



# Water Polo

## WESTERN AUSTRALIA

### Officials Selection Policy

V 1.0 Updated June 2014

**VISION:** To be WA's most enjoyable team sport

**PURPOSE:** Advance water polo in Western Australia

<b>Version</b>	<b>Date Reviewed</b>	<b>Date Endorsed (meeting type)</b>	<b>Content reviewed/purpose</b>	<b>Author/Proponent</b>
1.0	28/05/2014	05/06/2014 Board meeting	Separation from Athletes Policy	Dale Ballantyne, CEO
			Policy renamed Policy review and update	Dale Ballantyne, CEO

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This policy may be amended or supplemented by Water Polo WA at its discretion in order to achieve the objectives. Specifically, the policy may be amended where matters arise which, in the sole opinion of Water Polo WA, have not been provided for in this policy, or where the literal application of this policy would not achieve the objectives.

Any variation or amendment must be in writing, given by the Chief Executive Officer (“CEO”), on behalf of Water Polo WA who will endeavour to give as much notice as possible to all persons affected by any amendment or supplement in this policy.

WPWAI takes into account WPAL’s strategic direction for high performance and any suggestions or recommendations that they may put to WPWAI from time to time.

## **1. OFFICIALS**

“Official” applies to Coaches, Managers, and Selectors for any relevant WA officials’ appointment.

### **1.1 OBJECTIVES**

- Identify the best person for the job to contribute to an environment for the players that is educational, motivational and disciplined.
- Appoint the Coach first and where possible, appoint a Manager with a suitable level of coaching expertise to be able to assist the Coach.

### **1.2 PROCESS**

The selection of Officials will follow the steps below:

- i. Apply the established selection criteria, duty statement and manner of appointments for each position and advertise for expressions of interest. Methods of advertising to be:
  - Club / Association mail;
  - Water Polo WA Website;Direct approaches to targeted others may also be made.
- ii. An Official Selection Panel of at least three people will be formed, and will include at least one WPWAI Board Member with sufficient knowledge and experience in selection.
- iii. Copies of this selection policy, manner of appointment, selection criteria and duty statements are to be provided to the Official Selection Panel.
- iv. The Official Selection Panel consider all expressions of interest and facilitate interviews, if necessary, to identify the best applicants. Additional expressions of interest may be sought by the Official Selection Panel after the closing date.

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- v. The appointment of all officials shall be approved by the CEO based on the recommendation put forward from the selection committee. The announcement to be made by WPWAI in accordance with the selection procedure.
  - vi. All applicants will be notified of their application status in writing following the decision made by the Official Selection Panel. The public announcement of the persons appointed as officials will not be made until the appeal period expires.

## **1.3 SELECTORS**

### **1.3.1 COMPOSITION OF SELECTION PANELS**

#### **GENERAL**

The Selection Panel for State Teams will comprise of a minimum of three and a maximum of five selectors.

The panel is responsible for the selection of all State Squads and State Teams.

A Selector may be the Manager.

#### **CHAIRPERSON**

Each Selection Panel must have a Chairperson who will act as the conduit for information between the Selection Panel and Water Polo WA.

The CEO will appoint the Chairperson from amongst the existing Selection Panel.

### **1.3.2 SELECTION PANEL STRUCTURE**

The selection panel should comprise of:

- i. A Chairperson (as per 1.3.1).
- ii. Head Coach
- iii. WAIS Head Coach of the gender being selected
- iv. A WPWAI Board Member, with relevant knowledge and experience.
- v. Selectors 4 & 5 (optional) appointed as required by WPWAI.

### **1.3.3 SELECTION REQUIREMENTS**

The selection panel is expected to select the required team to compete in the tournament, together with any changes to the team in the period preceding the tournament. The selected team list is presented by the Chairman of Selectors to the CEO of Water Polo WA for validation by the WPWAI Board.

All team submissions and subsequent team changes must be submitted to the CEO of Water Polo WA by the Chairperson of Selectors within the time frame determined and advised by the CEO of Water Polo WA, and expressly confirm that all Selectors have been consulted in the process.

### **1.3.4 CONFIDENTIALITY REQUIREMENTS**

- i. All members of a selection panel will be required to sign a Water Polo WA Confidentiality Agreement.
- ii. Selectors and coaches will not discuss selection matters outside official selection meetings, without the express permission of the Chairperson of Selectors. Contravention of the Confidentiality Agreement will lead to removal from the selection panel.
- iii. Selection panel members will be required to declare any conflict of interest in relation to the player selection process they have been assigned to. A register of conflicts will be managed by the C & DM. This conflicts register will be available for review by Water Polo WA selectors.

### **1.4 ELIGIBILITY OF OFFICIALS**

No person is eligible to be appointed to be State Coach or a member of a Selection Panel for a State Squad or Team, if he or she has a family member (i.e. husband, wife, mother, brother, sister, son or daughter), who is standing for selection in that State Squad or State Team, or if by reason of his or her relationship with a prospective member of the State Squad or State Team would be reasonably considered to be other than impartial.

### **1.5 GENERAL**

The appointment of Coaches is to be for the term of one tournament only.

The Manager Position and Selector position(s) are for the term of one tournament only.

The Officials Selection Panel will recommend the State Coach of each team to the CEO of Water Polo WA.

## 2. REQUEST FOR APPEAL

The **sole ground** for any appeal is that the selection policy was not properly followed and/or implemented.

Officials have the opportunity to appeal against unsuccessful selection.

- Prior to any appeal being lodged, the aggrieved party must confer with the CEO to discuss any relevant areas of contention.
- If after conferring with the CEO, a satisfactory outcome is not agreed upon an appeal may be lodged. The request for appeal must state the ground for appeal.
- Any appeal by an official against non-selection or removal from the State Team must be made in writing (may be submitted by post, email or facsimile) within 5 days of the announcement of the relevant selection decision;
- The C & DM shall appoint an Appeals Panel to determine the appeal. No person is eligible to be appointed to the Appeals Panel if he or she is a member of the relevant Selection Panel, or by reason of his or her relationship with the appellant, or any member of the State Squad or State Team or the Selection Panel, would be reasonably considered to be other than impartial;
- The Appeals Panel will convene a hearing as soon as possible after the request for an appeal. The hearing may occur in such a manner as the Chairman of the appeals panel decides. The Appeals Panel is not bound by the rules of evidence, but must observe principles of procedural fairness;
- The Appeals Panel will give its decision as soon as practicable after the hearing and will provide the CEO and the appellant with a statement of the reasons for its decision. The decision of the Appeals Panel will be final.