

Orienteering Tasmania Inc. Operational Manual

TASMANIAN TEAMS SELECTION POLICY

1. DEFINITIONS

- 1.1. A Tasmanian representative team is defined as a team of competitors and officials, selected in accordance with the procedures laid down by the OT Board (hereinafter known as 'the Board') and which participates in a national competition on behalf of Orienteering Tasmania.

OA = Orienteering Australia; OT = Orienteering Tasmania

1.2. TEAM OFFICIALS

The Manager, Coach, and other officials appointed by the Board are also members of the team.

1.3. TEAM RESERVES

Under current Orienteering Australia rules, reserves are not selected

2. SELECTION

2.1. SELECTION PANEL

- 2.1.1. A Selection Panel (the Panel) for the selection of Tasmanian Orienteering teams and a Chair of Selectors shall be appointed by the Board at the beginning of each calendar year. The Panel shall be appointed for a period of one calendar year.
- 2.1.2. A call for nominations to the Director Performance will be published by January via all OT communications channels. Nominations may be made by constituent clubs or individual members. Any financial member of OT can be nominated as a selector.
- 2.1.3. The Panel shall consist of at least three members, one of which shall be the Chair. The Panel (and Chair) shall be responsible to the Director Performance.
- 2.1.4. The Chair of Selectors shall chair all meetings of the Panel.
- 2.1.5. Each member of the Panel is expected to be personally familiar with current orienteering standards and recent performances of all orienteers who are likely contenders for team selection. He/she should be in a position to make such information available to other members of the Panel as required, and to use such information impartially in the selection of teams.
- 2.1.6. If not otherwise a member of the Panel, the Coach of a particular team may be a non-voting member of the Panel and may participate in discussion as they see fit.
- 2.1.7. All decisions with respect to selection shall be made through the active participation of all voting members of the Panel at face to face meetings or, with the agreement of all members of the Panel, using suitable alternative communications, on an occasion formally called with adequate notice.
- 2.1.8. Members of the Panel shall be ineligible to vote or take part in discussion on selection of the class in which he or she or a member of his or her immediate family is a contender for selection. If this situation arises, a replacement selector will be appointed by the Director Performance (on the recommendation of the Chair of the Panel).
- 2.1.9. No member of the Panel shall partake in public discussion, either verbally or in writing, of the merits of individual contenders for team selection.

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- 2.1.10. Selectors should endeavour to attend all relevant selection races and meetings. Where a member of the Panel is unable to attend a selection event or meeting, a replacement selector may be appointed by the Director Performance (on the recommendation of the Chair of the Panel).

2.2. SELECTION CRITERIA

- 2.2.1. The objective of team selection is to select the team that is likely to be most successful in competition at the event for which the team is selected. For the Tasmanian Schools Team, consideration will also be given to the broader benefits of team selection and the experience gained through national competition.
- 2.2.2. These selection criteria should be applied to give the Panel the latitude to pick the best possible team. Although in principle they allow for judgement and interpretation by the selectors, selection decisions should be transparent and justifiable.
- 2.2.3. The primary guide to selection shall be performance in previously nominated selection events in Tasmania. Selection should primarily be based on comparison of race times. Selectors may also take into consideration additional information (e.g. placings, head-to-head results, split times, etc.) as they see fit but subject to rule 2.2.2. Where selection events are held a significant period apart, higher priority shall be placed on event/s closest to the competition for which the team is being selected.
- 2.2.4. As secondary criteria, if required, recent performances in high standard events, both in Australia and overseas, performance in previous Tasmanian teams and likely performance in the anticipated competition terrain shall be considered.
- 2.2.5. Only results from races completed unassisted may be considered. Candidates for selection may not be shadowed or receive help in any other way.
- 2.2.6. If a candidate is exceptionally familiar with an area used for selection, this should be taken into account.
- 2.2.7. Subject to rule 2.2.9 and rule 2.2.13, to be considered for selection a candidate must compete in all of the selection events and be a financial member of OT. Membership of OT is waived if a non-member junior who is mainly a 'schools' competitor is a potential candidate. In this case, they must join a club after selection.
- 2.2.8. Previous unacceptable behavior by an orienteer while a member of a Tasmanian Team that has resulted in action by Team Management may be taken into account by the Selection Panel.
- 2.2.9. The Selection Panel should take into account any legitimate reasons for non-participation in a selection event. Candidates unable to compete in all nominated selection events are responsible for notifying the Chair of Selectors in writing.
- 2.2.10. The Selection Panel may take into account matters affecting performance at their discretion. It is the responsibility of candidates to notify the selection panel of matters affecting performance.
- 2.2.11. The eligibility for selection of persons residing in Tasmania who are not Australian nationals shall be subject to the rules governing the relevant competition.
- 2.2.12. The Selection Panel may submit less than the permitted number of competitors if it considers that insufficient persons of the required standard are available for selection.

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- 2.2.13. If further selection of runners from the selected team is required for a specific competition (e.g. relays), this shall be the responsibility of the Team Coach who may consult with the Team Manager, and other team members as he or she sees fit, unless an alternative procedure has been determined by the Panel. Where no Coach has been appointed to the team, the Team Manager (or appointed Team Leader) shall have this responsibility.
- 2.2.14. The Selection Panel has the authority to pre-select one or more individuals at any time if, in the Panel's opinion, they have clearly demonstrated that they are superior to all other candidates for selection. Pre-selection shall be subject to the maintenance of fitness and health.
- 2.2.15. After the Panel has finalised their selection, the Panel will submit the provisional team to the Director Performance for ratification prior to release to confirm that the Guidelines have been followed. The Director Performance may request information that was considered in the selection process.
- 2.2.16. Once the provisional team has been ratified by the Director Performance, it becomes the representative team for the relevant event/s. Following confirmation and acceptance by the applicants, the team shall be publicly announced on the OT website and OT Facebook page.
- 2.2.17. In the event of withdrawal of a team member prior to the relevant event/s, the selection panel, may, at its discretion, select a replacement team member, having regard to the selection criteria.
- 2.2.18. In all cases, any subsequent changes to the representative team must be agreed by the full selection panel, ratified by the Director Performance and announced on the OT website and Facebook page.

2.3. SELECTION EVENTS

- 2.3.1. Selection events will be chosen by the Panel in consultation with the Director Performance and should be advertised appropriately by early February. Selection guidelines for potential nominees should be advertised concurrently.
- 2.3.2. A minimum of three events will be nominated as selection events for any representative team.
- 2.3.3. Events used for selection will require the appointment of a suitably qualified event controller in accordance with the OA competition rules (Appendix 5)
- 2.3.4. Competitors must run the course appropriate for their age group or category as specified in the relevant OT or OA guidelines. Courses should be of the appropriate length and difficulty for each class. For the Tasmanian Schools Team, competitors may be required to run a course that differs from their usual OST course. This will be outlined in the published selection guidelines.
- 2.3.5. The Tasmanian Schools Championships is taken to be the first selection race for selection of the Tasmanian Schools Team. A minimum of two further events will make up the remaining selection races. Ideally, one of these should be an urban event (sprint format) and the remaining event/s should be forest-based (long distance format).

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- 2.3.6. Nominating athletes must be given allocated start times at selection events, preferably in a 'block', with consideration given to start order and course similarity.
- 2.3.7. All selection events for the Tasmanian Schools Team must be completed by end of June so that the Schools Manager is able notify the Australian championships organisers of the team numbers by the advertised deadline.

3. TEAMS

3.1. TASMANIAN SCHOOLS TEAM (AUSTRALIAN SCHOOLS CHAMPIONSHIPS)

- 3.1.1. Refer to the Orienteering Australia Operational Manual for age classes and other regulations.
- 3.1.2. In order to be considered for the Team, athletes must nominate at the time of entry to the Tasmanian Schools Championships, which must also be the first selection race. The option to nominate for the Team should form part of the Tasmanian Schools Championship entry form.
- 3.1.3. Notwithstanding 3.1.2, if a particular athlete has performed well at the Tasmanian Schools Championships, selectors may wish to encourage that athlete to nominate and accept his/her late nomination.
- 3.1.4. Unless pre-selected under 2.2.14 and subject to 2.2.10, athletes must record a finish time in at least two selection races in order to be considered for selection. That is, athletes who compete in only two selection events and record a DNF in one of those races will normally not be considered for selection. Athletes who compete in only one selection race will not be considered for selection.
- 3.1.5. A team of up to 20 will be selected, subject to 3.1.1.
- 3.1.6. Subject to 3.1.5, up to 6 athletes will be selected in each age class. However, in exceptional circumstances, OT may apply to the OA Schools Co-ordinator to select an additional athlete (i.e up to 7 in total) in a given age class.
- 3.1.7. Three Team Members will be selected to run in the relay team for each age class. These will be selected by the Team Coach after the individual events (see 2.2.13). Members not selected for the relay will be placed in ad hoc teams for the competition.
- 3.1.8. Competitors from the M/W12 age class who wish to be considered for selection may run in that age class in the Tasmanian Schools Championships. However, they must compete against M/W14 age class competitors in at least two selection events (subject to 2.2.9) in order to be considered for selection in the junior boys or junior girls category.

3.2. TASMANIAN HONOUR TEAM AND RELAY TEAMS FOR THE AUSTRALIAN CHAMPIONSHIPS

- 3.2.1. OT uses results from OST events to derive a Tasmanian Honour Team. This team is made up of the three people in each class (M/W 14 and older) with the best average rankings based on age-gender adjusted kilometre rates (similar to Excellence Points calculations).
- 3.2.2. For the Australian Relay Championships, the Director Performance will appoint a relay team manager who is responsible for selecting and managing Tasmanian relay teams. Relay teams are selected once a final entry list for the Australian Championships has been received from event organisers.

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- 3.2.3. To assist with relay team selection, the relay team manager may use Selector Points, a ranking of every Tasmanian orienteer within their age class based on OST events. These can be provided by the OT Statistician.
 - 3.2.4. A team member requiring official notification can request a letter from the relay team manager.
 - 3.3. OTHER TASMANIAN REPRESENTATIVE TEAMS AS NECESSARY
 - 3.3.1. Guidelines under review.
 4. DISPUTES
 - 4.1. Disputes about any aspect of team selection shall be addressed, in the first instance, to the Chair of the Selection Panel in writing, as soon as practicable after team selection. Disputes shall be dealt with politely and discreetly.
 - 4.2. If the issue cannot be resolved at this level, the disputed decision of the Selection Panel may be appealed (see section 5).
 5. APPEALING TEAM SELECTION
 - 5.1. INITIATING AN APPEAL
 - 5.1.1. The athlete ('appellant') shall apply to the Director Performance in writing stating that he/she wishes to appeal the decision of the Selection Panel within a week of the team's announcement on the OT website.
 - 5.1.2. The appellant shall within 3 days of such application provide in writing the reasons for appealing the decision (see 5.3.1) with particular reference to published criteria for selection to the Director Performance.
 - 5.1.3. All selected team members shall be notified of the team selection being subject to appeal as soon as reasonably possible once the appellant has notified the Director Performance of an intention to appeal.
 - 5.2. APPEALS TRIBUNAL
 - 5.2.1. The Director Performance will form an Appeals Tribunal to hear the Appeal. The Tribunal shall consist of a person with legal and/or administrative background as the Chair and a person with some other relevant experience (e.g. elite athlete or recently retired selector). Note that the Appeals Tribunal members must have no relevant relationship with athlete, team members, team management or selectors.
 - 5.2.2. The appeal is to be concluded within 7 days of the submission of the appellant's written appeal. The Director Performance may grant an extension of the Appeal hearing to a maximum of 28 days if the Appeals Tribunal indicates there are circumstances making the appeal impossible to resolve within 7 days.
 - 5.2.3. The Appeals Tribunal may ask for written or verbal submissions from representatives of the Selection Panel explaining their decision and any other members of OT they deem appropriate. In particular, any selected team member who believes they may be adversely affected by the outcome of the appeal shall have the right to make a submission to the Appeals Tribunal within 3 days of being advised of the appeal under clause 5.1.3.
 - 5.3. GROUNDS FOR AN APPEAL

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5.3.1. The only grounds for any appeal to an Appeals Tribunal are that:

- The applicable Selection Criteria have not been properly followed and/or implemented;
- The Athlete was not afforded a reasonable opportunity to satisfy the applicable nomination criteria; or
- There was no material on which the Selection decision could reasonably be based.

5.3.2. The overriding aim of selection is that the principles of natural justice are applied. The Appeals Tribunal shall consider this when assessing the appellant's case.

5.4. TRIBUNAL DECISIONS

5.4.1. The Appeal Tribunal may arrive at one of 3 possible conclusions:

- Recommend that the appeal be dismissed and deemed frivolous (i.e. it had no chance of being upheld).
- Recommend that the appeal be dismissed, but that the appeal was a valid one;
- Recommend that the appeal be upheld and that the Selection Committee concerned be requested to reconsider the selection of the team.

5.4.2. The Appeal Tribunal shall provide a report outlining their reasons for dismissal or upholding of the appeal. A copy of this report shall be provided to the OT Board, the Selection Panel and the appellant.

5.4.3. The OT Board will uphold or dismiss the appeal as recommended by the tribunal. If upheld the Selection Panel will be asked to reconsider selection of the team.