



TEAM PNG

Team PNG

Athletes Selection Policy



ATHLETICS PNG INCORPORATED

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Date of Version:	13 th February 2023
Created By:	Papua New Guinea Olympic Committee
Approved By:	The PNGOC Executive Board
Approved Date:	Wednesday 20 th February 2025
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 2025 to 2028.

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

- 2025 Mini-Pacific Games
- 2026 Commonwealth Games & Youth Olympic Games
- 2027 Pacific Games
- 2028 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

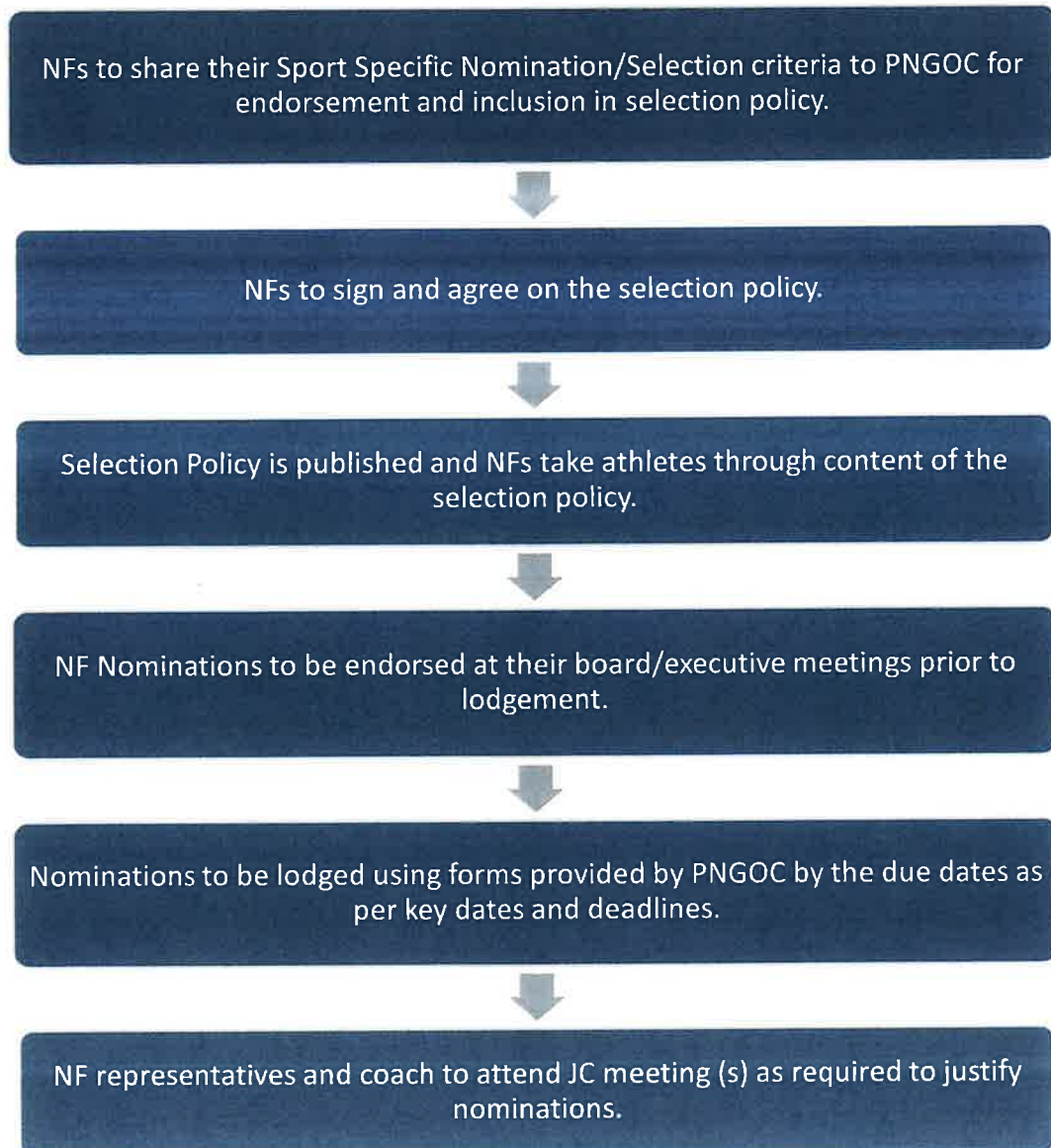
This policy has been adopted by the PNG Olympic Committee.

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:

2025 Mini-Pacific Games	-	May 15 th 2025
2026 Commonwealth Games	-	June 8 th 2026
2026 Youth Olympic Games	-	September 16 th 2026
2027 Pacific Games	-	June 9 th 2027
2028 Olympic Games	-	May 30 th 2028

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.

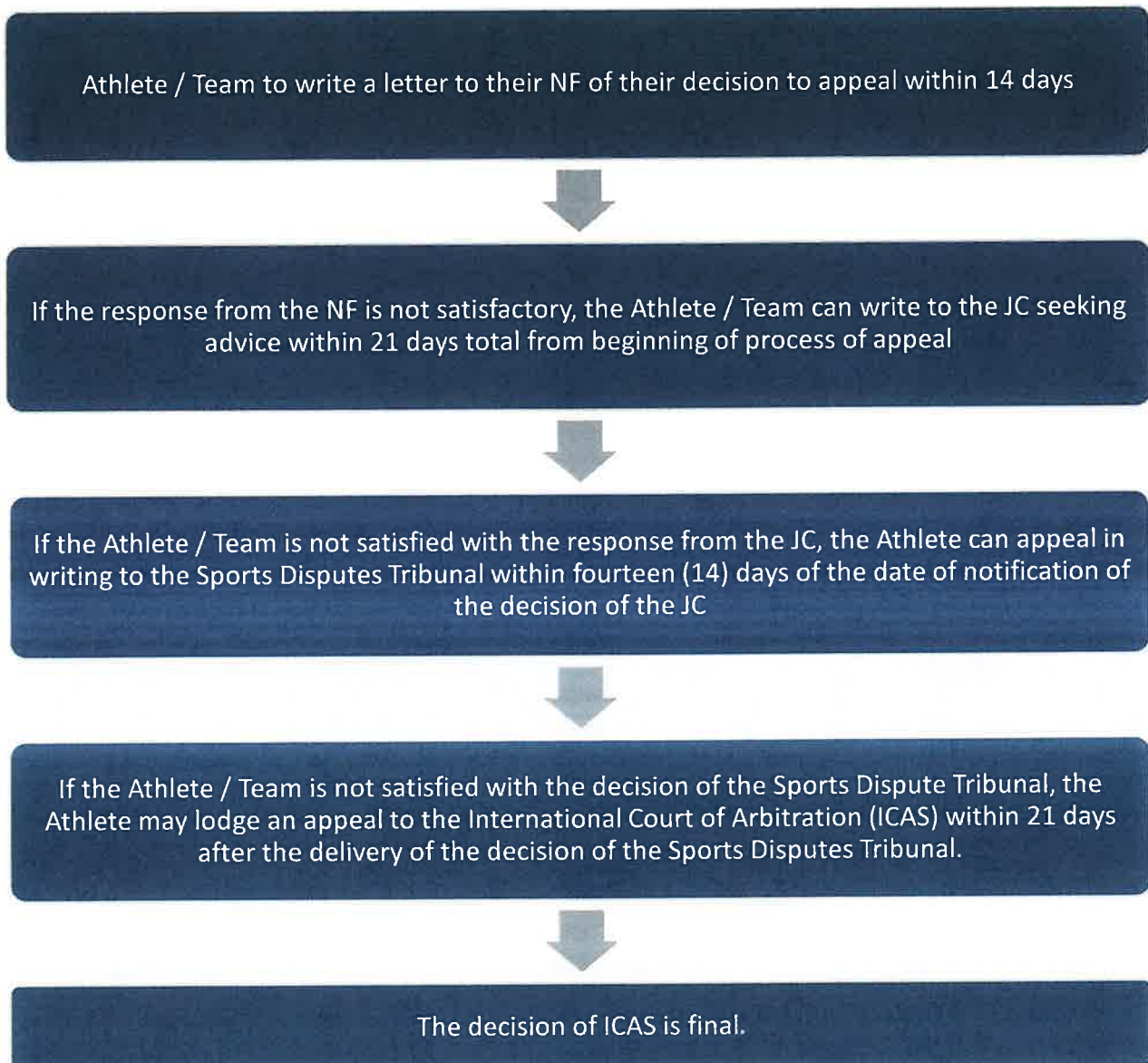
The only grounds for such an appeal are that the JC, in making their final decision, failed to comply with this policy.

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.



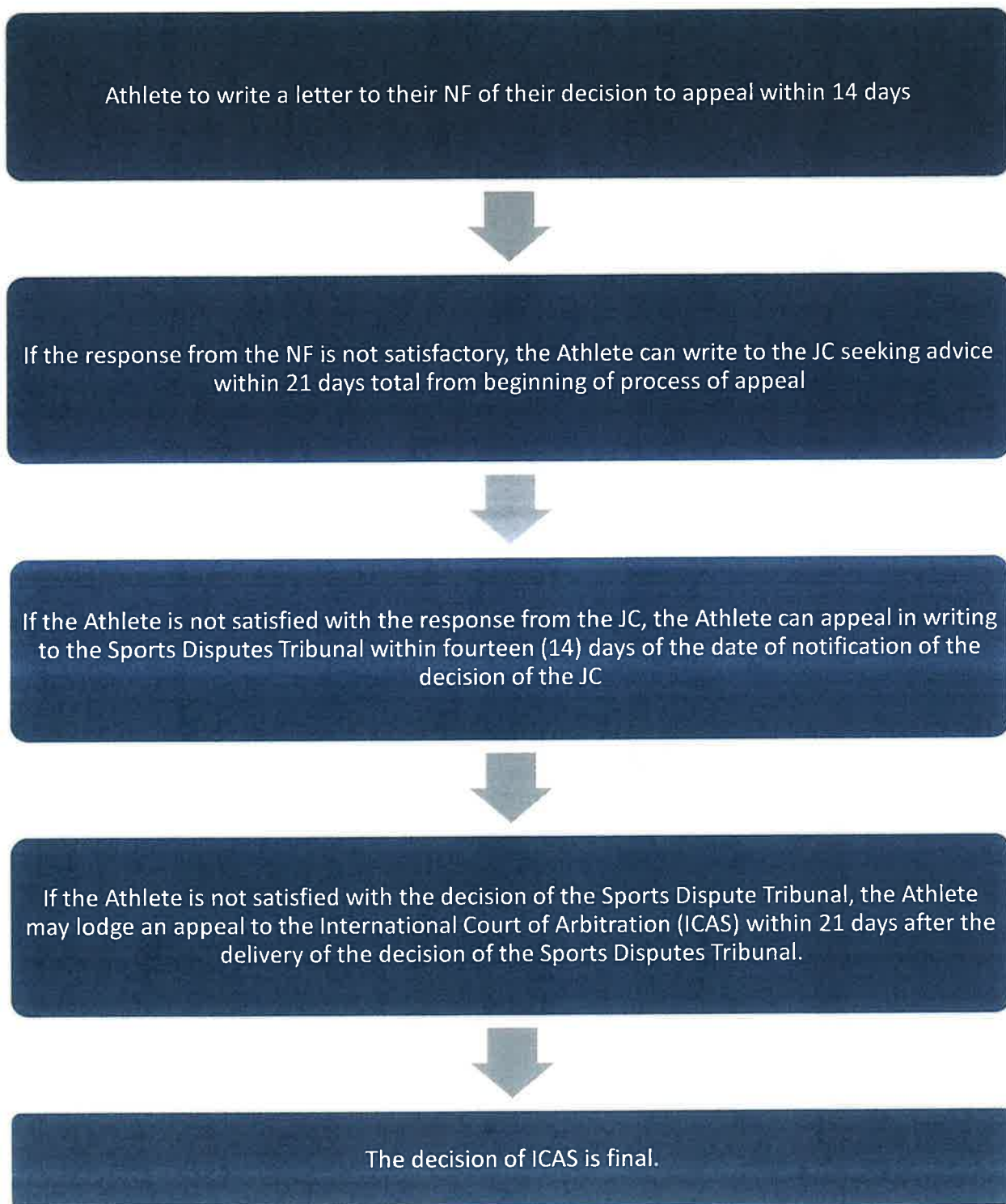
If the Athlete, Team and/or NF is dissatisfied with the decision of the Sports Dispute Tribunal, the Athlete may lodge an appeal to the International Court of Arbitration (ICAS) within 21 days after the delivery of decision.



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.

Team PNG - Performance Standards (Team Sports)

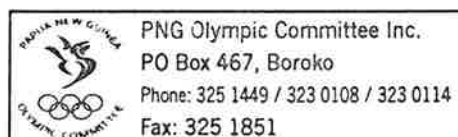
Games					
Year	2025	2026	2026	2027	2028
Games	Pacific Mini Games	Commonwealth Games	Youth Olympic Games	Pacific Games	Olympic Games
Host City	Ngerulmud	Glasgow	Dakar	Papeete	Los Angeles
Host Country	Palau	Scotland	Senegal	Tahiti Nui	USA
Date	June 29 th – Jul 9 th	July 23 rd – Aug 2 nd	Oct 31 st – Nov 14 th	Jul 24 th – Aug 8 th	Jul 14 th – 30 th
No. of Sports	14	10	38	24	50
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 Games 2019 and 2023 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). Includes improved performances from Pacific Games 2023 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

We, the undersigned are in agreement with this Selection Policy to select athletes to represent PNG at respective Games from 2025 to 2028.

Dated this 20th day of February
2025

Desmond Kaviagu
Secretary General
PNG Olympic Committee

 20/02/25

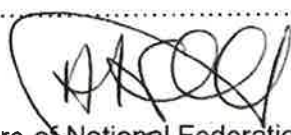


Name of National Federation Executive

TONY GREEN



Signature of National Federation Executive



PRESIDENT
National Federation Executive Position

Name of Witness

WENDY KUKODOK

Signature of Witness



Address of Witness

SECT 277 LOT 5 SPENBANK ST LAL

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.



ATHLETICS PNG

SELECTION POLICY FOR THE PACIFIC MINI GAMES – 2025

Athletics PNG Inc (“APNG”) will use this policy to nominate athletes to the PNG Olympic Committee for selection to compete at the 2025 Pacific Games, Palau (the “Games”)

1. AIMS

The aim of this Selection Policy for the Games is to select a competitive team to represent Papua New Guinea and achieve the following outcomes:

- 1.1 For PNG to top the medal table for Athletics
- 1.2 Field competitive athletes in as many events as possible including the four relay events on the program.
- 1.3 Show continued strength in PNG’s traditionally strong events.
- 1.4 Create a development pathway through which selected, identified and qualified athletes are given the opportunity to progress through domestic competition into international competitions. The main aim of this is to move athletes from introductory level international competition through to the highest levels

2. GENERAL POINTS

- 2.1 A maximum of three athletes can be selected for any one event
- 2.2 In events where three athletes have achieved the minimum qualifying standard all three will be selected. However in the event that only one or two athletes achieve the minimum qualification standard in a particular event then they will be the only athletes nominated for selection, subject to clauses 2.3 and 3.5 of this Policy
- 2.3 Athletes who have already qualified for and been selected in an event may be identified as potentially competitive for a subsequent event and therefore be entered in other programmed event(s) without necessarily having achieved the minimum standard prior to selections. This can only occur in cases where a team place is available (i.e. we have not already selected three athletes for that event). Selection in subsequent events will be based on training and pre-departure competition form and the decision made through discussions between the head coach, event coach and executive committee.
- 2.4 In order to meet the entry deadlines set by the Pacific Games Council and the administrative requirements of the PNG Olympic Committee, all athletes considered to have the potential to make the team will be required to complete the necessary documentation for accreditation. Providing photographs, bio data and signing forms does not mean that the athlete has been selected.

- 2.5 Athletes based in the USA may not have the opportunity to compete outdoors in 2025 before the entry deadline for the Games. Hence their 2024 outdoor performances will be considered and supported by indoor performances from 2025. These indoor performances will be used to ensure athletes are displaying required competition fitness levels. Where more than 3 athletes have qualified for any event and comparisons have to be made between indoor and outdoor results athletes with consistent long term form will be considered ahead of short term recent form.
- 2.6 A preliminary team will be announced early in 2025 based on the results of the National Championships and other approved events held in 2024. Selection will be conditional upon athletes maintaining form during 2025 including achieving pre departure standards at meets or organised approved trials early in April 2025. The travelling team will be announced after the pre departure trials and no new athletes can be added to the squad after the final team has been selected. APNG will endeavour to provide further competition opportunities for team members closer to the Games to assist them with their preparations.
- 2.7 Due to the unavailability of a steeplechase in most centres special trials will be arranged in Port Moresby to enable athletes to qualify in this event. Selection for the Half Marathon will be based on performance in the 10,000m and any road races that are recognised by Athletics PNG, or designated by APNG as being trials for this purpose (see also clause 3.7)
- 2.8 Indoor performances in 2025 will be considered, taking into account generally accepted methods of comparing with outdoor performances.
- 2.9 This Policy is to be read in conjunction with the Athletics PNG General Selection Guidelines applicable to all International Competitions.

3. STANDARDS AND CRITERIA

The APNG minimum qualification standards listed in Appendix 1 were determined per event based mainly on the results of the 2023 Pacific Games as well as an assessment of the current and expected levels of competition for places in each event

- 3.1 APNG will nominate up to three athletes per individual event provided they have met the selection criteria and prove their fitness by achieving the pre departure standard. Athletes that are unable to compete at pre departure meets due to illness/injury may be nominated if appropriate supporting medical documentation is supplied indicating their medical issue and outlining the expected duration of incapacity.
- 3.2 To be nominated athletes must meet the 'Athlete Eligibility Criteria'.
- 3.3 All performances must be achieved within the qualification period, which is 1st November 2024 to 30th April 2025
- 3.4 In most cases athletes achieving the standard in an acceptable meet will be selected. Where more than three athletes achieve the standard, their head to head record and previous performance record will be considered. Athletes that win the national open event in a legal qualifying performance will be automatically selected to the team. Non-winning qualifying performances at the national championships will also rank higher in head to head considerations.

- 3.5 At the conclusion of the selection process if team positions are still available athletes may still gain selection through participation in pre departure meets and APNG approved meets. Selections will only be made if the athlete displays medal winning potential
- 3.6 In selecting relay squads, athletes entered in the individual 100m and 400m will be automatically included in the relevant relay squad. For the other spots on the relay athletes already selected for other events will be considered. Athletes will only be selected purely for a relay if it is considered that their inclusion will significantly benefit the team.
- 3.7 Selection for the Half Marathon will be based on performances in any half marathon races staged between October 2024 and 30 April 2025 and on performances in other long distance events. Performances in the 10000m at the National Championships may also be considered.

4. ATHLETE ELIGIBILITY CRITERIA

- 4.1 Athletes must be in possession of a current PNG passport to be considered for selection. There will be no exceptions to this rule and it is the responsibility of athletes and their parents to apply for and obtain passports.
- 4.2 Athletes must demonstrate and maintain socially acceptable levels of respect towards APNG officials and fellow athletes. They must conduct themselves in a manner that does not bring them, their sport or the national team into disrepute. The use of social media to make disparaging or unethical comments can damage the sport as well as create disharmony amongst team members and can attract negative societal and media attention to the sport. Athletes who fail to maintain socially acceptable behaviours may risk their position in the team and will be required to explain the actions to a judiciary committee.
- 4.3 PNG based Athletes wishing to be considered for selection to the 2025 Pacific Mini Games must compete at the National Championships in the Open Division. This will ensure those who are selected have competed head to head against other athletes putting themselves forward for selection.
- 4.4 Selection to the team will be conditional upon the athlete meeting any levy fee payments.
- 4.5 In the event of an athlete losing form (poor training effort or result), or becoming injured after being named in the final team, he or she may be removed from the team if the following procedure is carried out:
The recommendation (with documented evidence) must come from the Head Coach to the Team management and then to APNG. The final decision will come from the APNG Executive in consultation with PNGOC. In the event of injury or illness an athlete may be withdrawn on medical advice.

5. QUALIFICATION PERIOD

- 5.1 The qualification period will be from 01 November 2024 to 30 April 2025
- 5.2 APNG will submit a "target squad" to the PNGOC Justification Committee in September 2024. The squad will include those athletes considered to have the ability to achieve selection for the Games. This does not mean that those not

named in the squad are being excluded. Athletes can and will be added to the squad at any time if their training commitment and performance indicates they have the potential to make the final team, but again only if they are already in the database.

A preliminary team will be announced early in 2025 which will be primarily based on performances in 2024 and APNG will name the travelling team in April 2025.

6. ELIGIBLE PERFORMANCE CRITERIA

- 6.1 In order to be considered for selection athletes must compete during the qualification period.
- 6.2 Athletes residing in PNG must compete in any local competitions that are conducted in the lead up to the Selection Meets
- 6.3 Athletes residing in PNG must compete at the National championships in 2024. If they are not able to compete on medical grounds they must produce a doctor's certificate explaining their condition. Such athletes must have recorded good performances in the lead up to the Nationals, and must be able to perform at any final Selection trials.
- 6.4 Athletes living overseas will be considered for selection provided the following conditions are met:
 - 6.4.1 They meet the eligibility criteria
 - 6.4.2 The athlete has maintained contact with APNG, and reports their performances
 - 6.4.3 Athletes based in Australia must achieve performances in 'AA National Permitted' meets.
 - 6.4.4 Athletes based in the USA must achieve performances in Meets on the University or College program. Or in properly certified Open meets .
 - 6.4.5 Performances must be achieved in an organised competition recognised by APNG and not a time trial or training performance. Hand times in the sprints and electronic times without wind readings will be considered, but electronic times with wind readings will bear more weight. Field event performances should be signed off by a "qualified official"

7 AMENDMENT TO POLICY

- This Policy can be amended at any time by Athletics PNG if it believes such an amendment is necessary, and will better serve the selection of athletes for the Games, and provide APNG with the strongest team for the Games. Any amendment must be raised and passed at an APNG Executive meeting and must not be inconsistent with the general theme of this policy. It must also receive the approval of the PNGOC

Approved by APNG Board

October 2024

President

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