad, a Team Selection Panel shall segregate Players into a Wider Training and Train-On Squads.
- 10.1.2 The Wider Training Squad shall comprise of players that will shadow and replace non performing players in the Training-On Squad.
- 10.1.3 The Training-On Squad shall comprise of a core group of players from which the National Representative Team shall be selected from.

10.2 Final Team Selection Panel

- 10.2.1 The Final Team Selection Panel shall comprise of:
 - The High Performance Manager
 - Head Coach
 - Assistant Coach
 - Team Manager

Role and Criteria of Panel Members

10.2.2 The Role of Panel Members will be to:

- Uphold and maintain the integrity of the selection policy;
- Observe players in training and competitive environments;
- Actively approach all potential players and ask for their intentions regarding selection into a National Representative Team;
- Provide timely feedback to players via email, phone or in person;
- Convene meetings with the squad to discuss selection issues;
- Select and announce the players for the National Representative Team;
- Provide the PNGRFU Board with a written report on the selection process; and
- Remain independent and unaffiliated with any club or provincial team or union

10.2.3 Panel Members must:

Essential Criteria

- Be unbiased and with sound judgment;
- Work well in a team;
- Be frank and open in providing feedback to players;
- Have strong written (especially email) and oral communication skills;
- Have access to internet, email & the web and be competent in MS Excel, MS Word or equivalent/compatible;
- Abide by all PNGRFU policies;

Desirable Criteria

- Have high-level knowledge of a variety of players trying out for the team;
- Have knowledge of current tactics and structures used internationally;
- Have knowledge of the athletic demands of a National Representative Player; and
- Have knowledge of training techniques for skills, tactical and physical develop

10.3 Tiering of National Squads / Selection of National Representative Teams

- Tiering of Players into the Wider & Train-On Squads and selection of the National Representative Team shall be a majority vote;
- In the event of a tied vote, the Chair (High Performance Manager – Education & Pathways) shall have the casting vote;
- The Team Selection Panel shall refer to the selection criteria in Sections 9.3, 10.3.1 & 10.3.2 when segregating Players in the National Squad and selecting the National Representative Team.
- Players in the National Squad will continue to be assessed on their on-field performance at National Tournaments, National Provincial Championships and Regional Tournaments and Selection Trials
- Members of the Panel shall refer to the selection criteria in 10.3.1 & 10.3.2 while considering the following Player attributes:
 - Physical capacities – speed over a variety of distances, aerobic capacity, strength and agility.
 - Technical competence – core skills including catch and pass, track and tackle, ball carry, tackle contest and position specific skills include – scrum, lineout & kicking.
 - Tactical nous' (tactical ability) - reading the play, involvement in the game, on-field decision making and positional flexibility. Ability to apply and utilise information provided by coaching staff related to team or individual performance.
 - Potential to improve – improve present performance levels relative to past performances.
 - Competitive ability – mental toughness, strength, temperament, determination, commitment, performing in adverse conditions, coping with setbacks/criticism and persistence.
 - Attitude – individual application in training and competition, attendance, availability and ability to rehabilitate from injury.
 - Team/Squad orientation – Ability to 'fit in' and influence the squad/team in a positive manner.
 - Communication- ability to communicate positively with staff and be open to accept suggestions from coaching staff regarding performance improvement. To verbalise concerns regarding coaching

and team's issues in a calm, mature and non-emotive manner to allow for positive discussion to resolve problems.

- Any other relevant input from the Team Selection Panel.
- Announcement of the National Representative Team shall be made after the Players Selected have been ratified by the Chairman of the PNGRU and non-selected Players have been notified.
- Players that are not selected in the National Representative Team or demoted to / released from the Wider Training Squad shall be advised and provided an explanation from the Coach or Assistant Coach.

Players Roles and Responsibilities

10.3.1 Players shall:

- Train for maximum performance;
- Attend all compulsory training sessions as determined by the Head Coach;
- Attempt to achieve objectives set for the Tournament;
- Carry out the instructions of the Team Manager and Head Coach or those who are in authority at that time;
- Return appropriate information and forms to the PNG Rugby Union as required enabling the efficient administration of arrangements and uniforms;
- Advise the Team Manager and Head Coach of any change in fitness or any other factor likely to affect personal performance and compatibility with the team;
- Represent the PNGRU with all good qualities and sportsmanship;
- Not carry out any activities injurious to health;
- Attend all compulsory training sessions as determined by the Head Coach;
- Attempt to achieve objectives set for the Tournament;
- Not abuse alcohol or other illegal drugs;
- Maintain appropriate eating habits/diet and maintain standards or personal hygiene and appearance;
- Travel with the team;
- Be prepared to undergo a drug test if required;
- Immediately advise the Team Manager and Head Coach of medication taken so that the drug can be checked against the banned list of substances;
- Adhere to the PNGFU Code of Conduct and
- At all times accept and respect the decisions of the PNGFU Board and Management.

Qualifying Criteria

10.3.2 Players must:

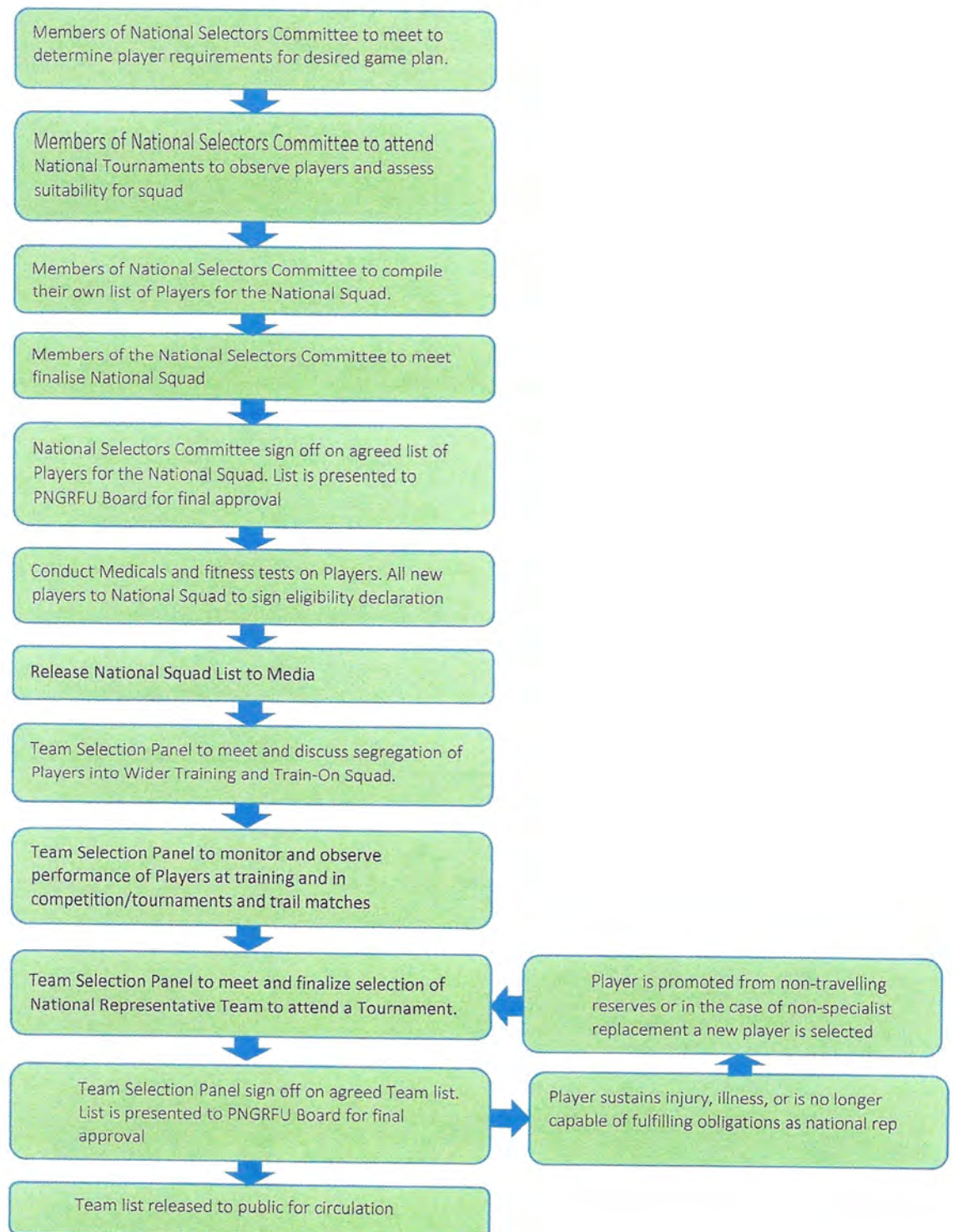
- satisfy eligibility criteria of World Rugby outlined in Regulation 8 and that of the Olympic & Commonwealth Games & qualifying tournaments (see Section 2.1.1);
- If representing PNG for the first time, sign the declaration of eligibility document;
- submit fitness tests as set out in table below that are a maximum of 2 weeks old at the time of submitting;
- undergo a full fitness test completed by PNGRU accredited medical personnel before participating in any trials;
- complete the following before being allowed to enter any National Squad:
 - Introduction module – to be created; and
 - Signed PNGRU agreement.
- ensure that their passport is current;
- not have outstanding criminal proceedings against their person either domestically or internationally. If the player withholds such information, upon discovery by the PNGRU, the union reserves the right to stand down the player forthwith

Minimum Testing Scores

Name of Test	Men's 7s	Palais
Beep Test	12	10
Pro Agility	4-6 seconds	5-7 seconds
40m	4-6 seconds	5-7 seconds
Bench Press	100kg	60kg
Squats	120kg	80kg
Deadlift	130kg	90kg
Chin Ups	10	6
Broncos	5:30 – 6:30	6:00 – 7:00

- These are the minimum scores required for all testing players (Male and Female)
- Players that get these scores are considered to be in good physical condition at time of testing
- Those that don't are required to ensure they get as close to or surpass the marks set.
- These scores will be used as guidelines for coaches when selecting final squads
- All players must aim to better their scores at every retest.
- Retesting will be done every 8 weeks or at the discretion of the Head Coach and after consultation with the HPU staff

11. Selection Process - National Representative Team



12. Position Description - Head Coach

POSITION:	Head Coach
QUALIFICATION:	World Rugby Certified Level 2 Rugby 7s Coach
RESPONSIBLE TO:	High Performance Manager
MAJOR INTERACTIONS:	Team Manager Assistant Coach Players

PURPOSE (Why does the role exist?)

The role is critical in setting and maintaining standards. In essence, the purpose of the role is to provide the leading program and coaching role within the rugby program and influence and direct the underpinning programs that contribute to the success of the program both short and long term (consistent success at the highest level).

KEY AREAS OF RESPONSIBILITY (Over what areas does this role have responsibility and accountability?)

RUGBY PROGRAM

- Design, implement and manage the team plan and guiding principles for success.
- Coordinate the development and implementation of annual periodised coaching and training plans/models.
- Lead program, staff and player review.

COACHING/TRAINING

- Develop and implement playing styles and systems (principles of play).
- Develop and implement game plans.
- Manage the design and implementation of training session outlines and session plans.
- Delegation of coaching components to coaching staff.
- Provide coaching on a team, unit and individual basis including the following components:
 - Team play
 - 1st phase
 - General play
 - Breakdown
 - Individual skill development programs

- Coordinate and deliver team and player reviews – training and playing; maintain records of player reviews.
- Coordinate and deliver unit and individual player review as per above coaching components – training and playing; maintain records of player reviews.
- Preview of all opposition – team play and unit and individual players as per above coaching components.
- Available required to all match, trainings and tours as outlined in program schedule.
- Engage in process of research and learning in area of coaching responsibility to enhance the programs and own professional development.

SELECTION/RECRUITMENT

- Develop and implement selection policy and process.

STAFF

- Management and direction of:
 - Team Manager
 - Assistant Coach
 - Other staff as required
- Lead effective staff communication systems (e.g. staff meetings).
- Manage staff leadership program/s.
- Assist with team logistics and operations as required and requested at training and matches at home and away.

PLAYERS

- Coordinate and deliver effective player communication schedules including consistent individual player feedback and player welfare review and interventions.
- Maintain records for all player reviews.
- Engage and support the player leadership group.
- Provide relevant player information and opinions to other higher level program coaches as required.

ORGANISATION

- Provide input into the PNGRUs strategic plans.
- Provide technical leadership within coach education programs and coaching to other programs as requested and available.

GENERAL

- Develop, maintain and promote standards and expectations at all times.

KEY OUTCOMES (What will this role achieve? What are the measures of success?)

- The best Rugby program in PNG – systematic and progressive models for the development of players (One principles of play across all programs).
- Successful implementation of the plan for success (performances and success).
- Defensive success – data supported.
- Effective player and staff leadership program in place.
- Staff and player satisfaction.
- Effective communication and involvement with all staff.

UNIQUE CRITERIA

- Outstanding and proven ability to lead.
- Outstanding proven coaching skills.
- Expert and proven coaching knowledge and experience.
- Excellent understanding of the components that contribute to a high performing rugby program including the incorporation of sport science and sport medicine
Excellent people and communication skills.
- Adaptability.
- Excellent time management skills.
- Travel – Provincial and International.

13. Position Description - Assistant Coach

POSITION: Assistant Coach

QUALIFICATION: Minimum World Rugby Certified Level 1 Rugby 7s Coach

RESPONSIBLE TO: Head Coach

MAJOR INTERACTIONS: Assistant Coach & Players

PURPOSE (Why does the role exist?)

To provide the highest level of coaching to the program and provide overarching coaching and development models for underpinning programs; and to attain attack (set piece and unstructured) excellence and consistent development across all players

KEY AREAS OF RESPONSIBILITY (Over what areas does this role have responsibility and accountability?)

RUGBY PROGRAM

- Support the Head Coach with implementation of the team Plan and guiding principles for success
- Assist the Head Coach with the development of annual periodised coaching and training plans/models
- Develop and implement specific programs for all players in consultation with program coaches and Athletic Performance coaches
- Participate in the annual program and player review

COACHING/TRAINING

- Assist with the implementation of playing styles and systems (principles of play)
- Assist the Head Coach with the development of game plans
- Assist the Head Coach with the design of training session outlines and session plans
- Provide coaching on a team, unit and individual basis in relation to your appointment

Backs

- Backline starter plays
- Attack patterns and shapes
- Kicking - options
- Attack elements of restart receptions
- General play – counter attack and slow
- Team play - support principles
- Attacking breakdown support roles
- Individual skill development programs for:
 - Kicking

- Passing
- Running lines

Forwards

- Scrum
 - Lineout
 - Set piece defence transition
 - Set piece elements of restarts
 - General play (support and defence)
 - Team play
 - Individual skill development programs for:
 - Scrum shape
 - Lineout throw
 - No 8 delivery
 - Lineout and restart catching and lifting
 - Coaching of breakdown
- Unit and individual player reviews as per above components – training and playing; maintain records of player reviews
 - Preview of all opposition – unit and individual players as per above components
 - Available as required to attend at all match, trainings and tours as outlined in program schedule
 - Engage in process of research and learning in area of coaching responsibility to enhance the programs and own professional development

SELECTION

- Participate as a selection panel member
- Abide by selection policy and process

STAFF

- Assisting with team logistics and operations as required and requested at training and matches at home and away

PLAYERS

- Provide and deliver effective and consistent player feedback and player welfare reviews and interventions as requested
- Maintain records for all player reviews

ORGANISATION

- Provide technical leadership within program coach education programs and coaching to other programs as requested and available

GENERAL

- Maintain and promote program standards and expectations at all times

KEY OUTCOMES (What will this role achieve? What are the measures of success?)

- The best Rugby program in PNG and the Pacific Region – systematic and progressive models for the development of backline players (One principle of play across all programs)
- Successful coaching of principles of play and coaching components (performances & success)
- Success and effectiveness
- Improvement and effectiveness from previous year
- Staff and player satisfaction

UNIQUE CRITERIA

- Outstanding proven coaching skills
- Expert and proven coaching knowledge and experience
- Excellent people and communication skills
- Adaptability
- Excellent time management skills
- Ability to work flexible hours, which will include weekends.
- Travel - Provincial and International

14. Position Description - Team Manager

POSITION:	Team Manager
RESPONSIBLE TO:	High Performance Manager
MAJOR INTERACTIONS:	Head Coach Assistant Coach All team staff and players

PURPOSE (Why does the role exist?)

The role is critical in setting and maintaining standards through cordial, professional and regular contact with the PNGRU Program Manager, Coaching staff and each player to ensure effective delivery of the program schedule for the team.

KEY AREAS OF RESPONSIBILITY (Over what areas does this role have responsibility and accountability?)

- To responsibly manage and monitor the Teams schedule and logistics.
- To ensure all aspects of the varied team fitness and medical operations are coordinated and clearly communicated with the playing schedule in a planned and well implemented way.
- Regular communication with PNGRU Program Manager and Team Staff Members to ensure all requirements are covered.
- Keep working on the best schedule to ensure the smooth and efficient running of the Team s daily program and events: training sessions, meetings, meals, travel, functions etc.

DUTIES

- Administrative functions including all relevant paper work for players, room allocation, selection of duty managers, issue or replacement of all team apparel including playing, training, formal and casual apparel.
- Coordination with Tournament liaison officers and duty managers for daily laundry where necessary.
- Preparation and distribution of daily diary (in consultation with Head Coach).
- Co-ordination and chair of all staff and team meetings including timings, agenda and follow up action on decisions.
- Provide leadership, communication and consultation with players, staff partners family and PNGRU Program Manager as required.
- Close liaison with Head Coach regarding daily and long-term schedules, which includes training, meetings, promotional, media, discipline, team dress standards and social activities.

- Liaise with venues regarding all bookings including any changes to schedules.
- Team budget allocation and settlement of accounts when required.
- Attend training sessions.
- Financial Management of Team budgets when required.
- Management of flight Check-ins including check-in of team equipment, collection and management of team airline tickets.
- Management of hotel check-in including room lists and check outs.
- Coordination of team equipment for training and travel.
- Media Liaison as required.
- Coordination of Team photo.

PLUS: Other odd jobs as required.

KEY OUTCOMES (What will this role achieve? What are the measures of success?)

- The best Rugby program in PNG – systematic and progressive models for the development of players (One principle of play across all programs)
- Successful implementation of the Plan for success (performances and success)
- Effective player and staff leadership program in place
- Staff and player satisfaction
- Effective communication and involvement with all staff
- The ability to have developed, maintained and promoted standards and expectations at all times

UNIQUE CRITERIA

- Outstanding and proven ability to lead ○ Excellent understanding of the components that contribute to a high performing rugby program
- Excellent people and communication skills
- Adaptability
- Excellent time management skills.
- Flexibility to travel

15. Position Description - Physiotherapist

POSITION:	Physiotherapist
QUALIFICATION:	World Rugby Certified ICIR Level 2 Medic
RESPONSIBLE TO:	High Performance Manager
MAJOR INTERACTIONS:	<i>All team staff and players including</i> Head Coach Assistant Coach

PURPOSE (Why does the role exist?):

- To maintain cordial, professional and regular contact with each player to ensure effective health and fitness delivery for the Team;
- To responsibly manage and monitor the Team's fitness and medical condition as part of the program;
- To ensure all aspects of the varied team fitness and medical operations are coordinated and clearly communicated with the playing schedule in a planned and well implemented way.

KEY AREAS OF RESPONSIBILITY (Over what areas does this role have responsibility and accountability?)

TEAM MEDICAL SUPPLIES

- Coordination of:
 - Team Medical Supplies in conjunction with PNGRU Program Manager
 - Team Hydration and recovery requirements during assemblies

MANAGEMENT/COORDINATION OF PLAYER FITNESS AND MEDICAL CARE

- Monitor playing personnel fitness and medical conditions in the lead up to Assemblies and during all team assemblies.
- Develop training schedule for fitness, recovery and flexibility pre assembly and during all assemblies.

Experience, Skill and expectations:

- Rugby Knowledge
- Qualified Physiotherapist Available for the duration of the program.

KEY OUTCOMES (What will this role achieve? What are the measures of success?)

- The best Rugby program in Papua New Guinea and the Pacific – systematic and progressive models for the development of players (One principles of play across all programs)
- Successful implementation of the Plan for success (performances and success) Staff and player satisfaction
- Effective communication and involvement with all staff
- The ability maintained and promote standards and expectations at all times

UNIQUE CRITERIA

- Excellent understanding of the components that contribute to a high performing rugby program
- Excellent people and communication skills
- Adaptability
- Excellent time management skills.
- Flexibility to travel – Inter-provincial and Internationally

16. National Selectors – Criteria

Criteria for National Selectors:

1. Knowledge of the Game

Selectors must have a good understanding of the 'Principles of Play' and 'Key factor analysis'. They must be able to identify the factors that are necessary to fulfill the various positions on a Team.

2. Practical knowledge of the Game.

Selectors must be able to translate their knowledge of the game on to the field of play. They must use their knowledge of the game in a practical way that takes into consideration:

- the team pattern;
- specific game plans;
- venue of tournament or tour;
- weather conditions;
- the condition of the playing fields; the selection policy.

3. Time & availability.

Selectors must be available to watch games or activities that allows players to display their abilities.

Selectors should also be active in searching for talent. Contacting clubs or teams, working with coaches or reviewing relevant videos could achieve this. A considerable commitment is required.

4. Purpose of selection.

Selectors must have an understanding (or if appropriate, an ownership) of the team pattern and team game plan. They must have an ability to comprehend the 'what' and the 'why' so they can decide on the 'who'.

5. Understanding of the selection policy.

Selectors must have an understanding of the selection policy so that they are aware and informed when selecting Players.

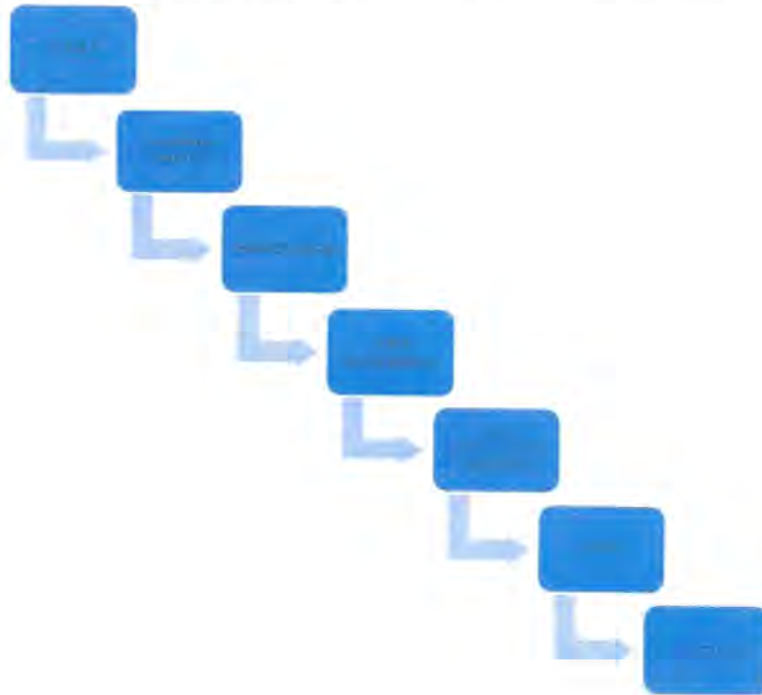
6. Personal Profile System.

Selectors must be able to profile a Player, to determine whether he / she suits the game plan and will be compatible with other Players.

7. Selector Attributes.

<i>Temperate</i>	During selection meetings remaining calm and focused. Allowing selectors to explore different ideas and options
<i>Dedicated</i>	Committed to the position so as to fulfill the requirements of a National Selector.
<i>Patience</i>	With reference to the time frame a selector, a selector must be patient and allow for the thorough screening of Players bearing in mind that it may take more than one meeting to select a National Squad.
<i>Integrity</i>	The Selectors must maintain the integrity of the selection policy by ensuring that each step of the process is adhered to in a timely manner and all stakeholders are kept informed and engaged accordingly.
<i>Sober</i>	When engaged in any type of Player selection activity, Selectors must be sober minded and not under the influence of alcohol or any type of drug (legal or illicit) that inhibits wise and prudent decision making.

17. PLAYER GRIEVANCE PROCEDURE



1 Procedure for Raising Grievances

1.1 Who should you contact?

The Player should raise a concern in a confidential manner, either in writing or verbally, with a member of the Leadership Group.

The Player concerned may seek the assistance of another Player, or a person outside of the Players group, to raise the Player's concern on his or her behalf to a member of the Leadership Group.

1.2 When should you raise your concern?

The Player is encouraged to raise a concern promptly at any time.

1.3 What happens when you raise your concern?

- i. What happens next will depend on the circumstances and seriousness of the case.

- ii. Preferably, the Player should meet with or have a discussion with a member of the Leadership Group and provide as much information as possible about the Player's concern giving names, dates, places and, where possible, the reasons why the Player is particularly concerned about the situation.

Although the Player is not expected to prove the truth of any allegations they make at this stage, the Player will need to demonstrate that there are reasonable grounds for their concern.

- iii. Depending on the circumstances, either the Player or the Leadership Group may request that Team Captains meet with the Player and the Leadership Group to determine the severity of the concern.

If the Player, Leadership Group and Team Captains are able to resolve the Player's concern then the matter is deemed to be resolved.

- iv. If the concern is severe and requires further deliberation, then the Team Captains must immediately submit in writing the concerns of the Player to the Team Management.

Subject to the Player's consent, the Team Captains must keep confidential the Player's identity during any meetings or discussions with the Team Management in relation to the Player's concerns.

- v. Upon receiving the Team Captains written concerns, the Team Management has 2 Days to convene a meeting with the Team Captains to discuss and resolve the Player's concerns.

- vi. Within the 2-day time period, the Team Management will decide if an investigation is needed and the form any investigation should take.

Any investigation undertaken by the Team Management should not take longer than 2 days to be concluded and written decisions of their findings provided to the Team Captains and the Player.

- vii. At this stage the Player, maybe asked to attend a meeting with the Team Management to provide further details of the Player's concerns and may be asked to provide evidence as part of any investigation.

The Player may choose to be accompanied at the meeting by another Player or a representative outside of the Players group.

The primary role of another Player or representative is that of a support person to the meeting, and they cannot answer questions, or advocate on the Player's behalf.

- viii. If the Player agrees with the written decision of the Team Management, including any proposed steps to address the Player's concern, then the Player, or the Team Captains on behalf of the Player, must within 1 day of receiving the Team Management's written decision, provide a written response stating that the matter is deemed to be resolved.
- ix. If the Player is not satisfied with the Team Management's written decision, or the manner in which the investigation was carried out, the Player, or the Team Captains on behalf of the Player, can lodge a written complaint with PNGRU.
- x. When PNGRU receives a written complaint from the Player, or from the Team Captains on behalf of the Player, PNGRU shall within 1 day convene a Judiciary to hear the Player's concerns.
- xi. Any Judiciary convened by PNGRU must abide by PNG's alternative dispute resolutions rules, including the composition and procedures administered by the Judiciary.
- xii. The Judiciary must provide its written decision within no more than 2 days of hearing and reviewing the Player's concerns.
- xiii. Any decision made by the Judiciary is final and binding upon the Player and PNGRU.

1.4 What happens if player is not satisfied with PNGRU Judiciary Decision?

Depending on the circumstances, should the player not be satisfied with the PNGRU Judiciary decision they can refer to TEAM PNG appeals process section 4 to appeal their case.

ARTICLE 25
Eligibility

1. An athlete to be eligible to compete in the Pacific Games or Pacific Mini Games shall:

- (a) Complete all entry and other applicable contractual documentation.
- (b) Not be currently under disqualification or suspension by the Council, or their respective PGA or International Federation or under the World Anti Doping

Code.

- (c) Comply with:

- (i) The applicable rules and regulations of the Council and this Constitution
- (ii) The applicable rules and regulations of the relevant International Federations subject to the provisions of this Charter
- (iii) The provisions of the World Anti Doping Code.

- (d) Meet the following citizenship and residency conditions for inclusion in a team selected by the PGA to represent its Country/Territory:

- (i) Be a citizen of the country/territory the athlete is to represent at the Games and be able to demonstrate residency in that country/territory.

- (ii) For the purposes of this clause:

"citizen" means the holder of a current valid and applicable passport of the country/territory the athlete represents.

"applicable passport" for countries/territories is as follows:

American Samoa PGA – USA Passport
Australia PGA (Associate member) – Australian Passport
Cook Islands PGA – New Zealand Passport
Fiji PGA – Fiji Passport
Federated States of Micronesia PGA – FSM Passport
French Polynesia PGA – France Passport
Guam PGA – USA Passport
Kiribati PGA – Kiribati Passport
Marshall Islands PGA – Marshall Islands Passport
Nauru PGA – Nauru Passport
New Caledonia PGA – France Passport
New Zealand PGA (Associate member) – New Zealand Passport
Niue PGA – New Zealand Passport
Norfolk Island PGA – Australian Passport
Northern Mariana Islands PGA – USA Passport
Palau PGA – Palau Passport
Papua New Guinea PGA – PNG Passport
Samoa PGA – Samoa Passport
Solomon Islands PGA – Solomon Islands Passport

Tonga PGA – Tonga Passport
Tokelau PGA – New Zealand Passport
Tuvalu PGA – Tuvalu Passport
Vanuatu PGA – Vanuatu Passport
Wallis and Futuna PGA – France Passport

"residency" means that the athlete shall be a citizen of the country/territory the athlete represents and have resided for not less than five years (cumulatively, whether consecutively or not) at any time in that country/territory of the PGA.

For the avoidance of doubt the temporary absence of an athlete from the country/territory of their citizenship for purposes such as education and sports training, military service and health care and other legitimate absences of a like kind shall be considered as residency

- (iii) The Executive Board shall have the discretion to waive the provisions of sub-paragraphs (d) (i)-(ii) above. These discretionary powers shall include, but are not limited to, utilising the prevailing eligibility rules of an International Federation where the following conditions are satisfied by the applicant International Federation no later than fifteen months prior to the Pacific Games:
 - (a) The Pacific Games event will be utilised as a qualification pathway event to World Championship, or Olympic Games, or Commonwealth Games events and thus limit the requirement for duplicate events within the Pacific region; and/or
 - (b) The Pacific Games event will provide participants with international ranking points to facilitate their further participation in international events; and
 - (c) The Pacific Games event will receive additional resources or assistance from the applicant International Federation beyond what is required under the Charter, including assistance with monitoring eligibility; and
 - (d) The adoption of the International Federation's eligibility rules will not lead to distorted outcomes from the basic philosophy of the Pacific Games being facilitated for the benefit of the people of the Pacific.

In the event that a PGA believes the application of an International Federation's eligibility rules leads to an unintended discriminatory outcome for one of its athletes, the PGA shall have a right of recourse to the Executive Board who shall have the power to resolve the matter in its discretion.

If applied, the International Federation's eligibility rules shall be sent to all PGAs fifteen months prior to the Pacific Games.

- 2. It shall be the responsibility of the PGA to ensure that all competitors comply with this Constitution and its eligibility conditions. In satisfying the PGC requirements for entries of athletes it shall be a requirement that the PGA completes an Entry

and Eligibility Conditions form, in the form contained in the regulations certifying that the competitor complies with this Article of the Constitution.

3. An athlete who has already competed in the Pacific Games or Pacific Mini Games for one PGA may represent another PGA at a future celebration of the Pacific Games provided that athlete complies with the provisions of this article and the approval of both PGAs.
4. A PGA shall be required to submit competitor entries by name at least 45 days prior to the commencement of the Games and each entry shall be accompanied by all necessary certification.
5. Late Entries by Name will not be accepted.
6. The OC shall be required to post, fax or email all entries by event, name and country on the official PGC website and to the PGAs, International Federations and Executive Board at the close of entries.
7. PGAs shall have 10 days thereafter to challenge to the Executive Board the eligibility of a competitor. A US\$50 bond must be posted by the challenging PGA to the PGC per challenge in order for it to proceed. The bond is refundable if the challenge is successful but is forfeited if it is unsuccessful. A PGA whose athlete is successfully challenged and is deemed ineligible to compete will be liable for a US\$100 penalty payable to the PGC at the Delegation Registration Meeting. If the penalty is unpaid, the PGA will not be able to compete in the sport in which the ineligible athlete was registered.
8. In the event of a challenge to an athlete's eligibility the Executive Board shall within 5 days refer the challenge to the Disputes Tribunal established by this Charter, for decision within a further 10 days from receipt of the last challenges. All Disputes Tribunal decisions should therefore be finalised at least 20 days prior to the commencement of the Games. The Disputes Tribunal's decision shall be final. No further challenges shall be considered thereafter.
9. In the event of a challenge to an athlete's eligibility, the burden of proof for residency shall rest with the sponsoring PGA rather than the challenging PGA. Documents proving residency must be submitted by the sponsoring PGA in the event of a challenge, and shall include where appropriate:
 - (a) School records certified by the school principal or the highest official of the relevant government ministry;
 - (b) Employment records certified by the employer or the highest official of the relevant government ministry for labour issues;
 - (c) Tax records;
 - (d) Official government birth or immigration records;
 - (e) Any other official government record which proves residence.
10. PGA delegation entries are required to be finalised (including satisfying all International Federation requirements), confirmed, and posted on the PGC and OC websites 20 days prior to the commencement of the Games.

REGULATION 7

Maximum Number Of Entries For Team Sports For Each PGA

Rugby 7's (Men and Women) 12 men, 12 women

REGULATION 9

Regulations Relating To Team Sports

A. NUMBER OF ENTRIES

1. Teams per country, for all Team sports, PGA's may enter one team only.
2. The maximum number of teams in each competition is as stated in Regulation 7 above.
3. The number of accompanying officials per Team sport is as follows:

Rugby 7s: three (3) per team (per Men's team and per Women's team)

Commonwealth Games - Athlete Allocation System – Rugby 7's

b) Maximum Number of Athletes and Team Officials by Commonwealth Games Association (CGA)

SPORT	Entries	Competitors	Team Officials
RUGBY Sevens	One (1) Men's Team	13 Athletes	3 Team Officials
	One (1) Women's Team	13 Athletes	3 Team Officials



NF Performance Planning Template

SPORT	Name of Sport: Men's Rugby Sevens
SPORT VISION	The vision of your Sport for the period 2021-2024: - For the PNG Men's 7's team to QUALIFY for Birmingham 2022 by finishing in the TOP 3 at the Oceania 7's Championships in 2022. - For the PNG Men's 7's team to QUALIFY for the HSBC Women's World Sevens Series 2023/2024. - Win Gold at the Pacific Games 2023

Please complete the checklist below, which are minimum requirements for receiving High Performance (HP) support from PNGOC. Please note that if you are unable to provide details for all of the following you will need to discuss this with PNGOC.

Date of last AGM	25 SEPTEMBER 2021
Date accounts were audited	31 DECEMBER 2018
Date of last national championships or equivalent	17 DECEMBER 2021
Objectives for High Performance included in NF plan	CREATING A CULTURE OF EXCELLENCE
RAT level:	TBC
Date of last RAT assessment	TBC
Is my NF Incorporated	YES
Name of person completing this template and role	Billy Rapilla
Signature	Billy Rapilla
Date of completion	26/01/2022

Games Goals

Games refer to Team PNG games (Pacific Games, Commonwealth Games, Olympic Games etc.)

Commonwealth Games Qualification – Birmingham 2022	Commonwealth Games – Birmingham 2022	World Cup Qualification - South Africa 2022	World Cup – South Africa 2022	Oceania 7s Port Moresby - 2022
<i>To qualify for the 2022 Birmingham Commonwealth Games by finishing in the top 3 at the qualification event in April 2022.</i>	<i>To finish in the TOP 4 Men's 7's teams in the tournament and to qualify for the Medal Quarter Finals.</i>	<i>Finish Top 4 at the qualification event in April 2022</i>	<i>To finish in the TOP 4 Men's 7's teams in the tournament and to qualify for the Medal Quarter Finals.</i>	<i>To finish top 2 in our Pools after completion of round robin games Qualify for cup playoffs Make cup finals</i>

1. Performance Goals for High Performance

Please list your performance goals for HP over the period of this plan. Please ensure that these performance goals are achievable, have clear performance indicators associated with them and have a timescale for when the performance goal is expected to be met. (The table can be expanded to set out as many performance goals as necessary). These performance goals will help achieve the Outcome Goals.

Performance Goals	Performance indicator	Timescale
<i>To solidify QUALIFICATION for Birmingham & South Africa 2022 by finishing in the TOP 3 at the qualification event in April, 2022</i>	Super 7s Competition Internal Camps & Trial matches	April 2022
<i>To ensure EACH INDIVIDUAL PLAYER in the PNG Women's Sevens Training Squad has a high level of AEROBIC and ANAEROBIC fitness/conditioning.</i>	- Aerobic Fitness Test = Multistage/Beep Test = Level 12 > - Anaerobic Fitness Test = YoYo Test = Level 17 >	April 2022
<i>Win Gold at the 2023 Pacific Games Solomon Islands</i>	Progression from 2022 results Have a competitive 30-woman squad to pull from	March 2023

2. Targeted competitions that will help achieve Outcome Goals.

Please set out the competitions you wish to target as important and the activities associated with these, such as training camps and attendance at other competitions. (The table can be copied to allow you to target as many competitions as appropriate).

Name and date of key competitions	<i>IRB Qualifier event – Townsville. April 2022</i>
Goals for targeted competition	To finish Top 4 to qualify for World Cup & Commonwealth Games
Activities required to support, date these will take place and rationale	Monthly 10-day training camps/assemblies as a FULL TRAINING squad at least 4-6 MONTHS from competition. The camps will involve regular fitness testing, on/off feet conditioning, strength/power programming, sport specific field sessions, tournament simulations, game analysis and team culture/bonding activities. It will allow adequate time to prepare the squad and get the ladies into the best physical, mental, technical and tactical condition possible. N.B. Club and Provincial Tournaments/Competitions will also be heavily involved throughout this preparation period.

Name and date of key competitions	<i>Oceania 7s – Port Moresby. November 2022</i>
Goals for targeted competition	Finish Top 2 in the tournament. Play the Cup finals.
Activities required to support, date these will take place and rationale	Monthly 10-day training camps/assemblies as a FULL TRAINING squad at least 4-6 MONTHS from competition. The camps will involve regular fitness testing, on/off feet conditioning, strength/power programming, sport specific field sessions, tournament simulations, game analysis and team culture/bonding activities. It will allow adequate time to prepare the squad and get the ladies into the best physical, mental, technical and tactical condition possible. N.B. Club and Provincial Tournaments/Competitions will also be heavily involved throughout this preparation period.

3. Targeted Athletes and officials

Please provide details of the athletes and officials you identify as being important to delivering your HP Performance & Outcome Goals. You also need to provide a rationale for why you have identified these people. (The table can be expanded to set out as many athletes/officials as necessary).

Name of athlete	Event Targeted	Games Targeted	Rationale
Manale, Dean	Men's Rugby 7s	World Cup, South Africa 2022	Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Markus, Jackie	Men's Rugby Sevens		Well disciplined, leadership qualities, sevens conditioned, adequate skill sets & buys into team culture.
Vali, Wesley	Men's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Patala, Manu	Men's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Goena, Mhustapha	Men's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Volu, Derrick	Men's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Sepa, Gerry	Men's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Latumahina, Emil	Men's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Turlom, Andrew	Men's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Kunak, Late	Men's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Morrison, Dickson	Men's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Guan, Junias	Men's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Winas, Jacky	Men's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Mauti, Richard	Men's Rugby Sevens		Well disciplined, leadership qualities sevens conditioned, adequate skill sets & buys into

			team culture.
Mangio, John Paul	Men's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Pakure, Randall	Men's Rugby Sevens		Well disciplined, leadership qualities sevens conditioned, adequate skill sets & buys into team culture.
Birney, Shallendrah	Men's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Hosea, Eliude	Men's Rugby Sevens		Well disciplined, leadership qualities sevens conditioned, adequate skill sets & buys into team culture.
Rova, Freddy	Men's Rugby Sevens		Well disciplined, leadership qualities sevens conditioned, adequate skill sets & buys into team culture.
Segeera, Dennis	Men's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Benjamin, Kennedy	Men's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Sabata, Junias	Men's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Peter, Paul	Men's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Barry, Tamas	Men's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.

Name of official	Role Targeted	Games Targeted	Rationale
Leklek, Ian	Head Coach	Oceania 7s November	Qualified & Experienced
	Assistant Coach	Oceania 7s November	Qualified & Experienced
Komes, Steven	Team Manager	Oceania 7s November	Qualified & Experienced
Tekwie, John	Strength & Conditioning Coach	Oceania 7s November	Qualified & Experienced
Vilosi, Hendriella	Physiotherapist	Oceania 7s November	Qualified & Experienced

4. HP capacity development

Please set out the key recommendations for developing HP (Coaching etc.) as identified by your latest RAT assessment. Please comment on what your NF will do to build capacity in these areas. (The table can be expanded to set out as many recommendations as necessary).

Recommendation	Comment
To continue to upskill Assistant Coaches & Strength/Conditioning Trainers by regularly sending them to professional development courses.	This is essential as it provides the head coach with trust in his management staff while the ladies are not officially assembled in camp together. That way, the squad is being supervised in a professional manner, and they are being challenged in all aspects of their training while based in their individual locations.

5. Budget

Please provide an indicative budget for achieving your HP performance goals broken down into areas that address the information you have provided above. (Please expand the table to set out as many recommendations as necessary).

Funding required for:	Amount allocated
TO BE COMPLETED BY Billy Rapilla, Sailosi Druma & Cecil Davani (Managers & Administration of PNGRU.	TBC



NF Performance Planning Template

SPORT	Name of Sport: Women's Rugby Sevens
SPORT VISION	The vision of your Sport for the period 2021-2024: - For the PNG Women's 7's team to QUALIFY for Birmingham 2022 by finishing in the TOP 3 at the Oceania 7's Championships in 2022. - For the PNG Women's 7's team to QUALIFY for the HSBC Women's World Sevens Series 2023/2024. - Win Gold at the Pacific Games 2023

Please complete the checklist below, which are minimum requirements for receiving High Performance (HP) support from PNGOC. Please note that if you are unable to provide details for all of the following you will need to discuss this with PNGOC.

Date of last AGM	25 SEPTEMBER 2021
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RAT level:	TBC
Date of last RAT assessment	TBC
Is my NF Incorporated	YES
Name of person completing this template and role	Billy Rapilla
Signature	Billy Rapilla
Date of completion	26/01/2022

Games Goals

Games refer to Team PNG games (Pacific Games, Commonwealth Games, Olympic Games etc.)

Commonwealth Games Qualification – Birmingham 2022	Commonwealth Games – Birmingham 2022	World Cup Qualification – South Africa 2022	World Cup – South Africa 2022	Oceania 7s Port Moresby - 2022
<i>To qualify for the 2022 Birmingham Commonwealth Games by finishing in the top 3 at the qualification event in April 2022.</i>	<i>To finish in the TOP 6 Women's 7's teams in the tournament and to qualify for the Medal Quarter Finals.</i>	<i>Finish ahead of the Fijianas at the qualification event in April 2022</i>	<i>To finish in the TOP 6 Women's 7's teams in the tournament and to qualify for the Medal Quarter Finals.</i>	<i>To finish top 2 in our Pools after completion of round robin games Qualify for cup playoffs Make cup finals</i>

1. Performance Goals for High Performance

Please list your performance goals for HP over the period of this plan. Please ensure that these performance goals are achievable, have clear performance indicators associated with them and have a timescale for when the performance goal is expected to be met. (The table can be expanded to set out as many performance goals as necessary). These performance goals will help achieve the Outcome Goals.

Performance Goals	Performance indicator	Timescale
<i>To solidify QUALIFICATION for Birmingham & South Africa 2022 by finishing in the TOP 3 at the qualification event in April, 2022</i>	Super 7s Competition Internal Camps & Trial matches	April 2022
<i>To ensure EACH INDIVIDUAL PLAYER in the PNG Women's Sevens Training Squad has a high level of AEROBIC and ANAEROBIC fitness/conditioning.</i>	- Aerobic Fitness Test = Multistage/Beep Test = Level 10 > - Anaerobic Fitness Test = YoYo Test = Level 15 >	April 2022
<i>Win Gold at the 2023 Pacific Games Solomon Islands</i>	Progression from 2022 results Have a competitive 30-woman squad to pull from	March 2023

2. Targeted competitions that will help achieve Outcome Goals.

Please set out the competitions you wish to target as important and the activities associated with these, such as training camps and attendance at other competitions. (The table can be copied to allow you to target as many competitions as appropriate).

Name and date of key competitions	<i>IRB Qualifier event – Townsville. April 2022</i>
Goals for targeted competition	To finish ahead of Fijianas to qualify for World Cup & Commonwealth Games
Activities required to support, date these will take place and rationale	Monthly 10-day training camps/assemblies as a FULL TRAINING squad at least 4-6 MONTHS from competition. The camps will involve regular fitness testing, on/off feet conditioning, strength/power programming, sport specific field sessions, tournament simulations, game analysis and team culture/bonding activities. It will allow adequate time to prepare the squad and get the ladies into the best physical, mental, technical and tactical condition possible. N.B. Club and Provincial Tournaments/Competitions will also be heavily involved throughout this preparation period.

Name and date of key competitions	<i>Oceania 7s – Port Moresby. November 2022</i>
Goals for targeted competition	Finish Top 2 in the tournament. Play the Cup finals.
Activities required to support, date these will take place and rationale	Monthly 10-day training camps/assemblies as a FULL TRAINING squad at least 4-6 MONTHS from competition. The camps will involve regular fitness testing, on/off feet conditioning, strength/power programming, sport specific field sessions, tournament simulations, game analysis and team culture/bonding activities. It will allow adequate time to prepare the squad and get the ladies into the best physical, mental, technical and tactical condition possible. N.B. Club and Provincial Tournaments/Competitions will also be heavily involved throughout this preparation period.

3. Targeted Athletes and officials

Please provide details of the athletes and officials you identify as being important to delivering your HP Performance & Outcome Goals. You also need to provide a rationale for why you have identified these people. (The table can be expanded to set out as many athletes/officials as necessary).

Name of athlete	Event Targeted	Games Targeted	Rationale
Abau, Helen	Women's Rugby Sevens	World Cup, South Africa 2022	Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Alois, Alice	Women's Rugby Sevens		Well disciplined, leadership qualities, sevens conditioned, adequate skill sets & buys into team culture.
Sampson, Alice	Women's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Kaputin, Dorreen	Women's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Aua, Lynette	Women's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Biyama, Marie	Women's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Philemon, Lyan	Women's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Rema, Tere	Women's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Sigere, Barbara	Women's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Garesa, Chelsea	Women's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Gigimat, Esther	Women's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Logona, Joanne	Women's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
John, Emmalyn	Women's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Siari, Marie	Women's Rugby Sevens		Well disciplined, leadership qualities sevens conditioned, adequate skill sets & buys into

			team culture.
Kobor, Sharon	Women's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Ipai, Nasha	Women's Rugby Sevens		Well disciplined, leadership qualities sevens conditioned, adequate skill sets & buys into team culture.
Larry, Geua	Women's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Haea, Dorreen	Women's Rugby Sevens		Well disciplined, leadership qualities sevens conditioned, adequate skill sets & buys into team culture.
Alois, Alice	Women's Rugby Sevens		Well disciplined, leadership qualities sevens conditioned, adequate skill sets & buys into team culture.
Andrew, Teffie	Women's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Pokana, Gwen	Women's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Puro, Cathy	Women's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Kelly, Naomi	Women's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Rama, Fatima	Women's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Rapilla, Kymilie	Women's Rugby Sevens		Well disciplined, leadership qualities sevens conditioned, adequate skill sets & buys into team culture.
Peter, Cynthia	Women's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Swaki, Magdeline	Women's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.
Livuana, Augusta	Women's Rugby Sevens		Well disciplined, sevens conditioned, adequate skill sets & buys into team culture.

Name of official	Role Targeted	Games Targeted	Rationale
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Larry, John	Head Coach	Oceania 7s November	Qualified & Experienced
	Assistant Coach	Oceania 7s November	Qualified & Experienced
	Team Manager	Oceania 7s November	Qualified & Experienced
Pongi, Richard	Strength & Conditioning Coach	Oceania 7s November	Qualified & Experienced
Vilosí, Hendriella	Physiotherapist	Oceania 7s November	Qualified & Experienced

4. HP capacity development

Please set out the key recommendations for developing HP (Coaching etc.) as identified by your latest RAT assessment. Please comment on what your NF will do to build capacity in these areas. (The table can be expanded to set out as many recommendations as necessary).

Recommendation	Comment
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5. Budget

Please provide an indicative budget for achieving your HP performance goals broken down into areas that address the information you have provided above. (Please expand the table to set out as many recommendations as necessary).

Funding required for:	Amount allocated
TO BE COMPLETED BY Billy Rapilla, Sailosi Drumma & Cecil Davani (Managers & Administration of PNGRU.	TBC

PNGOC Tiering Scorecard

National Federation: PNG RUGBY UNION

Scoring for Athletes

Total Score	21	21	0	0
Sport				
Athlete	W	M		
Event				

5	5		
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5	5		
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General Criteria	Criteria	Level 1 (1 point)	Level 2 (3 points)	Level 3 (5 Points)	Level 4 (7 points)
	1. Athlete ranking	This will consider World/Olympic/Commonwealth/Pacific (or other relative) ranking. It can also consider the gap in performance levels between PNG athletes/teams and elements such as qualification standards, reaching finals or medal position for specific competitions.			
		Ranked lower than 3 in PNG (for individual	Ranked 6-15 in Oceania, or	Top 5 ranked in Pacific or Oceania, or	In Top 100 world ranking, or
		Team sport ranked >15 Oceania or Pacific ranking	Top 6-15 Pacific ranking, or Top 3 ranked in PNG	Finish in top third of field at most recent C/wealth Games, or Podium finish at most recent Pacific Games	Top 3 in Oceania* or Has met Olympic A or B standard or Has won Gold at most recent Pacific Games or Top 5 or Has reached finals at most recent C/wealth Games or Olympic Diploma attained
		*Oceania individual ranking will be based on maximum number of 3 individuals per nation per event or as per the maximum number of entries per country as per the respective Games charters			
	2. Direction or trend of ranking	These criteria will consider the amount and direction of change in ranking and/or performance results. If possible NFs should show details of changes (i.e. how much and direction of change), as well as how they have changed in relation to primary competition and/or expected performance goal. This could be the either the score or result, the result of head-to-head competition or other performance/statistical data to show relevant and relative improvement or decline in performance. Other relevant data can be considered.			
		Athlete is consistently decreasing in Oceania ranking over previous 12 – 24 months	Athlete or team showing only slight improvement over the previous 12 - 24 months (less than 10 Oceania ranking places)	Athlete or team showing moderate improvement over the previous 12 - 24 months (between 11 and 19 Oceania ranking places)	Athlete or team showing good improvement in ranking position over the previous 12 - 24 months (e.g. more than 20 Oceania ranking places)
		PNGOC score			
		NF score			

Team 2023 - Pacific Games	6. Number of medals available in specific sports or disciplines in Pacific Games	How many medals are possible for PNG to win in the sport? Consider team size number of entries per country etc. NF must indicate the targeted athlete for each targeted event and provide evidence to back the predicted performance in criteria # 8.			
		(0 points)			
		Sport or discipline not on the next Pacific Games schedule	1	2	3 or more
		(For team scoring only) (0 points)	(For team scoring only)	(For team scoring only)	(For team scoring only)
		Sport or discipline not on the next Pacific Games schedule	1 medal	2 medals	More than 2 team medals
	PNGOC score				
	NF score				
	7. Previous Pacific Games experience/ result	Previous best performance in most recent Pacific Games (or equivalent benchmark event) by the same athlete(s)/team(s)			
		Progressed to 2nd round or equivalent and at least the top half of the field (NOTE: size and strength of field will be considered. Points may not be awarded if size of field is less than 5)	Finalist or equivalent (e.g. top 8, last round, top third etc)	Silver or Bronze	Gold medalist
		PNGOC score			
NF score					

1	1		
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5	5		
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8. Predicted Pacific Games performance	Predicted performance outcome at the Pacific Games performance – support by evidence. NF must provide evidence for the targeted athlete for each targeted event provided in criteria # 6			
	Progress to 2nd round or equivalent (NOTE: size and strength of field will be considered. Points may night be awarded if size of field is less than 5)	Finalist or equivalent (e.g. top 8, last round etc.)	Silver or Bronze (Podium finish)	Gold medalist
	PNGOC score			
	NF score			
	PNGOC score			
	NF score			
Total SCORE (Q1-5)				
TOTAL SCORE				

5	5		
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21	21	0	0
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Date completed: 22-Feb-22

Completed by: BILLY RAPILLA

PNGOC Tiering Scorecard

National Federation: PNG RUGBY UNION

Scoring for Athletes

Total Score	18	18	0	0
Sport	W	M		
Athlete				
Event				

Criteria	Level 1 (1 point)	Level 2 (3 points)	Level 3 (5 Points)	Level 4 (7 points)
General Criteria	This will consider World/Olympic/Commonwealth/Pacific (or other relative) ranking. It can also consider the gap in performance levels between PNG athletes/teams and elements such as qualification standards, reaching finals or medal position for specific competitions.			
	Ranked lower than 3 in PNG (for individual)	Ranked 6-15 in Oceania, or	Top 5 ranked in Pacific or Oceania, or	In Top 100 world ranking, or
	Team sport ranked >16 Oceania or Pacific ranking	Top 6-15 Pacific ranking, or Top 3 ranked in PNG	Finish in top third of field at most recent C/wealth Games, or Podium finish at most recent Pacific Games	Top 3 in Oceania* or Has met Olympic A or B standard or Has won Gold at most recent Pacific Games or Top 5 or Has reached finals at most recent C/wealth Games or Olympic Diploma attained
*Oceania Individual ranking will be based on maximum number of 3 individuals per nation per event or as per the maximum number of entries per country as per the respective Games charters				
General Criteria	These criteria will consider the amount and direction of change in ranking and/or performance results. If possible NFs should show details of changes (i.e. how much and direction of change), as well as how they have changed in relation to primary competition and/or expected performance goal. This could be the either the score or result, the result of head-to-head competition or other performance/statistical data to show relevant and relative improvement or decline in performance. Other relevant data can be considered.			
	Athlete is consistently decreasing in Oceania ranking over previous 12 - 24 months	Athlete or team showing only slight improvement over the previous 12 - 24 months (less than 10 Oceania ranking places)	Athlete or team showing moderate improvement over the previous 12 - 24 months (between 11 and 19 Oceania ranking places)	Athlete or team showing good improvement in ranking position over the previous 12 - 24 months (e.g. more than 20 Oceania ranking places)
PNGOC score				
NF score				

5	5		
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3	3		
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Team 2023 - Pacific Games	6. Number of medals available in specific sports or disciplines in Pacific Games	How many medals are possible for PNG to win in the sport? Consider team size number of entries per country etc. NF must indicate the targeted athlete for each targeted event and provide evidence to back the predicted performance in criteria # 8.			
		(0 points)			
		Sport or discipline not on the next Pacific Games schedule	1	2	3 or more
		(For team scoring only) (0 points)	(For team scoring only)	(For team scoring only)	(For team scoring only)
	7. Previous Pacific Games experience/ result	Sport or discipline not on the next Pacific Games schedule	1 medal	2 medals	More than 2 team medals
		Previous best performance in most recent Pacific Games (or equivalent benchmark event) by the same athlete(s)/team(s)			
		Progressed to 2nd round or equivalent and at least the top half of the field	Finalist or equivalent (e.g. top 8, last round, top third etc)	Silver or Bronze	Gold medalist
	8. Predicted Pacific Games performance	Predicted performance outcome at the Pacific Games performance – support by evidence. NF must provide evidence for the targeted athlete for each targeted event provided in criteria # 6.			
		Progress to 2nd round or equivalent (NOTE: size and strength of field will be considered. Points may not be awarded if size of field is less than 5)	Finalist or equivalent (e.g. top 8, last round etc.)	Silver or Bronze (Podium finish)	Gold medalist
	PNGOC score				
	NF score				
	9. Qualification process (Olympic Games)	These criteria consider the qualification process for the Olympic Games and the potential to qualify on merit e.g. regional qualification, world ranking qualification, multiple or single qualification opportunities etc.			
		Qualification process is extremely difficult, and potentially expensive. Athlete or teams are unlikely to qualify May possibly receive Universality placing or Tripartite invitation	Regional qualification process favours PNG athlete/teams but is potentially expensive.	Regional qualification process favours PNG athlete/teams. Some realistic potential to qualify on merit. ...	World qualification process favours PNG athlete/teams. Some realistic potential to qualify on merit. ...have already qualified
	PNGOC score				
	NF score				

3	3		
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1	1		
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1	1		
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1	1		
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Olympic Games	10. Olympic competition structure	These criteria consider the relative difficulty of being "successful" in the Olympic Games (e.g. progressing through multiple rounds, reaching semi-finals or finals etc.). It may include elements such as usual number of entrants, whether the Olympic competition structure is favourable to positive performance outcomes, and other relevant factors.			
		Traditionally a highly competitive international field with multiple performance heats or rounds. Unlikely for PNG athlete/team to progress past Round 1	A competitive international field with multiple performance heats or rounds. Potential for athlete/team to progress to the next stage or finish in the top half of the number of participants	Potential to finish in top third of competition	Favourable number of entrants and/or rounds or heats. A good chance that athletes/ teams might reach at least semi-final
	11. Olympic ranking	This will consider an individual athlete/s or team's Olympic ranking			
		No specific Olympic ranking	Ranked >100 Olympic ranking	Ranked between 50 – 100 Olympic ranking	Ranked in top 50 Olympic ranking
	PNGOC score				
	NF score				
	12. Previous Olympic Games experience	Previous best performance in most recent Olympic Games (or closest equivalent benchmark event – in quality of level of competition) by the same athlete(s)/team(s)			
		(0 points) Athlete or team has not previously attended an Olympic Games	Athlete or team was previously a targeted athlete/team for the previous Olympic Games	Athlete or team has previously attended an Olympic Games	Athlete or team has previously attended an Olympic Games and progressed past 1st round (or equivalent)
	PNGOC score				
	NF score				
	13. (Predicted) Olympic performance	Predicted performance outcome at the Olympic Games performance – support by evidence			
		Athlete(s) or team(s) is unlikely to progress past 1st round or heat or equivalent, or win a match in pool play etc.	Athlete(s) or team(s) is likely to move to at least 2nd round, win a match in pool play or equivalent	Athlete(s) or team(s) has potential to reach at least quarter-final or semi-final (or equivalent depending on structure of competition)	Athlete(s) or team(s) have a realistic chance of reaching a final based on performances
	PNGOC score				
NF score					
Total SCORE (Q9-13)					
TOTAL SCORE					

1	1		
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1	1		
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1	1		
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1	1		
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18	18	0	0
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Date completed: 22-Feb-22

Completed by: BILLY RAPILLA

PNGOC Tiering Scorecard

National Federation: PNG RUGBY UNION

Scoring for Athletes

Total Score	17	17	0	0
Sport	RUGBY 7S			
Athlete	W	M		
Event				

Criteria	Level 1 (1 point)	Level 2 (3 points)	Level 3 (5 Points)	Level 4 (7 points)
General Criteria	This will consider World/Olympic/Commonwealth/Pacific (or other relative) ranking. It can also consider the gap in performance levels between PNG athletes/teams and elements such as qualification standards, reaching finals or medal position for specific competitions.			
	Ranked lower than 3 in PNG (for individual)	Ranked 6-15 in Oceania, or	Top 5 ranked in Pacific or Oceania, or	In Top 100 world ranking, or
	Team sport ranked >16 Oceania or Pacific ranking	Top 6-15 Pacific ranking, or Top 3 ranked in PNG	Finish in top third of field at most recent C/wealth Games, or Podium finish at most recent Pacific Games	Top 3 in Oceania* or Has met Olympic A or B standard or Has won Gold at most recent Pacific Games or Top 5 or Has reached finals at most recent C/wealth Games or Olympic Diploma attained
	*Oceania Individual ranking will be based on maximum number of 3 individuals per nation per event			
	PNGOC score			
Specific Criteria	These criteria will consider the amount and direction of change in ranking and/or performance results. If possible N's should show details of changes (i.e. how much and direction of change), as well as how they have changed in relation to primary competition and/or expected performance goal. This could be the either the score or result, the result of head-to-head competition or other performance/statistical data to show relevant and relative improvement or decline in performance. Other relevant data can be considered.			
	Athlete is consistently decreasing in Oceania ranking over previous 12 - 24 months	Athlete or team showing only slight improvement over the previous 12 - 24 months (less than 10 Oceania ranking places)	Athlete or team showing moderate improvement over the previous 12 - 24 months (between 11 and 19 Oceania ranking places)	Athlete or team showing good improvement in ranking position over the previous 12 - 24 months (e.g. more than 20 Oceania ranking places)
	PNGOC score			
	NF score			
Team Criteria	How many medals are possible for PNG to win in the sport? Consider team size number of entries per country etc. NF must indicate the targeted athlete for each targeted event and provide evidence to back the predicted performance in criteria # 5.			
	(0 points) Sport or discipline not on the next Commonwealth Games schedule	1	2	3 or more
	(For team scoring only) (0 points) Sport or discipline not on the next Commonwealth Games schedule	1 medal	2 medals	More than 2 team medals
	PNGOC score			
	NF score			

5	5		
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3	3		
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3	3		
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Team 2022 - Commonwealth Games	Previous best performance in most recent Commonwealth Games (or equivalent benchmark event) by the same athlete(s)/team(s)				
	4. Previous C/wealth Games experience / result	Progressed to 2nd round or equivalent or finished in the top half of the field (0 points if they haven't met any of these criteria's)	Finalist or equivalent (e.g. top 8, last round, top third etc)	Silver or Bronze	Gold medalist
	PNGOC score				
	NF score				
	5. Predicted Commonwealth Games performance				
	Predicted performance outcome in Commonwealth Games performance – support by evidence. NF must provide evidence for the targeted athlete for each targeted event provided in criteria # 3.	Progress to 2nd round or equivalent (finish top half) (0 points if they haven't met any of these criteria's)	Finalist or equivalent (e.g. top 8, last round, top third etc)	Silver or Bronze	Gold medalist
	PNGOC score				
	NF score				
	PNGOC score				
	NF score				
Total SCORE (Q1-5)					
TOTAL SCORE					

3	3	0	
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3	3		
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17	17	0	0
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Date completed: 22-Feb-22

Completed by: BILLY RAPILLA