



## PLAYER SELECTION POLICY

### 1. PHILOSOPHY

- (a) The objective of the Manawatu Rugby Union (MRU) Selection Policy (“**Policy**”) is to select the most suitable Manawatu Players to represent Manawatu. The Policy applies to the athletes (“**players**”).
- (b) All participants with strong claims for selection will be considered by the Selectors for selection in accordance with this Policy.
- (c) All participants wishing to be considered for selection must complete and sign the NZRU/**MRU club registration form** and be eligible for MRU in that season of play, except if a loan player at senior level.

### 2. INTERPRETATION

- (a) Unless the context otherwise requires, the terms used in this Policy shall have the same meaning as in MRU’s Constitution and/or Regulations.
- (b) No particular selection criteria shall be weighted more or less significantly by reason only of the order in which that criteria appears in this Policy.
- (c) This Policy may be amended or supplemented by MRU in its absolute discretion:
  - (1) in order to achieve the objective in **clause 1(a)** above; or
  - (2) where matters arise which, in the sole opinion of the MRU Executive/Board, have not been provided for in this Policy; or
  - (3) where the literal application of this Policy would not achieve the objective in **clause 1(a)**. Any variation or amendment must be in writing given by the CEO. The CEO will use his best endeavours to give as much notice as possible to all persons affected by any amendment or supplement to this Policy.

### 3. SELECTORS

The MRU Board shall appoint in its sole discretion selectors, of which one will be the Head Coach on the basis of previous national experience or qualifications. Where any of selectors becomes or is unable to meet their

responsibilities under this policy the MRU Board will appoint a further selector.

#### 4. ELIGIBILITY

All participants wishing to be considered for selection must:

- (a) sign NZRU/MRU **registration forms in the year of selection**; and
- (b) have participated in the Manawatu Competition, if possible. If unable to participate due to illness, injury or other genuine reason accepted by the MRU Director of Rugby (DoR), participated in some other competition at a level considered significant; or
- (c) have played overseas at a significant level and has qualified to play in NZ under the NZRU regulations.

#### 5. SELECTION CRITERIA

Selection criteria (“**Criteria**”) may include the following:

- (a) satisfaction of, or the ability within the relevant time period to satisfy, the applicable eligibility criteria in respect of the squad, team, event or other activity under consideration for selection;
- (b) past performances over such period as determined by the selectors;
- (c) current national and club performances;
- (d) demonstrated and/or potential ability to work with the coaching staff, team management and other players;
- (e) demonstrated attitude and commitment to MRU regarding representation;
- (f) the participant’s current level of skill and physical fitness;
- (g) any current or potential injury or condition which will impair, inhibit or prevent the participant’s performance to the requisite level;
- (h) the potential of the participant to successfully achieve the objectives of this Policy and of MRU under its Constitution;
- (i) any other factor considered relevant in the circumstances.

In considering the Criteria the selectors may in their discretion give weight to extenuating circumstances. Extenuating circumstances may include return from injury or personal bereavement.

- (j) To ensure that the team has a balanced group of athletes and specialist playing positions, enabling development of a team which matches with desired playing approaches and strategies.

## 6. **SELECTION PROCEDURE**

- (a) The selectors shall select such squads, teams and individuals as are required, in accordance with constraints or requirements as are appropriate to a competition.
- (b) The selectors shall have total discretion in selection and may have regard to any one or more of the Criteria in any selection process. The selectors need not have regard to all of the Criteria.
- (c) A unanimous decision of selectors is required. Subject to this Policy, the decision of the selectors shall be final. No reasons need be given for any selection or other decision of the selectors. This shall not prevent, limit or restrict the selectors changing the selection of any squad, team or individual at any time in their sole discretion, having regard to all the circumstances.
- (d) The selectors may from time to time in their discretion select a person who is not otherwise under consideration. This may occur in circumstances such as illness, newly available player or otherwise.
- (e) Unless expressly requested by the selectors, participants have no right to make submissions or representations to, or appear before, the selectors. Any right or claim to natural justice in this regard is expressly excluded, such right being preserved in the appeal process under **clause 11**.

## 7. **NOTIFICATION TO RELEVANT PARTIES**

- (a) Subject to the MRU Constitution and/or Regulations and any constraints imposed upon MRU by third parties, individuals selected by the selectors ("**Selected Parties**") shall be notified of their selection as soon as practicable after their individual selection or finalisation of the relevant squad or team.
- (b) Notification of the Selected Parties shall also be given to relevant parties within MRU in accordance with the provisions of its Constitution. Following notification of the Selected Parties by MRU, MRU shall make a public announcement of the relevant Selected Parties.

## 8. **REMOVAL FROM A SELECTED SQUAD OR TEAM**

- (a) Any participant who:
  - (1) breaches or fails to observe this Policy, the MRU Constitution, team policy or the Regulations;

- (2) by reason of illness or injury is unable to perform to the required standard in the opinion of the coaching staff;
  - (3) breaches or fails to fulfil a requirement of the MRU Anti-Doping Policy;
  - (4) breaches or fails to comply, fulfil and observe the requirements in the team agreement;
  - (5) is ineligible for selection as advised by the NZRU.
- (b) Any participant may be removed from the team by the selectors in consultation with the Head Coach or the CEO as circumstances may require including where the participant has failed to sustain his or her performance and attitude to a satisfactory level, provided that the required performance levels had first been discussed with the participant and the participant had been given the opportunity to rectify such issues.

#### 9. **TURBOS SQUAD**

The Turbos squad will consist of up to 40?? players. All members must attend all camps and trainings as directed by the Head Coach, DoR or trainer. The seasons Calendar of Events for the squad (as formulated each season) should be used as a guide to expected commitments. Dates are subject to change.

#### 10. **TURBOS or OTHER TEAMS**

The Manawatu Turbos team and other teams will be selected from this region or from qualified loan players according to the Criteria. The Turbos Team will consist of 28 players plus those added due to injury and team requirements. Every player who has been named in a playing 22 is deemed a member of that team.

#### 11. **APPEALS (TURBOS TEAM ONLY)**

- (a) An aggrieved person may appeal against a failure of the Selectors to comply with the procedures set down in this Policy. That is, an appeal may only be made on procedural grounds not on the merits of a particular selection decision. Any appeal under this clause will proceed in accordance with this clause.
- (b) Any appeal against a decision of the selectors must be made within 2 days of any public announcement under **clause 7(b)**.
- (c) The appeal must be lodged in writing with the CEO setting out:

- (1) the particular alleged failure of the selectors in question; and

- (2) the ground on which the appeal is made; and
  - (3) the reasons or circumstances supporting the alleged ground of appeal; and
  - (4) must be accompanied by a non refundable appeal fee of \$300.
- (d) Nothing in this Policy prevents the withdrawal of an appeal at any time in writing to the CEO.
- (e) On receipt of an appeal in accordance with this Policy, the CEO must immediately form a Selection Review Panel.
- (f) The Selection Review Panel shall be constituted by any three persons available to hear the appeal, which must include the following:
- (1) a person with a thorough knowledge of the sport and who preferably has represented Manawatu at the highest level;
  - (2) the MRU Chairperson (or delegate); and
  - (3) a barrister or solicitor who will chair the Selection Review Panel.
- (g) No member of the Selection Review Panel may be a party to or directly interested in the matter under consideration.
- (h) The Selection Review Panel has no power of selection or re-selection. The Selection Review Panel may review the matter(s) set out in the appeal and may (as appropriate) refer the matter back to the Selectors for consideration.
- (i) The Selection Review Panel shall, as soon as practical after receiving the appeal documents under **clause 11(e)**, investigate and consider the matter and shall within 7 days of receiving such notice, determine whether:
- (1) the matter should be dismissed, because in its determination, the matter is trifling in nature or has no merit; or
  - (2) the appeal warrants further review and determination in accordance with this Policy.
- (j) If the Selection Review Panel determines the matter warrants further review under **clause 11(i)(2)**, it shall as soon as practicable, having regard to the timing of selection and proximity of relevant events, serve a notice in writing on the aggrieved party, the Selectors and MRU:
- (1) stating that the aggrieved party may address the Selection Review Panel at a meeting to be held as soon as practicable, being not earlier than 4 days from the date of the notice;

- (2) stating the date, place and time of that meeting; and
- (3) informing the aggrieved person that he or she may do any one or more of the following:
  - (i) attend that meeting (personally or by his or her representative, not being legally trained or qualified); or
  - (ii) give the Selection Review Panel, no later than 24 hours before the time of that meeting, a further written statement setting out relevant information surrounding the appeal.
- (4) The Selection Review Panel may conduct a meeting convened in accordance with **clause 11(j)(1)** (or any adjournment) in such manner as it sees fit, but shall:
  - (i) give to the aggrieved person and the Selectors every opportunity to be heard;
  - (ii) give due consideration to any written statement by the aggrieved person or the Selectors;
  - (iii) allow the aggrieved person to be present along with his or her adult representative (not being legally trained or qualified);  
  
and may
  - (iv) request or require the aggrieved person, the Selectors or any other witness to attend the meeting or provide such evidence as is available.
- (5) Following consideration of all information, which the Selection Review Panel considers relevant and which is available, the Selection Review Panel shall arrive at a finding. A decision of the Selection Review Panel may be by a majority decision.
- (6) The Selection Review Panel shall notify the CEO of its finding as soon as practicable.
- (7) If the Selection Review Panel considers the ground(s) alleged by the aggrieved person to be satisfied, it shall recommend that the Selectors again consider the selection of the relevant squad, team or individual.
- (8) The Selectors shall comply with any direction of the Selection Review Panel in this regard.
- (9) Any further selection decision of the Selectors under the direction of the Selection Review Panel shall be final, and no

other further appeal shall be available to the aggrieved person in respect of that selection.

- (10) If the Selection Review Panel considers the ground(s) alleged by the aggrieved person not satisfied, it shall dismiss the appeal.