



TEAM PNG

# Team PNG

## Athletes Selection Policy



# PNG TRIATHLON ASSOCIATION INCORPERATED

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Created By:	Papua New Guinea Olympic Committee
Approved By:	The PNGOC Executive Board
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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:

- 2022 Pacific Mini-Games
- 2022 Commonwealth Games
- 2023 Commonwealth Youth 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 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

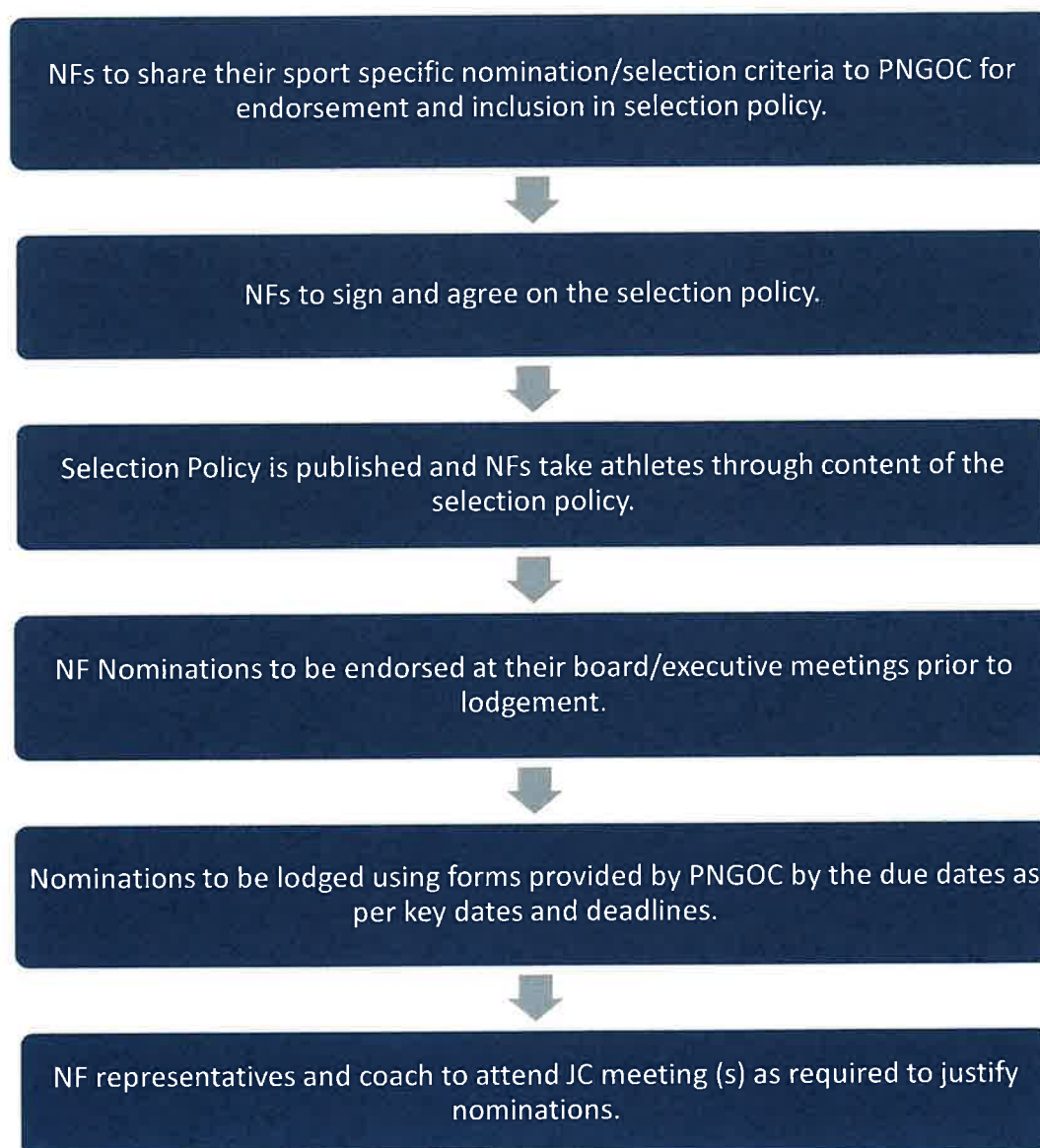
This policy has been adopted by the PNG Olympic Committee.

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 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.

### **3.1.2 2022 Commonwealth Games**

**3.1.2.1** All individual athletes and team events eligible for the Commonwealth Games shall be ranked in the top 3 in the Oceania region and 1<sup>st</sup> nationally (applicable to individual athletes only) to be considered for final selection.

**3.1.2.2** Must be capable of achieving a placing in the top third in their respective event.

**3.1.2.3** All individual athletes eligible for the Open Athlete Allocation Quota shall be subject to PNG Olympic Committee's "*National Federation and Athlete tiering system policy*". Team PNG has been allocated thirty-one (31) Open Athlete Allocation Quotas.

### **3.1.3 2023 Commonwealth Youth Games**

**3.1.3.1** All individual athletes and team events eligible for the Commonwealth Youth Games shall be ranked in the top 5 in the Oceania region, top 3 in the Pacific and top 2 nationally (applicable to individual athletes only) 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, 1<sup>st</sup> 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.

<sup>1</sup>Team 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:

Athlete to write a letter to their NF of their decision to appeal within 14 days



If the response from the NF is not satisfactory, the Athlete can write to the JC seeking advice within 21 days total from beginning of process of appeal



If the Athlete is not satisfied with the response from the JC, the Athlete can appeal in writing to the Sports Disputes Tribunal within fourteen (14) days of the date of notification of the decision of the JC



If the Athlete is not satisfied 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 the decision of the Sports Disputes Tribunal.



The decision of ICAS is final.

**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.



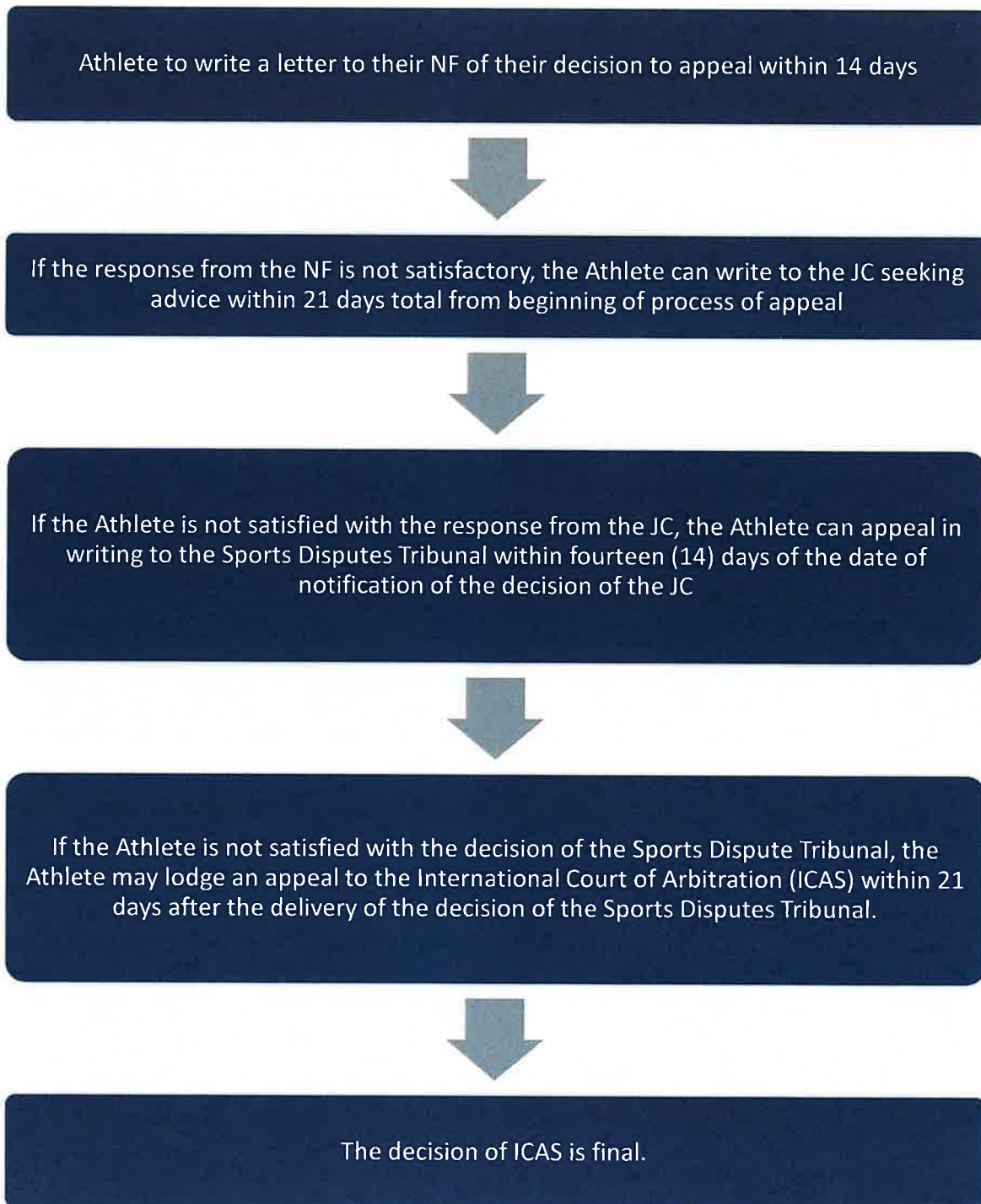
If the Athlete is dissatisfied with the decision of the Sports Dispute Tribunal, the Athlete may lodge an appeal to the International Court of Arbitration (ICAS) within 21 days after the delivery of decision.



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 1 day of June, 2023

Auvita Rapilla  
Secretary General  
PNG Olympic Committee



Name of NF Executive

TERENCE TUOHUK

Signature of NF Executive



NF Executive Position

PRESIDENT

Name of Witness

ARMSTRONG MECI

Signature of Witness



Address of Witness

P.O. Box 1434, Vision City

**Team PNG - Performance Standards (Individual Sports)**

<b>Games</b>					
<b>Year</b>	<b>2022</b>		<b>2023</b>		<b>2024</b>
<b>Games</b>	<b>Pacific Mini Games</b>	<b>Commonwealth Games</b>	<b>Commonwealth Youth Games</b>	<b>Pacific Games</b>	<b>Olympic Games</b>
<b>Host City</b>	Saipan	Birmingham	Port of Spain	Honiara	Paris
<b>Host Country</b>	Northern Mariana Islands	England	Trinidad & Tobago	Solomon Islands	France
<b>Date</b>	<i>June 17-25</i>	<i>July 27 - Aug 7</i>	<i>Aug 4-11</i>	<i>Nov 19 - Dec 2</i>	<i>July 26-Aug 11</i>
<b>Performance Standards</b>					
<b>Oceanic</b>	Top 5	Top 3	Top 5	Top 5	Top 3
<b>Pacific</b>	Top 3		Top 3	Top 3	1st
<b>National</b>	Top 2	1st	Top 2	Top 2	1st
<b>Selection Policy Criteria</b>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Ranking in the National (Top 2) /Pacific (Top 3) /Oceania (Top 5)</li> <li>• Is capable of achieving a medal placing in their respective event and/or team event.</li> <li>• Commitment to training and preparation for the Games</li> <li>• No disciplinary issues</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrated improved performances and results at key international competitions over the past 24 months. Includes improved performances from Pacific Games 2019.</li> <li>• Ranking in the National (Number 1 ranked)/Oceania (Top 3)</li> <li>• Is capable of achieving a top 15 placing in their respective event and top 10 in the team event.</li> <li>• Commitment to training and preparation for the Games</li> <li>• No disciplinary issues</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrated improved performances and results at key international competitions over the past 24 months.</li> <li>• Ranking in the National (Number 1 ranked)/Oceania (Top 5)</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrated improved performances and results at key international competitions over the past 24 months. Includes improved performances from Pacific Games 2019.</li> <li>• Ranking in the National (Number 1 ranked)/Oceania (Top 5)</li> <li>• Is capable of achieving a medal placing in their respective event and/or team event.</li> <li>• Commitment to training and preparation for the Games</li> <li>• No disciplinary issues</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrated improved performances and results at key international competitions over the past 24 months.</li> <li>• Ranking in the National (Number 1 ranked)/Pacific (Number 1)/Oceania (Top 3)</li> <li>• Is capable of achieving a top 20 placing in their respective event and/or team event.</li> <li>• Commitment to training and preparation for the Games</li> <li>• No disciplinary issues</li> </ul>

## Change History

Date	Version	Modified by	Description of change
5 <sup>th</sup> Oct 21	1.1	Desmond Kaviagu	<ol style="list-style-type: none"> <li>1. Added Control Version on Cover Page</li> <li>2. Added Change History on Page 2</li> <li>3. Added Table of Contents</li> <li>4. Updated Organisation and Association Logos</li> <li>5. Added Vaccination requirement in General Criteria and Eligibility Requirements, and Exclusions section</li> </ol>
13 <sup>th</sup> Feb 23	1.2	Chris Amini	<ol style="list-style-type: none"> <li>1. Removed the 2023 Asian Games and replaced them with the 2023 Commonwealth Youth Games</li> <li>2. Removed mandatory requirement for COVID-19 vaccination (2.3.5)</li> <li>3. Removed – 2.5.5: COVID-19 vaccination no longer a requirement</li> <li>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.</li> <li>5. Changed – 3.1.3: Added in Commonwealth Youth Games performance standards</li> <li>6. Added – Appeal process: an athlete who was initially in the final team and was then omitted by the NF may appeal against omission.</li> <li>7. Added – Appeal process: Scenario # 3 – If an athlete was initially endorsed and then later dropped by NF.</li> </ol>



**png triathlon association**

## **Triathlon Selection Policy and Guidelines**

### **Introduction**

PNG Triathlon Federation (PNGTF) aims to select a team that performs with distinction for the period 2020 – 2024, achieving success medals or improved team rankings in the Pacific Oceania region and on the greater international stage.

PNG Triathlon, will aim to provide athletes with the opportunities to compete at various international meets against the world's best athletes, to further enhance athlete development.

These guidelines have been established by PNG Triathlon to outline the process by which players and teams are selected to represent PNG at the junior and senior levels.

The purpose of this policy is to outline a clear and transparent process by which athletes are identified and selected to represent PNGTF who have the potential to achieve goals and objective at the games listed below.

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

- Olympic Games
- Youth Olympic Games
- Commonwealth Games
- Commonwealth Youth Games
- Pacific Games
- Pacific Mini Games
- Oceania Triathlon Pacific Island Championship
- Any other competitions sanctioned by PNG Triathlon

### **Selection Panel Members**

PNG Triathlon has a Selection Panel that consists of five members. The PNGTF Selection Panel shall be approved by the PNGTF Executive Committee through the following process:

1. Four Positions including the Male Pathway, Female Pathway, Athlete rep and the independent representative of the selection panel are nominated by PNGTF executive
2. Individuals are required to respond officially a confirmation accepting nomination.
3. 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 Triathlon Federation Board in writing of their circumstances and withdraw from their duties as a panel member.



Below are the “Terms of Reference” of the PNGTF 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 PNGTF. The selection panel will select athletes for both the Triathlon 11’s and 5’s Teams.

The selection panel shall comprise of the following members:

1. **PNGTF Executive** – Selected by the executive committee. This member is the chair of the selection panel.
2. **Coach** – Current National coach
3. **Female pathway selector** – Selected through nomination by the PNGTF executive committee.
4. **Male pathway selector** – Selected through nomination by the PNGTF executive committee.
5. **Athlete Rep** – Selected through nomination by the PNGTF executive committee.

*It is mandatory that all Selection Panel Members officially disclose conflict of interest before the commencement of the selection of athletes.*

## **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 Triathlon or Affiliated member.
- Satisfy all relevant World Triathlon (WT), Olympic Charter, International Paralympic Committee (IPC) Charter, Commonwealth Games Federation (CGF) Charter and the Pacific Games Charter eligibility rules.
- Athletes must participate in the High Performance Screening and Testing
- Provide Current Medical Report and Medical History & Issues if the athlete is returning from an injury
- Athletes must have participated at the following competitions and achieve time standards in the sports performance Criteria to be Considered (Note that this is inclusive for international athletes vying for selection).
  1. PNG Triathlon National Championships
    - 1.1 All individual athletes and team events eligible for the National Triathlon Championships shall be considered for final selection with demonstrated improvement in time trials over a period of 12 months prior to the National Championships to be considered for final selection.
  2. Triathlon Time Trials
    - 2.1 All individual athletes and teams show demonstrated commitment and dedication to monthly time trials over a period of 12 months to be considered for final selection.

## **Sports Performance Criteria**

PNG Triathlon Federation Selection Panel will look at the following areas below to finalize the selection of its athletes for representative duties.

- Aerobic Endurance

- Motivation and Self Confidence
- Skill and technique
- Coping with pressure situations
- Strength & Power
- Speed and quickness
- Body Size and Composition
- Balance and coordination
- Analytic and tactical ability
- Improvement in time trials
- Ability to function in a team (Men's Team, Women's Team and Mixed Teams)
- in the case of Para triathletes, must hold an international WT classification of "Review" or "Confirmed" status (at the absolute discretion of the Selection Panel, in certain cases, where there is a known pathway to International classification, this requirement may be waived)
- Performance Race Times at International Events.

### Selection Criteria for the Pacific Games 2023

Ability or the potential to race and perform within or under the following time standards over the distances and disciplines:			
Levels	Swim	Bike	Run
A	750m (12 mins males) (13 mins females)	20kms (36mins males) (40 mins females)	5kms (22mins males) (23mins females)
B	400m (6mins males) (7mins females)	10km (18mins males) (20mins females)	2.5km (11mins male) (12 mins females)
C	200m (3mins males) (4mins females)	5km (9mins males) 11mins females	1.5km (5mins male) (6mins females)

Ability or the potential to race and perform within or under the following time standards over the distances and disciplines:

Athletes who do not meet the Ranking Criteria may still be considered for selection on merit, potential and demonstrated ability to meet performance standard times through development training camps.

### Sports Science:

- Athletes must participate in PNGSF High Performance Fitness Testing (Please refer to benchmarking Standards by High Performance Sport.
- Athletes must participate in PNGSF High Performance Screening
- Athletes must participate in PNGSF High Performance Training Programs

### Testing battery Generic Benchmarks

Sports specific physical testing battery and benchmarks for triathlon athletes.			
COMPONENT OF FITNESS	PROPOSED TEST	BENCHMARK DATA TO AIM FOR	
		Males	Females
Aerobic Capacity – Treadmill run or court run 30 Minute Effort	VO2 Max	Elite:	65-75 (ml/kg/min)
		Top AG:	60-70 (ml/kg/min)

Bike / Rower work over 30 Minute Effort	MOP:	50-60 (ml/kg/min)
	BOP:	40-50 (ml/kg/min)
	Untrained:	30-40 (ml/kg/min)
<p>Run: <math>(210/P)/((THR-RHR)/(MHR-RHR))</math></p> <p>Bike: <math>(W/75*1000/BW)/((THR-RHR)/(MHR-RHR))</math></p> <p>Where:</p> <p>W = Power of the session in watts (norm.)  P = Pace of the session in min/km (flat/norm.)  BW = Bodyweight in kg  THR = Training heart rate in bpm  MHR = Max heart rate in bpm  RHR = Resting heart rate in bpm</p> <p>Please refer to link below for benchmarking standards and resources</p> <p><a href="https://alancouzens.com/blog/VO2Scores.html">https://alancouzens.com/blog/VO2Scores.html</a></p>		

## Sports Medicine

- It is mandatory that all athletes undergo Physio Testing and Screening
- It is mandatory that all athletes undergo medical testing and screening
- It is mandatory that all female athletes undergo pregnancy tests as part of PNGTF athletes safeguarding Policy.

## Other Criteria's

- Attendance to training and punctuality
- Attitude & work ethic
- Team cohesion and ability to communicate well as a team
- Mental toughness and discipline
- Trend of performance in the past 6 months
- Athletes Sports science and sports medicine and medical status
- Training diary demonstrating training
- Wellbeing

## Communications

As part of PNG Triathlon's obligation is the process of communicating this Selection Policy to the athletes that aim to qualify and selected to represent Team PNG at the aforementioned games in the aim of the Policy. PNG Triathlon 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 PNGTF 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 Email
3. Athletes are notified through a face to face meeting

## **Appeals**

If an athlete is not selected to the squad and believes as though this policy has not been used in tandem with their selection can appeal in writing within seven (7) days to the PNG Triathlon Selection Panel. They must provide evidence and proof to justify their appeal.

The PNG Triathlon 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 of the PNG Triathlon Federation. .

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

**PNG Triathlon Federation does hold the rights to ammend the policy in collaboration with PNGOC**