Team PNG
Athletes Selection Policy

PNG RUGBY FOOTBALL UNION
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 2017 to 2020.

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

- 2017 Youth Commonwealth Games
- 2017 Asian Indoor & Martial Arts Games
- 2017 Pacific Mini-Games
- 2018 Commonwealth Games
- 2018 Youth Olympic Games
- 2019 Pacific Games
- 2020 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 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 has 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

- NFs to share their Sport Specific Nomination/Selection criteria to PNGOC for endorsement and inclusion in selection policy.
- NFs to sign and agree on the selection policy.
- NFs to take athletes through content of the selection policy.
- NF Nominations to be endorsed at their board/executive meetings prior to lodgement.
- Nominations to be lodged using forms provided by PNGOC by the due dates as per key dates and deadlines.
- NF representatives and coach to attend JC meeting (s) as required to justify nominations.

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 fulfill the PNGOC 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, and 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 policy, athlete’s agreement and PNGOC policy including satisfactorily meeting event requirements. This will include completion of all medical, fitness and other testing protocols not yet conducted or still underway at 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 criteria, the candidate can be removed from consideration of selection.

2.3.5 Willingness to engage in and encourage participation in PNGOC and Team PNG activities and programs.

2.3.6 Must agree to the terms of this Selection Policy.

2.3.7 Must sign and agree to the terms of the athlete agreement before and during the Games.

2.3.8 Have achieved Performance Standards (as set out in clause 3.1 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 activity that contradicts the policies and laws of the World Anti-Doping Authority (WADA), PNG Sport Anti-Doping Organisation (PNGSADO) and the event’s governing body, anti-doping policies and laws; and is not 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.

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 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 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 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 selection of a Team for the various Games. It shall however, be used in combination with other factors such as demonstrated improved performances and results at key international competitions, athlete commitment to training and preparation for games and no disciplinary issues.

Performance history 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 2017 Commonwealth Youth Games

3.2.1.1 The Team eligible for the Commonwealth Youth Games shall be ranked in the top 5 in Oceania and the Pacific to be considered for final selection.

3.2.2 2017 Pacific Mini-Games

3.2.2.1 The Team eligible for the Pacific Mini-Games shall be ranked in the top 5 in Oceania and top 3 in the Pacific to be considered for final selection.

3.2.2.2 Must be capable of achieving a medal placing in their respective sport.

3.2.3 2018 Commonwealth Games

3.2.3.1 The Team eligible for the Commonwealth Games shall be ranked in the top 3 in the Oceania region to be considered for final selection.

3.2.3.2 Must be capable of achieving a placing in the top third of their respective sport.

3.2.4 2018 Youth Olympic Games

3.2.4.1 The Team eligible for the Youth Olympic Games shall be ranked in the top 5 in the Oceania region to be considered for final selection.

3.2.5 2019 Pacific Games

3.2.5.1 The Team eligible for the Pacific Games shall be ranked in the top 5 in Oceania and top 3 in the Pacific to be considered for final selection.

3.2.5.2 Must be capable of achieving a medal placing in their respective sport.

3.2.6 2020 Olympic Games

3.2.6.1 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.

3.2.6.2 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 is 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)

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

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 in above, then a policy of Best of the Rest will apply. This is where PNGOC may decide to endorse athletes who have not met the standards and criteria laid out in this policy 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

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.

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

There is no right to appeal where a sanction or ban exists in relation to WADA or International Federation.

Appeals – Appeals can be made through the standard sports appeal process, with ultimate arbitrator being the International Court of Arbitration (ICAS).

*Scenario 1 - Athlete is not nominated by the NF*

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

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

2. **If the Athlete is not satisfied with the response from the NF, the Athlete can write to the JC seeking advice within 21 days total from beginning of process of appeal.**

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

4. **If the Athlete is not satisfied with the decision of the Sports Dispute Tribunal, the Athlete may lodge an appeal to the International Court of Arbitration (ICAS) within 21 days after the delivery of the decision of the Sports Disputes Tribunal.**

5. **The decision of ICAS is final.**
Scenario 2 - Athlete is excluded by the JC

Process for an athlete and/or the NF to appeal if the athlete is excluded by the JC is as follows:

Athlete and/or the National Federation can write to the Justification Committee to reconsider its decision.

If the Athlete is dissatisfied with the decisions of the Justification Committee, the Athlete can appeal in writing to the Sports Disputes Tribunal within fourteen (14) days after the date of notification of the decision of the JC.

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

The decision of ICAS is final.

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.

5. Annexes

Annexure 1 – Team PNG Performance Standards Summary

Indemnity: - It is a condition of nomination and participation in 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 of this Selection Policy to select athletes to represent PNG at respective Games from 2017 to 2020.

Dated this 21st day of December, 2016.

Auvita Rapilla  
Secretary General  
PNG Olympic Committee

Name of NF Executive  

Signature of NF Executive  

NF Executive Position  

Name of Witness  

Signature of Witness  

Address of Witness  

SAULOSI DRUMA  
P.O. Box 864, Port Moresby

WCD
### PNG Rugby Football Union - Performance Standards

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#### Performance Standards

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#### Selection Policy Criteria - Team

- 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 medal placing in their respective sport

- 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 top third placing of their respective sport

- 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 medal placing in their respective sport

- 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

- Commitment to training and preparation for the Games
- No disciplinary issues

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- No disciplinary issues

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- No disciplinary issues