



TEAM PNG

Team PNG

Athletes Selection Policy



PAPUA NEW GUINEA BASEBALL SOFTBALL CONFEDERATION

Version:	1.2
Date of Version:	13 February 2023
Created By:	Papua New Guinea Olympic Committee
Approved By:	The PNGOC Executive Board
Approved Date:	Wednesday
Confidentiality level:	Public

1. Introduction

1.1 Background –

The Papua New Guinea Olympic Committee (PNGOC) has developed this policy for the selection of athletes to represent PNG at respective Games from 2025 to 2028.

The (Games) being considered under this selection policy are:

- 2025 Mini-Pacific Games
- 2026 Commonwealth Games & Youth Olympic Games
- 2027 Pacific Games
- 2028 Olympic Games

The PNGOC is recognised by the International Olympic Committee (IOC) as the National Olympic Committee for Papua New Guinea. The IOC is the supreme authority in all matters concerning the Olympic Games.

PNGOC is also recognised by the Commonwealth Games Federation (CGF) and the Pacific Games Council (PGC) as members of the respective bodies. The CGF is the supreme authority in all matters concerning the Commonwealth Games as is the PGC the supreme authority in all matters concerning the Pacific Games.

The PNGOC has the sole and exclusive authority to determine its representation at the Games.

The PNGOC wishes to promote awareness and a clear understanding of the process for nomination of Athletes by the National Federations (NF) and selection by the PNGOC for Team PNG (the Team) to compete in the Games.

The NF and its athletes wish to have a clear understanding of the process for nomination and selection of Athletes for the Team and have agreed to the terms and conditions of this Policy for that purpose.

This Policy sets out the application, nomination and selection process by which eligible Athletes may be considered for nomination by the NF, and selection by the PNGOC, for Team PNG.

This Policy also sets out the procedures that must be followed for any appeal against a decision by the NF regarding an Athlete's nomination or non-nomination or a decision by the PNGOC regarding an Athlete's selection or non-selection to the Team.

This policy is to be referred to in the nomination criteria to be adopted by each National Federation (NF) for all athletes wishing to be considered for nomination to Team PNG to compete in the Games.

1.2 Purpose –

For PNGOC to select a team that:

- Has high-performing athletes to represent Team PNG at the Games.
- Has a high percentage of Teams meeting the Performance Standards.
- Achieves the targets set out by PNGOC for the respective games.

2. Process

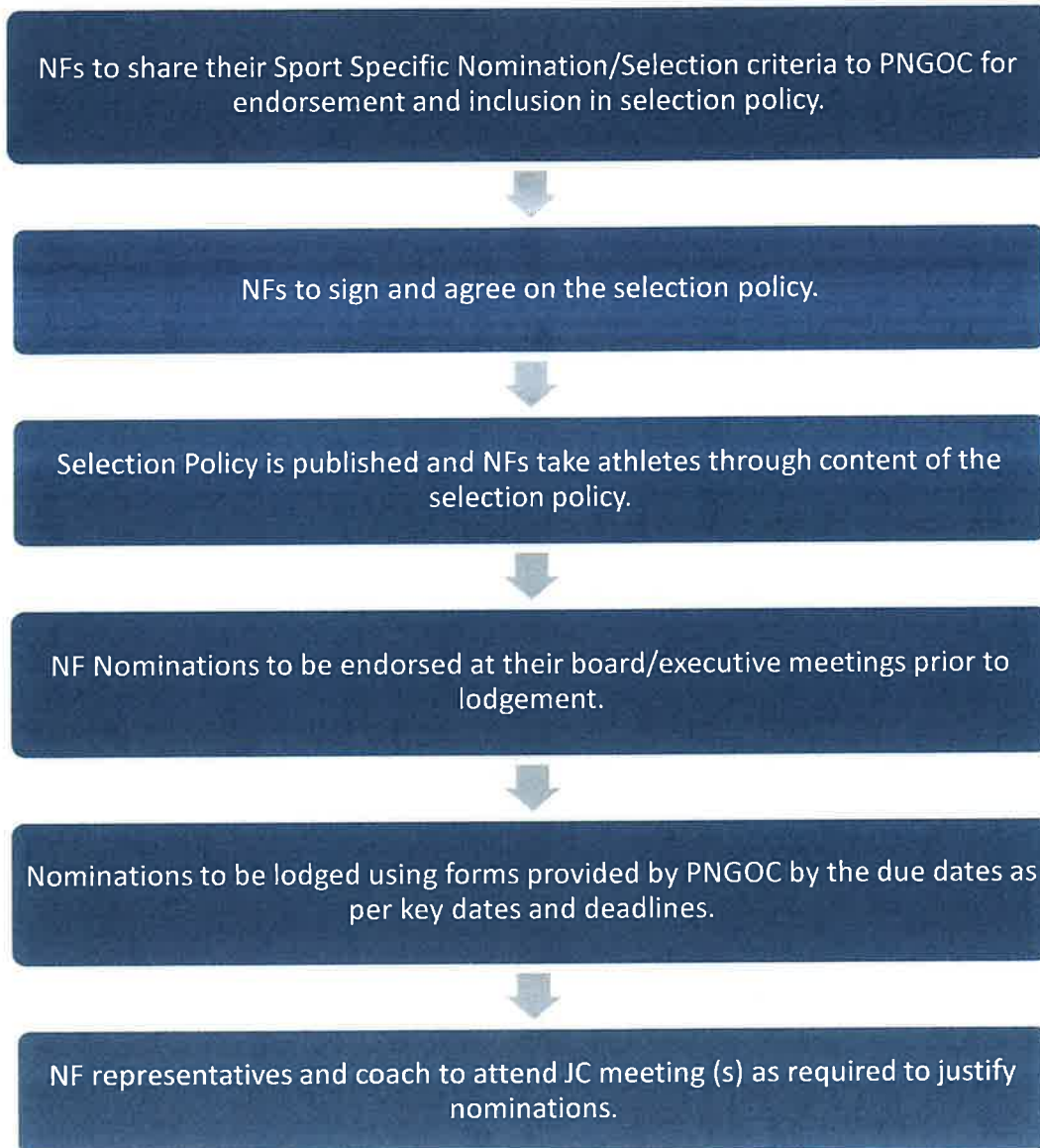
This policy has been adopted by the PNG Olympic Committee.

NFs must nominate athletes in the sport for selection for Team PNG for the Games, by the due dates.

The Justification Committee (JC) of the PNGOC will review the nominations and make the final selection in line with this policy and the NF nomination/selection criteria.

2.1 Nomination Process – National Federations

The process for NFs to nominate athletes in their respective sports is as follows



A National Federation must not represent that a nomination of a candidate guarantees or secures selection to the sport or within the team.

It is recommended that the NF nomination/selection panel includes independent representation and that one position is given to the Head Coach.

2.2 Selection Process – Justification Committee

The JC has the task of ensuring the nominated candidates become the right team or individual to fulfil the PNGOC's overall vision. This means selecting the right people that give Team PNG the best chance of achieving our Games goals. The JC may request additional advice from external specialists where required.

Any discretion used by JC must be transparent, accountable, logical and acted upon in good faith.

Outcomes of all selection processes will be communicated both verbally and in writing by the JC to the NF.

2.3 General Criteria & Eligibility (For all Athletes)

- 2.3.1 Must be a Papua New Guinean Citizen with a valid Papua New Guinea (PNG) passport (with a six-month minimum expiry as at the conclusion of the Games);
- 2.3.2 Must meet all eligibility requirements set out in the International Olympic Committee Charter, Commonwealth Games Federation Charter, Pacific Games Charter and rules applicable to the respective Games, this policy, and any requirements of the sport.
- 2.3.3 Must complete all required documentation correctly and in a timely manner.
- 2.3.4 Must adhere in full to all general Team PNG policies, athlete's agreement and PNGOC policy including satisfactorily meeting event requirements. This will include the completion of all medical, fitness and other testing protocols not yet conducted or still underway at the time of squad selection. *The candidate will be notified in writing of areas they need to address if non-compliant. If after such notification the candidate still fails to meet the criteria, the candidate can be removed from consideration for selection.*
- 2.3.5 Willingness to engage in and encourage participation in PNGOC and Team PNG activities and programs.
- 2.3.6 Must agree to the terms of this Selection Policy.
- 2.3.7 Must sign and agree to the terms of the athlete agreement before and during the Games.
- 2.3.8 Have achieved Performance Standards (as set out in clauses 3.1 and 3.2) within the timeframe as pointed out for the respective Games.

2.4 Physical Fitness, Injury Monitoring and Wellbeing –

All nominated athletes must submit to medical and physical assessments and examinations as follows

- 2.4.1 All athletes must report any injury, medical condition or medication/treatment of an injury or medical condition to the National Head Coach & Team PNG appointed medical personnel, where it has an impact on the athletes' ongoing training plan.
- 2.4.2 All athletes must comply with set physical and medical assessments as set out by PNGOC and JC requirements.
- 2.4.3 All athletes must provide any information required by PNGOC in relation to a medical or physical assessment, injury or medical condition.

2.5 Exclusions –

A nominated athlete can NOT be considered for selection for any sport in the following circumstances. If the candidate:

- 2.5.1 is currently serving a ban imposed by the National Federation; or
- 2.5.2 is currently serving a ban imposed by any Regional or International Federation; or
- 2.5.3 has been involved in an activity that contradicts the policies and laws of the World Anti-Doping Authority (WADA), PNG Sports Anti-Doping Organisation (PNGSADO) and the event's governing body, anti-doping policies and laws; and is currently serving a ban for anti-doping related offences.
- 2.5.4 is convicted of a criminal offence.

A nominated athlete May be excluded from consideration if the candidate:

- 2.5.5 breaches general team policy such as behaviour or conduct bringing sport in PNG and Team PNG into disrepute;
- 2.5.6 does any action that is contrary, inconsistent with or opposing to the brand, values, best interest or image of PNGOC and Team PNG;
- 2.5.7 does not comply with all agreements such as General Team Policy including areas such as gambling policy, social media guidelines and formal guidelines set by PNGOC, Team PNG Chef de Mission and Management.

An endorsed athlete May not be replaced within forty-five (45) days of the opening ceremony of the respective Games. The dates outlined below indicate the date by which an athlete may not be replaced thereafter for the respective Games:

2025 Mini-Pacific Games	-	May 15 th 2025
2026 Commonwealth Games	-	June 8 th 2026
2026 Youth Olympic Games	-	September 16 th 2026
2027 Pacific Games	-	June 9 th 2027
2028 Olympic Games	-	May 30 th 2028

The JC will only consider athlete replacements in the case of injuries, medical reasons or extenuating situations as outlined below. Replacement athletes can only be allowed if the replacement is on the long list and was previously endorsed by the JC.

Consideration of Extenuating Situations –

In the case of illness or other reasonable circumstances that prevent the candidate from fulfilling their requirements, written notification to the JC must be made prior to or within a reasonable time of the failure to comply. This can include but is not limited to, attendance at daily training, camps, testing, international and domestic events, training and development and other key events as per the calendar. With relevance to an overseas-based athlete, a case-by-case decision will be made by the JC in consultation with the Chef de Mission if needed.

3. Selection Overview Sport Specific requirements

3.1 Performance Standards – The Athlete

The Performance Standards for the Athlete in a Team shall be used as the main criteria for selection for the various Games. Factors considered for selection include:

- 3.1.1 commitment to training and preparation for games.
- 3.1.2 no disciplinary issues.
- 3.1.3 has met the requirements outlined in 3.3 below.

3.2 Performance Standards – The Team

The following Performance Standards for the Team shall be used as the main criteria for the selection of a Team for the various Games. It shall, however, be used in combination with PNGOC's *National Federation and Athlete tiering system policy* and other factors such as demonstrated improved performances and results at key international competitions, athlete commitment to training and preparation for games and no disciplinary issues.

The performance history of the team shall also be from various international events from the last twenty-four months prior to the commencement of the respective games.

3.2.1 2023 Pacific Games

- 3.2.1.1 The Team eligible for the Pacific Games shall be ranked in the top 5 in Oceania and the top 3 in the Pacific to be considered for final selection.
- 3.2.1.2 Must be capable of achieving a medal placing in their respective sport.

3.3 Events / Competitions & Fitness, Physiological criteria (Elite focus) –

The following criteria will be used as a part of the JC review process for all athletes for Team PNG.

3.3.1 Training & Competition Plan

Each National Head Coach has submitted a training and competition plan. Attendance and ongoing commitment to this plan are vital for inclusion in selections for the final team. Attendance records for training and activities will be recorded and submitted to JC.

3.3.2 Sport Specific Criteria

PNGOC recommends that NFs provide information on the following to support the selection of athletes for Team PNG:

- Previous international and national performances
- Current international and national performances
- Current level of skill and physical fitness (sport-specific requirements attached)
- Current or potential injury or condition that will impair, inhibit or prevent the participant's performance to the expected elite level

- Composition and balance of the team based on position coverage (where applicable)
- Which competitions and/or trials where selections will be made
- Period when selections will be done
- How the NF has communicated the selection criteria to the athletes?

3.3.3 Events

PNGOC recommends that selections be made through the following events as submitted by National Federation's:

- International events – Oceania/ Pacific Championships
- National Championships
- National League/ Provincial League
- HP Camps, selection camps and targeted training sessions
- Selection trials

3.4 Events / Competitions & Fitness, Physiological criteria (Best of Rest focus)

Should the full team requirements not be met from the standards and criteria set out above, then a policy of *Best of the Rest* will apply. This is where PNGOC may decide to endorse a team that has not met the standards and criteria laid out in this policy whose inclusion in Team PNG is within the allowable athlete allocation numbers and is in line with PNGOC's Games' goals.

This will be done on similar grounds as the criteria above, i.e.

- 3.4.1 Event and competition performance
- 3.4.2 Results from Specific Testing Data
- 3.4.3 Results from Medical and Physical assessments
- 3.4.4 Other factors considered by selectors to be important.
- 3.4.5 PNGOC's *NF and Athlete tiering system policy*.
- 3.4.6 Commonwealth Games – The team must be ranked in the Top 5 in the Pacific.
- 3.4.7 Pacific Mini Games & Pacific Games – The team must be ranked in the Top 5 in the Pacific.
- 3.4.8 The Best of the Rest focus does not apply to the Olympic Games.

The Best of the Rest focus will only apply to the Pacific Mini Games, Pacific Games, Commonwealth Youth Games and the Commonwealth Games.

The Best of the Rest focus does not apply to the Olympic Games for Teams.

Discretion will be used in this situation where the data and information is more objective and less definitive.

4. Appeal Process

An athlete who fails to be selected for the squad or final team pursuant to the criteria set out in this policy may appeal against omission.

An athlete who was initially in the final team and was then omitted by the NF may appeal against omission.

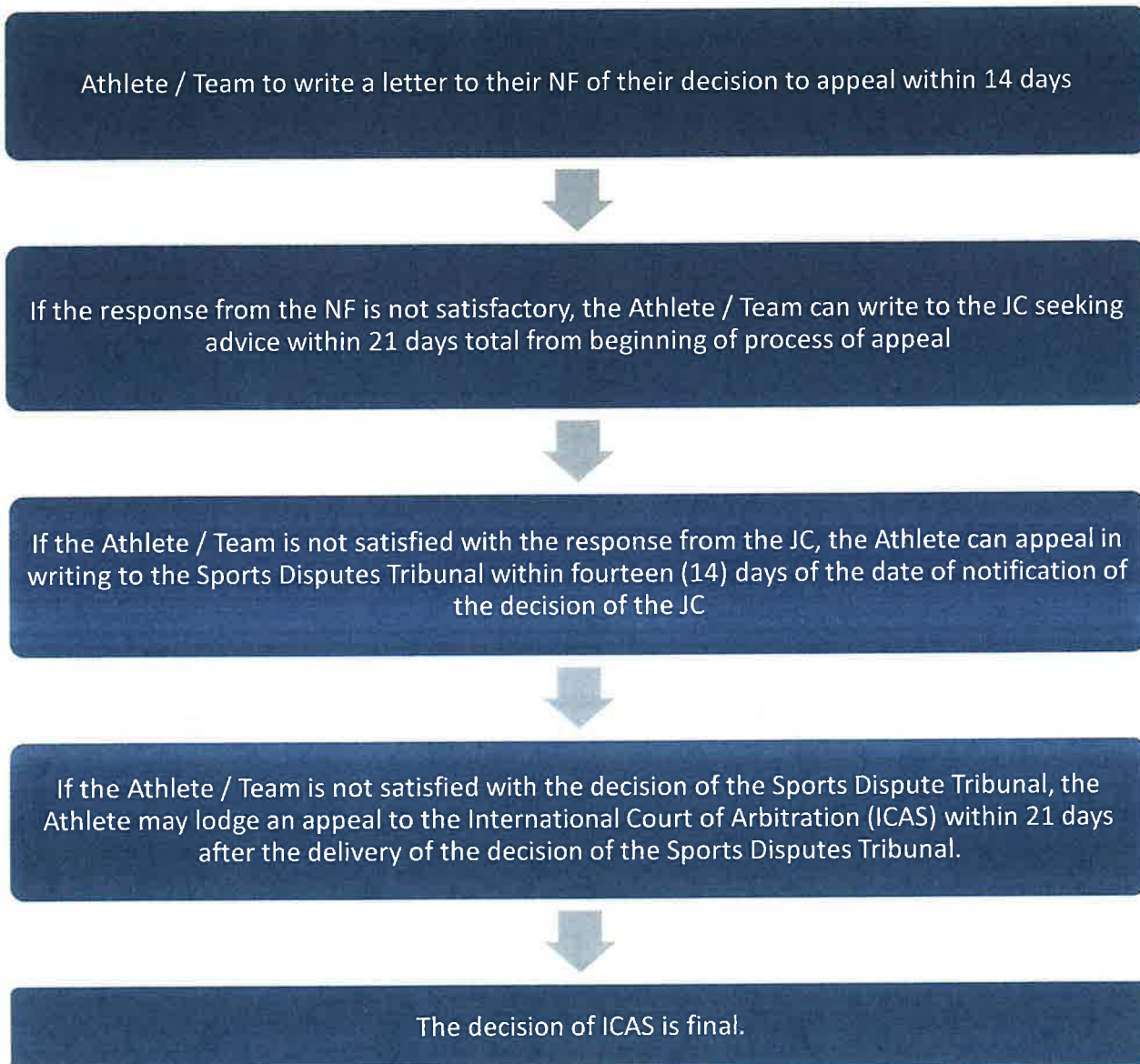
The only grounds for such an appeal are that the JC, in making their final decision, failed to comply with this policy.

There is no right to appeal where a sanction or ban exists in relation to WADA or International Federation.

Appeals – Appeals can be made through the standard sports appeal process, with ultimate arbitrator being the International Court of Arbitration (ICAS).

Scenario 1 – Athlete / Team is not nominated by the NF

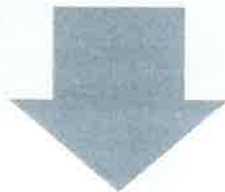
Process for an athlete to appeal if they haven't been nominated by the NF is as follows:



Scenario 2 – The athlete / Team is excluded by the JC

Process for an athlete and/or the NF to appeal if the athlete (s) are excluded by the JC is as follows:

If the Athlete, Team and/or NF is dissatisfied with the decisions of the Justification Committee, the Athlete, Team and / or NF can appeal in writing to the Sports Disputes Tribunal within fourteen (14) days after the date of notification of the decision of the JC.



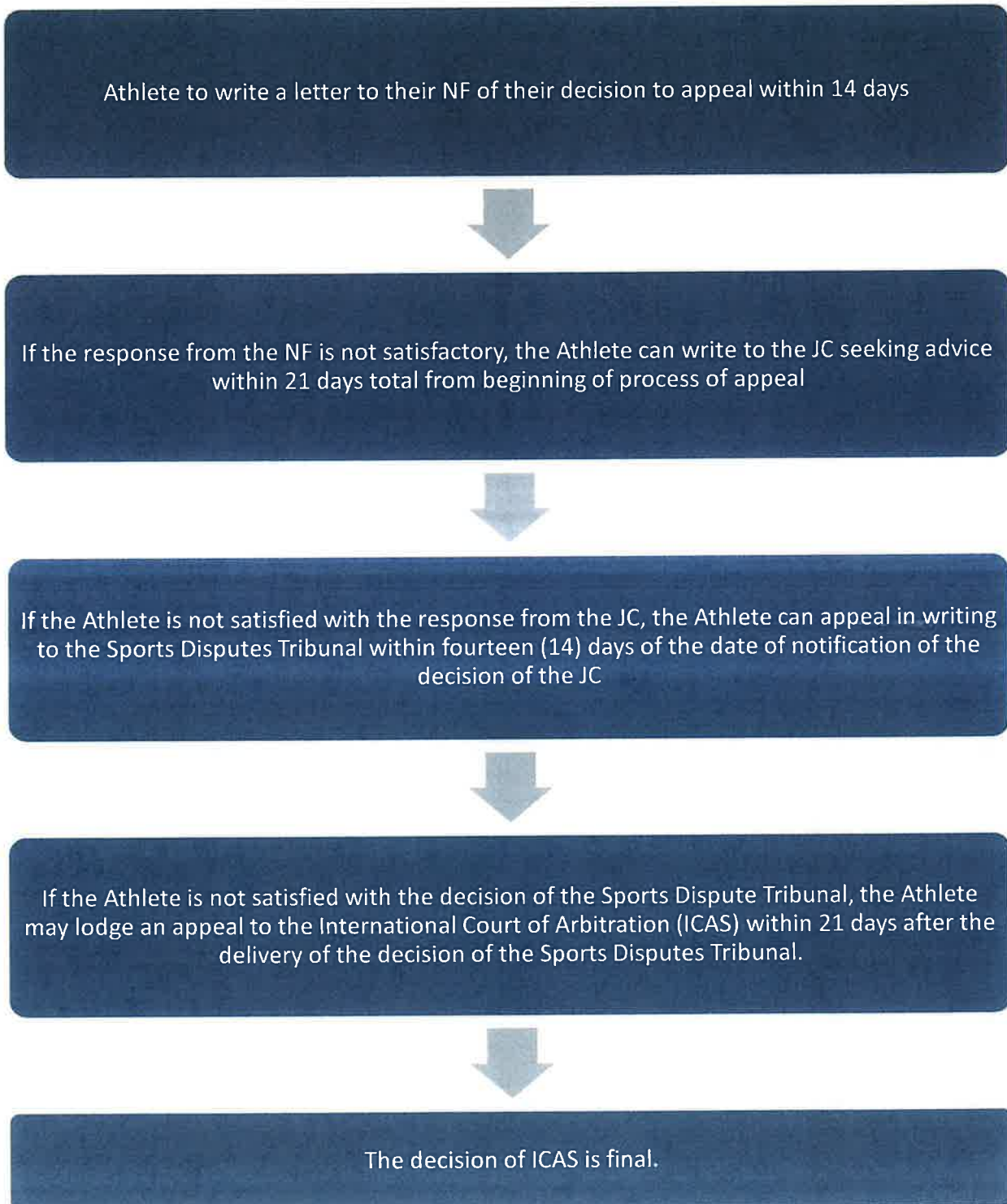
If the Athlete, Team and/or NF is dissatisfied with the decision of the Sports Dispute Tribunal, the Athlete may lodge an appeal to the International Court of Arbitration (ICAS) within 21 days after the delivery of decision.



The decision of ICAS is final.

Scenario 3 - Athlete dropped by NF after being in the final endorsed team

Process for an athlete to appeal if they were initially in the final endorsed team but was dropped by the NF:



The appeal process will not be extended beyond 21 days. A final decision is to be made in due course but no later than the due date for final nominations.

Indemnity: - It is a condition of nomination and participation in the selection that PNGOC and its directors, officers, employees, servants, and agents be indemnified from and against all claims, demands, action, proceedings, costs and expenses including legal costs and liabilities to third parties arising out of incidents of any breach by the National Federation, and/or athletes.

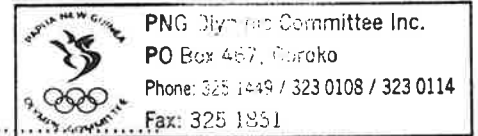
Team PNG - Performance Standards (Team Sports)

		Games			
Year	2025	2026	2026	2027	2028
Games	Pacific Mini Games	Commonwealth Games	Youth Olympic Games	Pacific Games	Olympic Games
Host City	Ngerulmud	Glasgow	Dakar	Papeete	Los Angeles
Host Country	Palau	Scotland	Senegal	Tahiti Nui	USA
Date	June 29 th – Jul 9 th	July 23 rd - Aug 2 nd	Oct 31 st – Nov 14 th	Jul 24 th – Aug 8 th	Jul 14 th – 30 th
No. of Sports	14	10	38	24	50
Performance Standards					
Oceanic	Top 5	Top 3	Top 5	Top 5	Top 3
Pacific	Top 3	Top 3	Top 3	Top 3	1st
Selection Policy Criteria - Team	<ul style="list-style-type: none"> Team has Demonstrated improved performances and results at key international competitions over the past 24 months (Prior to the commencement of Games). Includes improved performances from Pacific Games 2019 and 2023 Capable of achieving a medal placing in their respective sport 	<ul style="list-style-type: none"> Team has Demonstrated improved performances and results at key international competitions over the past 24 months (Prior to the commencement of Games) Capable of achieving a top third placing of their respective sport 	<ul style="list-style-type: none"> Team has Demonstrated improved performances and results at key international competitions over the past 24 months (Prior to the commencement of Games). Includes improved performances from Pacific Games 2023 Capable of achieving a medal placing in their respective sport 	<ul style="list-style-type: none"> Team has Demonstrated improved performances and results at key international competitions over the past 24 months (Prior to commencement of Games) Capable of achieving a placing in the top half of their respective sport 	<ul style="list-style-type: none"> Team has Demonstrated improved performances and results at key international competitions over the past 24 months (Prior to commencement of Games) Capable of achieving a placing in the top half of their respective sport
Selection Policy Criteria - Athlete	<ul style="list-style-type: none"> Commitment to training and preparation for the Games No disciplinary issues 	<ul style="list-style-type: none"> Commitment to training and preparation for the Games No disciplinary issues 	<ul style="list-style-type: none"> Commitment to training and preparation for the Games No disciplinary issues 	<ul style="list-style-type: none"> Commitment to training and preparation for the Games No disciplinary issues 	<ul style="list-style-type: none"> Commitment to training and preparation for the Games No disciplinary issues

We, the undersigned are in agreement with this Selection Policy to select athletes to represent PNG at respective Games from 2025 to 2028.

Dated this17th..... day ofJanuary....., 2025.....

Desmond Kaviagu
Secretary-General
PNG Olympic Committee



Name of NF Executive :..... Jenny Paak.....

Signature of NF Executive :..... 

NF Executive Position :..... President.....

Name of Witness :..... SHARON DAVID.....

Signature of Witness :..... 

Address of Witness :..... ALATA INSURANCE LIMITED.....

Change history

Date	Version	Modified by	Description of change
5 th Oct 21	1.1	Desmond Kaviagu	<ol style="list-style-type: none"> 1. Added Control Version on Cover Page 2. Added Change History on Page 2 3. Added Table of Contents 4. Updated Organisation and Association Logos 5. Added Vaccination requirement in General Criteria and Eligibility Requirements, and Exclusions section
13 th Feb 23	1.2	Chris Amini	<ol style="list-style-type: none"> 1. Removed the 2023 Asian Games and replaced them with the 2023 Commonwealth Youth Games 2. Removed mandatory requirement for COVID-19 vaccination (2.3.5) 3. Removed – 2.5.5: COVID-19 vaccination no longer a requirement 4. Added – Exclusions (2.5): An endorsed athlete <u>May</u> not be replaced within forty-five (45) days of the opening ceremony of the respective Games. The dates outlined below indicate the date by which an athlete may not be replaced thereafter for the respective Games: The JC will only consider athlete replacements in the case of injuries, medical reasons or extenuating situations as outlined in 2.6. Replacement athletes can only be allowed if the replacement is on the long list and was previously endorsed by the JC. 5. Changed – 3.1.3: Added in Commonwealth Youth Games performance standards 6. Added – Appeal process: an athlete who was initially in the final team and was then omitted by the NF may appeal against omission. Added – Appeal process: Scenario # 3 – If an athlete was initially endorsed and then later dropped by NF.



**PAPUA NEW GUINEA BASEBALL SOFTBALL CONFEDERATION
(PNGBSC)
NATIONAL TEAM SELECTION PROCESS –
PNG NATIONAL WOMEN’S SOFTBALL TEAM
2025 MINI PACIFIC GAMES PALAU.**

PURPOSE –

The purpose of the Papua New Guinea Baseball Softball Confederation (Hereafter known as PNGBSC) National Selection Policy is to provide an equitable framework based on professionalism and transparency in the identification and selection of athletes, coaches, and management for PNGBSC squads and teams.

A selection committee comprised of FIVE (5) Softball personnel including the Head Coach will oversee the selection process, ratify any player selections as well as deliberate over any appeal.

The PNGBSC executive committee's involvement in the selection of players is to ensure that the best players are selected and meet the mandatory player requirement for representative teams. Any further changes to the selection of the team will be at the discretion of the national head coach.

The PNG National Women's softball team will compete in the 2025 Mini Pacific Games in Palau.

The purpose of this document is to set out the process that will be used by the Papua New Guinea Baseball Softball Confederation to select female athletes to represent Papua New Guinea in the 2025 Mini Pacific Games in Palau from the 17th to the 25th June 2025.

1. Objectives

- 1.1 To identify and select athletes for National Senior Women's Softball Team representative squad.
- 1.2 To select athletes for teams for international and domestic international friendlies who will achieve the results in accordance with mandatory selection criteria and prescribed targets.
- 1.3 To have in place a vigorous and technical, equitable, and transparent selection process that encourages all athletes to challenge for positions in the "Senior Women's" squad.

This selection process has two main objectives:

1. Select the best possible National Team. While some objective criteria will be used to select the Team, it also recognized that there is a significant subjective element. Subjective elements include such factors as previous and current performance, experience, positional requirements, leadership qualities and team cohesion.
2. Select the National Senior Women's softball team with the intended outcome of achieving podium success.

SECTION 2 – ELIGIBILITY

2.1 For an athlete to be eligible for selection in Papua New Guinea (PNG) teams and squads they must be qualified to compete under the rules and regulations of PNGBSC.

2.2 In recommending athletes to the national team, the national head coach and the PNGBSC, & technical staff will consider information consisting of Championship observations and player statistics.

2.3 PNGBSC Athletes must be fully registered members of PNGBSC Member Associations completed the relevant nomination process and have signed a current PNGBSC athlete agreement, including an Anti-Doping policy.

3. Mandatory Criteria

3.1 Annual participation in PNGBSC -sanctioned competitions and any subsequently implemented National Championships. Ideally, the selection camps will be held in after the national championships where possible. Any player not attending a PNGBSC-sanctioned competition or tournament, who is competing for selection must communicate that in writing with a valid reason sent to the Head coach which has to be approved by the PNGBSC Executive Committee.

3.2 Regular, year-round, prioritized participation in club and regional-based training and competition.

3.3 Compulsory Attendance to the National combined selection camp held independently of any national Championships (venues TBC and ideally to be alternated between MAs annually).

3.4 Athletes will be selected for National Senior Women's Softball teams based on their play performance. The selected athletes are evaluated for opportunities and may be called in for selected training camps.

The potential for athletes to qualify for National Senior Women's Softball teams positions is considered;

1. Technical ability
2. Tactical decision-making ability
3. Physical and psychological capabilities and other considerations.

Secondary Criteria;

1. Commitment to the overall PNGBSC programs
2. Current level of physical fitness
3. Current medical and injury status
4. Suitability as a team member
5. Suitability within the team's tactical requirements (number of players per position)
6. Ability to react positively to game pressure

3.5 The evaluation process will be ongoing and will include combination of selected athletes to attend National combined training camps/matches.

3.6 Commitment to the Sport of Softball and to continuously participate at an elite level.

An athlete is eligible for selection to the National Team so long as they:

- a) are in good standing with PNGBSC & its affiliated Provincial Association by not being subject to any disciplinary sanctions;
- b) are a Papua New Guinean citizen playing in provincial member associations or overseas WBSA sanctioned competitions ; and
- c) Be in compliance with all relevant World Baseball Softball Confederation (WBSC) requirements for eligibility.

Once selected to the National Team, all athletes will be expected to be training in preparation for play on the National Team.

4. Overriding Factors

4.1 Consideration may be given to any PNG-based player currently residing internationally and regularly participating in an internationally WBSC recognized competition.

4.2 Where a Papua New Guinean or dual Citizen resides permanently outside of PNG, they must commit to at least 1 mandatory participation/attendance criteria (i.e.: PNG National Championship, training camp attendance). This is to endorse eligibility where they have not previously represented PNG and/or played in PNG and/or have been seen by the Head Coach. Any exception to this must be ratified by PNGBSC

4.3 Consideration may be given to circumstances of illness, injury, or bereavement. Instances of illness or injury will require medical certification and may require assessment by an independent doctor/practitioner appointed or agreed by PNGBSC.

5. Anti-Doping

5.1 Any players who are found to be in breach of any WBSC/IOC, PNGBSC, or Member Association Drug or Anti-Doping policies and regulations, will be automatically ineligible for selection or removed and replaced from any team or squad. This includes any breaches of the anti-doping regulations with offenses against WADA and ASADA rules and regulations (World Anti-Doping Agency and Olympic Committee Sport AntiDoping Agency).

5.2 All players selected for a squad are expected to attend and complete an anti-doping training course (either at the selection camp or prior via online courses - e.g. ASADA or AIS)

SECTION 6 – AUTHORITY FOR SELECTION

PNGBSC management committee has delegated authority for all decision making under this policy to the National Selection Committee.

The National Selection Committee headed by the Chairperson and Head Coach has final authority for all selection decisions, including selecting athletes to the Athlete Pool, adding additional athletes to the Athlete Pool, selecting the National Team from the Athlete Pool, removing athletes from the Athlete Pool or from a National Team, and selecting replacement athletes to a National Team where applicable. In making selection decisions, the National Selection Committee and Head Coach will consult with the Manager of the National Team, and with coaching staff, defined for the purposes of this document to include assistant coaches, scouts and evaluators as designated by PNGBSC.

SECTION 7 – ATHLETE SELECTION PROCESS

National Team Selection

Athletes from the Athlete Pool will be selected to the National Team, with the goal being to put together the best possible team for any specific event. Factors that will be considered in this selection include the physical and technical aspects of the game, as well as team dynamics.

These factors, which will be assigned weight by the Head Coach, as he or she deems appropriate for the decision-making process, include:

- Previous and current performance
- Experience
- Positional requirements (primary and backup)

- Present and projected development and/or improvement
- Leadership/Contribution to team chemistry
- Availability for competition and training

It is understood that in making selections to create the best possible Team, it is possible that the best individual athletes may not be selected. It is at the discretion of the Selection Committee and the Head Coach to name an athlete to the National Team even though that athlete may not have participated in National Championships or selection camps or other National Team events.

7 Notification

7.1 Athletes will be notified of team and squad selections in accordance with agreed protocols including:

- Emails to each individual player from the team manager
- PNGBSC Website
- PNGBSC Facebook Page

7.2 Team announcements are to be made public approx. 10 working days following the final mandatory selection attendance event for each tournament.

7.3 Final National Team selection should be confirmed no later than 6 months prior to departure for any major international tournament.

7.4 Players not selected may ask for formal feedback from the Head Coach and national Teams Manager

7.5 Withdrawal after this date due to injury or illness must be certified and may be required to be assessed by an independent doctor / practitioner appointed or agreed by PNGFA for a refund to be received.

7.6 In the case of bereavement or other extenuating circumstances, the Head Coach and PNGBSC committee will make a decision on an individual basis

The timelines that will be followed in selecting athletes for the 2025 Mini Pacific Games Team are as follows.

Note that specific events, dates and times may be subject to change.

- On or before **December 31st 2024** – The Selection Committee and the Head Coach will select up to **30** core athletes that will be named to the team that will participate in the 2025 Mini Pacific Games from June 17th – 25th 2025 in Saipan, Palau.
- Players may be selected to the team in stages, before that date, at the discretion of the Selection Committee and Head Coach and also based on International friendlies as organized by PNGBSC.
- On or before April 30th 2025 the remaining players will be selected to the team to form a final 15 athlete roster.

Alternates may be added to the Team to replace an athlete removed from the team pursuant to section 6. The addition of alternates to the team is at the sole discretion of the Head Coach and will be in keeping with the philosophy of fielding the best possible team.

In addition to the above schedule, athletes are expected to follow the prescribed training regime, and be available to meet with national team staff at agreed to times and locations throughout the year.

UNFORESEEN CIRCUMSTANCES/CHANGES TO THE DOCUMENT

If unforeseen circumstances arise which do not allow for this selection process or the above timelines to be implemented as outlined in this document, Papua New Guinea Baseball Softball Confederation reserves the right to identify an alternate process or alternate timelines. Should this occur, all athletes in the Athlete Pool will be notified of these changes in a timely manner.

SECTION 8 – REMOVAL FROM THE ATHLETE POOL OR FROM A NATIONAL TEAM

Upon selection to the Athlete Pool or the National Team, an athlete must:

- a) Sign a Team member agreement
- b) Provide to the Papua New Guinea Baseball Softball Confederation with all required documents (passport information etc.)
- c) Participate in Team events, activities, and meetings, as directed by the Head Coach or his/her designate
- d) Ensure they wear proper equipment and clothing
- e) Obey all rules established by the Head Coach and/or , Papua New Guinea Baseball Softball Confederation
- f) Assist , Papua New Guinea Baseball Softball Confederation in public relations and fundraising projects where required
- g) Comply with off-season daily training environment training requirements as identified by the Head Coach`
- h) Not be under suspension or any other sanction by any recognized body for any doping or doping-related offence.
- i) Be available for sample collection at any time and have provided up-to-date whereabouts information on a regular basis as directed by, Papua New Guinea Baseball Softball Confederation, WBSC and/or the Papua New Guinea Olympic Committee.

An athlete may be removed from the Athlete Pool or from a National Team where the athlete:

- a) Is unable to meet performance expectations.
- b) Is unable to perform due to injury, illness or for other medical reason as determined by , Papua New Guinea Baseball Softball Confederation's medical staff.
- c) Is unable to commit to National Team Program activities and events (note that an athlete may obtain an exemption from the Head Coach and, Papua New Guinea Baseball Softball Confederation).
- d) Violates team rules and/or, Papua New Guinea Baseball Softball Confederation policies and procedures.
- e) Exhibits conduct that is detrimental to the image of the National Team program.
- f) Breaches the Athlete Agreement.
- g) Voluntarily withdraws from the National Team.
- h) Is removed by a Papua New Guinea Baseball Softball Confederation Discipline and/or Appeal panel; or
- i) Fraudulently misrepresents themselves

SECTION 9 – SUBSTITUTION OF ALTERNATES

Where necessary and appropriate, an athlete removed from a National Team may be replaced by an alternate from the Athlete Pool.

SECTION 10 – APPEALS

An athlete not selected in the final team by the selection committee of the Papua New Guinea Baseball Softball Confederation to the 2025 National Women's Softball Team to the Mini Pacific Games 2025 may appeal.

The only grounds of appeal will be such that the Selection Committee when making its final decision did not comply with this Selection policy.

The appellant must give written notice within 5 working days of announcement to the Papua New Guinea Baseball Softball Confederation.

PNGBSC Executive Committee may request prior to any hearing, the Head Coach to provide a written statement on the alleged non-process compliance. The PNGBSC Appeals Committee is part of the PNGBSC Adhoc Committees established under the PNG Baseball Softball Confederation Statutes and will consist of the following:

- Consist of 3 independent and impartial legal certified legal counsels(lawyers) appointed by the PNGBSC Executive Committee.
- Chairperson – a certified legal counsel with suitable experience in managing a tribunal hearing.
- Two other persons with appropriate experience and skills suitable to the function of an Appeal Tribunal.

If the athlete is not satisfied with the response from the Papua New Guinea Baseball Softball Confederation the athlete can appeal to the Justification Committee through the Team PNG Selection Policy – **Section 4 Appeals**.

11. Player Feedback

11.1 National Head Coaches will be available to supply formal feedback upon request to non-selected players in National senior teams for international tournaments. Feedback requests must come through for National Head Coach (es) or Technical Director within four weeks of selection announcements.

11.2 National Head Coach (es) will prepare feedback in consultation with the team manager and in accordance with a feedback template. The feedback template will be given to the National Team Manager who will forward on to the player.

11.3 National Head Coaches will supply feedback to all players in the form of individual player reports on a feedback template within 4 weeks of completion of any international tournament and will be passed directly to the athlete.

11.4 NATIONAL TEAM MANAGER will not supply feedback to players from National Tournaments. Feedback will be administered through the PNGBSC Technical Department.

11.5 Team Managers to supply a complete report to PNGBSC within one (1) week of coming back from international tournaments, summarizing all the positives and negatives of the tour.

11.6 PNGBSC Executive committee and the Technical Director are to have a formal meeting with National head coaches, summarizing the performance of the National team involved and all the positives and negatives involved.

The Papua New Guinea Baseball Softball Confederation will align its Selection Policy with Team PNG's Selection Policy for any appeal by an athlete.

PAPUA NEW GUINEA BASEBALL SOFTBALL CONFEDERATION reserves the right to amend this policy at any time and changes to be ratified by a majority vote of the PNGBSC EXECUTIVE COMMITTEE and in collaboration with the PNGOC

Any changes will be communicated to all financial Member Associations, Coaches, managers, and players via The PNGBSC Website and other medium possible to reach the impacted members.