



# HIGH PERFORMANCE SELECTION POLICY AND PROCEDURES

October 11, 2023

## Golf Australia High Performance Selection Policy

This document contains policy about:

- A. Athlete selection for Golf Australia (GA) high-performance programs and representation in individual, state or international events or teams;
- B. Appeals against non-selection of an athlete;
- C. Selection of managers and support staff for international and national representation; and
- D. The conditions and process for deselection of an Athlete selected for high performance programs, individual, state, or national representation and the related appeal process.

### 1 DEFINITIONS

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In this policy:

| Term                     | Definition  |
|--------------------------|---|
| <b>Appeal Tribunal</b>   | means the tribunal referred to in clause 8.2.   |
| <b>Athlete</b>           | means a golfer who: <ul style="list-style-type: none"><li>(a) is qualified to be a member of a GA HP Program or an individual, state or national representative; and</li><li>(b) has signed and given to GA such consents or undertakings as it from time to time designates as requirements for selection; or</li><li>(c) if a minor, has given to GA such acknowledgements or consents, signed by a parent or guardian, as GA from time to time designates.</li></ul> |
| <b>Athlete Agreement</b> | means the agreement in terms determined from time to time by GA, to be signed by Athletes or Support Staff either: <ul style="list-style-type: none"><li>(a) generally; or for GA high performance program membership</li><li>(b) for a competition in respect of which they have been selected,</li><li>(c) to be eligible or retain eligibility.</li></ul>  |
| <b>Board</b>             | means the board of directors of GA.   |

| <b>Term</b>                        | <b>Definition</b>  |
|------------------------------------|--|
| <b>External Ranking</b>            | <p>means an Athlete's ranking in a relevant category determined by reference to an External Rankings System.</p> <p>means:</p> <ul style="list-style-type: none"> <li>(a) R &amp; A World Amateur Golf Rankings;</li> <li>(b) Scratch Players World Amateur Rankings;</li> <li>(c) Rolex Women's Golf World Rankings;</li> <li>(d) Official World Golf Rankings;</li> <li>(e) NCAA rankings;</li> <li>(f) Golf Week College Rankings;</li> <li>(g) College Golf Rankings; and</li> <li>(h) such other rankings or ranking systems, maintained to rank athletes internationally or within a country other than Australia, as is determined by the Board as relevant and published by GA in a list of External Ranking Systems from time to time.</li> </ul> |
| <b>GA</b>                          | Means Golf Australia Limited   |
| <b>GA Selection Advisory Panel</b> | means the panel of that name established by the GA Board. The GA Selection Advisory Panel will comprise the GA CEO and an appointed GA Board member.   |
| <b>HP General Manager</b>          | means the person designated by GA from time to time to administer and lead its HP Program.   |
| <b>HP Director</b>                 | means the person designated by GA from time to time to administer its HP Program.  |
| <b>HP Program (HP)</b>             | means the GA High Performance Programs.  |
| <b>HP Program Staff</b>            | means persons employed, or designated by GA from time to time, to implement its HP Program.  |
| <b>Individual Representation</b>   | means the participation by an Athlete as an individual in a domestic or international event. The Athlete may or may not be a member of a GA HP Program, but the costs of participation are supported by the budget of the GA HP Program.   |
| <b>International Committee</b>     | means the committee in charge of a competition conducted outside Australia.  |
| <b>IGF</b>                         | means the International Golf Federation.   |
| <b>Mediator</b>                    | means a person with training and experience suitable to facilitating a mediation discussion under clause 8.1.  |
| <b>Notice</b>                      | means notice in writing by letter, facsimile, other written means of communication, or email.  |

| <b>Term</b>                      | <b>Definition</b>  |
|----------------------------------|--|
| <b>GA Selection Committee</b>    | means the persons who are members of the GA selection committee which includes the HP General Manager, HP Director, and state HP managers  |
| <b>Program Shareholder</b>       | means any persons, institute or organisation that has a financial interest in a GA HP Program.   |
| <b>Representative</b>            | means an individual entered by, or representing, GA in a competition.  |
| <b>Selection Policy</b>          | means the rules and policies about selections.   |
| <b>State Selection Committee</b> | means the persons who are members of the State Selection Committee which includes the State HP Manager and State Selection Panel.  |
| <b>State Selection Panel</b>     | means the persons who are nominated by the state HP manager to form the state selection committee  |
| <b>Squad</b>                     | means a squad of Athletes chosen for on-going training generally. This includes training carried out under GA HP Program or for a particular event.  |
| <b>State HP Manager</b>          | means the individual appointed by GA to oversee and administer the State or Territory HP program.  |
| <b>Support Staff</b>             | means assistant managers, chiropractors, coaches, conditioners, gear stewards, managers, massage therapists, medical practitioners, nutritionists, physiotherapists, psychologist, section managers, sports scientists, technicians and other officials of a GA HP Program, Team or Representatives. |
| <b>Team</b>                      | means any team entered by or representing State/Territory or GA in a competition.  |
| <b>Team Manager</b>              | means a Support Staff person selected as manager of a Team.  |
| <b>Team Member</b>               | means an Athlete or Support Staff person selected by GA as a member of, or to accompany, a particular Team.  |

## **2 APPLICATION OF THE POLICY**

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The policy applies to the selection of:

- (a) Athletes for GA HP Programs where the participation costs are supported by budget of GA:

- (b) Athletes for international, national or individual representation where costs of the Athlete participation in the event(s) are supported by budget of the GA High Performance Program; and
- (c) Team Managers and Support Staff for GA events supported by budget of the GA High Performance Program.

This policy does not apply to:

- (a) selection of Athletes for events or into programs not delivered under the auspices of a GA HP Program.
- (b) nomination and selection of athletes for the Olympic Games.

### **3 ATHLETE SELECTION PRINCIPLES FOR EVENTS**

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- (a) The underpinning principles or philosophy for the selection of Athletes for events varies depending on the classification of the event. This classification is based on:
  - (i) consideration of the development opportunity the event provides the Athlete; and
  - (ii) the emphasis placed on the team or individual performance at the event.
- (b) The general classification of events and the related selection principles are as follows: A listing of the events under each of these categories is in Appendix 1 of this policy
  - (i) Classification of events

|                   |   |
|-------------------|---|
| <b>Category 1</b> | Selections will be based on choosing a team or individuals most likely to deliver the best performance for the event.   |
| <b>Category 2</b> | Selections will be based on choosing a team or individuals most likely to deliver the best performance and maximising the development opportunities for up-and-coming talent. <b>(not subject to the appeals process)</b> |
| <b>Category 3</b> | Selections will be based upon maximising the development opportunities for up-and-coming talent with some consideration given to the performance for the event. <b>(not subject to the appeals process)</b>               |
| <b>Category 4</b> | Selections will be based on choosing a team or individuals most likely to deliver the best performance for the event. <b>(not subject to the appeals process)</b>   |

## **4 GA SELECTION COMMITTEE**

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### **4.1 The GA Selection Committee structure**

- (a) The GA Selection Committee will include the GA HP General Manager, GA HP Director, and the State HP Managers. The GA Selection Committee will be the primary selectors for all GA HP Programs in the Athlete pathway and international and national category events.
- (b) For all selections the GA HP General Manager will be the selection panel chair.
- (c) The GA Selection Advisory Panel means the panel of that name established by the GA Board. This panel provides oversight of the selection processes as well as ratification of selections for the events classified as Category 1 only. The GA Selection Advisory Panel will be comprised of the GA CEO and an appointed GA Board member.
- (d) The State Selection Committee will include the State HP Manager and the State Selection Panel. Where a State Selection Committee is formed, the State HP manager will be the chair.

### **4.2 The Selection Committees, and the co-opted State Selection Panel members, should possess the following knowledge and attributes:**

- (a) an understanding of the current requirements for Athletes to compete and have success at the international level;
- (b) an understanding of the skills and competencies required to have the potential to be a major championship winner or obtain a top 100 world professional ranking;
- (c) an understanding of the long-term development of high-performance athletes;
- (d) knowledge of the performance of male and female Athletes of all age categories competing nationally and internationally;
- (e) a demonstrated ability to work cooperatively in a team environment;
- (f) ability to maintain confidentiality;
- (g) an understanding of golf competitions and competition requirements;
- (h) familiarity with modern communication modes, especially email;
- (i) compliance with the 'Golf Australia Members Protection Policy regarding Working with Children'; and
- (j) an understanding of, and compliance with, GA integrity policies including but not only anti-doping and match fixing policies.

### **4.3 The functions of the selection committees are to:**

- (a) formally convene a meeting (phone, email or face to face) to table proposed selections and rationale, for endorsement. Also, following the selection process,

communicate the selections and highlight who was close to selections and reasons for their non-selection;

- (b) select teams approximately four to six weeks prior to competition or HP program starting dates. This provides the best possible balance and allows for adequate preparation time and helps to assist with the aim of having athletes in reasonable form playing in important events;
- (c) utilize the GA high performance staff as team managers where appropriate, with elite up and coming coaches to be used as coaches during representative events. This will allow for better development information being passed back to the primary coach and state HP managers. It will also provide greater development opportunities as staff travel and learn from other countries and international athletes the requirements and tools for success at the international level;
- (e) for representative teams, select team managers and coaches who will work under the direction of the HP General Manager, HP Director or State HP Manager, and will be responsible for ensuring that all playing, practicing, physical, logistical and medical preparation is conducted as efficiently and effectively as possible; and

## **5 PROCESS FOR SELECTION FOR GOLF AUSTRALIA HP PROGRAM ATHLETES**

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- 5.1 The GA Selection Committee may (but need not) consider any factor or combination of factors that is, in its opinion, relevant for consideration when selecting Athletes.

To be eligible for consideration for selection Athletes are required:

- (a) be an Australian citizen;
  - (b) to be in good standing with GA and in the game of golf; and
  - (c) meet all requirements set out in the Golf Australia Education Policy
- 5.2 Without in any way limiting its discretion under clause 5.1, the GA Selection Committee may consider any, all or none of the following:
- (a) the Athlete's potential to reach program strategic priorities;
  - (b) external and internal rankings;
  - (c) performances at national, international amateur and professional tournaments;
  - (d) overall level and consistency of performance;
  - (e) ability for the Athletes coaching team to integrate and communicate with the GA HP program staff;
  - (f) individual strengths that may contribute to the performance of the Squad or Team as a whole;
  - (g) the Athlete's past general conduct and behaviour, both on-course and off-course and at events in which the Athlete has participated;

- (h) the Athlete's level of physical fitness (determined by reference to appropriate objective reports or tests); and
- (i) the Athlete's ability, determined by the selection committee (acting reasonably), to act co-operatively in a team environment.

5.3 To be eligible, or retain eligibility for selection in a GA HP Program, an Athlete must:

- (a) have signed and given to GA the:
  - (i) the Athlete Agreement;
  - (ii) the GA "Give back contract"; and
  - (iii) any relevant integrity declarations required by Sport Integrity Australia (**SIA**) including but not only related to anti-doping, gambling and/or match fixing;

within the time required by GA;
- (b) have completed all required SIA integrity training and provided evidence to GA that they have completed such training;
- (c) at all times have abided by GA's '*Code of Conduct*';
- (d) satisfy relevant eligibility requirements in clause 5.1; and
- (e) apply within the applicable time frame.

5.4 The procedure for ratification of GA Selection Committee decisions:

- (a) In respect of Athletes to be selected for State HP Programs, the State HP Manager will notify the HP Director and General Manager and or Program Shareholder of their proposed selection decision(s). At this time, a memorandum on the process involved, briefly stating that there is no bias, relevant information used for selections was complete and the reasons for selection or non-selection pertaining to the final selection decision(s) must be forwarded by the State HP Manager.
- (b) The HP General Manager and HP Director, GA Selection Advisory Panel and or any Program Shareholders will review this memorandum to ensure the process is sound. If the process is ratified, the decision is forwarded to the Board for its information.
- (c) The GA Selection Committee's decision is final unless there has been a substantive fault in the process. In the case of a query concerning the process, the GA Selection Advisory Panel and or Program Shareholders will consult with the HP General Manager and, if necessary, advise that the final selections by the GA Selection Committee be reviewed.

5.5 Promptly after selections have been ratified or selection recommendations have been made, the HP Director or State HP Manager will notify the selected Athletes of their selection or non-selection.



## **6 PROCESS FOR SELECTION FOR INDIVIDUAL, STATE AND NATIONAL REPRESENTATION**

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- 6.1 The GA Selection Committee may (but need not) consider any factor or combination of factors that is, in its opinion, relevant for consideration when considering athletes for selection.
- 6.2 To be eligible for selection for individual, state, or National representation an athlete must:
- (a) be an Australian citizen;
  - (b) be in good standing with GA and in the game of golf; and
  - (c) have completed or be in the process of completing secondary school (graduated from high school).
- 6.3 Without in any way limiting its discretion under clause 6.1, the GA selection committee may consider any, all or none of the following:
- (a) performances at national, international amateur and professional tournaments. In the case of selection by a State Selection Panel, it may be necessary to consider performance in identified state level events;
  - (b) overall level and consistency of performance;
  - (c) individual strengths that may contribute to the performance of the Squad or Team as a whole;
  - (d) the Athlete's past general conduct and behaviour, both on-course and off-course and at events in which the athlete has participated;
  - (e) the Athlete's level of physical fitness (determined by reference to appropriate objective reports or tests); and
  - (f) the Athlete's ability, determined by the GA Selection Committee (acting reasonably), to:
    - (i) handle the demands of travel relevant to the event; and
    - (ii) Act co-operatively in a team environment.
- 6.4 The GA Selection Committee may consider the Athlete's progress or development. This may include consideration of the Athlete's
- (i) improvement in state, national or international ranking; and
  - (ii) potential for further development of the athlete through participation in such an event.
- 6.5 To be eligible, or retain eligibility for selection in individual, state or national representation, an Athlete must:
- (a) have signed and given to GA the:

- (i) Athlete Agreement
- (ii) Golf Australia “Give back” contract
- (iii) any relevant integrity declarations required by Sport Integrity Australia (SIA) including but not only related to anti-doping, gambling and/or match fixing;
- (b) have completed all required SIA integrity training and provided evidence to GA that they have completed such training;
- (c) at all times have abided by GA’s ‘*Code of Conduct*’; and
- (d) satisfy relevant eligibility requirements in clause 5.1.

6.6 The procedure for selection for category 1 events.

- (a) in respect of Athletes to be selected for Category 1 events, the GA Selection Committee will select Athletes using criteria under clause 6.3. At this time, a report on the process involved, briefly stating that there is no bias, relevant information used for selections was complete and the reasons for selection or non-selection pertaining to the final selection decision is forwarded by the GA HP General Manager to the GA Selection Advisory Panel.
- (b) the GA Selection Advisory Panel reviews this report to ensure the process is sound and that the process is now ratified.
- (c) the decision is final unless there has been a fault in the process. In the case of a query concerning the process, the GA Selection Advisory Panel would consult with the HP General Manager and, if necessary, advise that the final selections by the HP General Manager be reviewed.

6.7 The procedure for selection for category 2 and 3 events

- (a) in respect of Athletes to be selected for category 2 and 3 events, the GA Selection Committee will select Athletes using criteria under clause 6.3.
- (b) the HP General Manager ratifies the selected Athletes.
- (c) the decision is final unless there has been a substantive fault in the process. In the case of a query concerning the process, members of the GA Selection Committee would consult with the HP General Manager and, if necessary, advise that the final selections by the HP General Manager be reviewed.

6.8 The procedure for selection for category 4 events (Australian interstate teams matches)

- (a) in respect of Athletes to be selected for category 4 events the Australian interstate teams matches the state selection committee will select athletes using criteria under clause 6.3. At this time, a report on the process involved, briefly stating that there is no bias, relevant information used for selections was complete and the reasons for selection or non-selection pertaining to the final selection decision is forwarded by the State HP Manager to the HP General Manager
- (b) The HP General Manager reviews this report to ensure the process is sound and that the process is now ratified.

- (c) the decision is final unless there has been a substantive fault in the process. In the case of a query concerning the process, the HP General Manager would consult with the State HP Manager and, if necessary, advise that the final selections by the State HP Manager be reviewed.

6.9 Promptly after all selections for teams and individuals have been ratified:

- (a) the HP General Manager, HP Director or State HP Manager will notify the selected Athletes of their selection; and non-selection;
- (b) in the case of Support Staff, the HP General Manager, HP Director or State HP Manager will notify those concerned both by telephone and email of their selection.

## **7 CONDITIONS AND PROCESS FOR DESELECTION OF AN ATHLETE SELECTED FOR INDIVIDUAL, STATE OR NATIONAL REPRESENTATION**

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7.1 Following selection of an individual, state or national representative opportunity:

- (a) all Athletes must:
  - (i) meet GA code of conduct while assembled, travelling or training as part of the representative opportunity (and any Athlete who does not, in the assessment of the GA selection committee, will be dismissed from the event);
  - (ii) immediately inform the HP General Manager, State HP Manager or Team Manager of any illness or injury that could reasonably impact on the athlete's ability to perform at the level expected of the athlete at the relevant event; and
  - (iii) if required, submit to a medical examination (conducted by a medical practitioner appointed by GA) not less than 2 weeks before the relevant event;
- (b) if at any time before departure for the relevant event any Athlete is assessed as injured, ill or unfit, that Athlete may be withdrawn from the event at the discretion of the GA Selection Committee. There is no appeal where an Athlete is withdrawn under this clause;
- (c) Athletes must attend pre-event training and other activities, if so required and directed by GA;
- (d) during the period between the announcement of the representative opportunity and the date of departure, may be required to demonstrate that they are physically fit, performing well and likely to compete at a level appropriate to the event for which they have been selected, and in that respect:
  - (i) periodic assessment may be made as to the selected Athlete's standard of fitness, progress in training and preparedness for the relevant event in which they have been selected (such assessment to be directed by, and be under the control of the HP General Manager); and
  - (ii) if, as a result of such assessment, it appears that by reason of ill health, injury or some other matter, a selected Athlete has not maintained their

- (e) fitness or standard of performance so as to be able to represent at a standard comparable to that exhibited so as to gain selection, the State HP Manager or Team Manager will immediately notify the HP General Manager or GA CEO, and the Board will have the power to withdraw that Athlete from the representative opportunity and select a replacement. There is no appeal where an Athlete is withdrawn under this clause.

## **8 APPEALS AGAINST NON-SELECTION FOR GA HP PROGRAMS, INDIVIDUAL, STATE AND NATIONAL REPRESENTATION**

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8.1 The process for dealing with an appeal by an Athlete against non-selection is:

- (a) consultation and mediation by which the Athlete and either the HP General Manager, HP Director or State HP Manager nominated by GA meet (with a Mediator as facilitator) to discuss the selection decision; and
- (b) if, but only if, the parties do not reach agreement by consultation and mediation within seven days (or a shorter period reasonably dictated by time constraints) after the Athlete gives notice under clause 8.15, the Athlete may appeal to the Appeal Tribunal.

8.2 The Appeal Tribunal will consist of the following persons appointed by the Board:

- (a) a barrister or solicitor, who will act as chair;
- (b) a person with a thorough knowledge of golf and who preferably has had international competitive or managerial experience in golf; and
- (c) one other person of experience and skills suitable to the function of the Appeal Tribunal.

8.3 Appointments will be for a calendar year.

8.4 If a member of the Appeal Tribunal is unable to engage in a hearing, the Board will appoint another person as a member for that hearing.

8.5 A person who is:

- (a) a member of the Board or the GA selection committee; or
  - (b) by reason of his or her relationship with:
    - (i) the Athlete concerned;
    - (ii) any member of the Board or GA selection committee; or
    - (iii) any person whose interest may be affected by the outcome of the appeal;
- is not eligible to be appointed to the Appeal Tribunal;

8.6 The Appeal Tribunal will convene a hearing as soon as possible, but in any event not more than seven days, after submission of the grounds of appeal.

- 8.7 If the Athlete concerned challenges the impartiality of any member of the Appeal Tribunal, the challenge will be determined by the members of the Tribunal other than the member challenged.
- 8.8 The hearing may occur in such manner as the chairman decides, including by telephone or video conferencing.
- 8.9 In any hearing before the Appeal Tribunal:
- (a) the tribunal must observe the rules of natural justice;
  - (b) the tribunal is not bound by the rules of evidence and may inform itself as to any matter in such manner as it thinks fit;
  - (c) the Athlete must establish one or more grounds of appeal to the reasonable satisfaction of the tribunal with full regard to the importance and gravity of the issue;
  - (d) if a question of law arises during the hearing, the Athlete or GA may seek an adjournment to obtain legal advice; and
  - (e) neither the athlete nor GA is entitled to be represented by a barrister or solicitor, except with the leave of the Tribunal, which leave will only be granted in exceptional circumstances.
- 8.10 Not less than three days (or a shorter period if required) before the hearing, the GA Selection Committee must provide the Appeal Tribunal and the Athlete with a written statement of the reasons for the decision against which the Athlete appealed.
- 8.11 The Appeal Tribunal will give its decision as soon as practicable after the hearing and will provide GA's Chief Executive Officer and the Athlete with a statement of the reasons for its decision.
- 8.12 If the GA Selection Committee's decision is set aside, only in extreme circumstances (such as a pressing deadline) may the Appeal Tribunal itself make a selection.
- 8.13 The decision of the Appeal Tribunal will be binding on the parties and neither party can institute or maintain proceedings in any court or other tribunal.
- 8.14 The sole ground for appeal to the Appeal Tribunal is that the selection policy was not properly followed or implemented.
- 8.15 The Athlete must give written notice of his or her appeal to GA by 5.00pm (Australian Eastern Standard Time) no later than 48 hours following announcement of the Team and contemporaneously pay to GA the sum of \$500 as an appeal fee (which is refundable if at mediation under clause 8.1 or on a subsequent appeal to the Appeal Tribunal the Athlete's appeal is upheld).

- 8.16 The decision of the Appeal Tribunal is final and there is no further appeal.
- 8.17 An Athlete may withdraw his or her appeal by written notice to GA at any time before the appeal has been decided.
- 8.18 For removal of doubt, an Athlete who appeals against non-selection is bound by all the preceding provisions of this clause 8.

## **9 MANAGERS AND OTHER SUPPORT STAFF**

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9.1

- (a) GA HP staff will be considered for roles for national and international teams where appropriate.
- (b) Personal development and capability will be an important consideration when appointing national and international roles.

9.2 The HP General Manager, HP Director and State HP Managers will have full discretion in appointing managers and Support Staff after taking clause 6.1 into consideration.

9.3 The HP General Manager or the HP Director will communicate with State HP Manager to identify potential Support Staff.

9.4 The HP General Manager, HP Director or State HP Manager will communicate with potential Support Staff prior to team being announced.

9.5 Persons appointed as Support Staff personnel will be notified of their appointments as followed:

- (a) Support Staff will be named after the team is announced for best Athlete-Support Staff relationship; and
- (b) for a particular event, not later than one-two months before the commencement date of the event.

9.6 Despite any other provision, the Board may:

- (a) terminate the appointment of a manager or other member of the Support Staff at any time. There is no appeal where an appointment is terminated under this clause; and
- (b) in the case of a vacancy, replace an appointee who has died, resigned or whose appointment has been terminated.

9.7 Attributes which may be considered in the case of prospective appointees as Team Managers are:

- (a) an understanding of the current requirements for Athletes to compete at international level;

- (b) ability to understand concerns of and communicate effectively with all Team members;
- (c) the ability to work cooperatively in a team environment;
- (d) commitment to comply with the '*Golf Australia Members Protection Policy with regard to Working with Children*' and the GA code of conduct;
- (e) an ability to give a detailed, comprehensible written report following the conclusion of each event attended by the manager on conduct of the event and Athlete performance at the event; and
- (f) having high-level organisational and logistical capabilities, particularly relating to group travel and managing in a team environment;

all of which are desirable attributes.

## **10 ALTERATIONS – POWERS ETC.**

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- 10.1 The power to adopt policies and make, alter and interpret policies is conferred on GA by its constitution (limited only to the extent the policy must not conflict with the GA Constitution) and no such power need be separately conferred by this policy.
- 10.2 The GA Board may alter this policy at any time. Any change to this policy will be publicised as provided in clause 11. There is no appeal against any variation made to this policy by the BA Board.
- 10.3 GA is not liable to an Athlete or other person, nor is GA subject to an appeal by an Athlete or other person, who is affected in any way by a change in policy reflected in this policy or change to this policy.
- 10.4 Any failure to give any notice or follow any process under this policy does not invalidate such notice or process and does not give rise to an appeal in respect to the notice or process.

## **11 PUBLICITY AND PROMOTION**

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- 11.1 GA will publicise this policy in a reasonable way having regard to the location and interests of Athletes and others who should reasonably be made aware of its contents.
- 11.2 That will include (but not necessarily be limited to):
  - (a) publication on GA's web site;
  - (b) emailing copies to those Athletes and others (including GA's members) who are reasonably identified as being primarily interested in, or needing to know, its content;
  - (c) publication on GA's web sites of warnings about impending important dates, such as closing dates for entries in Australian Amateur OOM Events and performance qualification periods;
  - (d) conducting seminars and training or information forums for current and potential athletes; and
  - (e) upon request from individuals.

## **12 POLICY REVIEW**

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- 12.1 GA may review at any time and in any case will review annually, this policy, including this clause 12, as to its efficacy and its continued propriety in the light of any changed circumstances GA considers relevant.
- 12.2 The review will include, but not necessarily be limited to, examination of whether or not:
- (a) the selection processes (including selection criteria) have resulted in selection of Teams which have delivered acceptable results (for the purpose of which the reviewers must consider whether performance by Athletes at events for which they were selected reasonably could have been foreseen at the time of selection and whether at that time any Athletes not selected reasonably could have been expected to perform better than any who were); and
  - (b) the selection processes and criteria and appeal rules have a high level of Athlete acceptance as reasonable and appropriate;

and, in any case, whether or not change might bring about improvement from the point of view of GA or Athletes.

## **13 SELECTION POLICY COMMENCEMENT**

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This Policy was approved by the Board, and commences in October, 2023.



## APPENDIX 2

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### **GA high-performance event classifications**

#### **Category 1**

**Male:**

World Amateur Team Championships – Eisenhower Trophy (Biennial)

**Female:**

World Amateur Team Championships – Espirito Santo Trophy (Biennial)

#### **Category 2**

**Male:**

Nomura Cup (Biennial)

Asia-Pacific Amateur Championship (non-selected based on R & A Rankings) (Annual)

Toyota World Junior (Australia competes biennially)

Tier 1 Professional events **(\$400,000 or more)**

**Female:**

Queen Sirikit Cup (Annual)

Women's Amateur Asia-Pacific (non-selected - WAGR qualification) (Annual)

Toyota World Junior (Australia competes biennially)

Tier 1 Professional events **(\$400,000 or more)**

#### **Category 3**

**Male:**

APGC Junior (Annual)

Spirit International (Biennial)

Youth Olympic Games (non-selected - WAGR qualification) (Quad)

Tier 2 Professional events **(Under \$400,000)**

National ranking events - two-man team events

IMG Junior

Thunderbird Junior Invitational

Various national and international events including, but not limited to:

Japan Amateur, Korean Amateur, Malaysian Amateur etc.

**Female:**

APGC Junior (Annual)

Spirit International (Biennial)

Youth Olympic Games (non-selected - WAGR qualification) (Quad)

Tier 2 Professional events **(Under \$400,000)**

National ranking events - two-woman team events

IMG Junior

Thunderbird Junior Invitational

Various national and international events including, but not limited to:

Japan Amateur, Korean Amateur, Malaysian Amateur etc.

#### **Category 4**

**Male:**

Australian Interstate Teams Matches

**Female:**

Australian Interstate Teams Match