



## WESTERN AUSTRALIA HIGH-PERFORMANCE COMMITTEE

### TERMS OF REFERENCE

#### 1. ROLE

The role of High-Performance Committee (HPC) is to oversee high performance in WA. Specifically, the governance and delivery of the WA Performance Programs (Northern (WAPPN) and Southern (WAPPS) respectively) based on the partnerships between Water Polo WA Inc (WPWAI), WAIS, Water Polo Australia (WPA), and Clubs. The HPC will have oversight of the State Teams, including, but not limited to, coach selection, athlete selection, and team performance.

#### 2. FUNCTIONS

The HPC will be responsible for the following functions:

- I. Management of the process to select non categorised players (talent-identified athletes who have not been named in National squads) into respective Performance Programs at Senior, 19U, 17U and 15U levels, via a selection panel of no more than 3 members from the WA JSL and SSL competition, Regional Country Championships, and any other relevant local competition.
- II. Review and appoint State Team personnel for respective State Teams.
- III. Appoint the Selection Panel for each respective State Team.
- IV. Manage any player selection appeals, as per the documented process/policy.
- V. Create the annual Service Level Agreement, including relevant requirements and KPIs for both the Northern and Southern Performance Programs.
- VI. Management of the annual review process of the respective Performance Programs, including participant satisfaction surveys and performance appraisals of both WAPPN and WAPPS programs.

#### 3. MEMBERSHIP

The HPC will consist of:

- I. A WPWAI Representative to act as Chair (this individual may be either a WPWAI Board member or Board appointed representative)
- II. A representative from WPA
- III. A representative from WAIS (as required)
- IV. A maximum of four other individuals with relevant and suitable high-performance skills and experience (Board appointed HPC members)

For the avoidance of doubt, HPC members are not required to be a member of WPWAI.

#### 4. APPOINTMENT

Members of the HPC shall be appointed within the following guidelines:

- I. Member appointments to the HPC shall be effective for two years.



- II. Member appointments should be made to ensure best governance that will properly and appropriately serve the interests of the whole Water Polo community.
  
- III. All appointments shall be ratified by the Board of WPWAI.

## 5. HPC ACCOUNTABILITIES

- I. WAPPN and WAPPS delivery on agreed annual Key Performance Indicators.
- II. Player Selection Processes are clear and transparent.
- III. Disputes are addressed efficiently and professionally following due process.

## 6. MEETINGS

- I. The HPC shall meet at such times and places as it may determine or via electronic means, but shall meet upon the direction of the WPWAI Board if so directed.
- II. For a valid meeting to proceed, there must be a quorum of 50% or greater of the HPC.
- III. HPC membership is not transferrable. If a member is unable to attend a meeting, an alternative individual may not attend in their place.
- IV. Minutes of all meetings of the HPC shall be produced within fourteen (14) days for tabling at the next WPWAI Board Meeting.

## 7. CONFIDENTIALITY

HPC members will maintain the confidentiality of the specifics of the discussions and deliberations to promote honest interactions within the HPC, including by avoiding attribution of specific commentary positions or arguments to or about individual members.

## 8. LIMITATION OF AUTHORITY

The HPC is an oversight group and as such has no delegated authority to make binding decisions on behalf of WPWAI or any other State or Territory water polo representative body. The WPWAI Board will delegate authority for the HPC to deal with operational matters and escalate policy issues to the WPWAI Board for consideration as required. The WPWAI representative is the conduit to the WPWAI Board.