



Team PNG

Athletes Selection Policy



PNG GOLF ASSOCIATION

INCORPERATED

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 2022 to 2024.

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

- 2022 Pacific Mini-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 athletes meeting the Performance Standards.
- Achieves the targets set out by PNGOC for the respective games.

2. Process

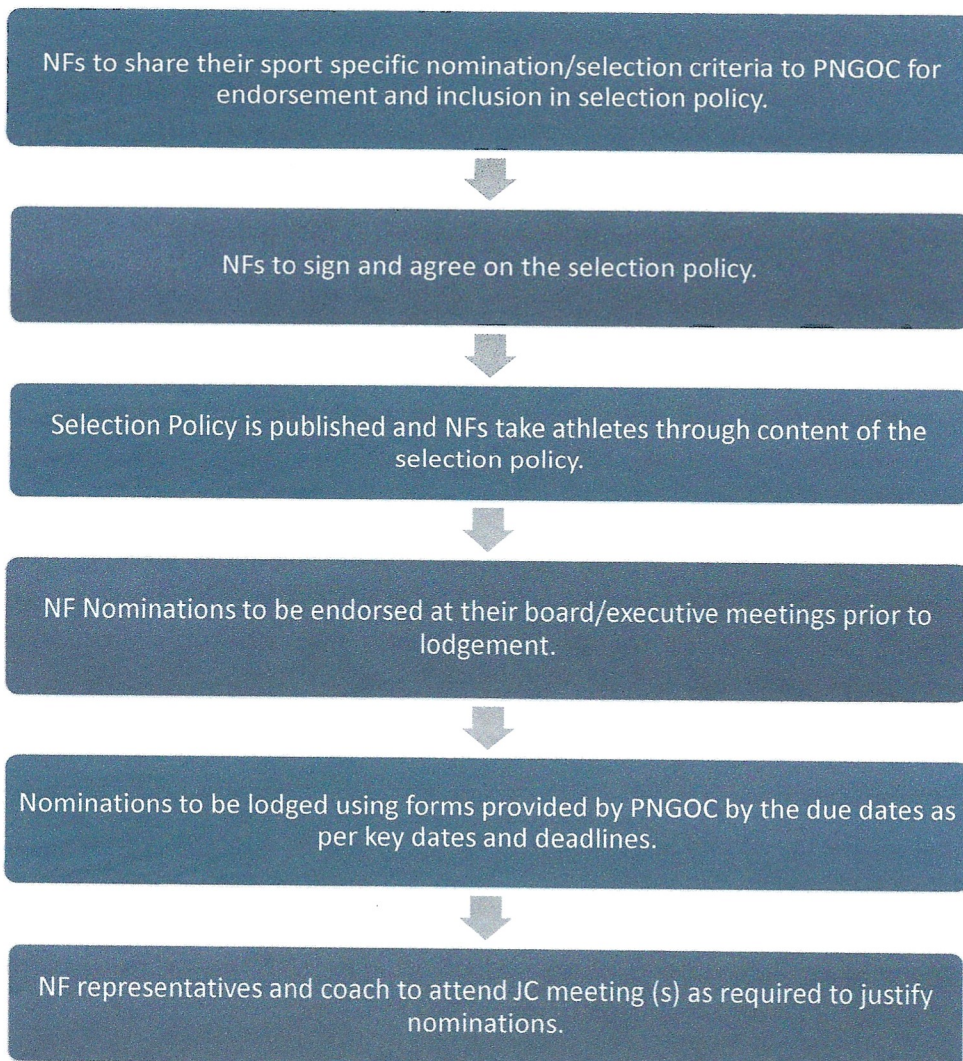
This policy has been adopted by the PNG Olympic Committee.

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) 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.

2.6 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 following Performance Standards shall be used as the main criteria for selection of athletes 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 shall also be from various international and national events from the last twenty-four months prior to the commencement of the respective games.

3.1.1 2022 Pacific Mini-Games

3.1.1.1 All individual athletes and team events eligible for the Pacific Mini-Games shall be ranked in the top 5 in Oceania, top 3 in the Pacific and top 2 nationally to be considered for final selection.

3.1.1.2 Must be capable of achieving a medal placing in their respective event.

3.1.3 2022 Asian Games

3.1.3.1 All individual athletes and team events eligible for the Asian Games shall be ranked in the top 3 in the Oceania region and 1st nationally to be considered for final selection.

3.1.4 2023 Pacific Games

3.1.4.1 All individual athletes and team events eligible for the Pacific Games shall be ranked in the top 5 in Oceania, top 3 in the Pacific and top 2 nationally to be considered for final selection.

3.1.4.2 Must be capable of achieving a medal placing in their respective event.

3.1.5 2024 Olympic Games

3.1.5.1 All individual athletes and team events eligible for the Olympic Games shall be ranked in the top 3 in Oceania, 1st in the Pacific and nationally to be considered for final selection.

3.1.5.2 Must be capable of achieving a placing in the top half in their respective event.

¹Team Events are events that feature a team of individual athletes e.g. 100m Relay, Tennis Doubles, Lawn Bowls Fours.

3.2 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.

3.2.1 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.

3.2.2 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

3.2.3 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

3.3 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.

- 3.3.1 Event and competition performance
- 3.3.2 Results from Specific Testing Data
- 3.3.3 Results from Medical and Physical assessments
- 3.3.4 Other factors considered by selectors to be important
- 3.3.5 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.

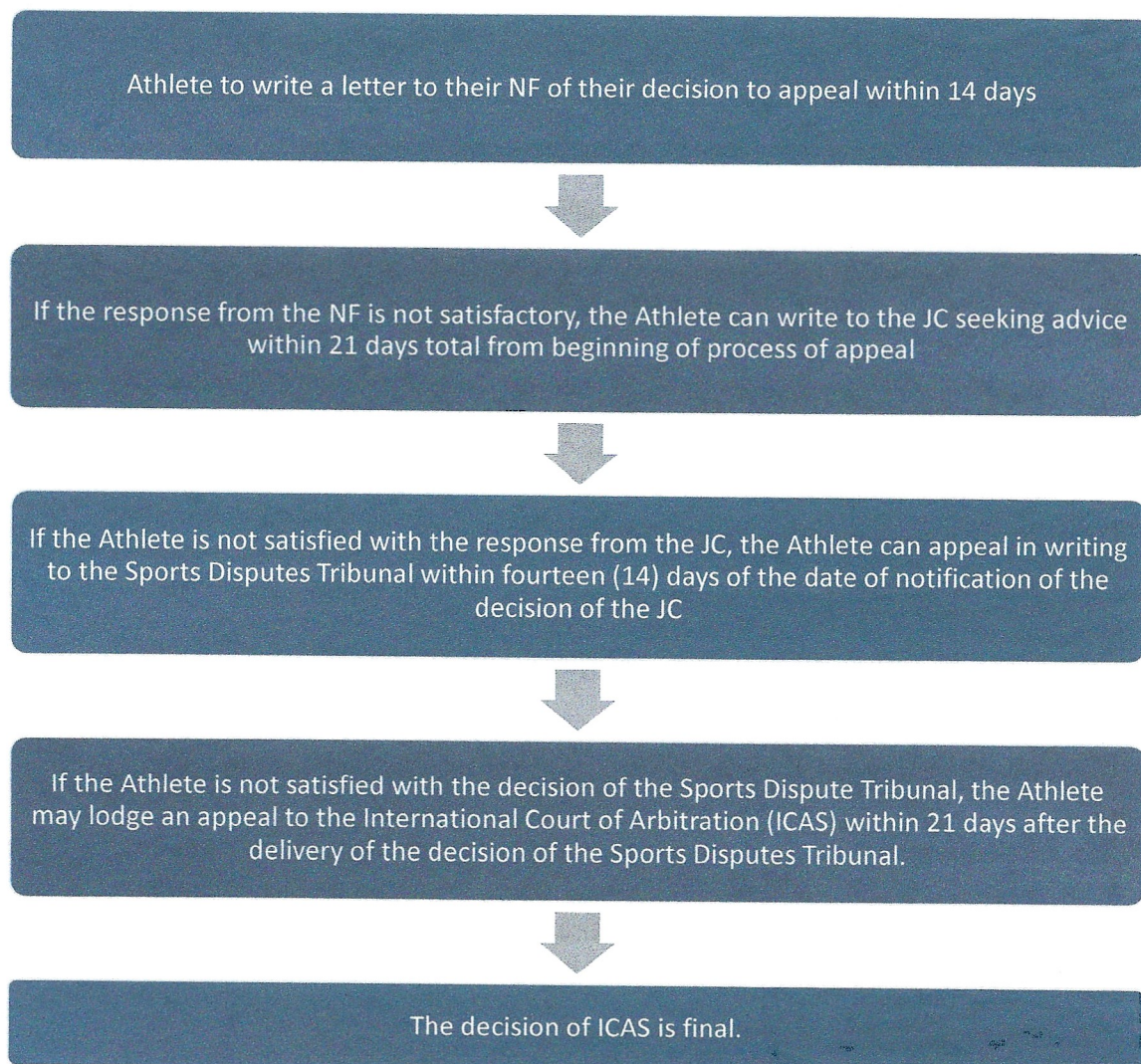
The only grounds for such an appeal are that the JC, in making their final decision, failed to comply with this policy.

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

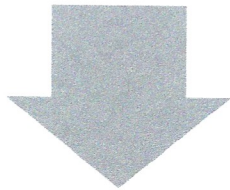
Process for an athlete to appeal if they haven't been nominated by the NF is as follows:



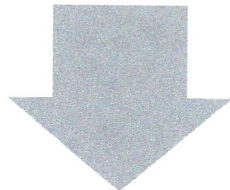
Scenario 2 - Athlete is excluded by the JC

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

If the Athlete and / NF is dissatisfied with the decisions of the Justification Committee, the Athlete and / or NF can appeal in writing to the Sports Disputes Tribunal within fourteen (14) days after the date of notification of the decision of the JC.



If the Athlete is dissatisfied with the decision of the Sports Dispute Tribunal, the Athlete may lodge an appeal to the International Court of Arbitration (ICAS) within 21 days after the delivery of decision.



The decision of ICAS is final.

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 13th day of April, 2022.

Auvita Rapilla
Secretary General
PNG Olympic Committee



Name of NF Executive

Peter Del Monte

Signature of NF Executive



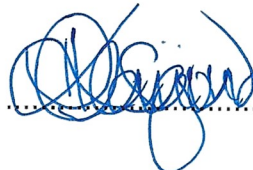
NF Executive Position

President

Name of Witness

Desmond Karingu

Signature of Witness



Address of Witness

Cl-Papua New Guinea Olympic Committee

Team PNG - Performance Standards (Individual Sports)

Games			
Year	2022	2023	2024
Games	Pacific Mini Games	Pacific Games	Olympic Games
Host City	Saipan	Honiara	Paris
Host Country	Northern Mariana Islands	Solomon Islands	France
Date	June 17-25	Nov 19 - Dec 2	July 26-Aug 11
Performance Standards			
Oceania	Top 5	Top 5	Top 3
Pacific	Top 3	Top 3	1st
National	Top 2	Top 2	1st
Selection Policy Criteria	<ul style="list-style-type: none"> • Demonstrated improved performances and results at key international competitions over the past 24 months. Includes improved performances from Pacific Games 2019 and Pacific Mini Games 2017. • Ranking in the National (Top 2) /Pacific (Top 3) /Oceania (Top 5) • Is capable of achieving a medal placing in their respective event and/or team event. • Commitment to training and preparation for the Games • No disciplinary issues 	<ul style="list-style-type: none"> • Demonstrated improved performances and results at key international competitions over the past 24 months. Includes improved performances from Pacific Games 2019. • Ranking in the National (Number 1 ranked)/Oceania (Top 5) • Is capable of achieving a medal placing in their respective event and/or team event. • Commitment to training and preparation for the Games • No disciplinary issues 	<ul style="list-style-type: none"> • Demonstrated improved performances and results at key international competitions over the past 24 months. • Ranking in the National (Number 1 ranked)/Pacific (Number 1)/Oceania (Top 3) • Is capable of achieving a top 20 placing in their respective event and/or team event. • Commitment to training and preparation for the Games • No disciplinary issues

Annexures:

1. PNG Golf Association Incorporated Selection Policy
2. PGC Charter –
 - a. Article 25 - Athlete Eligibility
 - b. Regulation 5 – Maximum number of entries for Golf
 - c. Regulation 6 – Regulations relating to Golf
3. Olympic Games – Paris2024
 - a. Qualification System

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 5 – Maximum number of entries for Golf

MEN WOMEN

Singles

Singles

Team Event Team Event
Team events run concurrently with individual events

Regulation 6 – Maximum Number of Entries for Golf

GOLF

Maximum of 8 competitors: 4 Men, 4 Women

PNG GOLF ASSOCIATION INC

Selection Criteria Policy



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2 DEFINITIONS

- 1.1 PNGGA NS- refers to the PNGGA National Squad.
- 1.2 Staff – refers to the Coach(s), Team Management & Administrators and Sport Consultants to which are integrally involved and responsible for the continuing development of the player.
- 1.3 Athlete's Agreement – refers to the personal agreement entered into by each individual player selected by the PNGGA for participation the duration of each international event.
- 1.4 Selection Committee – Shall be comprised of:
 - The Chair - PNGGA President
 - PNGGA Endorsed Golf Team Manager (volunteer role, based on availability)
 - PNGGA National Team Head Coach and
 - up to 2 representatives with expertise in Amateur golf who will be voting members.

The PNGGA President shall be the Chair of the Selection Committee and ensure that due process is followed. **Refer Appendix 2.**

- 1.5 WAGR – refers to the World Amateur Golf Ranking as conducted by the R&A
- 1.6 OOM – refers to the National Amateur Order of Merit.

1 INTRODUCTION

PNG Golf Association (PNGGA) has been monitoring the latest developments of the Coronavirus (Covid-19) to gauge how it may impact PNGGA's Team Selection Criteria from 2021 onwards.

In the event Covid-19 statistics reach extenuating circumstances effecting events & performances nationwide, PNGGA reserves the right to modify the published Selection criteria at its discretion based on the best available information. Such modifications shall be repealed or amended and no new object, power or rule shall be made except upon a resolution carried by a majority of three-quarters of the Members present and voting at a General Meeting, the Notice of which shall have set out the extent of the proposed repeal or amendment.

Any modifications will be made promptly. Hard copies of this document will be sent to all affiliated member associations and golf clubs, these will also be transmitted via email to all zone delegates and club executives via email for the benefit of all members/golfers with representative potential at the soonest.

The Papua New Guinea Golf Association (PNGGA) has developed this policy to select the best available golfers to represent Papua New Guinea at the highest level in major events in our region. The events being considered for representative duty under this selection policy are:

- Asia Pacific Annual Championships
- Pacific Mini Games
- Youth Olympic Games
- Asian Games
- Pacific Games
- South Pacific Junior Open
- Olympic Games

After PNGGA Sanctions, the PNG Olympic Committee (PNGOC) provides the final approval for athletes and officials to determine participation at the Pacific Mini Games, Youth Olympic Games, Pacific Games, Asian Games and Olympic Games.

1. The selection criteria will serve as the basis on which all players are selected to the PNG Golf Association National Squad.
2. Following selection to the National Squad and prior to the start of the competitive calendar, the coaching and management staff of the PNG Golf Association will establish, in consultation with the players named, the PNGGAs annual performance plan including the level of competition at which such goals are expected to be met.
 - The PNGGA Selection Committee will review the Criteria for the Team on a yearly basis. [Refer Appendix 3.](#)

- This Committee as our National Selectors, is currently made up of five (5) members, all seasoned golfers, comprising of PNGGA executives & members representing our respective Zones. As noted below in Section 1.4, the roles of this committee include:

- The Chair, PNGGA President,
- Endorsed Golf Team Manager,
- National Team Head Coach, and
- Up to 2 representatives with expertise in Amateur golf who have access to regularly monitor the form, results, and conduct of both established and emerging players.

The Chairperson and committee members will be appointed by the PNGGA Executive Committee for a 2-year term (or such shorter term as they remain in office as an elected Executive Committee Member. The PNGGA Executive may request any committee member to extend their term for a further 2 years, taking into account the skills and experience desired on the committee at that time.

Committee members to be appointed based on suitability, experience and qualification.

2 GOALS OF SELECTION CRITERIA

To identify those players who have achieved significant results in the events outlined in **Section 3.4(b)** and also have the potential to improve PNG's performance at the international level.

3 OBJECTIVES OF THE PROGRAM

To provide the selected members with a year-round program and access to staff and resources that will maximize their full potential.

3.1 Prerequisites to Selection

1. Must be a Papua New Guinean Citizen and hold a valid Papua New Guinean Passport.
2. Must be a current financial member of a PNGGA affiliated club.
3. Must be a member in good standing with PNG Golf Association and not subject to any disciplinary process or sanction of the Association. **Refer Appendix 1**
4. The Papua New Guinea Golf Association has established standards of dress and behaviour that are applicable to affiliated Clubs' members who shall either be representing their Club, the PNGGA or Papua New Guinea at home or overseas at international events. Such standards will apply to all amateur players.
5. Must have participated in the three (3) major PNG Golf Association Sanctioned Events in the year prior to selection. Valid extenuating circumstances may be considered should a player be unable to participate in, or have to withdraw from these Championships. Covid19 lockdown, injury, illness would be considered as an extenuating circumstance. Any

questions should be directed to the PNG Golf Association Selection Committee.

At the discretion of the PNGGA Selection Committee, scoring averages will be taken if PNGGA Sanctioned Events are cancelled. This will apply to overseas based players as well, for both junior and senior players. The PNGGA Selection Committee will gauge performance for national selection based on your annual scores at respective Golf Clubs.

6. Must be recognized on the PNG Golf Association's Order of Merit as this is the official system used to record all scores carded by individuals to recognize overall performance.
7. Must comply with the PNG Golf Association Standards & Code of Conduct and Papua New Guinea Olympic Committee Anti-Doping Program & Education.

3.2 Objective Selection Criteria: PNGGA National Squad Performance standards

In conjunction with the PNG Olympic committee Team PNG Selection Policy/Criteria – Performance Standard ([Section 3.3](#)), the Objective Selection Criteria has been established to identify up to **ten (10) Papua New Guinea golfers (including reserves)** to be considered for selection to the PNGGA National Squad. Subject to certain exceptions set out in Section 4, a player must meet the objective criteria in order to be named to the PNGGA National Squad, but meeting these criteria does not mean that a player will automatically be selected to the PNGGA National Squad.

Automatic selection subject to adhering to the code of conduct

- a. The top player on the OOM **[date]** will be automatically selected to the PNGGA National Squad. However, automatic selection is subject to strict adherence of the PNGGA Code of Conduct. Also refer to [Refer Section 4.1 Exclusions](#)
- b. The top ranked player at **[date]** will be automatically selected to the PNGGA National Squad. If this player is the same as the one selected in 3.2.a, the next highest player will be selected.
- c. The Selection Committee will then make selections for the remaining players using the subjective selection criteria as identified in section 3.4.
- d. OOM counting results will be from the time period of July 2019 to **[date]**
- e. The Selection Committee **MAY** select a maximum of one (1) player over the age of 25 as of **[date]**

3.3 PNGOC Team PNG Selection Policy/ Criteria - Performance Standard

Games							
Year	2021				2023		2024
Games	Olympic Games	Pacific Mini Games	Commonwealth Games	Asian Games	Pacific Games	Commonwealth Youth Games	Olympic Games
Host City	Tokyo	Saipan	Birmingham	Hangzhou	Honiara	Port-of-Spain	Paris
Host Country	Japan	Northern Mariana Islands	England	China	Solomon Islands	Trinidad & Tobago	France
Date	July 23-Aug 8	December	July 27 - Aug 7	Sept 10-25	July 14-28	TBC	July 26-Aug 11
Performance Standards							
Oceania	Top 3	Top 5	Top 3	Top 5	Top 5	Top 5	Top 3
Pacific	1st	Top 3			Top 3	Top 5	1st
National	1st	Top 2	1st	1st	Top 2	1st	1st
Selection Policy Criteria	<ul style="list-style-type: none"> • Demonstrated improved performances and results at key international competitions over the past 24 months. • Ranking in the National (Number 1 ranked)/Pacific (Number 1)/Oceania (Top 3) • Is capable of achieving a top 20 placing in their respective event and/or team event. • Commitment to training and preparation for the Games • No disciplinary issues 	<ul style="list-style-type: none"> • Demonstrated improved performances and results at key international competitions over the past 24 months. Includes improved performances from Pacific Games 2019 or Pacific Mini Games 2017. • Ranking in the National (Top 2)/Pacific (Top 3)/Oceania (Top 5) • Is capable of achieving a medal placing in their respective event and/or team event. • Commitment to training and preparation for the Games • No disciplinary issues 	<ul style="list-style-type: none"> • Demonstrated improved performances and results at key international competitions over the past 24 months. Includes improved performances from Pacific Games 2019. • Ranking in the National (Number 1 ranked)/Oceania (Top 3) • Is capable of achieving a top 15 placing in their respective event and top 10 in team event. • Commitment to training and preparation for the Games • No disciplinary issues 	<ul style="list-style-type: none"> • Demonstrated improved performances and results at key international competitions over the past 24 months. • Ranking in the National (Number 1 ranked)/Oceania (Top 5) 	<ul style="list-style-type: none"> • Demonstrated improved performances and results at key international competitions over the past 24 months. Includes improved performances from Pacific Games 2019 • Ranking in the National (Number 1 ranked)/Oceania (Top 5) • Is capable of achieving a medal placing in their respective event and/or team event. • Commitment to training and preparation for the Games • No disciplinary issues 	<ul style="list-style-type: none"> • Demonstrated improved performances and results at key international competitions over the past 24 months • Age - ranking in the National (1st in PNG)/Pacific (Top 5 in Pacific) • Commitment to training and preparation for the Games • No disciplinary issues • Part of a youth program 	<ul style="list-style-type: none"> • Demonstrated improved performances and results at key international competitions over the past 24 months. • Ranking in the National (Number 1 ranked)/Pacific (Number 1)/Oceania (Top 3) • Is capable of achieving a top 20 placing in their respective event and/or team event. • Commitment to training and preparation for the Games • No disciplinary issues

3.4 Subjective Selection Criteria

When applying the Subjective Selection Criteria, the Selection Committee will review the following factors:

- a) Analysis of the golf rankings identified in the PNGGA Order of Merit.
The PNGGA, moving forward, will consider that when conducting a number of amateur regional events, to have these events registered with the R&A as WAGR (World Amateur Golf Ranking) recognised. This would, in the initial stages, enable the winner to achieve a WAGR ranking, the more players that achieve a ranking the more opportunity players make the PNGGA Long List and to be invited to international events such as the Asia-Pacific Amateur Championship and the Womens Asian Amateur Championship. This will be of considerable value and benefit for all amateur players.
- b) Head to Head results, providing a minimum of 4 rounds were made, also, strong consideration will be given for wins and top 10 placing's in the PNGGA Sanctioned events listed below between 2022 -2025:
 - PNG National Amateur Championships (National Titles);
 - Morobe Open;
 - PNG Open; and
 - Provincial Championships as evaluated by score relative to par and strength of field.
- c) Injury or Illness.
- d) If there is insufficient information on a particular player, additional information will be collected through respective affiliated clubs and personal coach.
- e) Ability to achieve High Performance benchmarks such as (but not limited to):
 - Tournament handicap
 - Stroke Average at the events outlined above
 - Launch monitor characteristics such as ball and swing speed
 - *World Ranking (WAGR) progression relative to the athlete's age and stage of development.*

3.5 Golf Fitness Testing & Benchmarks

Fitness plays a small but important part in the success of a golfer. There are several components of fitness that are important for success. Flexibility and power are very important, though a good level of health as indicated by adequate aerobic fitness would also be advantageous. You must pass each test.

Fitness Component	Tests	
Aerobic Fitness	Due to the starting fitness level of most golfers, a submaximal test of aerobic fitness would be suitable, such as a cycle test (Astrand test, Trilevel, PWC170), or the Cooper 12 minute run. You can find information on many aerobic tests from here.	Reduce the effect of fatigue during tournament play.
Flexibility	The sit and reach test can be done for lower back and hamstring flexibility. Other flexibility tests should also be modified for the sport.	The flexibility tests should be specific to the actions of golf.
Strength and Power	Maximal strength tests for specific exercises should be conducted. A handgrip strength test is also suitable.	Determine initial levels and to monitor strength changes in conjunction with training programs.
Body Fat	Skinfold measures should be performed to determine body fat levels.	Excess body fat would affect the golfer's ability to move freely in the swinging action, and also increase fatigue when walking the course. See more about anthropometry & golf.

Throughout their golfing careers, players often experience problems that include, but are not limited to:

- Inconsistent ball striking
- Decreased distance
- Low back pain
- Hip Pain
- Shoulder pain
- Elbow Pain
- Wrist pain

Many of these issues can be attributed to physical limitations that can diminish the golfer's ability to swing a golf club in the most efficient manner possible. Often times identifying and addressing limitations such as hip stiffness or small changes in balance can make a significant impact on improving one's swing, resulting in improved performance and playing without discomfort.

3.6 PNGGA High Performance Staff tracking, monitoring and evaluation of players

By completing all PNGGA High Performance requirements a golf skills assessment template will be created so that athletes have a comparison base for putting, chipping, pitching, iron distance, iron accuracy, and driver accuracy.

This will consist of:

- Chipping Skill Assessment
- Pitching Skill Assessment
- Iron Play Skill Assessment
- Iron Assessment #1: Distance
- Iron Assessment #2: Accuracy
- Driver Skill Assessment

<u>Areas to Cover</u>	<u>Objectives</u>	<u>Benchmarks</u>
Putting – Skill putting / Lag putting	Develop putting technique to result in control of distance and direction	Controls the distance the ball rolls to within 25% of the length of the flat putt. (ex - ball rolls within 5 feet on a 20 foot putt) with reasonable consistency.
Full Swing – Driver Skill Assessment	Develop full swing technique resulting in more speed and consistent ball contact	Will increase the number of solid contacts with any club by 20%
Chipping	Develop chipping technique resulting in more solid contact and varied control of distance and direction	At least 40% of the chip shots from a stable environment have a functional loft for the given shot and club selected.
Greenside Bunkers	Develop an understanding of the contact between the ball and club.	When asked, the player can explain that the club strikes the sand first and not the ball.
	Develop greenside bunker technique to create solid contact some of the time.	Can hit the ball out of the bunker with reasonable contact 25% of the time.

This is carried out by the PNGGA endorsed National Coach, Team Manager and the PNG Sports Foundation High Performance Support team at HPS PNG based on the PNGGA High Performance Planning Template. [Refer Appendix 4](#)

4 SELECTION PROCESS

1. A selection meeting will take place via conference call/video call prior to [\[date\]](#).
2. The PNGGA President will chair the selection meeting.
3. Discussion will take place at the Selection meeting surrounding all players meeting the objective criteria outlined in [Section 2.0](#).
4. In selecting the members of the PNGGA National Squad, the Selection Committee shall consider the Objective Selection Criteria, and if necessary, and as set out in section 3.4, the Subjective Selection Criteria for each player.

6. If a player who has been a member of the PNG National Squad has been injured or ill for all or any part of the golf season preceding the selection meeting in considering such a player's re-selection to the PNGGA National Squad, the Selection Committee shall take in to account:
 - a. The players results for the season up to and following the date of injury or illness;
 - b. The type, severity, duration and prognosis of the injury or illness;
 - c. Any doctor's report which may have been submitted;
7. Final Selection of the PNGGA National Squad will be based on a unanimous decision by the Selection Committee.
8. The Selection Committee will rank the squad in order of selection.
9. The Selection Committee will ratify selection of the PNGGA National Squad prior to [date].
10. The Selection Committee must be available by phone or in person for a period of one week from the selection meeting date in order to deal with any issues that may arise as a result of the selection process.
11. The PNGGA President will notify all selected players in writing of their selection no later than [date].
12. The PNG Olympic Committee's Athlete's Agreement will be forwarded to all players selected to the PNGGA National Squad once the PNGOC Justification Committee's final decision has been reached.
13. All players named to the PNGGA National Squad will have 5 working days from receipt of the selection letter to respond to the selection by each player signing the Athlete's Agreement and returning.
14. In the absence of a signed Athlete's Agreement within the time provided herein, the PNGGA National Squad program no longer has an obligation to place the player on the squad.
15. Athletes Tiering and Funding Support will be awarded based on priority of nomination (the order the athletes that were selected to the National Squad). It is not guaranteed that all athletes selected will receive support. The amount of funding available to the National Team will vary each year.

4.1 Exclusions

A nominated athlete will NOT be considered for selection if the Player:

1. is currently serving a suspension or ban imposed by a PNGGA affiliated Golf Club; or
2. is not currently serving a ban for anti-doping related offences;
3. is convicted of a criminal offence;
4. 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 by the PNGOC Justification Committee if the candidate:

1. breaches general team policy such as behaviour or conduct bringing Golf in PNG and Team PNG into disrepute;
2. does any action that is contrary, inconsistent with or opposing to the brand, values, best interest or image of PNGGA and Team PNG;
3. 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.

4.2 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 PNGGA 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, medical or fitness testing, international and domestic events and other key events as per the PNGGA Events Calendar. With relevance to an overseas based athlete, a case-by-case decision will be made by the PNGGA Selection Committee in consultation with the PNGOC Justification Committee.

5 PNGOC JUSTIFICATION COMMITTEE PROCESS:

- **Endorsed**
 - *Full compliance. All requirements have been met.*
 - *N.B. Ongoing monitoring of compliance leading up to Games*
- **Not Yet Endorsed**
 - *Partial compliance. Only some requirements have been met.*
 - *JC may request Sport re-apply for Justification once all requirements have been met. JC will fix time for full compliance e.g. 90 days. One chance only.*
 - *Sport returns for Justification within time fixed by JC.*
 - *Justification Committee may **Endorse** or **Not Endorse***
- **Not Endorsed**
 - *Appeal to Sports Disputes Tribunal within 14 days of notification of decision*
 - *Sports Dispute Tribunal to hear appeal within 30 days of receiving appeal*
 - *Sports Disputes Tribunal may **Endorse** or **Not Endorse***
 - *Appeal to Court of Arbitration for Sport within 14 days of notification of decision*

Note:

Extension granted by the JC to NFs to submit additional requirements may vary for the Justification for Sport, Officials and Athletes

6 APPEAL PROCEDURE

The Dispute, Resolutions and Appeal Policy can be viewed on the PNGOC Website.
<http://www.pngolympic.org/downloads/category/policies>

7 FEEDBACK TO PLAYERS

Following a major selection, the Chairman of Selectors will speak to those not selected who had a reasonable expectation of selection and explain why, on this occasion, they were not chosen.

For National Squads, the Squad Manager will advise players who are no longer on squads as soon as possible after the decision has been made.

8 FINANCIAL CONSTRAINTS

The financial capacity of PNG Golf Association, notwithstanding the results of the Selection Guidelines, may limit the number of selected players that receive funding.

Chairman of Selectors

Date: _____

APPENDICES

9 APPENDIX 1: PNGGA STANDARDS & CODE OF CONDUCT

The Papua New Guinea Golf Association has established standards of dress and behaviour that are applicable to affiliated Clubs' members who shall either be representing their Club, the PNGGA or Papua New Guinea at home or overseas at international events. Such standards will apply to amateur players and professional members alike.

First. Dress Standards

Clubs will generally have minimum standards of dress to be followed however should these be below the standard herein set the PNGGA standard will be followed:-

- a. Footwear: Thongs whether rubber or leather are strictly forbidden, where "runners" or "athletic" style footwear is worn socks MUST be worn, only leather "loafers" may be worn without socks.
- b. Shorts & Trousers: Shorts and or trousers shall be of the tailored nature suitable for an accompanying belt. Draw string type, denim jeans, athletics type or track suit style are strictly forbidden.
- c. Shirts & Blouses: Strictly forbidden are round neck "T" shirts whether designer label or "give-away" type. The high round neck golf shirt of the style made popular by Tiger Woods are acceptable. Singlet's, "tube" type tops and polo shirts with excessive advertising are similarly not to be worn. The preference is for neat clean polo shirts with collars (male or female), or business style shirts.
- d. General: All clothing shall be neat, clean and tidy at all times and worn as intended without underwear exposed.
- e. Headwear: Caps, hats and similar headwear shall not be worn inside clubhouses.
- f. Advertising: On clothing shall be limited to the manufacturers name and where a professional is sponsored the sponsor's name and that of the professional may appear once on clothing or other golf apparel generally in accordance with the Rules of Amateurism according to the R&A adapted for sizes for professional members.

Second. Code of Conduct

1st. GENERAL PRINCIPLES APPLICABLE TO ALL MEMBERS

1. Trustworthiness. All members shall:
 - a. Be honest, and never deceive, cheat or steal
 - b. Have the courage to do the right thing
 - c. Work to build a good reputation
 - d. Demonstrate loyalty to family, friends, teammates, and country
2. Respect. All members shall:
 - a. Treat others with respect, and be considerate of the feelings of others
 - b. Demonstrate a tolerance toward differences
 - c. Use good manners, and avoid offensive language and taunting
 - d. Never slander, degrade, threaten, hurt or hit anyone and
 - e. Deal peacefully with anger, insults and disagreements
3. Responsibility. All members shall:
 - a. Use self-control and self-discipline

- b. Be accountable for all choices and actions
- c. Demonstrate reliability and
- d. Exhibit supportive behaviour and a positive attitude

Fairness. All members shall:

- a. Adhere to all laws, rules, policies, and guidelines
- b. Be open-minded and demonstrate the ability to listen to others
- c. Not pass blame carelessly
- d. Share equitably and take turns for a particular situation as appropriate and
- e. Never take advantage of others

Caring. All members shall:

- a. Demonstrate compassion, kindness, and forgiveness and
- b. Provide assistance to others in need when appropriate

Citizenship. All members shall:

- a. Respect authority and demonstrate cooperation and
- b. Properly care for all equipment, uniforms, facilities, and playing fields

2nd. ATHLETE'S CODE OF CONDUCT

1. General. All Athletes shall recognize that being a member of the community carries with it responsibilities and rewards, and they shall not only embrace those responsibilities, but also conduct themselves both on and off the playing field/facility in a way that exhibits respect for others and them self.
2. Specific Principles. All Athletes shall therefore resolve themselves to conduct them self with dignity as an athlete and as a citizen of the community, recognizing and accepting that they shall:
 - a. Accept accountability for all behaviour and its outcomes
 - b. Honour obligations and promises
 - c. Exercise self-control
 - d. Be willing to be fair with others in dealings on and off the playing field/facility
 - e. Take pride in themselves and their accomplishments, but never at the expense of demeaning another person or group
 - f. Respect the efforts of others
 - g. Respect authority
 - h. Play by the spirit, not just the letter, of the rules of the game and
 - i. Strive to make the community better through support and contribution as a member and as a citizen

3rd. ENFORCEMENT OF CODE OF CONDUCT

1. Responsibility. Responsibility for enforcement of this Code of Conduct shall reside with the Executive Committee of PNGGA.
2. Spectators. For implementation of this Code of Conduct, spectators who are directly associated with a particular Athlete shall comply with this Code.
3. Enforcement Action. The Executive Committee of PNGGA shall take whatever measures necessary to enforce this Code of Conduct, up to and including any of the following actions:
 - a. Suspension of a Member from the membership list due to his or her failure to comply with this Code of Conduct
 - b. Suspension of a member from the membership list due to the failure of his or her associated friend / spectator to comply with this Code of Conduct or
 - c. Suspension may be for a fixed period or indefinite or expulsion as determined by the Executive Committee.

10 APPENDIX 2: TERMS OF REFERENCE – SELECTION COMMITTEE

PNG GOLF ASSOCIATION: SELECTION COMMITTEE

CHARTER

1. Introduction

The purpose of the charter is to document the primary objective, responsibilities and administration of the Selection Committee as delegated by the Papua New Guinea Golf Association (PNGGA) Executive Committee.

2. Primary Objective

The primary objective of the Selection Committee is to select teams and/or players to represent Papua New Guinea or PNGGA in men's, women's, juniors, mixed team or individuals at International Events.

The committee is also encouraged to consider the strategic benefit of the team and individual competitions in which PNGGA encourages players to participate.

3. Responsibilities

The principal responsibilities of the Selection Committee are as follows:

- A. *Select male and female (Senior & Junior) players to represent Papua New Guinea or PNGGA in team and/or individual events.*

Notes:

- i. *In the absence of three OOM events in the current PNGGA season resulting in inadequate data to select the automatic selections, the Committee will nominate these selections at its discretion taking into account the previous PNGGA OOM season standings in balance with the current PNGGA OOM season standings and affiliated Club Competitions;*
- ii. *Selection of players for teams and/or individual competitions is to be based on analysis and discussion of player performances, including information provided by either endorsed National Coach and Team Manager, affiliated club data or personal coaches;*
- iii. *Timing required for selection of teams and/or individuals is to allow sufficient advance notice for players to prepare for and participate in the respective events (below).*
 - Asia Amateur Championships
 - Pacific Mini Games
 - Youth Olympic Games
 - Asian Games
 - Pacific Games
 - South Pacific Junior Open
 - Olympic Games

- B. *Select Team Manager and/or Coach as required for representative duty;*

- C. *Review of player performances at attended events;*

- D. Respond to any queries forwarded to the committee regarding team/player selection or issues arising following the participation of selected players in team and/or individual events;*
- E. Consideration of other golf competitions across Papua New Guinea which may warrant participation by golfers with PNGGA support.*
- F. Given the PNGGA OOM is critical in selecting representative teams, provide input into the Format and Terms regarding the OOM.*

In discharging their responsibilities, the committee members have a duty to act in the best interests of PNGGA as a whole, irrespective of personal, professional, commercial or other interests, loyalties or affiliation.

4. Administration

Membership and attendance at meetings:

The Committee will be comprised of:

- *The Chair, PNGGA President,*
- *Endorsed Golf Team Manager,*
- *Endorsed National Coach, and*
- *Up to 2 representatives with expertise in Amateur golf who have access to regularly monitor the form, results, and conduct of both established and emerging players.*

In forming and biennially reviewing the composition of the committee, PNGGA will invite candidate nominations from Affiliated Clubs across Papua New Guinea.

The Chairperson and committee members will be appointed by the PNGGA Executive Committee for a 2-year term (or such shorter term as they remain in office as an elected Executive Committee Member. The PNGGA Executive may request any committee member to extend their term for a further 2 years, taking into account the skills and experience desired on the committee at that time.

Committee members to be appointed based on suitability, experience and qualification.

The desired skills and experience include:

- Current member of a PNGGA affiliated club;
- Broad understanding of Golf as either a player or official in PNG or overseas or club events;
- Broad understanding of one or more of the following:
 - Elite level golf performance;
 - Team representation;
 - International golf events.

It is expected that committee members will:

- Be prepared to make a commitment for at least 2 years;
- Be able to periodically meet via technology or in person to fulfil the role;
- Be able to think analytically and objectively;
- Possess excellent communication skills.

A quorum of the committee is any three (3) members of the committee. This role is on voluntary basis however, Committee members will be reimbursed expenses where appropriate.

The committee may invite other people to attend meetings, as it considers necessary, and from time-to-time request presentations from internal or external stakeholders at meetings.

The secretary to the committee is to be the PNGGA Executive Officer as appointed by the committee Chair. The PNGGA Executive Committee may remove any member of the Selection Committee at any time with or without cause.

Meetings of the committee:

Meetings are held not less than two times a year with additional meetings convened as required.

Meetings may be held in person, by telephone or by video conference or by any combination of these media. The PNGGA Executive Officer takes the Minutes of the proceedings of all committee meetings

Reporting:

The Selection Committee will report to the PNGGA Executive after each meeting.

Review of charter and composition:

The committee should review the charter annually to provide assurance that it remains consistent with the PNGGA's objectives and responsibilities.

The PNGGA will biennially review the composition of the committee and review/approve the committee charter as required.

APPENDIX 3: HIGH PERFORMANCE PLANNING 2021-2024

Performance Goals

Performance Goal(s)	Performance indicator	Timescale
Top 10 Performers Domestic Circuit Events	PNGGA Order of Merit	2022-2024
Minimum Handicap Requirement	Elite Golfers maintain or improve current handicaps Minimum for Women (9) & Men (2)	2022-2024
Minimum Fitness standard	Assessment criteria developed by the National Coach and High Performance Trainers for Golf	2022-2024
Process Goal(s) (Optional)	Performance indicator	Timescale
Minimum Coaching Level Requirement (Build local coaching talent & technical officials)	Attainment of relevant certificate	2022-2024

Programs, Activities, Events (hereafter called 'Programs')

Program Name	Brief description or outline of Program	Key Program Outcomes (KPO)
ATHLETE DEVELOPMENT:	Players are empowered to understand their own game and why they are doing certain things. Players should never be too dependent on their coach. They are shown the tools for improvement then taught how to use the tools and when to apply them.	Players should strive over time to be independent or at least have an ability analyse their own game and make improvements
COACH DEVELOPMENT:	Coaches have changed from having a predominantly technical skill set to a more rounded skill set that encompasses the technical, physical, mental and tactical components of the game. Technology	

Targeted competitions that will help achieve objectives

Benchmark Competition(s)	Location and date	Key Performance Outcome	Other activities required to support this event (e.g. SS/SM support, pre-training camp etc.)
PNG National Amateur Open Championships	Lae Golf Club, 15 to 18 April 2022 (72 stroke play)		
Morobe Open	Lae Golf Club 9 to 15 May 2022 (72 stroke play)		
PNG Open	Royal Port Moresby Golf Club 16 to 22 May 2022 (72 stroke play)		

Other supporting/key Competition(s) or Training Camps	Location and date	Key Performance Outcome	Other activities required to support this event (e.g. SS/SM support, pre-training camp etc.)
Training Camps – twice yearly	TBC	to impart technical swing mechanics, theory sessions to support practical driving range and on-course training, inclusive rules and regulations. Golfers are also shown and expected to follow proper golfing etiquette on and off the golf course.	

	now plays a much larger role in coaching. It is not used to complicate the game and confuse the student but more as a learning tool to simplify the game.	
	In a high performance environment the players and the coaches work together to create a set of standards for the player and coach. This is not to be seen as a rigid set of rules but more framework that the player is allowed to work within.	With accountability measures in place the player and coach are held to a set of standards if the standard or process is adhered to then the desired outcome will be produced. It is possible for a player to create these high standards on their own and adhere to them. These athletes are the exception and most people benefit from making a public commitment to themselves, coach and a strong development plan
COMPETITION MANAGEMENT:		
Domestic:		
International:		
DAILY TRAINING ENVIRONMENT		
GOVERNANCE/MANAGEMENT		
SPORTS SCIENCE / SPORTS MEDICINE		

11 APPENDIX 4 - WHAT IS SPORT SCIENCE?

Sport science applies the study of science to sporting activities. It is a multi-disciplinary field. The focus of sport science is to help maximise performance and endurance in preparation for events and competitions while lessening the risk of injury.

It's used to help identify strengths and weaknesses so that a training program can be individualised for everyone from athletes to the elderly, and everyone in-between.

Sports Scientists ensure that athletes are up to date with current training protocols, testing, and preparation.

Areas include:

- Sport specific testing
- Movement screenings
- Injury prevention and corrective exercise prescription
- Strength and conditioning

Sports science covers four main key sciences:

- 1) **Psychology:** The psychological demands of physical activity can determine if an individual is able to achieve success and optimal performance. Taking psychological factors into account can affect performance.
- 2) **Physiology:** Physiology takes into account the way that the human body functions when exposed to exercise and physical training.
- 3) **Biometrics:** Biometrics is the science of measuring and studying biological data which includes hormone and glucose levels. People who keep an eye on this data are able to improve their health and energy.
- 4) **Motor control/learning:** *Motor control/ learning is the way that a human is able to organise their motor skills. By gaining motor control people are able to move accurately and swiftly while minimising energy use and avoiding injury.*

Knowing how the human body acts and performs allows training programs to be designed for athletes to reach their maximum potential.

Sports Science Helping to Prevent Injuries

Injuries during exercising and sports is too common. Severe injuries can take someone out of commission for months at a time and can lead to further issues down the line. Sports science has taken into consideration all the ways to help prevent avoidable injuries. Most injuries can be avoided with proper knowledge and prevention.

You can use sport science to prevent injuries by:

Stretching: Your muscles need to be stretched before and after a workout to help prevent injuries. To be effective stretching needs to be done correctly. Ineffective stretching can actually cause damage and not be adequate for your workout.

Warming Up and Cooling Down: Warming up prepares your body for exercise and physical training. A warm-up loosens your joints and muscles while slowly increasing your heart rate. Cooling down is just as important. It brings your heart rate down slowly.

12 APPENDIX 5 - WHAT IS SPORT MEDICINE?

Sports medicine is a branch of medicine that focuses on diagnosing, treating, and preventing injuries related to physical fitness activities such as sports and exercise.

A big portion of sports medicine focuses on musculoskeletal issues. The musculoskeletal system includes the skeleton, muscles, ligaments, tendons, and connection tissues. Playing sports and living an active lifestyle can lead to a variety of musculoskeletal issues. Sports medicine focuses on correcting and preventing these issues.

Sports medicine primarily focuses on nonsurgical techniques and on maximizing the benefits of nonsurgical treatment, which can help patients recover faster. However, if surgery is needed, a sports medicine specialist can make a referral.

Sports medicine doesn't only involve physicians. Sports medicine involves health care professionals including:

- Rehabilitation specialists
- Trainers
- Sports psychologists
- Dietitians
- Physical therapists

Sports medicine is about more than treating injuries. The discipline incorporates strategies to help athletes refine their performance and achieve maximum benefits through strength training, sports psychology, nutritional education and customized exercise regimens.

Sports medicine involves treating some of the most common athletic injuries. These include:

- Knee injuries, including ACL tears
- Tennis and golfer's elbow
- Concussions
- Torn rotator cuffs
- Dislocations
- Sprains
- Shin splints
- Dislocations

Proper Training: Having a proper training regime based on your physiology and performance goals will help in preventing injury.

Build Your Workout Gradually: Prevent injuries by starting slowly and gradually build duration and intensity.

Vary Your Workout: Using the same muscles over and over can lead to overuse and injury. Change it up so you're not repeating the same movement every day.

Proper Nutrition: Nutrition is necessary for a successful workout. Our consultants can talk to you about the proper nutrition for your workout, your goals and your physiology.

Sufficient Recovery: Recovery is crucial in preventing injury. Insufficient recovery can lead to weakened performance and injury.

Psychological Recovery: Psychological recovery techniques such as massage, spas and hot showers can help your mental health. Mental health plays a big role in recovery and it's important to ensure you're feeling great about your workouts, not dreading them as this can lead to fatigue and injury.

Pay Attention to Your Body: The "no pain, no gain" theory is incorrect. Always listen to your body. If you are feeling pain you could be causing avoidable damage. When beginning a new workout routine, it is normal to feel mild discomfort, so it is important to know what is normal pain and what is not.