

Discussion document: Selection Policy updating

INTRODUCTION

The current Orienteering NZ Selection Policy was adopted in April 2004.

Since this time there have been changes in the way the Orienteering NZ is structured, social and technological changes in society and an increase in the number of teams that Orienteering NZ regularly has to select. In particular:

- Changes in the structure of the Orienteering NZ include there no longer being a national magazine nor, at all times, a Media Officer.
- Changes in society include the way and speed of communication, especially with the advent of social media.
- Teams selected for now include, for example, an annual secondary schools team, teams for the biennial world universities championships, and even occasionally representative teams in ski-orienteering.
- Demand for making some teams has grown significant, for example, the Junior World Orienteering Championships ("JWOC")

As a result it is now appropriate to review the policy. This document presents questions for discussion, set out under the main headings applying in the current policy.

DEFINITION

What competitions should the policy apply to?

Currently 1.2 states that relevant international competitions include but are not limited to the "World Orienteering Championships, World Cup in Orienteering, Junior World Orienteering Championships, Oceania Championships (incorporating the ANZ Challenge), Australia-New Zealand elite tests, World Mountain Bike Orienteering Championships".

Should all teams selected be covered by a single policy or should there be separate policies for various formats, e.g., mountain bike orienteering, schools teams? (Note: this is not the same as having specific selection panels for various formats, see below, *Team Selection*.)

Is it appropriate to maintain sub-policies such as the current 'JWOC Policy (2009)' which detail aspects pertaining to the selection of one team?

Who is the team?

Currently team officials are considered members of the team (1.3) but a reserve is not a member of the team unless appointed to the team in the event of a vacancy occurring (1.4).

Other definitional issues?

TEAM SELECTION

One selection panel or several?

Currently the three-person panel is responsible for all teams: elite, schools, MTBO, but being able to "seek input from other officials as it deems necessary" (2.1.3).

Should we have more than one panel? If so, in which areas?

If more than one, can Orienteering NZ resource the additional volunteers required?

Selection notices

What should be mandatory to be announced in advance for each team selection?

1. the event/s for which a team is to be selected;
2. the maximum/minimum number and gender team requirements;
3. the timing of their selection process, including
 - (a) a date for receiving expressions of interest and/or availability;



- (b) a date when the team will be announced.
- 4. the performance criteria that will be used, e.g. trial events, past performances;
- 5. the requirements for managers/officials.

Selection criteria

Nominated trials and/or events OR all known form? (2.2.2)
Or should the Selection Panel be free to use their discretion?

Availability for selection

Nomination forms or not? (2.3.1)

Is advice by email to the Convenor of Selectors sufficient?

Or should the nomination process be automated via an interactive service on the Orienteering NZ website?

Should nominations be published to make the general public aware of who is trying to make teams?

For teams where demand is high, such as JWOC, is there a need to nominate or is entry in trial races sufficient?

Should candidates for selection be able to make their availability conditional on selection for another team being selected at an approximately concurrent time?

Publicising selections

Individual notification or public announcement on the Orienteering NZ website at a previously announced date and time? (2.3.5)

Individual notification has resulted, with electronic communication and the use of social media, in some people finding out from those already notified that they have not been selected before they have been formally advised.

If announcement of selected teams is initially made on the Orienteering NZ website, is it appropriate that individuals will not be advised of their selection in advance of this announcement, but will be personally contacted after the public notification.

Is it appropriate that the selectors should not discuss issues of selection/ non-selection of individuals?

Conflicts of interest

Clause 2.1.4 of the current policy states: "A member of the Selection Panel shall be ineligible to vote or take part in discussion on selection of the class in which he/she or a member of his/her immediate family is a candidate for selection." Where such conflicts of interest occur should there be a more open process than present?

For example, recording declared conflicts of interest and publicising if a selector has been excused from the selection process in the case of a particular individual or the entire team?

Team reserves

Are clauses 1.4 and 2.4.1 consistent?

Clause 1.4 states: "A reserve is not a member of the team unless appointed to the team in the event of a vacancy occurring" and 2.4.1 states: "The Selection Panel may nominate in order of preference team reserves. Such reserves shall automatically be appointed in order to the team in the event of subsequent vacancies occurring. Reserves shall be advised of their nomination and included in the Selection Notice".

Do we need to name reserves at all?

APPEALS

What can be appealed?

Should appeals be restricted to alleged failure of process?

If this is the case then appeals against individual or group selections would not be considered.

Should there be the right of appeal for all teams?

It is understood that orienteering is the only sport in NZ that maintains the right of appeal for school teams; should we expect high school students to be able to mount appeals?

Most sports only have the right of appeal for Olympic/Commonwealth Games or World (senior) Championships selections? Should orienteering follow suit?

Other appeals issues?

Given that electronic communication has increased the speed of communication, should the appeal period be reduced from 21 days to 14 days or even less? (3.3)



Should the semi-judicial nature of appeals be given more recognition by requiring them to be in writing, signed by the appellant and provide an address for service? (3.3)

Should there be a fee for lodging an appeal?

If an appeal is accepted who should constitute the adjudicating appeals committee?
Is a committee of the president, vice-president and general manager enough?

ANY OTHER MATTERS

Are there any other matters not covered by the above?

Please forward your comments to:

Catriona McBean
General Manager
gm@orienteering.org.nz

Deadline: Wednesday 11 June

