



TEAM PNG

Team PNG

Athletes Selection Policy



PAPUA NEW GUINEA BODYBUILDING FEDERATION INCORPERATED

Version:	1.2
Date of Version:	13 February 2023
Created By:	Papua New Guinea Olympic Committee
Approved By:	The PNGOC Executive Board
Approved Date:	22 March 2023
Confidentiality level:	Public

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:

- 2023 Pacific 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 a 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 have 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

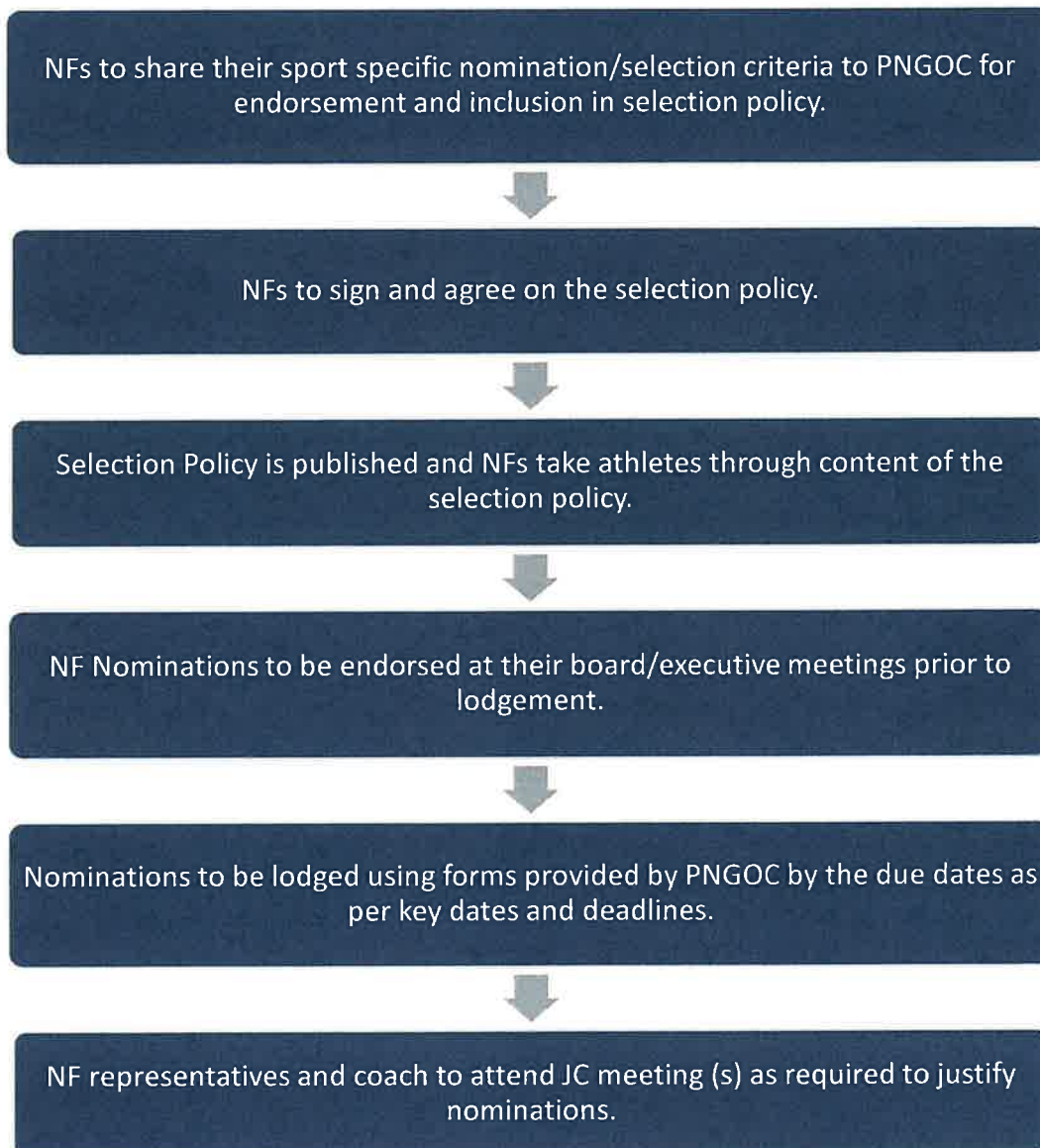
This policy has been adopted by the PNG Olympic Committee.

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's 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, 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 policies, athlete's agreement and PNGOC policy including satisfactorily meeting event requirements. This will include the completion of all medical, fitness and other testing protocols not yet conducted or still underway at the 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 the criteria, the candidate can be removed from consideration for selection.*
- 2.3.5 Willingness to engage in and encourage participation in PNGOC and Team PNG activities and programs.
- 2.3.6 Must agree to the terms of this Selection Policy.
- 2.3.7 Must sign and agree to the terms of the athlete agreement before and during the Games.
- 2.3.8 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 about 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 an activity that contradicts the policies and laws of the World Anti-Doping Authority (WADA), PNG Sports Anti-Doping Organisation (PNGSADO) and the event's governing body anti-doping policies and laws; and is currently serving a ban for anti-doping related offences.
- 2.5.4 is convicted of a criminal offence.

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

- 2.5.5 breaches general team policy such as behaviour or conduct bringing sport in PNG and Team PNG into disrepute;
- 2.5.6 does any action that is contrary, inconsistent with or opposing to the brand, values, best interest or image of PNGOC and Team PNG;
- 2.5.7 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.

An endorsed athlete May not be replaced within forty-five (45) days of the opening ceremony of the respective Games. The dates outlined below indicate the date by which an athlete may not be replaced thereafter for the respective Games:

2023 Commonwealth Youth Games	-	20 June 2023
2023 Pacific Games	-	5 October 2023
2024 Olympic games	-	11 June 2024

The JC will only consider athlete replacements in the case of injuries, medical reasons or extenuating situations as outlined in 2.6. Replacement athletes can only be allowed if the replacement is on the long list and was previously endorsed by the JC.

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 before or within a 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 the 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 the 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 2023 Pacific Games

3.1.1.1 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.

3.1.1.2 Must be capable of achieving a medal placing 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 are 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 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 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 and 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*
- 3.3.6 Commonwealth Games – Athlete must be ranked number one nationally
- 3.3.7 Pacific Mini Games & Pacific Games – The athlete must be ranked in the top 2 nationally
- 3.3.8 The Best of the Rest focus does not apply to the Olympic Games.

The Best of the Rest focus will only apply to the Pacific Mini Games, Pacific Games, Commonwealth Youth Games and the Commonwealth Games.

The Best of the Rest focus does not apply to the Olympic Games. Exception for Athletics and Swimming, they have the Universality Placing option where individuals will be selected on the minimum standards set by their respective National Federation's selection criteria.

Discretion will be used in this situation where the data and information are 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.

An athlete who was initially in the final team and was then omitted by the NF 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 - The athlete is excluded by the JC

Process for an athlete and/or the NF to appeal if the athlete(s) are 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.



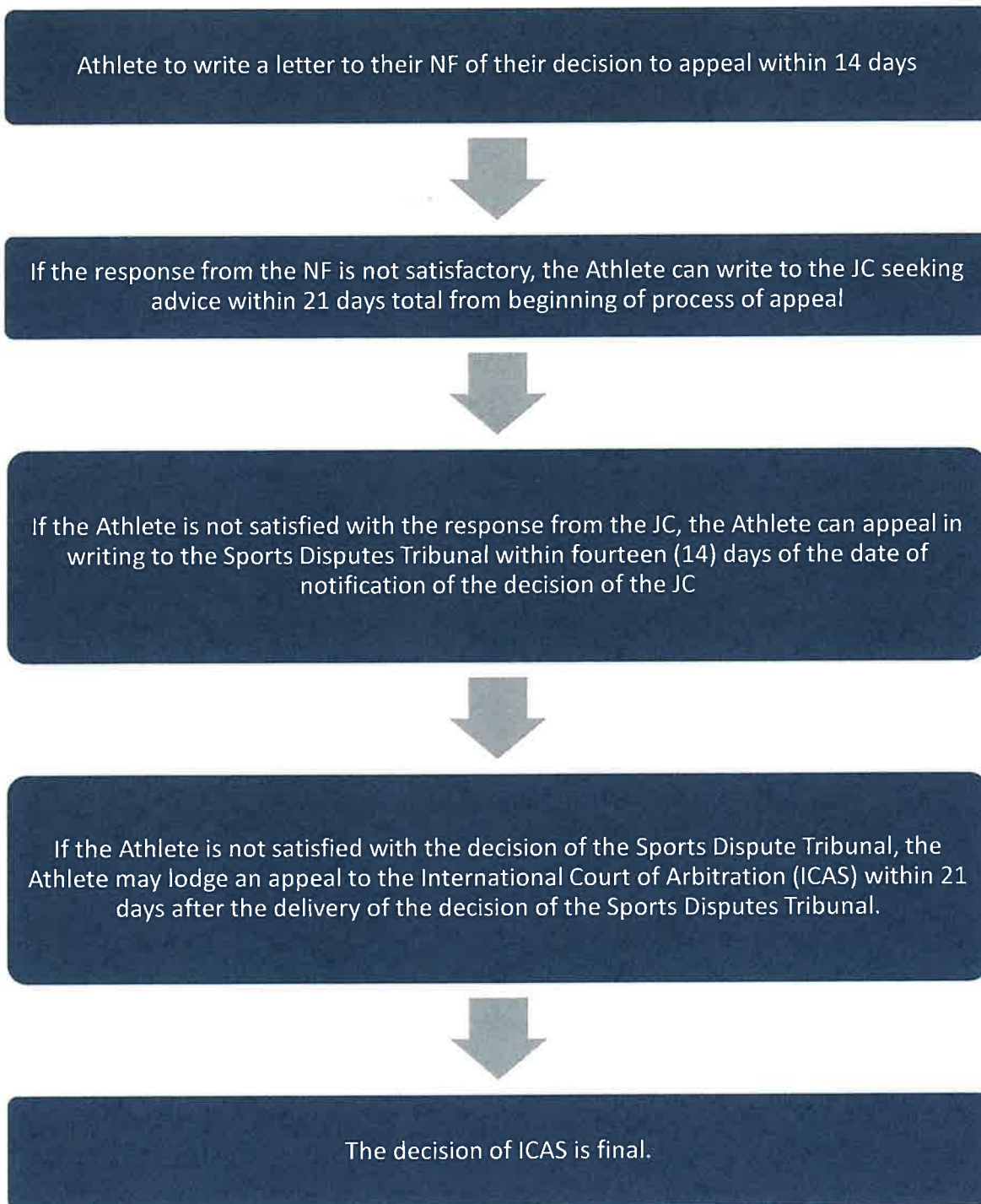
If the Athlete is dissatisfied with the decision of the Sports Dispute Tribunal, the Athlete may lodge an appeal to the International Court of Arbitration (ICAS) within 21 days after the delivery of decision.



The decision of ICAS is final.

Scenario 3 - Athlete dropped by NF after being in the final endorsed team

Process for an athlete to appeal if they were initially in the final endorsed team but was dropped by the NF:



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 the 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 with this Selection Policy to select athletes to represent PNG at respective Games from 2021 to 2024.

Dated this 18th day of May, 2023

Auvita Rapilla
Secretary General
PNG Olympic Committee



Name of NF Executive

IMBAK WIAPÉ

Signature of NF Executive



NF Executive Position

Interim President

Name of Witness

ARMSTRONG MELP

Signature of Witness



Address of Witness

P.O. Box 1434, VISION CITY

Team PNG - Performance Standards (Individual Sports)

Games					
Year	2022		2023		2024
Games	Pacific Mini Games	Commonwealth Games	Commonwealth Youth Games	Pacific Games	Olympic Games
Host City	Saipan	Birmingham	Port of Spain	Honiara	Paris
Host Country	Northern Mariana Islands	England	Trinidad & Tobago	Solomon Islands	France
Date	June 17-25	July 27 - Aug 7	Aug 4-11	Nov 19 - Dec 2	July 26-Aug 11
Performance Standards					
Oceanic	Top 5	Top 3	Top 5	Top 5	Top 3
Pacific	Top 3		Top 3	Top 3	1st
National	Top 2	1st	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 3) • Is capable of achieving a top 15 placing in their respective event and top 10 in the 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. • 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

Change History

Date	Version	Modified by	Description of change
5 th Oct 21	1.1	Desmond Kaviagu	<ol style="list-style-type: none"> 1. Added Control Version on Cover Page 2. Added Change History on Page 2 3. Added Table of Contents 4. Updated Organisation and Association Logos 5. Added Vaccination requirement in General Criteria and Eligibility Requirements, and Exclusions section
13 th Feb 23	1.2	Chris Amini	<ol style="list-style-type: none"> 1. Removed the 2023 Asian Games and replaced them with the 2023 Commonwealth Youth Games 2. Removed mandatory requirement for COVID-19 vaccination (2.3.5) 3. Removed – 2.5.5: COVID-19 vaccination no longer a requirement 4. Added – Exclusions (2.5): An endorsed athlete <u>May</u> not be replaced within forty-five (45) days of the opening ceremony of the respective Games. The dates outlined below indicate the date by which an athlete may not be replaced thereafter for the respective Games: The JC will only consider athlete replacements in the case of injuries, medical reasons or extenuating situations as outlined in 2.6. Replacement athletes can only be allowed if the replacement is on the long list and was previously endorsed by the JC. 5. Changed – 3.1.3: Added in Commonwealth Youth Games performance standards 6. Added – Appeal process: an athlete who was initially in the final team and was then omitted by the NF may appeal against omission. 7. Added – Appeal process: Scenario # 3 – If an athlete was initially endorsed and then later dropped by NF.

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Interim President: Imbak Wiape

Senior Vice Presidents:

Steve Bomal, (Simbu)
Alphonse Benny, (Goroka)
Thomas Gale, (Jiwaka)
Timai Tally, (Momase)
Michael Matsi, (Islands)

Secretary: Anna Sakari **Treasurer:** Keda Besari **Patron PNGBBF:**



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PNG BODYBUILDING FEDERATION Inc.

Selection Policy 2023

Selection Policy in Bodybuilding 2023

1. Introduction

PNG Bodybuilding Federation aims to select a team that performs with distinction for the period **2020 – 2024**, achieving success by way of medals or improved team rankings in the Pacific Oceania region and on the greater international stage.

PNG Bodybuilding will provide our athletes with the opportunity to compete at various international meets against the world's best athletes, to further enhance the development of our athletes.

These guidelines have been established by PNG Bodybuilding to outline the process by which Athletes are selected for respective competitions listed below at the junior and senior levels.

The purpose of the criteria is to identify athletes who have the potential to achieve their goals and objectives at the games listed below.

All athletes will be screened following the Criteria & Guidelines below in order to be selected for the following games listed below.

- World Bodybuilding Physique Sports Federation South East Asian Titles
- South Pacific Titles
- Pacific Games.

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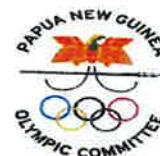
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2. Selection Panel

PNG Bodybuilding has a Selection Panel that consists of five members. The PNGBF Selection Panel shall be approved by the PNGBF board through the following process:

1. Four Positions including the Male Pathway, Female Pathway, Athlete rep and the independent representative of the selection panel are advertised by PNGBF through various forms including social media or mainstream media.
2. Individuals are required to write an expression of interest based on the position they wish to apply for.
3. The applications and expressions of interest are screened and endorsed by the PNGBF Board.
4. The Panel will remain the same for the entire validity of this policy (2020-2024). In extenuating circumstances, if a panel member is not able to carry out their duties on the panel they will inform the PNG Bodybuilding Federation Board in writing of their circumstances and withdraw from their duties as a panel member.

Below are the "Terms of Reference" of the PNGBF Selection Panel. The Selection Panel will be responsible for selecting athletes both seniors and juniors in preparation for the above listed competitions and any other competition sanctioned by PNGBF.

The selection panel shall comprise of the following members:

1. **PNGBF Executive** – Selected by the executive committee. This member is the chair of the selection panel
2. **Female pathway selector** – Selected through an expression of interest
3. **Male pathway selector** – Selected through an expression of interest
4. **Athlete Rep** – Selected through an expression of interest
5. **Independent member** – Selected through an expression of interest

The president of PNGBF shall not be on the Selection Panel but shall over view it to ensure this selection policy is adhered to in selecting athletes.

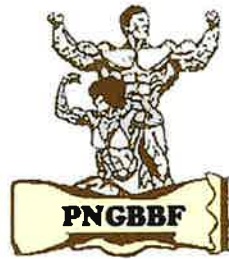
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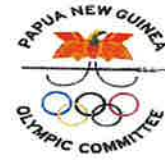
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It is to note that if any member of the selection panel is not able to fulfil their duties as a selection panel member in the aforementioned term of this selection Policy, they shall notify the federation via email of their inability to do so.

All members shall be notified by the PNGBF of their nomination at the signing of this selection policy upon which they should revert by email their confirmation of or declination of their appointment to be on the selection panel.

It is mandatory that all Selection Panel Members officially disclose conflict of interest before the commencement of the selection of athletes. This should be done by an official email to the Bodybuilding Federation Executives.

3. Athlete Eligibility

- The Athlete must have a valid PNG Passport (Not expiring 6 months prior to the targeted Games)
- Be a current member of PNG Bodybuilding or Affiliated member.
- Athletes must have participated at the following competitions (Note that this is inclusive for international athletes vying for selection).
 1. Bodybuilding national Championship
- Selection is open to all athletes as long as he/she is actively training and contests at the Nationals and results in the top 3 placing.

2. Weight Categories

Women

- - 165cm Athletic Physique
- +165 Athletic Physique
- Overall
- - 165 Model Physique
- +165 model Physique
- Overall

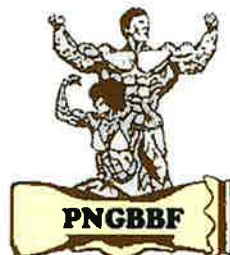
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Men

- Bantamweight – under 65kg
- Lightweight – under 70kg
- Welterweight – under 75kg
- Light Middleweight – under 80kg
- Middleweight – under 85kg
- Light Heavyweight – under 90kg
- Heavyweight – over 90kg
- Super Heavy Weight - 100kg
- + 100Kg
- Overall

4. Sports Performance Criteria

Stage presentation

- Compulsory posing – A well synchronized posing routine of not more than 60 seconds that suits the body type the athlete possesses.
- Individual Music Routine Pose – Athletes score more points when they do an individual music routine.
- Body tanning – Proper application of Body oils. This can range from baby oil or muscle tanning (Points are accumulated on whether too much or too little is applied.)
- Grooming – Clean and hygienic without sores and cuts to the body. This also includes Proper hair trimming.
- Attire – Proper posing trunks, Without Jewelry

Conditioning of the body

- Dryness – Will not appear to have deposits of or liquid in the muscles.

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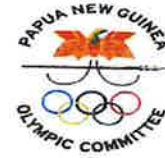
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- Flatness – Athletes should also possess muscles that are lean, aesthetic and not too bulky
- Hardness – Ridged in the Muscle and maturity in the muscle.
- Striations – Deep muscle separations with visual veins

Physical Symmetry

- Symmetry – Upper and lower body are evenly proportioned

Muscularity

- Muscle mass – Muscles should have well developed and big bellies.
- Muscle definition – Visual muscle separations on the bod
- Muscle maturity – Muscle comparison of a mature muscle development or an underdeveloped muscle.

Other Criteria

Bodybuilding also considers subjective criteria such as attitude, personality, impact on team dynamics, personal behavior etc. It may not be a primary deciding factor for inclusion in a team, however they can sometimes be considered as elimination factors for selection.

- Attendance to daily training and punctuality
- Attitude
- Work ethic
- Team cohesion and ability to communicate well
- Trend of performance
- Athletes Sports science and sports medicine status
- Complying to training and coaching at training
- Going to training on time
- Team bonding
- Attending athletes education sessions

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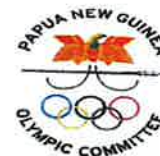
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Sports Science

- It is mandatory that all athletes intending to be selected participate in the scheduled Team PNG Fitness Testing coordinated by PNG Sports Foundation, High Performance Sport.
- If athletes fail to participate in the scheduled fitness testing, this factor will be taken into strong consideration as part of the Team PNG Selection Policy

Sports Medicine

- It is mandatory that all athletes intending to be selected participate in the scheduled Team PNG Physiotherapy Screening coordinated by PNG Sports Foundation, High Performance Sport.
- If athletes fail to participate in the scheduled Physiotherapy screening this factor will be taken into strong consideration as part of the Team PNG Selection Policy

5. Communications

As part of PNG Bodybuilding's obligation is the process of communicating this Selection Policy to the athletes that aim to qualify and be selected to represent at the aforementioned games in the aim of the Policy. PNG Bodybuilding Federation aims to disseminate this policy in the following ways in tandem with PNGOC.

1. Through Social Media (Facebook, WhatsApp, Instagram etc...
2. Emails will be sent to each Association
3. A PDF Copy will be available on the PNGOC website

As part of the communications, process PNGBF also includes the notification process of athlete's selection or non-selection as listed below through the following means.

1. Athletes are notified through an official letter
2. Athletes are notified through E-mail
3. Athletes are notified through a face to face meeting with a member of the Bodybuilding Executive
 - a. President

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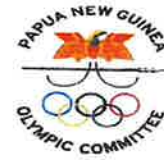
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- b. General Secretary
- c. Vice President from any of the associations mentioned in the header of this document

PNG Bodybuilding reserves the right to do the following and not from any other sources.

- Inform athletes of their selection
- Inform athletes of their non-selection
- Inform the sports community and the general public of the selection.

In Bodybuilding, the sporting community and the general public are informed of the selection of athletes through media releases.

6. Appeals

If an athlete or athletes fail to be selected by which this policy has not been used in tandem with their selection can appeal in writing within (5) days to the PNG Bodybuilding Selection Panel and Executive.

They must provide evidence of how this policy has not been fulfilled in their selection or non-selection to justify their appeal or include any other reasons as to why they have not been selected.

The PNG Bodybuilding shall reply to the letter within 5 Business days of the outcomes of the athlete's appeal in the form of a letter or email from the PNG Bodybuilding federation.

If an athlete is not satisfied with the response from PNG Bodybuilding Federation Selection Panel and Executives, the athlete can appeal through the Justification Committee following the appeals process as stated in the Team PNG Selection Policy in "Section 4, Appeals". PNG Bodybuilding Federation aligns its appeals process with The Team PNG Selection Policy.

The reason for an appeal should include competition judges' not using correct competition data, and athlete's competition score sheet not adding up correctly.

NF Selection Panel not following their own selections guidelines

PNG Bodybuilding Federation does hold the rights to ammend the policy in collaboration with PNGOC.