



Team PNG

Athletes Selection Policy



PNG FOOTBALL ASSOCIATION

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 2021 to 2024.

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

- 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

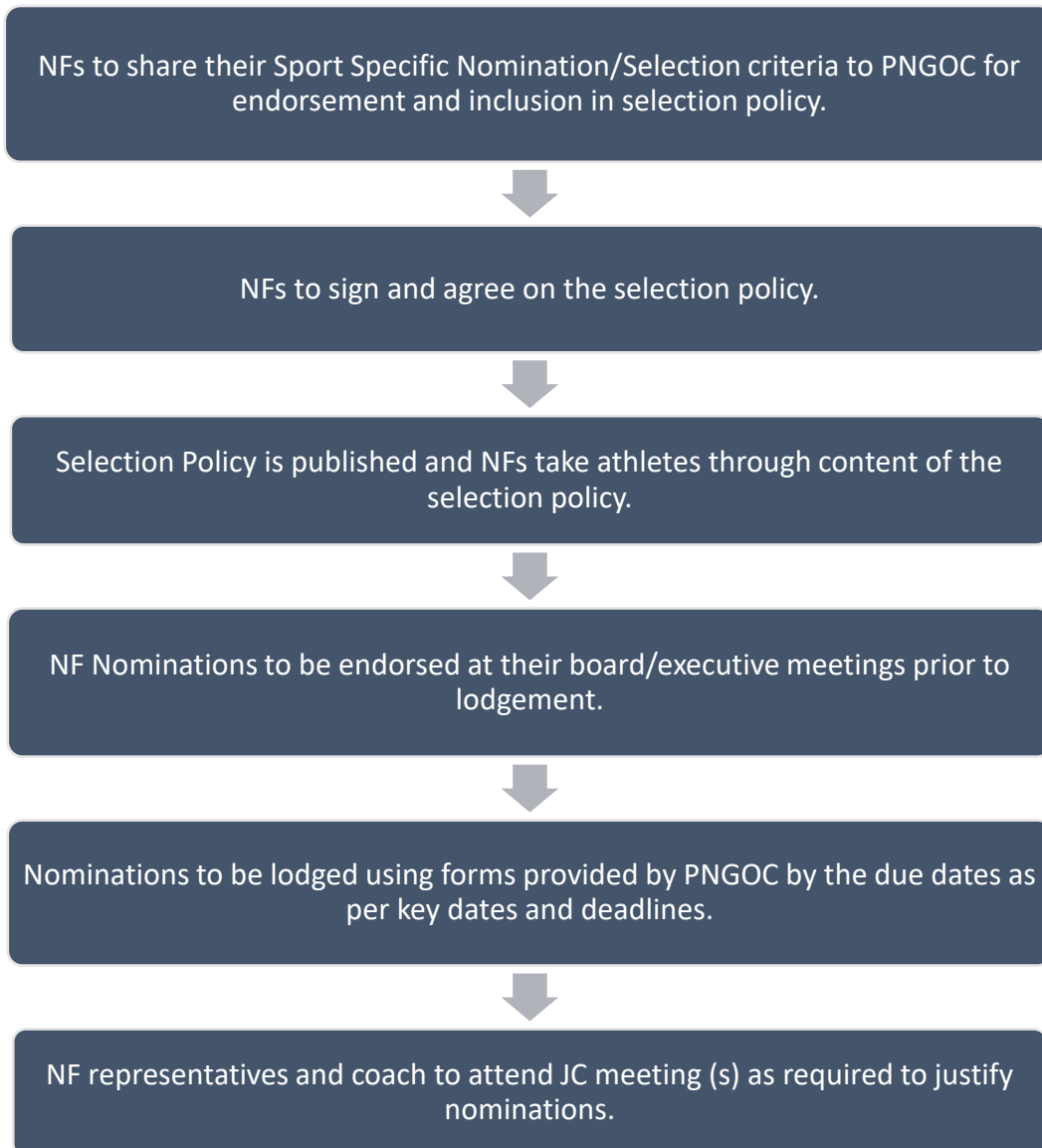
This policy has been adopted by the PNG Olympic Committee.

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 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.

3.2.2 2024 Olympic Games

- 3.2.2.1 The Team eligible for the Olympic Games shall be ranked in the top 3 in Oceania and 1st in the Pacific to be considered for final selection.
- 3.2.2.2 Must be capable of achieving a placing in the top half of their respective sport.

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

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

3.3.1 Training & Competition Plan

Each National Head Coach has submitted a training and competition plan. Attendance and ongoing commitment to this plan 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.

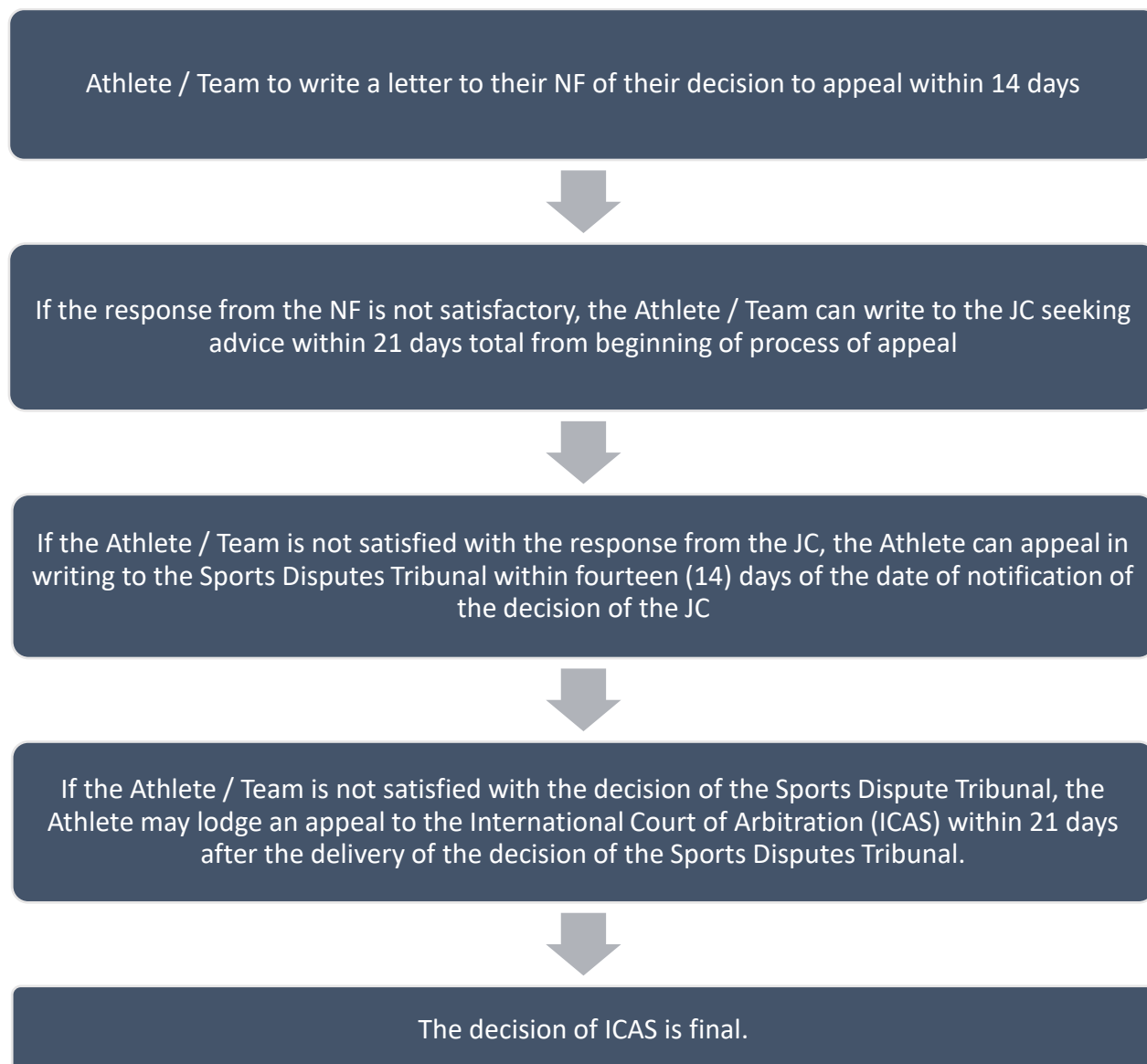
The only grounds for such an appeal are that the JC, in making their final decision, failed to comply with this policy.

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

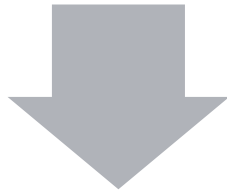
Process for an athlete to appeal if they haven't been nominated by the NF is as follows:



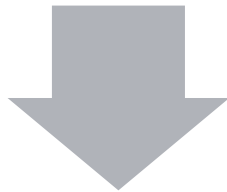
Scenario 2 – The athlete / Team is excluded by the JC

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.



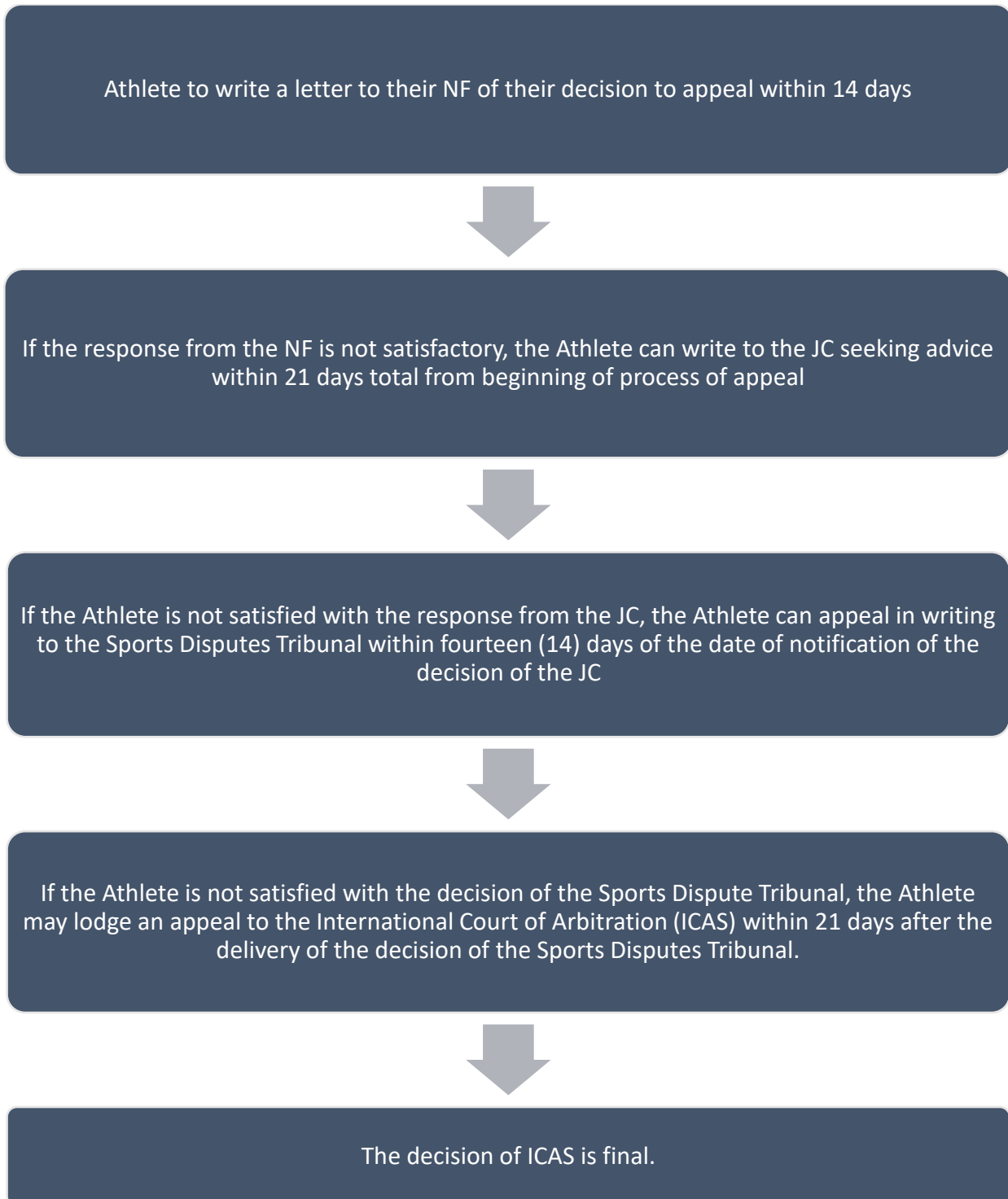
If the Athlete, Team and/or NF is dissatisfied with the decision of the Sports Dispute Tribunal, the Athlete may lodge an appeal to the International Court of Arbitration (ICAS) within 21 days after the delivery of decision.



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.

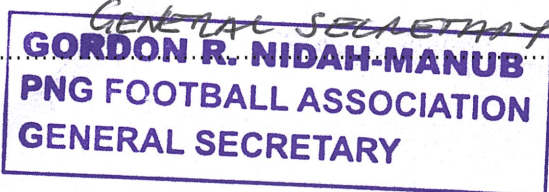
Dated this 6th day of September, 2023

Auvita Rapilla
Secretary General
PNG Olympic Committee



Name of NF Executive : PNG FOOTBALL ASSOCIATION

Signature of NF Executive : 

NF Executive Position : 

Name of Witness : Desmond Kavinan

Signature of Witness : 

Address of Witness : P.O. Box 467, Boroko, NCD
Port Moresby

Team PNG - Performance Standards (Team 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	<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>
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.



National Player Selection Policy

Date of Issue:	September 2023
Prepared:	Percy Mataio (edited)
Description:	Original
Version:	1.1

The purpose of the Papua New Guinea Football Association (PNG FA) National Selection Policy is to provide an equitable framework based on professionalism and transparency in the identification and selection of athletes, coaches, and management for PNGFA squads and teams.

A selection committee comprised of 7 football personnel (National Head coach, Assistant coach, Goalkeeper Coach, Technical Director, High-Performance coach, football analyst, and Talent Identification Scheme Lead) will oversee the selection process, ratify any player selections (or reselection) as well as deliberate over any appeal.

The PNG FA committee's involvement in the selection of players is to ensure that the best players are selected and meet the mandatory player requirement for representative football teams. Any further changes to the selection of the team will be at the discretion of the national head coach.

1. Objectives

1.1 To identify and select athletes for National Team representation, "Senior Men", "Senior Women", "National Development Youth" and "National Youth" squads.

1.2 To select athletes for teams for international and domestic international friendlies who will achieve the results in accordance with mandatory selection criteria and prescribed targets.

1.3 To have in place a vigorous and technical, equitable, and transparent selection process that encourages all athletes to challenge for positions in "Senior Men", "Senior Women", "National Youth Development" and "National Youth" squads.

2. Selection Process

2.1 The selection of all football teams shall be dictated through the talent identification scheme (TDS) program. All players will be selected through a development youth program of which potential players shall be identified and groomed through to national team representation. "Senior men", senior women" and "national youth".

2.2 All players eligible for selection for a National Team must be fully participating players in a full financial member of an Affiliated Member Association of PNG FA. All MA must have an active football competition prior to their players being considered for selection - this applies to Local and International players.

2.3. The national head coach makes recommendations on the composition of the national teams and will receive input from the national technical department technical staff and may call in different combinations of athletes for training camps/matches.

2.4 National Head Coaches are responsible for contacting players who meet the eligibility criteria to nominate for National selection or training camp. Nomination forms still need to be completed and reviewed for each player to meet all criteria for selection.

2.5 Players who nominate for a qualifying tournament or squad, do so with the understanding that they are nominating for both the OFC Qualifying and FIFA tournaments

2.6 Selection for the OFC Championships team or FIFA Qualifying competition team is via an invitation from the National coach to attend a selection camp (Combined or the Northern/Southern camp). Ideally, the athlete has nominated and made themselves available for selection for the preceding qualifying tournament. Any exception must be approved by the PNGFA committee.

2.7 Selection for the Qualifying tournament does not mean automatic selection for the FIFA/OFC or International tournament. Selectors will choose the players suitable for the immediate tournament and reserve the right to change the squad/team, in line with the mandatory criteria in section 4.

2.8 National Coaches must attend mandatory PNG FA-sanctioned competitions to watch and track players during domestic competitions and approved PNG FA selection training camps. If International coaches are in employed but cannot attend, PNG FA must approve. Selection will then fall to Assistant coaches with advice from PNGFA Technical Director.

2.9 The selection of all coaching positions, including assistant and goalkeeper coaches and managers, including physiotherapists or medical officers, will be advertised by way of an Expression of Interest (EOI) and appointed by consensus by the PNG FA Executive Committee in accordance with this policy.

2.10 An active member of the PNG FA Executive Committee can be nominated as head of delegation but is ineligible to be appointed as a coach or as a manager in a national football team.

2.11 Appointment of Coach, Assistant Coach, or Manager is to be contracted for a period as prescribed by the PNG FA Executive Committee for a minimum of 2 years or to a term relevant to the international tournament schedule (FIFA/OFC & International tournaments). Contract continuity will be reliant on the performance of the national team and a successful performance review following each major tournament. This review will be undertaken by PNG FA through the office of Technical Director.

2.12 The PNG FA Technical Department will implement the Talent Identification Scheme (TDS) program to identify athletes for national teams from only athletes identified through the TDS program under the FIFA program to develop elite football athletes to meet football eligibility and mandatory criteria requirements, in accordance with this selection policy.

2.13 National Coaches will collaborate with PNG FA coaching educators, nominated past and current PNG representative players, and selected Premier Soccer League (PSL) club coaches for development and feedback purposes during the selection process.

2.14 Selections must be ratified by the PNG FA technical department through the national coach educator and technical director (if in or by the PNG FA Selection Committee for eligibility only). Members of the PNG FA Executive Committee will be involved only in the endorsement of the selection process, and raise questions around eligibility, de-selection, or appeals to the PNG FA secretariat.

2.15 All selection discussions on team management and player appointments are confidential and any disclosure may result in a breach of confidentiality and may attract sanctions and removal from the PNG FA team selection committee.

2.16 PNG FA will disclose the selection of nominated players publicly through national media and also to Member Association secretariats with the intention to share player selection information with local club management teams.

2.17 Conflict of interest – Anyone involved in the selection process should disclose any personal or professional affiliation that might create a perceived or actual conflict of interest in the selection of the athletes.

2.16 Senior and U19 Teams and Squad

2.17.1 Player selection will be driven by the National Head Coach of each squad and subsequent team with the assistance of the national assistant coaches and National Teams Manager, through an established football selection criteria. The PNG FA technical department's role will be important in this process with attendance, fitness, attitude, and performance to be tracked and monitored for selected players in the lead-up to tournaments.

2.17.2 Senior teams will be selected and assembled through the established technical department annual program and will be formally announced no less than 3 months or as prescribed by the PNG FA secretariat prior to the scheduled international competition.

2.17.3 Any player can be deselected by the Head Coach from a team or squad if the training requirements outlined are not met (as outlined in Clause 4). The selected team management in consultation with the head coach will be delegated to track and monitor attendance, fitness, attitude, and performance of all players in leading up to tournaments. Selection of athletes is at the discretion of the head coach as per accepted criteria and be reported as part of the team management in writing to the PNG FA secretariat.

2.17.4 Senior, Development, or Junior squad representation is not a necessary prerequisite for inclusion in senior teams selected for international competition.

2.18 Development Teams and Squads

2.18.1 Player selection and an invitation to attend a training camp or participate in a team will be driven by the Head Coach of each team with the assistance of the Assistant Coach and Technical Department.

2.18.2 An athlete who is a member of a Senior squad can still be selected for Junior team representation depending on age eligibility.

3. Eligibility Criteria

3.1 For an athlete to be eligible for selection in Papua New Guinea (PNG) teams and squads they must be qualified to compete under the rules and regulations of PNG FA.

3.2 In recommending athletes to the national team, the national head coach and the PNG FA technical department's technical staff will consider information consisting of event observations, video analysis, and player statistics.

3.3 PNGFA Athletes must be fully registered members of PNG FA Member Associations completed the relevant nomination process and have signed a current PNG FA athlete agreement, including an Anti-Doping policy.

4. Mandatory Criteria

4.1 Annual participation in PNG FA-sanctioned competitions and any subsequently implemented National League competition. Ideally, the selection camps will be held in conjunction with a national tournament where possible. Any player not attending a PNGFA-sanctioned competition or tournament, who is competing for selection must communicate that in writing with a valid reason sent to the Head coach which has to be approved by the PNGFA Executive Committee.

4.2 Regular, year-round, prioritized participation in club and regional-based training and competition.

4.3 Compulsory Attendance to the National combined selection camp held independently of any above competition (venues TBC and ideally to be alternated between MAs annually).

4.4 Athletes will be selected for National Senior, Development and Junior teams based on their play performance in evaluative events. The selected athletes are evaluated for opportunities and may be called in for selected training camps. The potential for athletes to qualify for team positions is considered;

1. Technical ability
2. Tactical decision-making ability
3. Physical and psychological capabilities and other considerations.

Secondary Criteria;

1. Commitment to the overall PNG FA football programs
2. Current level of physical fitness
3. Current medical and injury status
4. Suitability as a team member
5. Suitability within the team's tactical requirements (number of players per position)
6. Ability to react positively to game pressure

Fitness Testing battery and Benchmarks			
Tests	Rationale	Benchmarks (Male)	Benchmarks (Female)
Sit and Reach	Supple test for whole body mobility	+6 – 16 cm	+21 – 30cm
Vertical Power	Explosiveness and power	+24 – 28cm	+20 – 25cm
Broad Jump	Vertical and explosive power	+241 – 250cm	+230 – 240cm
10M Sprint	Speed	-1.80s	-2.00
20M Sprint	Speed	-3.00	-4.00
Yoyo intermittent recovery test	Endurance	Level 15.2 – 19.6	Level 15.6-16.5

4.5 The evaluation process will be ongoing and will include combination of selected athletes to attend National combined or Northern/Southern training camps/matches.

4.6 Commitment to the Sport of Football and to continuously participate at an elite level.

Additional Criteria

4.8 In determining which athletes will be selected for junior, development teams and squads, the Coach will consider all of the above criteria with particular emphasis on assessing the athlete's potential to progress in the above areas.

5. Overriding Factors

5.1 Consideration may be given to any PNG-based player currently residing internationally and regularly participating in an Internationally recognized competition.

- Men's National Premier Soccer League
- Women's National Soccer League
- National Youth Soccer League

5.2 Where a Papua New Guinean or dual Citizen resides permanently outside of PNG, they must commit to at least 1 mandatory participation/attendance criteria (i.e.: PNG, training camp attendance). This is to endorse eligibility where they have not previously represented PNG and/or played in PNG and/or have been seen by the Head Coach. Any exception to this must be ratified by PNGFA

5.3 Consideration may be given to circumstances of illness, injury, or bereavement. Instances of illness or injury will require medical certification and may require assessment by an independent doctor/practitioner appointed or agreed by PNGFA.

5.4 Instances of athletes new to the sport and unable to fulfill all mandatory requirements in the relevant selection period will be considered by the Coach on an individual basis and ratified by the FA.

6. Anti-Doping

6.1 Any players who are found to be in breach of any FIFA/OFC, PNGFA, or Member Association Drug or Anti-Doping policies and regulations, will be automatically ineligible for selection or removed and replaced from any team or squad. This includes any breaches of the anti-doping regulations with offenses against WADA and ASADA rules and regulations (World Anti-Doping Agency and Olympic Committee Sport Anti-Doping Agency).

6.2 All players selected for a squad are expected to attend and complete an anti-doping training course (either at the selection camp or prior via online courses - e.g. ASADA or AIS).

7. Notification

7.1 Athletes will be notified of team and squad selections in accordance with agreed protocols including:

- Emails to each individual player from the team manager
- PNGFA Website
- PNGFA Facebook Page

7.2 Team announcements are to be made public approx. 10 working days following the final mandatory selection attendance event for each tournament.

7.3 Selection should be confirmed no later than 6 months prior to departure for any major international tournament.

7.4 Players not selected may ask for formal feedback from the Head Coach and national Teams Manager

7.5 Withdrawal after this date due to injury or illness must be certified and may be required to be assessed by an independent doctor / practitioner appointed or agreed by PNGFA for a refund to be received.

7.6 In the case of bereavement or other extenuating circumstances, the Head Coach and FA the committee will make a decision on an individual basis.

8. Appeals

8.1 Athletes may only appeal de-selection in PNG Senior teams for designated benchmark events being FIFA & OFC Qualifying tournaments and other international sanctioned tournaments as approved by the PNG FA Executive Committee.

8.2 Athletes selected for representation onto Team PNG for the following multi-sport events – the Olympic Games, Olympic Youth Games, Commonwealth Games, Commonwealth Youth Games, Pacific Games and Pacific Mini-Games and any games under the auspices of the International Olympic Committee, Commonwealth Games Federation and Pacific Games Council can appeal through the process outlined in the Team PNG Athletes Selection Policy

8.3 The sole ground and only grounds for any appeal are that the process as outlined in this selection Policy was not properly followed.

8.4 The appellant must give written notice within 5 working days of announcement to the Committee of PNGFA.

8.5 PNG FA secretariat through the General Secretary may request prior to any hearing, the Head Coach to provide a written statement on the alleged non-process compliance

The PNGFA Appeals Committee is part of the PNG FA Adhoc Committees established under the PNG Football Association Statutes and will consist of the following:

- Consist of 3 independent and impartial legal certified legal counsels(lawyers) appointed by the PNG FA Executive Committee.
- Chairperson – a certified legal counsel with suitable experience in managing a tribunal hearing.
- Two other persons with appropriate experience and skills suitable to the function of an Appeal Tribunal.

9. Player Feedback

9.1 National Head Coaches will be available to supply formal feedback upon request to non-selected players in National senior and Youth teams for international tournaments. Feedback requests must come through or National Head Coach(es) or Technical Director within four weeks of selection announcements.

9.2 National Head Coach(es) will prepare feedback in consultation with the team manager and in accordance with a feedback template. The feedback template will be given to the National Team Manager who will forward on to the player/ parent.

9.3 National Head Coaches will supply feedback to all players in the form of individual player reports on a feedback template within 4 weeks of completion of any international tournament and will be passed directly to the athlete.

9.4 NATIONAL TEAM MANAGER will not supply feedback to players from National Tournaments. Feedback will be administered through the PNG FA Technical Department.

9.5 Team Managers to supply a complete report to PNG FA within one (1) week of coming back from international tournaments, summarizing the all positives and negatives of the tour.

9.6 PNG FA Secretariat and the Technical Director are to have a formal meeting with National head coaches, summarizing the performance of the National team involved and all the positives and negatives involved. Continuance of the position for a further 2 years will be a part of this discussion

PAPUA NEW GUINEA FOOTBALL ASSOCIATION reserves the right to amend this policy at any time and changes to be ratified by a majority vote of the PNGFA EXECUTIVE COMMITTEE. Any changes will be communicated to Coaches, managers, and players via PNGFA Website.