



## TENNIS SENIORS AUSTRALIA - SELECTION POLICY

### FOR SELECTION TO REPRESENT AUSTRALIA IN THE INTERNATIONAL TENNIS FEDERATION (ITF) WORLD TEAM CHAMPIONSHIPS (to apply to teams selected after 1 January 2018)

The objective in the selection of teams is to select the teams of a suitable standard from the players who nominate for representative teams in competitions for Young Seniors (Ages 35-39, 40-44 and 45-49), Seniors (Ages 50-54, 55-59, 60-64) and Super Seniors (65 and Over).

#### 1. Nomination

Players who nominate for selection must:

- (a) nominate in their age group using the Nomination Form located on [www.g2computing.com.au](http://www.g2computing.com.au) and complete all the fields (including any player agreement and release), unless otherwise advised by the TSA Executive. Nominations must be lodged by the date specified by TSA, (or varied by TSA), and no late nominations will be accepted, subject to clause 2(b)(ii) Player results will be sourced from [itftennis.com/seniors/rankings](http://itftennis.com/seniors/rankings) list, or other reliable source, and players may add any relevant documentation or information on the Nomination Form to support their nomination for selection, for example, summary of achievements, outstanding singles & doubles results or head-to-head results against other players of note, and
- (b) Confirm that they:
  - (i) are Australian Citizens and hold an Australian Passport with sufficient validity for travel (usually six months); and have not represented any other country during the period of 36 months immediately preceding the event for which they are nominating;
  - (ii) are in "good standing" with Tennis Seniors Australia (TSA) and Tennis Australia (TA) as defined in the current ITF Seniors Regulations;
  - (iii) meet all other eligibility requirements described in the ITF Seniors Regulations;
  - (iv) are a registered financial member of a State/Territory Division of TSA, or if no State or Territory division exists, the relevant Member Association;
  - (v) have reached or will have reached the minimum age limit by December 31 of the year in which the ITF World Team Competition is conducted;
  - (vi) have an ITF International Player Identification Number (IPIN);

- (vii) have considered their personal responsibilities and be certain that they can afford the time and expense associated with competing in the event, are injury free or anticipate being so within a short and identifiable time period, and recognise that a nomination represents a commitment to compete if selected.
- (c) If selected, players must:
  - (i) advise TSA if they do not have the current Australian clothing;
  - (ii) Satisfy any conditions imposed by the Selectors under clause 3(b);
  - (iii) Be fully prepared for the start of the World Team Championships (i.e. be on site early for practice etc.) and;
  - (iv) Notify TSA as soon as possible of any circumstance which arises that might prevent them from taking their place in the team, including if they are injured or have a relevant medical procedure or condition; in those events they must satisfy TSA that they are fully fit before taking their place in the team. Failure to notify TSA, or withdrawing from a team for any other reason which could have been anticipated or avoided, will be considered poor sportsmanship for future team consideration. If a player is selected and withdraws due to illness or injury, a medical certificate must be supplied to TSA in accordance with ITF regulations.

## 2. Team Composition

- (a) The standard team composition is four players, The Selectors have discretion to select the team they think is most suitably balanced to play matches at the event (matches at an event are made up of singles and doubles rubbers). One player will be designated as Captain, whose appointment is subject to the approval of the TSA Executive.
- (b) If there is an insufficient number of players for any age group , the Selectors will recommend to TSA, the optimal mix of teams - this may involve bringing other players down from an older age group where that age group either has insufficient players to form a team or surplus players, but at all times Selectors will have regard to the relative strengths of the proposed teams in their respective age groups.

TSA will consider the recommendations of Selectors and may:

- (i) Elect not to send a team for that age group, or,
- (ii) Extend the nomination date for that team(s) and invite further nominations before the final team selections are made, and/or
- (iii) Instruct Selectors to consider players of a suitable standard from an older age group (subject to the consent of those players)

- (c) Where considered appropriate, Selectors may choose to select one or more reserve players. Older group players may be named as a reserve for a younger group or, if appropriate, be a reserve for both age groups.

Any reserve player/s will not be team members until they are invited by TSA to fill a vacancy in the team.

- (d) In the event that there are vacancies created in a team due to withdrawals after selection, and reserves have already been called on, then the TSA Executive in conjunction with the selectors may at their discretion approach other players, who may or may not have nominated, to fill such vacancies.
- (e) No player may represent Australia in more than one competition in any calendar year.

### **3. Selection Criteria**

- (a) Selections will be made by TSA approved Selection Panels appointed under clause 5. Selectors who have nominated for selection should be excluded from discussion and decisions regarding the composition of the team for which they have nominated. If this results in none or only one selector being able to participate in the final decision making, the selections for that age group will be made by the TSA Executive or their authorised nominee, provided always that none of these persons are in contention for selection for the age group in question.
- (b) It is the responsibility of the Selectors to consider all of the selection criteria and then make an informed judgement in the selection of teams, keeping in mind the aim of selecting, in their judgement, the best teams from the players who nominate, having regard to the provisions set out in these criteria. The Selectors may impose reasonable conditions upon a player, in particular relating to the fitness or availability of that player.
- (c) The Selectors must take a number of factors into consideration when selecting players for each team, including but not limited to:
  - (i) The player's current ITF and Australian singles and doubles ranking; and
  - (ii) The players overall performance over the previous two years (with particular attention to the last 12 months) in events with particular emphasis on the most recent and past Australian Seniors Individual Championships, recent and past Oceania Regional Closed Championships, ITF Cups and World Championships and other ITF or TA sanctioned tournaments or other tournaments recognized by a State/Territory Division of TSA. Selectors should give greater consideration to higher graded tournaments especially when they are played on a similar court surface to the Cup venue. If a nominee has not been able to play in higher graded tournaments due to extenuating circumstances then the player should detail these circumstances in his or her nomination. Such circumstances may include, but are not limited to, injury, illness, being a new participant in Seniors tennis, or other justifiable circumstances at the time of the event. Players in this category should provide supporting information in their nomination.

Should the non-participation be the result of an injury or illness (including an injury during the Australian or Regional Championships) the Selectors, through the Executive, will advise the player of what is required to prove their fitness.

- (iii) Head to head results, predominantly over the previous 2 years;
  - (iv) Performances on the court surface of the proposed venue of the ITF World Team Championships;
  - (v) Doubles results;
  - (vi) The ITF Seniors Regulations and any other condition, decision or requirement of the ITF; and
  - (vii) The player's overall suitability to represent Australia, having regard to past conduct and sportsmanship both on and off the court, the limited spots available and the overall composition of the team. A person should only be omitted on the grounds of poor sportsmanship if he or she has been officially sanctioned in respect of the behaviour in question, including if a letter has been sent to the person in respect of any breach of clause 1(c)(iv).
- (d) Selectors will forward their selections to TSA (Convener, Australian Selection Committee), including their assessment of each nominated player against the selection criteria above, and a recommendation for the Captain for each team, within a timeframe as stipulated by the Executive, and if the team selected is different to the standard team composition (item 2(a)), give reason to justify the difference. The selectors should also clarify their reasons for selecting certain players if they consider this appropriate e.g. where two or more players were in close contention for selection.
- (e) As the Selectors' correspondence, deliberations, discussions and notes contain personal information and other confidential information they are not required to be shared with any person other than the members of the Executive of TSA and (if relevant) the members of an Appeal Tribunal convened under clause 6.

#### **4. Administration**

- (a) TSA will appoint people to undertake the following roles:
- (i) A Convener who will conduct an overview of selected teams to ensure Selection Policy adherence, consistency and transparency and, in the case of a non-standard team composition, consider the reason/s for the difference. If the Convener believes the principles have not been followed in respect of any selection, the Convener may seek clarification from the selectors and, in an egregious case, may make a substitution.
  - (ii) A Group Co-ordinator for each competition, and
  - (iii) An Administrator (who may be the same person as the Convener).

- (b) The TSA Executive must send the proposed selections to Tennis Australia before they are announced. The selection of all players for the International Teams events shall be subject to confirmation by Tennis Australia.
- (c) During the Selection process and after the teams are announced, TSA and selectors should not enter into any further discussion or correspondence concerning selections with any persons who nominated, but without derogating from the appeals process set out in clause 6 and the need for the selections to be accepted by the ITF. Even after the teams are finalised, unexpected or unforeseen circumstances may still result in late changes to the teams.
- (d) The TSA Executive will appoint team Captains. All decisions relating to the team will be made by Captains, who will consult with the Group Co-ordinator in respect of any contentious decision.

## **5. Selection Committees**

5.1 Two Selection Committees (Men and Women) shall be appointed annually by the Executive and announced at the Annual General Meeting of TSA in accordance with the following:

- (a) Each Selection Committee shall have 6 members, one of whom shall be a TSA delegate (but not the Convener), with all selectors for women's teams being women, and all selectors for men's teams being men. Ideally the mix of selectors in each Selection Committee should ideally include persons from each age category, depending on the nominations received.
- (b) Where a Selection Committee has a tied vote on any selection the TSA delegate may exercise a casting vote.
- (c) A person shall not be appointed to a Selection Committee unless he/she has been nominated by the Division of the State or Territory in which he/she is a resident member. Each Division of the State or Territory may nominate no more than two persons for each Selection Committee. It is highly desirable that no Division of TSA shall have more than 1 member on any panel at any one time, but the Executive may override this requirement depending on the nominations received
- (d) Selectors are entrusted to review player performances from all age brackets but must specialise in their own age competition.
- (e) Nominations for a position on a Selection Committee shall be called for annually by the TSA Executive, who shall appoint members to the Selection Committees. These appointments shall be announced at the Annual General Meeting of TSA. A member of the Selection Committee shall hold office for a minimum period of 12 months following the appointment announcement. Any casual vacancies on any panel will be filled by a member of the Executive.
- (f) The maximum term as a selector shall be limited to 5 years. A selector who drops out after serving their 5 year term, may re-nominate again after a period of 1 year

5.2 The Selection Committees shall be responsible on behalf of TSA for selecting teams to represent Australia in international events and for assisting with seedings for all ITF (Grade 2 & above) tournaments in Australia.

## 6. Appeals

- (a) A player may appeal a decision of the Selectors, including against any substitution made by the Convener under clause 4(a)(i), regarding their selection or non-selection in accordance with this clause, but no appeal lies in respect of a decision by TSA to not send a team in any age group.
- (b) The sole grounds for any appeal are that:
  - (i) the Selectors have selected a player who has not lodged a valid nomination under clause 1 (except in the circumstances outlined in clause 2(d)), or
  - (ii) that having regard to the selection criteria set out in clause 3, the Selectors have made a decision which no reasonable selection panel could have made.
- (c) A player:
  - (i) does not have any other rights of appeal other than as set out in this policy; and
  - (ii) must not institute or maintain proceedings in any court or tribunal in respect to matters which are covered by this policy.
- (d) The appeal process is as follows:
  - (i) If a player wishes to appeal a decision of the Selectors, the player must send a **Written Statement of Appeal** to the TSA Executive by 12 noon on the fourth day following the day that the player was advised of the decision against which the appeal is being made. The Written Statement of Appeal must set out the name of the player, the player's contact details, full details of the player's grounds of appeal which must relate to the grounds of appeal set out in clause 6(b) and a non-refundable payment of \$200 payable to TSA.
  - (ii) The TSA Executive must provide a copy of the Written Statement of Appeal to the Selectors and all members of the relevant team immediately. TSA may redact any statements in the Written Statement of Appeal which it believes to be irrelevant, including any potentially defamatory statements.
  - (iii) Within 5 days of the player submitting their Written Statement of Appeal, the Selectors must provide the TSA Executive with a written reply explaining the reasons for the decision against which the appeal is made (**Written Reply**).
  - (iv) On receipt of the Written Statement of Appeal and Written Reply, the TSA Executive must convene an Appeal Tribunal (comprised of three persons - a barrister or solicitor (who shall be the Chairperson or, if after

reasonable attempts have been made to obtain one without success, then a person with considerable previous experience in the legal aspects of a appeals tribunal); a person with a thorough knowledge of tennis; and a person of experience and skills suitable to the function of an Appeal Tribunal, provided the tribunal may not include a person who is a member of the TSA Executive or a person who would, by reason of relationship with the appellant be reasonably considered to be other than impartial for the purposes of considering the information and determining the appeal. The TSA Executive must provide the Appeal Tribunal with the Written Statement of Appeal and the Written Reply and any other relevant documents reasonably requested by the Appeal Tribunal.

- (v) As the Selection correspondence, deliberations, discussions and notes are strictly confidential and contain personal information, the player making the appeal is not entitled to a copy of the selection correspondence, deliberations, discussions and note or the Written Reply.
- (vi) When conducting the appeal, the Appeal Tribunal:
  - (A) must take into consideration the Written Statement of Appeal and Written Reply;
  - (B) is not bound by the rules of evidence and may inform itself as to any matter in such manner as it thinks fit;
  - (C) will conduct its review with as little formality and with as much expedition as the proper consideration of the matter permits, including the use of telephone or video conferencing, or otherwise if appropriate;
  - (D) may rely on the written submissions or request the opportunity to hear from such people as it considers necessary; and
  - (E) will not allow the parties to be represented by a barrister or solicitor except with the leave of the Appeal Tribunal. Such leave will only be given in exceptional circumstances and may be subject to such conditions at the Appeal Tribunal thinks fit.
- (e) The following provisions relate to decisions of the Appeal Tribunal:
  - (i) Any decision of the Appeal Tribunal must be supported by at least 2 of the 3 members of Appeal Tribunal.
  - (ii) The Appeal Tribunal must give its decision on any appeal as soon as practicable after the hearing and must provide the player, the Selectors and the TSA Executive with a written statement of the reasons for its decision.
  - (iii) The Appeal Tribunal must dismiss the appeal if it forms the view that the relevant player has failed to establish the grounds of appeal.
  - (iv) If the decision of the Selectors which is the subject of appeal was within the discretion of the Selectors acting reasonably and applying the Selection Policy, then the Appeal Tribunal must dismiss the appeal.

If the Appeal Tribunal finds in favour of the player that has lodged the appeal, the Appeal Tribunal will direct the Selectors to amend its team selections, provided the Appeal Tribunal considers that appropriate having regard to the impact of that decision on the players nominated by the Selectors and the ITF deadline for team selections.

- (v) If the player making the appeal fails to observe the process or any time limits set out in this policy, the Appeal Tribunal may dismiss the appeal by providing the relevant player, TSA Executive and the Selectors with written notice of its decision to dismiss the appeal. The Appeal Tribunal has been given the authority to dismiss an appeal under this clause due to the need for the team composition to be finalised promptly.
- (vi) Any decision of the Appeals Tribunal will be final and binding on TSA, the Selectors and the player.

## **7. Changes**

This selection policy supersedes and replaces any previous versions of this policy. This policy may be amended, replaced or revoked by the TSA Executive at any time.

**As approved by the TSA Executive on: 3<sup>rd</sup> Oct 2017**