



# NZOF SELECTION POLICY

(Approval by the NZOF Council, 9 April 2004)

## 1. DEFINITION

- 1.1 A New Zealand representative team is defined as a team of competitors and officials which is selected in accordance with the provisions of this Policy and which participates in an International Competition on behalf of the New Zealand Orienteering Federation (NZOF).
- 1.2 An International Competition shall include, and is not limited to, the following events: World Orienteering Championships, World Cup in Orienteering, Junior World Orienteering Championships, Oceania Championships (incorporating the ANZ Challenge), Australia-New Zealand elite tests, World Mountain Bike Orienteering Championships.
- 1.3 Team officials are appointed by the NZOF Council and are considered members of the team.
- 1.4 A reserve is not a member of the team unless appointed to the team in the event of a vacancy occurring.

## 2. TEAM SELECTION

### 2.1 Selection Panel

- 2.1.1 The NZOF Council shall appoint a Selection Panel consisting of three people (consisting of a Convenor and two selectors). Nominations, by clubs, shall be made in writing to the NZOF General Manager and shall be for a period of three years. Appointments shall be made by the NZOF Council.
- 2.1.2 The NZOF Council will appoint a Convenor who shall have an ordinary and a casting vote in meetings of the Selection Panel. The Convenor will hold that position for a minimum period of two years.
- 2.1.3 The Selection Panel shall be responsible for selecting all New Zealand representative teams that represent NZOF in International Competition. The Selection Panel may seek input from other officials as it deems necessary. However, responsibility for selections remains with the Selection Panel.
- 2.1.4 A member of the Selection Panel shall be ineligible to vote or take part in discussion on selection of the class in which he/she or a member of his/her immediate family is a candidate for selection.

### 2.2 Selection Criteria

- 2.2.1 The objective of selection is to select the team that is likely to be most successful in competition at the event for which the team is selected. The following selection criteria should be applied to give the Selection Panel the latitude to pick the best possible team.
- 2.2.2 The primary guide to selection shall be performance in previously nominated selection trials or selection events. Where selection events are held a significant period apart, higher priority shall be placed on the more recent event. Where a candidate is precluded from competing in a nominated event because of being involved in its organisation or other valid reason, performance in other events may be used in consideration of his/her merits for selection.
- 2.2.3 High priority shall be given to selecting a team that can be expected to behave in a harmonious and responsible manner. Previous unacceptable behaviour (including breaches

of NZOF's Code of Conduct) by an orienteer as determined by the NZOF Council shall be taken into account by the Selection Panel and may result in that orienteer being excluded from selection.

- 2.2.4 As secondary criteria, recent performances in high standard events, both in New Zealand and overseas, performance in previous New Zealand representative teams and likely performance in the anticipated competition terrain shall be considered.
- 2.2.5 The Selection Panel should take into account any exceptional circumstances affecting the performance of candidates in a selection event (eg. illness, potentially unfair aspects of course planning). Any candidates who consider they have a case for special consideration are responsible for advising the Selection Panel in writing.
- 2.2.6 If some candidates have run on the map or area prior to the selection trial, the effect of this experience should be taken into account.
- 2.2.7 The eligibility for selection of persons residing in New Zealand who are not New Zealand nationals shall be subject to the rules governing the relevant competition.
- 2.2.8 In selecting the team, the Selection Panel may select more than the required number of competitors in a class with the final selection taking place immediately prior to the event.
- 2.2.9 The Selection Panel may submit less than the required number of competitors if it considers that insufficient persons of the required standard are available for selection.
- 2.2.10 If further selection of runners from the selected team is required for a specific competition, this shall be the responsibility of the Team Coach who may consult with the Selectors, Team Manager, any Selectors travelling with the team or, Team Captain. In the event of no Coach being appointed to the team, the Team Manager shall have this responsibility.
- 2.2.11 The Selection Panel may, subject to approval by the NZOF Council, publish selection criteria for specific events to indicate the standard required for representation.

### 2.3 Selection Procedure

- 2.3.1 For International Competitions other than the Oceania Championships, candidates are required to complete a Nomination Form to confirm their availability for selection and forward to the Convenor of Selectors by a prescribed date. For teams selected to compete at the Oceania Championships, availability will be assumed and confirmed (or otherwise) when team selection has been made.
- 2.3.2 Should selection trials or selection events be used to determine team selection, the Convenor of Selectors shall publicise this fact at least 3 months prior to the trials or events being held, by publication in *NZ Orienteering* and notifying all clubs, NZOF Webmaster, NZOF Media Officer and National Squad Manager. For the selection of teams for the World Orienteering Championships, details of selection trials or selection events shall be publicised at least 6 months prior to the trials or events being held.
- 2.3.3 Team selection shall be completed within agreed deadlines with the NZOF Executive.
- 2.3.4 Team selection is conditional upon obtaining approval from the NZOF Executive (and this approval or otherwise shall be made within 3 days) and shall not be made publicly available until this approval has been given.
- 2.3.5 Upon obtaining approval from the NZOF Executive, the Selection Panel shall make reasonable attempts to contact both successful and unsuccessful candidates (who could reasonably expect to be selected) by telephone to inform them of their personal selection (or otherwise). For candidates residing overseas, notification of personal selection may be made by e-mail.
- 2.3.6 Upon receiving approval from the NZOF Executive, the Selection Panel shall prepare a Selection Notice for public release, naming by grade and in alphabetical order, members of the team (including officials) and any other relevant details. This notice shall be forwarded to

the NZOF General Manager, who shall be responsible for advising the NZOF Media Officer, NZOF Webmaster, editors of *NZ Orienteering*, team officials and all clubs.

2.3.7 For International Competitions other than the Oceania Championships, The NZOF General Manager will also be responsible for notifying those selected in writing. In the case of the Oceania Championships, written confirmation of selection will only be provided upon request.

2.3.8 Following any team selection, no member of the Selection Panel shall partake in any public discussion, either verbally or in writing, on the merits or otherwise of individual candidates for team selection.

2.3.9 Following any team selection, any queries relating to selection must be directed to the Convenor of Selectors.

#### 2.4 Team Reserves and Changes

2.4.1 The Selection Panel may nominate in order of preference team reserves. Such reserves shall automatically be appointed in order to the team in the event of subsequent vacancies occurring. Reserves shall be advised of their nomination and included in the Selection Notice. Reserves shall not be named for the Oceania Championships.

2.4.2 In the event of the number of subsequent vacancies prior to leaving New Zealand exceeds the number of selected reserves, the Team Manager shall consult with the Convenor of Selectors who will fill the vacancy with a candidate who is acceptable to the majority of the Selection Panel, subject to, as in 2.3.4, that the replacement(s) is first endorsed by the NZOF Executive.

2.4.3 In the event of any changes being made after the team has left New Zealand, or immediately prior to competition, the Team Manager shall advise the Convenor of Selectors of these changes as soon as practicable after these have been made.

#### 2.5 Team Captain

2.5.1 The Selection Panel may appoint a Team Captain when the team is selected. The appointments should be decided on suitability to perform the anticipated duties of the Captain and shall not be limited by sex, age, class or competitive ability.

#### 2.6 Medical Fitness

2.6.1 Selection in any team is subject to an expectation of being medically fit at the time of the competition.

2.6.2 A selection may be made (at the Selection Panel's sole discretion) subject to medical fitness, and the Selection Panel may impose such requirements as they see fit in order for a candidate to prove medical fitness subsequent to the selection.

#### 2.7 Team Conduct

2.7.1 All teams selected for an International Competition under this policy shall be subject to NZOF's Code of Conduct. The Team Manager shall have the responsibility to advise team members of expectations under the Code Of Conduct, and is responsible for its implementation.

### **3. APPEALS**

- 3.1 Should any candidate believe they have grounds for disputing a team selection, they shall first, on a without prejudice basis, discuss the matter with the Convenor of Selectors within 48 hours of the release of the Selection Notice.
- 3.2 Should discussions with the Convenor of Selectors not result in a satisfactory outcome, a candidate may appeal against a team selection on any of the following grounds:
  - (a) that applicable selection criteria were not followed and/or implemented;
  - (b) the candidate was not afforded a reasonable opportunity to satisfy the applicable selection criteria;
  - (c) the selection decision was affected by actual bias;
  - (d) there was no material on which the selection decision could reasonably be based.
- 3.3 An appeal under 3.2 must be lodged in writing with the NZOF General Manager within 21 days of the release of the Selection Notice. The appeal must set out the grounds for the appeal and provide any evidence available in support of the appeal.
- 3.4 The NZOF General Manager will refer the appeal to the NZOF Council who will determine the appeal and provide a decision through the General Manager within 14 days of the appeal being lodged.
- 3.5 The decision of the NZOF Council shall be final and binding except for those candidates eligible for selection to a World Championship Team or World Cup Squad who are aggrieved by the decision of the NZOF Council regarding their non-selection for a World Championship Team or World Cup Squad. Such a candidate may appeal the decision to the Sports Disputes Tribunal of New Zealand. An appeal to the Sports Disputes Tribunal must be filed within 10 days of the candidate being notified of the NZOF Council decision and will be heard and determined in accordance with the rules of the Tribunal.