

# HIGH PERFORMANCE

## Objectives of this Regulation

The objectives of this Regulation are:

- a. To clearly document and make available to all players the process and criteria to be used by Bowls NZ in selecting Players for the National High Performance, National Talent Development Squads and National Teams for international tournaments and competitions; and
- b. To select Players with the potential to achieve medal winning performance/s at such tournaments and competitions.

## Application of this Regulation

1. This Regulation is issued by the Board of Bowls NZ according to the Bowls NZ Constitution.
2. This Regulation supersedes and replaces all previous Bowls New Zealand High Performance Regulations. It shall continue in force until such time as it is revoked by the Bowls New Zealand Board.
3. This Regulation applies to all members of Bowls NZ and all players wishing to be considered for the National High Performance, National Talent Development Squads and National Teams
4. This Regulation is to be read with any other information supplied by Bowls NZ regarding the high performance program or selection. If there is any inconsistency between such information and this Regulation, then to the extent of any such inconsistency, this Regulation will apply.

## Definitions

The words used in this Regulation shall have the following meanings:

**Board** means the Board of Bowls NZ as constituted under the Bowls NZ Constitution.

**Bowling Club** means a women's or men's bowling club or an amalgamated club in New Zealand (as defined in the Bowls NZ Constitution).

**Bowls NZ Constitution** means the Constitution of Bowls NZ Incorporated.

**Bowls NZ High Performance Plan** means the High Performance Plan of Bowls New Zealand, as amended by the Chief Executive or the Board from time to time.

**Bowls NZ Athlete Agreement** means the agreement referred to in clause 5.2(a) of this Regulation.

**Chief Executive or CEO** has the same meaning as described in the Bowls NZ Constitution.

**Exceptional Circumstances** includes but is not limited to circumstances caused by illness or any other matters outside of the control of the Player (e.g. family bereavement, equipment failure, travel delays) which, in the opinion of the National Selection Panel, resulted in either their performance being effected, or which resulted in them not competing in, the tournaments, competitions or activities upon which their selection is considered. In the case of illness or injury the National Selection Panel may require the Player to undergo a medical examination by a doctor or doctors as determined by the Chief Executive or his/her nominee.

**High Performance and Talent Development Squad** means the squad referred to in this Regulation and includes age group and open players.

**Laws of the Sport** means the laws for playing the game of bowls as approved by World Bowls and for the purposes of this Regulation includes Domestic Regulations (those regulations promulgated by Bowls NZ as defined in the Bowls NZ Constitution).

**National Selection Panel** means the panel appointed by the CEO of Bowls NZ which determines and selects members of the National High Performance, National Talent Development Squads and National Teams as set out in this Regulation.

**National Teams** means the national teams selected to compete in specific international tournaments, competitions, tours and other activities in accordance with this Regulation which may include age group and open teams.

**Athlete/Player** means a person who has notified Bowls NZ in accordance with this Regulation that he/she wishes to be considered for selection under this Regulation.

**Selectors** means a member of the National Selection Panel.

**Selected Athlete/Player** means the Athlete/Player has been chosen on behalf of Bowls NZ by the National Selection Panel to be a member of the High Performance Squad or a National Team.

**Sports Tribunal** means the Sports Tribunal of New Zealand governed by the Sports Anti-Doping Act 2006 (or any replacement legislation).

**World Bowls** means World Bowls Ltd, being the international federation for bowls of which Bowls NZ is the member for New Zealand.

Unless specified otherwise, any other terms used in this Regulation shall have the meanings set out in the Bowls NZ Constitution.

## Selection Panel

1. There shall be one National Selection Panel.
2. The National Selection Panel will be appointed to determine Players to be selected in:
  - a. the High Performance and Talent Development Squads; and
  - b. National Teams;for the periods specified by Bowls NZ.
3. The National Selection Panel shall be appointed annually or biennially by the CEO of Bowls NZ.
4. The National Selection Panel shall comply with their responsibilities as specified in these Regulations (as amended from time to time by the Board) and as otherwise specified by Bowls NZ.
5. No person may be appointed as a member of the National Selection Panel if, in the CEO's opinion, they have, or may have a conflict of interest arising out of a Player seeking selection.
  - a. The CEO may also direct any member of the National Selection Panel to vacate the Panel for such period as the CEO considers appropriate where the CEO considers, in its sole discretion, that the Selector has an association with a Player which may give rise to a question of bias or conflict of interest in the selection process.
  - b. Where any Selector advises the CEO that s/he considers s/he is unable to meet his/her responsibilities under this Regulation, or the CEO makes a direction under clause 4, the CEO, will appoint a replacement to assume that Selector's role on the National Selection Panel.

## Process for Selection to the HP & TD Squads

1. To be eligible for selection to the High Performance (HP) and Talent Development (TD) Squads, all Players seeking selection must first:
  - a. Be a current and financial member of a Bowling Club;
  - b. Comply with any applicable international requirements applicable to the event(s) for which any National Teams are being selected including those listed below (as updated from time to time); and
  - c. for the World Bowls Championships and any other events held by or under the auspices of World Bowls a Player is qualified to represent a country competing in any World Bowls sanctioned international event (including all international events and all other events as prescribed by World Bowls) if:
    - s/he was born in New Zealand; or
    - s/he is a citizen of New Zealand; or
    - s/he has been a permanent resident of New Zealand for a period of twenty-four (24) months immediately prior to the event.

A Player who is eligible to represent two (2) or more countries competing in any World Bowls sanctioned international event (including all international events and all other events as prescribed by World Bowls), may upon notice being given to the World Bowls Board elect to represent either country.

A Player who is eligible to represent two (2) or more countries competing in any World Bowls sanctioned international event (including all international events and all other events as defined by World Bowls), who has previously represented a country in a World Bowls sanctioned international event (including all international events and all other events as prescribed by World Bowls) may not represent another country;

- for a period of at least twenty-four (24) months; or

- without the approval of the National Authorities of both countries that the Player is eligible to represent; or
  - without the approval of the Board of World Bowls.
- d. The applicable eligibility criteria for Commonwealth Games, players may initially represent either their Commonwealth Country of birth or the Commonwealth Country of birth of his or her father or mother that shares the same citizenship/passport.
- After having represented one Commonwealth Country at a Commonwealth Games, a competitor may not represent another Commonwealth Country unless s/he receives the approval of the Commonwealth Games Federation, World Bowls, and the affiliated Commonwealth Games Associations of the two Commonwealth Countries concerned.
- e. Not be in breach of, or under investigation for breach of, any anti-doping rules or policies including the World Anti-Doping Code, World Bowls Anti-Doping Regulations, Bowls NZ Anti-Doping Regulation or the rules or policies of any other sports related body;
- f. Complete and sign the application form for selection and return it to the CEO by no later than the date notified by the CEO (which date must be prior to selection unless otherwise agreed with the CEO).
2. If a Player is selected to the High Performance or Talent Development Squad, the Player acknowledges and agrees that:
- a. s/he will be required to sign and comply with the Bowls NZ Player Agreement by the date specified by the CEO;
  - b. s/he may be subject to drug testing by Sport Integrity Commission New Zealand (“SICNZ”) and/or any other recognised drug testing authority, and must comply with the World Bowls Anti-Doping Regulations and the Bowls NZ Anti-Doping Regulation (which includes the Sports Anti-Doping Rules made by SICNZ under the Sports Anti-Doping Act 2006); and
  - c. s/he must maintain a designated level of fitness, and standard of competitiveness in accordance with the Bowls NZ Player Agreement.
  - d. s/he must have and follow, to the best of their ability, an Individual Performance Plan with regular reporting against KPIs.
3. Failure to comply with any part of clauses 1 or 2 will result in the Player not being eligible for selection to the High Performance or Talent Development Squad or being withdrawn from such selection.
4. The decision of the National Selection Panel in selecting the players to the High Performance or Talent Development Squad shall be final and there is no right of appeal or review. The Selection Panel may, in its discretion, provide reasons for its decisions, but there is no obligation on it to do so.
5. The National Selection Panel may add or remove a Player from the High Performance or Talent Development Squad at any time, in the discretion of the National Selection Panel.

### Criteria for Selection to the HP Squad

1. The overall objective to be considered by the National Selection Panel in determining the selection of Players to the High Performance or Talent Development Squad is to have available a pool of talented and competitive Players who have the potential to represent New Zealand successfully.
2. The National Selection Panel may consider the following factors in determining the selection of Players to the High Performance or Talent Development Squad:
  - a. the performances and results of the Player at provincial, national and international level including:
    - i. performances and results obtained especially those at international level;
    - ii. consistency of performance/results especially those at national and international level;
  - b. versatility of the Player in their ability to play in a number of positions i.e., singles and within pairs, triples, and fours;
  - c. ability and versatility in the range of shots;
  - d. ability to adapt to different playing surfaces;
  - e. technical and tactical ability and mental aptitude; and
  - f. whether the Player demonstrates the values and behaviours set out this Regulation.
3. The values of Bowls NZ as stated in the Bowls NZ Strategic Plan and High Performance Plan must be demonstrated by all Players:

- a. seeking selection and if selected,
  - b. whilst a member of a High Performance or Talent Development Squad or the National Team
4. The attributes which must be demonstrated by all Players seeking selection and if selected, whilst a member of a High Performance or Talent Development Squad or the National Team are:
  - a. adequate fitness;
  - b. acceptance and support of coaching as determined by Bowls NZ;
  - c. regular attendances at domestic and national tournaments and competitions;
  - d. evidence of a positive attitude to training and commitment to the squad as displayed in previous teams and squads;
  - e. demonstrated compatibility with other players;
  - f. neatness in appearance;
  - g. demonstrated compliance with the Laws of the Sport, the Bowls NZ Constitution, Regulations and policies of Bowls NZ; and
  - h. willingness to promote and advocate participation in bowls and to promote Bowls NZ.
5. There is no obligation on the Selectors to select Players to fill any or all of the available places in the High Performance or Talent Development Squad.
6. In addition to the criteria set out in the above clauses, in all selections for the High Performance or Talent Development Squad made under this Regulation, the National Selection Panel may decide in its absolute discretion to take account of any Exceptional Circumstances.
7. The National Selection Panel may give weight to any one or more of the factors or attributes listed in these clauses as it considers appropriate and no particular factor or attribute above shall be weighed more or less significantly by reason only of the order in which that criteria appears in this Regulation.

### Process for Selection to National Teams

1. To be eligible for selection to a National Team under this Regulation, all Players seeking selection must:
  - a. meet the eligibility requirements for selection to the High Performance or Talent Development Squad set out in this Regulation; and,
  - b. have and follow, to the best of their ability, an Individual Performance Plan with regular reporting against KPIs.
2. A Player seeking selection to a National Team does not have to be a member of the High Performance Squad or Talent Development in order to be selected to a National Team.
3. If a Player is selected to a National Team under this Regulation, the Player acknowledges and agrees that:
  - a. if s/he has not already signed the Bowls NZ Athlete Agreement s/he will be required to do sign and comply with that agreement by the date specified by the CEO;
  - b. s/he may be subject to drug testing by SICNZ and/or any other recognised drug testing authority, and must comply with the World Bowls Anti-Doping Regulations and the Bowls NZ Anti-Doping Regulation (which includes the Sports Anti-Doping Rules made by SICNZ under the Sports Anti-Doping Act 2006); and
  - c. s/he must maintain a designated level of fitness, and standard of competitiveness as provided in the Bowls NZ Athlete Agreement prior to the tournament, competition, tour, or other activity for which s/he has been selected as set out in the Bowls NZ Athlete Agreement.
4. Failure to comply with any part of clauses 1 or 3 may result in the Player not being eligible for selection, being withdrawn from consideration for selection, or being withdrawn from a National Team.
5. Subject to the right of appeal in this Regulation, the decision of the National Selection Panel in selecting the players to a National Team shall be final. The National Selection Panel may, in its discretion, provide reasons for its decisions, but there is no obligation on it to do so.
6. The National Selection Panel will determine selections for National Teams by such dates as determined by the Board.
7. The period of selection to a National Team will be determined by the CEO, in relation to the specific international tournaments, competitions, tours or other activities for which that Team has been selected. At the end of that period, the Player will return to the High Performance Squad or Talent Development and be subject to this Regulation and the Athlete Agreement.

## Criteria for Selection to National Teams

1. Subject to a specific clause for Commonwealth Games Selection (below), the overall objective to be considered by the National Selection Panel in determining the selection of Players to a National Team is to achieve the results at the tournament, competition or tour as specified in the Bowls NZ High Performance Plan.
2. Subject to clauses 3 and 5 (below), the National Selection Panel may consider the following factors in determining the selection of Players to a National Team as follows:
  - a. the performances and results of the Player at national and international level over the two year period preceding the selection including:
    - (i) if a member of the High Performance or Talent Development Squad, the performances (including during training) in that Squad;
    - (ii) performances and results obtained especially those at international level,
    - (iii) consistency of performance/results especially those at national and international level;
    - (iv) versatility of the Player in their ability to play in a number of positions i.e., singles and within pairs, triples and fours;
    - (v) ability and versatility in the range of shots;
    - (vi) ability to adapt to different playing surfaces;
    - (vii) technical and tactical ability and mental aptitude; and
  - b. whether the Player demonstrates any one or more of the values and behaviours expected of Bowls NZ representatives; and,
  - c. whether the Player has and has followed, to the best of their ability, an Individual Performance Plan with regular reporting against KPIs.
3. In addition to the criteria specified above, in all selections for National Teams made under this Regulation the National Selection Panel may decide in its absolute discretion to take account of any Exceptional Circumstances.
4. The National Selection Panel may give weight to any one or more of the factors listed in these clauses as it considers appropriate, and no particular factor above shall be weighed more or less significantly by reason only of the order in which that criteria appears in this Regulation.
5. This clause shall not apply to selection of a National Team for the Commonwealth Games.

## Notification of Selection

1. Subject to a specific clause for Commonwealth Games Selection (below), upon determining the Selected Players for the High Performance or Talent Development Squad, and/or any National Team(s) under this Regulation, the convenor of the National Selection Panel shall advise the CEO (or his or her nominee) of the names of the Selected Players.
2. Players seeking selection to the High Performance or Talent Development Squad, and/or any National Team(s) under this Regulation shall then be notified by the CEO (or his or her nominee) whether they have or have not been selected for a National Team (as the case may be) by phone or email as soon as practicable after the National Selection Panel has made its decision. The CEO (or his or her nominee) may also do a follow up communication with Players of their selection by telephone or face-to-face, when appropriate.
3. Any public announcement of any selections will be made by the Bowls NZ CEO.
4. This clause shall not apply to the Commonwealth Games selection.

## Appeals

1. Subject to a specific clause for Commonwealth Games Selection (below), a Player who is aggrieved by a decision of the Selection Panel regarding their selection or non-selection to a National Team, may appeal such decision by the following process:
  - a. by notifying the CEO of their wish to appeal the decision. This notification must be made in writing and received by the CEO within 5 days of receipt of the notification of the decision. On receipt of such

notice the CEO shall as soon as practicable convene a “without prejudice” meeting with the CEO (or his/her nominee), as many members of the National Selection Panel as are available, the Player and their authorised representative, if any. The purpose of such meeting is to allow the National Selection Panel to explain the selection decision and to see whether the matter can be resolved by agreement.

- b. If there is no agreement following the above process, then s/he may appeal the decision by submitting it to the Sports Tribunal. Such appeal must be filed in accordance with the rules of the Sports Tribunal. The appeal shall be conducted in accordance with the rules of the Sports Tribunal.
2. This clause shall not apply to the Commonwealth Games selection.

### Removal/Withdrawal from Selection

1. A Selected Player may be removed from the High Performance or Talent Development Squad, or any National Team by the National Selection Panel and/or the CEO if s/he:
  - a. breaches or fails to comply with this Regulation;
  - b. breaches or fails to comply with the Bowls NZ Constitution and/or Regulations of Bowls NZ (including committing a doping offence or engaging in misconduct); the Laws of the Sport, or the Bowls NZ Player Agreement including the Bowls NZ Code of Conduct;
  - c. brings him/herself, the High Performance or Talent Development Squad, a National Team, another Selected Player, an official, Bowls NZ or the sport of bowls, into disrepute; or
  - d. has an illness or injury which in the National Selection Panel’s opinion prevents the Player from continuing to meet the criteria for selection.
2. Before removing a Player, the CEO shall notify the Player in writing of the alleged breach or grounds upon which it is proposed that s/he be withdrawn. S/he shall be given a reasonable opportunity (not being less than 7 days) to provide reasons why s/he should not be withdrawn.
3. A Selected Player may withdraw from selection by giving notice in writing to the CEO.
4. If a Selected Player is withdrawn from selection, the National Selection Panel may consider another Player who in the National Selection Panel’s opinion meets the criteria set out in this Regulation.

### Commonwealth Games Nomination and Selection

The Selection clauses of this Regulation shall not apply to the nomination and selection of Players for the bowling section of the New Zealand team to compete in the Commonwealth Games. The Nomination Criteria and Selection Criteria issued by the New Zealand Olympic Committee shall apply to such nominations and selections. To the extent of any inconsistency between this Regulation and the criteria of the New Zealand Olympic Committee, the Nomination Criteria and Selection Criteria of the New Zealand Olympic Committee shall apply.