



TEAM PNG

Team PNG

Athletes Selection Policy



TOUCH FOOTBALL PNG INCORPORATED

Version:	1.2
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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 2021 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 Teams meeting the Performance Standards.

- Achieves the targets set out by PNGOC for the respective games.

2. Process

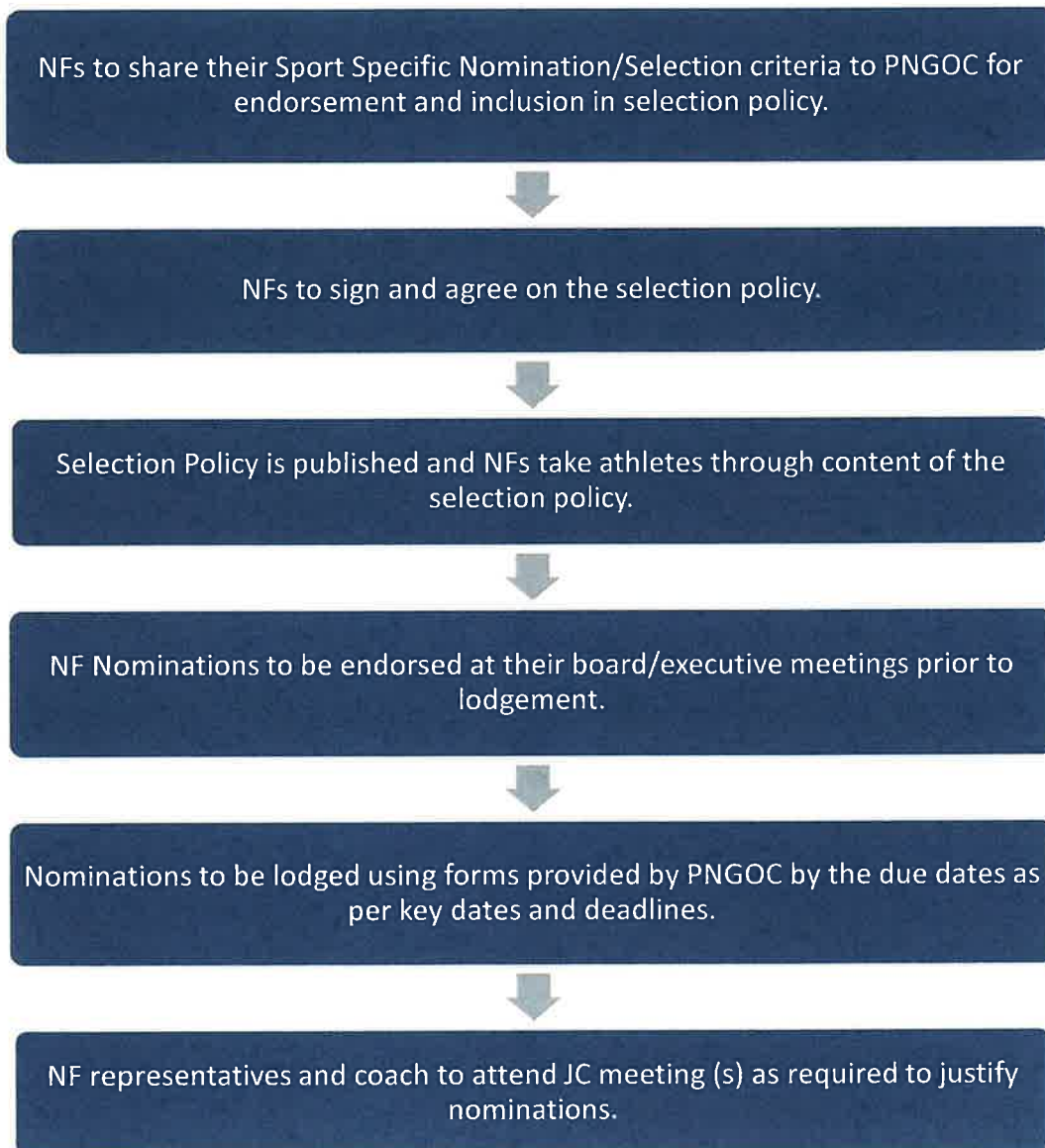
This policy has been adopted by the PNG Olympic Committee.

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

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

2.1 Nomination Process – National Federations

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



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

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

2.2 Selection Process – Justification Committee

The JC has the task of ensuring the nominated candidates become the right team or individual to fulfil the PNGOC'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 clauses 3.1 and 3.2) within the timeframe as pointed out for the respective Games.

2.4 Physical Fitness, Injury Monitoring and Wellbeing –

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

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

2.5 Exclusions –

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

- 2.5.1** is currently serving a ban imposed by the National Federation; or
- 2.5.2** is currently serving a ban imposed by any Regional or International Federation; or
- 2.5.3** has been involved in 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 below. Replacement athletes can only be allowed if the replacement is on the long list and was previously endorsed by the JC.

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 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 Athlete

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

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

3.2 Performance Standards – The Team

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

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

3.2.1 2023 Pacific Games

- 3.2.1.1 The Team eligible for the Pacific Games shall be ranked in the top 5 in Oceania and the top 3 in the Pacific to be considered for final selection.
- 3.2.1.2 Must be capable of achieving a medal placing in their respective sport.

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

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

3.3.1 Training & Competition Plan

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

3.3.2 Sport Specific Criteria

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

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

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

3.3.3 Events

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

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

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

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

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

- 3.4.1 Event and competition performance
- 3.4.2 Results from Specific Testing Data
- 3.4.3 Results from Medical and Physical assessments
- 3.4.4 Other factors considered by selectors to be important.
- 3.4.5 PNGOC's *NF and Athlete tiering system policy*.
- 3.4.6 Commonwealth Games – The team must be ranked in the Top 5 in the Pacific.
- 3.4.7 Pacific Mini Games & Pacific Games – The team must be ranked in the Top 5 in the Pacific.
- 3.4.8 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 for Teams.

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.

An athlete who was initially in the final team and was then omitted by the NF may appeal against omission.

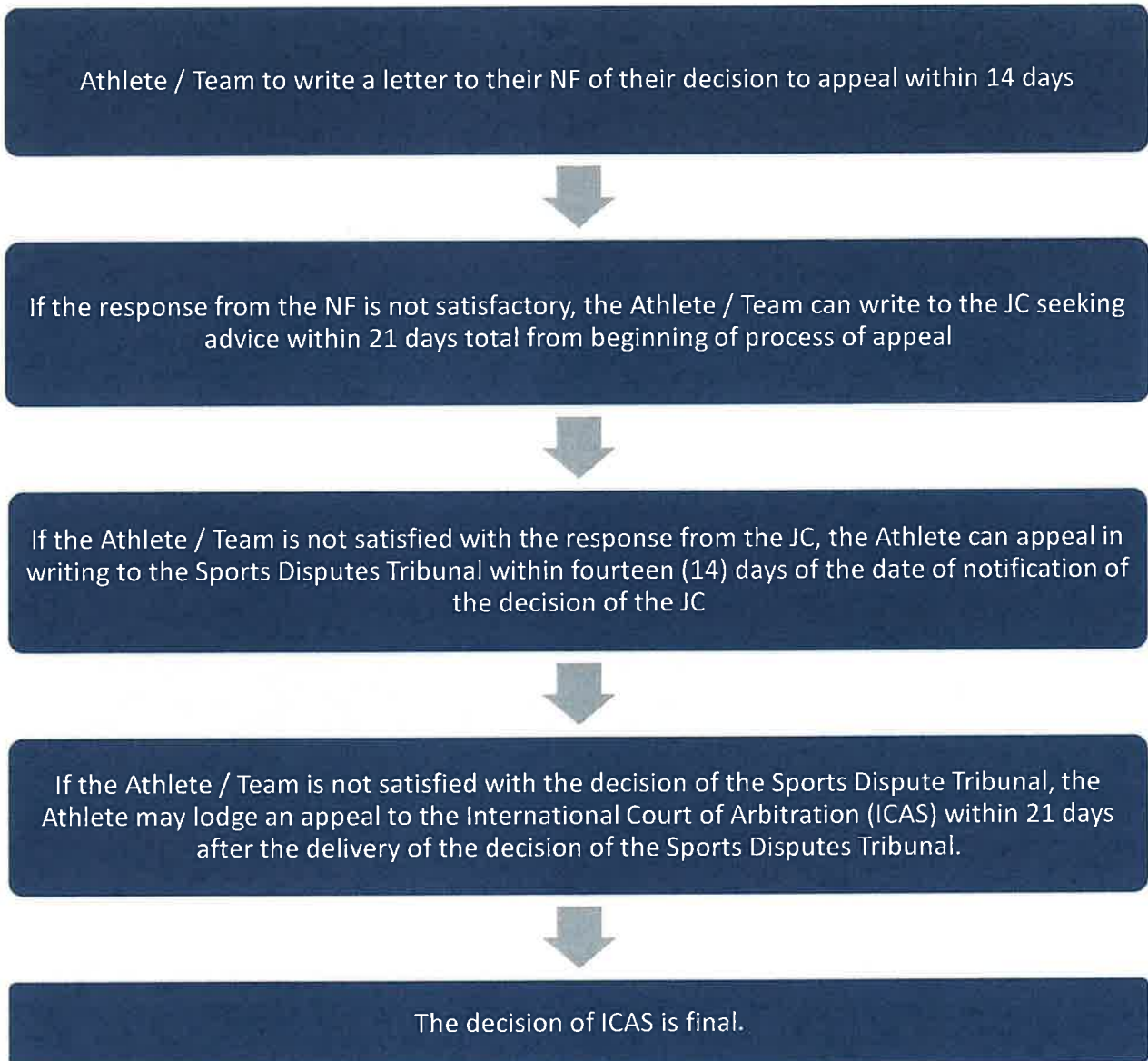
The only grounds for such an appeal are that the JC, in making their final decision, failed to comply with this policy.

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 / Team 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 / Team 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, Team and/or NF is dissatisfied with the decisions of the Justification Committee, the Athlete, Team 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, Team and/or NF 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 19th day of June, 2023

Auvita Rapilla
Secretary General
PNG Olympic Committee



Name of NF Executive

Kevin Luana

Signature of NF Executive



NF Executive Position

PRESIDENT

Name of Witness

Desmond Karigan

Signature of Witness



Address of Witness

P.O Box 467, Boroko, NCD

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
Selection Policy Criteria - Team	<ul style="list-style-type: none"> • Team has Demonstrated improved performances and results at key international competitions over the past 24 months (Prior to the commencement of Games). Includes improved performances from Pacific Mini Games 2017 and Pacific Games 2019 • Capable of achieving a medal placing in their respective sport 	<ul style="list-style-type: none"> • Team has Demonstrated improved performances and results at key international competitions over the past 24 months (Prior to the commencement of Games) • Capable of achieving a top third placing of their respective sport 	<ul style="list-style-type: none"> • Team has Demonstrated improved performances and results at key international competitions over the past 24 months (Prior to the commencement of Games) 	<ul style="list-style-type: none"> • Team has Demonstrated improved performances and results at key international competitions over the past 24 months (Prior to the commencement of Games). Includes improved performances from Pacific Games 2019 • Capable of achieving a medal placing in their respective sport 	<ul style="list-style-type: none"> • Team has Demonstrated improved performances and results at key international competitions over the past 24 months (Prior to commencement of Games) • Capable of achieving a placing in the top half of their respective sport
Selection Policy Criteria - Athlete	<ul style="list-style-type: none"> • Commitment to training and preparation for the Games • No disciplinary issues 	<ul style="list-style-type: none"> • Commitment to training and preparation for the Games • No disciplinary issues 	<ul style="list-style-type: none"> • Commitment to training and preparation for the Games • No disciplinary issues 	<ul style="list-style-type: none"> • Commitment to training and preparation for the Games • No disciplinary issues 	<ul style="list-style-type: none"> • 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. Added – Appeal process: Scenario # 3 – If an athlete was initially endorsed and then later dropped by NF.

TOUCH FOOTBALL PNG INC

Selection and Appointment Policy 2023 Version

Introduction

Touch Football PNG Incorporation, affiliate of the world governing body, the Federation of International Touch (F.I.T) is the governing body of sport of touch football in Papua New Guinea. This policy covers all selections for Touch PNG commencing 2020-2024.

Purpose

The purpose of this policy of Touch Football PNG is to provide guideline for selection of Papua New Guinea national team as well for appointment of officials to represent the country to sanctioned international events as listed:

- Pacific Games
- Asia Pacific Cup
- World Touch Football Cup
- Queensland & NSW State Cup

Aim

The aim of the policy is to ensure that selections are independent, fair, transparent and based on merit of performance, skill, fitness, ability and commitment.

The objective is to have quality representative team comprising of coaches, managers and player representing the country to sanctioned international events and can be successful.

Philosophy

This policy is founded on belief that success is depended on people, so the people appointed as coaches, team managers and selected as players must be of quality in every aspect from good living habit, character and ability.

This policy is review of the 2013 TFPNG selection and appointment policy regulated under section 37 of the TFPNG Constitution of 2012, delegated under section 36.

Selection Process Overview

1. Appointment of Selection Panel

This selection process is functional upon the appointment of a Selection and Appointment Committee comprising of a Chairman,

Touch Football PNG has a selection panel that consists of five members. For a more transparent selection panel, Touch Football PNG has opted to incorporate individuals from other codes. Such Independent Selectors who have no relationship with Touch Rugby and would select athletes based on this policy's criteria. Touch Football PNG selection panel shall be approved by the Touch Football PNG Executive Committee through the following process:

1. Nominations of the panel members will be sent out by the Executive Committee at the completion and signing of this Selection Policy. 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 selection panel they will inform the PNG Touch Federation Executive committee by email their circumstance and withdraw from their duties as a panel member.
2. Once the five-member selection panel is endorsed, invites for the two independent selectors can be sent out. The independent selectors are not mandatory but would add extra value to the selection of athletes.

The following is the Terms of Reference of the Touch Football PNG selection panel. The selection panel will be responsible for selecting male and female athletes, both Junior and Masters in preparation for the above listed competitions and any other competition sanctioned by Touch Football PNG.

The selection panel shall comprise of the following members including the two added non-mandatory external selectors for selection to take place.

- 1. Selection Panel Chair – An Executive Committee Member (This can range from all individuals in the Executive committee except the President)**
- 2. Nominated Head Coach**
- 3. Nominated Assistant Coach**
- 4. A Former Male Athlete**
- 5. A Former Female Athlete**
- 6. A Non Touch Personnel – Independent selector from a similar sport (Optional)**
- 7. A Non Touch Personnel – Independent selector from a similar sport(Optional)**

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

The Selection Panel will assess and select based on established criteria as set out below:

2. Eligibility Criteria for Selection of Players

- 2.1 Athletes must be a registered participant of an affiliated association of Touch Football PNG.
- 2.2 Athletes must be an active player of a competition under an association affiliated to Touch Football PNG.
- 2.3 Athlete must attend trials or sanctioned national championship of Touch Football PNG to qualify for selection.
- 2.4 Athletes, at all time must comply with the TFPNG code of conduct in place from time to time.
- 2.5 Athletes must not be under any form of serious medical conditions, which they must make known if they are selected unknowingly.

3. Two Stages of Selection

- 3.1 Random Selection- is the first stage, and this is done during national championships, trials or events sanctioned by TFPNG.

3.2 Skill & Fitness Assessment- is the second and final stage of selection, which is undertaken by appointed Assessors and Trainers in sessions during camps as determined by TFPNG.

4. Skill & Fitness Assessment Criteria.

4.1 The eligibility for the athlete to represent the country to sanctioned international event will be further qualified based on skill and fitness level and the criteria for this assessment will be done in close consultation with the appointed Coaches.

4.2 As Part of the Sports Science requirement, it is mandatory for all athletes to participate in the fitness screening and testing as part of the Team PNG Selection Policy. Failure to do so will be taken into consideration of athlete selection.

4.3 As part of the benchmark of selection it is recommended for all athletes vying to be selected be able to achieve “very good or excellent” benchmarks for the fitness tests.

4.4 As Part of the Sports Medicine requirement, it is mandatory for all athletes to participate in the physiotherapy screening and testing as part of the Team PNG Selection Policy. Failure to do so will be taken into consideration of athlete selection. This covers the aforementioned criteria in Section 2, Eligibility Criteria for Selection of Players sub-section 2.5.

4.5 The following skills as listed below are basic skill requirements and expended in specific selection of athletes:

4.5.1 Center or Middle

- High level ability to organize and coordinate play
- Must have high level of fitness
- Most deceptive runners
- Best ball handlers

4.5.2 Links

- Elusive running
- Quick change in direction ability while running at speed
- Have agility

4.5.3 Wing

- Good communicator
- Continuous communicating infield in positional play
- High level ability to turn defense into attack

5. Final Team Composition

- 5.1 The final team composition will be determined based on passing of the skills & fitness test.
- 5.2 Any athlete selected after the second stage of selection can be considered as a replacement or shadow opinion, unless removed from the squads for a particular reason or if they fail to continue fulfilling the criteria set out in this policy.
- 5.3 Athletes should be selected in the particular position in the opinion of the coach that best suits the team.
- 5.4 Athletes selected in the final team be first notified through their association or direct. No media publicity be made prior, until the athlete is notified.
- 5.5 Athletes not making the final team be also notified, and of the reasons why they could not be considered.
- 5.6 Confidentiality of all selected players must be adhered to by all in the selection panel until the players are notified.

6. Communications

- 6.1 As part of Touch Football PNG's obligation is the process of communicating this Selection Policy to the athletes that aim to qualify and be selected to represent in the above aforementioned games in the aim of the Policy. PNGHF aims to disseminate this policy in the following ways in tandem with PNGOC.
 - Through Social Media (Facebook, WatsApp, Instagram etc...)
 - Emails will be sent out to each affiliated touch football Association

- A PDF Copy will be available on the PNGOC website

As part of the communications process Touch Football PNG also includes the notification process of athlete's selection or non-selection as listed below through the following means. All athletes will be notified by any of Touch Football PNG Executives but this is generally done by the Secretary for TFPNG.

- Athletes are notified through affiliates FB page
- Athletes are notified through a face to face meeting from the selection panel
- Athletes are notified through a letter
- Athletes are notified through email

7. Dispute Resolution or Appeal

- 7.1 Athlete with grievances related to why they were not considered in the final team may appeal to the Touch Football PNG in writing explaining how this policy was not fulfilled in their selection or non-selection within seven (7) days after being notified for reconsideration.
- 7.2 All grievances and appeals will be considered by TFPNG Executive Committee and responded to within ten (10) days from when the appeal was received.
- 7.3 Further grievances and appeals may be lodged with the PNG Olympic Committee if athlete affected is not satisfied with the decision of Touch Football PNG. Touch Football PNG aligns its appeals process with the Team PNG Appeals Process if the athlete is not satisfied with their appeals through the federation.