



SELECTION POLICY

OCTOBER 2022

INTRODUCTION

Squash NZ has power under its constitution to:

- Establish, organise, sanction and control international and national squash competitions, tournaments and events in New Zealand.
- Appoint coaches, managers, selectors, officials, referees, and other support personnel for the Association national representative teams and to determine the terms and conditions of such appointments and, if necessary, terminate such appointments.
- Select, or delegate to selectors the power to select, athletes and teams to be national representatives

This policy:

- Has been made in accordance to the Constitution of Squash New Zealand and has been endorsed by the Squash New Zealand board
- May be amended from time to time by resolution of the Squash New Zealand board
- Should be read in conjunction with the Squash New Zealand Code of Conduct and other associated policies, strategy, frameworks, and guidelines such as
 - 2021-2024 Strategic Direction
 - End-to-End Player Pathway
 - Balance is Better
 - Member Protection Policy
 - High Performance player wellbeing policy
 - Child Safeguarding Policy
 - Complaints and Disputes Policy
 - Anti-Doping Policy
 - Anti-Match-Fixing and Sports Betting Policy
- Should be read in conjunction with any specific selection or nomination criteria formulated by Squash NZ in respect of the event for which the person seeks selection / nomination (“Event Selection Criteria”)

INCONSISTENCY

Where there is an inconsistency between this Selection Policy and Event Selection Criteria, the Event Selection Criteria shall apply.

THE PURPOSE OF THIS POLICY

The Selection policy aims to ensure we maintain appropriate and informed decision making and sets out the process that Squash NZ will follow to help provide a robust, transparent, and fair selection process. This policy, and our accompanying other policies (in particular, codes of conduct), inform everyone involved in our sport of the process and their rights of selection or nomination for New Zealand representation.

WHO THIS POLICY WILL APPLY TO

This policy applies to all New Zealand representative selections or nominations led by Squash NZ for international competition events including the following

- Commonwealth Games
- World Doubles Championships
- World Teams Championships
- World Juniors Championships
- World Masters Championships
- Trans-Tasman
- World Games

For Commonwealth Games, Squash NZ will nominate athletes for selection by the NZOC to the New Zealand Team. This policy shall apply to Squash NZ's nomination process but shall not apply to NZOC's selection process

POLICIES

Our approach to selections or nominations includes the following policies

POLICY 1

Selection or nomination to be a New Zealand national representative

POLICY 2

Squash NZ selection panel

POLICY 3

Participation in international events

POLICY 4

New Zealand national representative team travel policy

DEFINITIONS

The following definitions apply to this policy:

Athlete Agreement means an agreement between a Selected Player and Squash NZ or NZOC.

Board means the board of directors of Squash NZ

CE means 'Chief Executive'.

Eligible Player means a squash player who is eligible in accordance with this policy to represent New Zealand.

Event means an international squash or multisport event for which the person seeks Selection or Nomination to represent New Zealand in squash.

Event Selection Criteria means the criteria developed by Squash NZ specific to the Event for which the person seeks Selection or Nomination.

Exemption means a dispensation that an Identified Player need not satisfy part of the Event Selection Criteria to be considered for Selection / Nomination.

HP means 'High Performance'.

HPSNZ means 'High Performance Sport NZ'.

Identified Player means an Eligible Player who has expressed an interest to be Selected or Nominated for an Event.

IPP means 'individual performance plan'.

Nomination means the nomination process performed by Squash NZ whereby persons are nominated to NZOC for selection by NZOC to form part of the New Zealand Team for the Commonwealth Games. The terms Nominate and Nominations shall have a corresponding meaning.

NZOC means the 'New Zealand Olympic Committee'.

PSA means 'Professional Squash Association'.

Selected Player means an identified player who has been selected by Squash NZ or NZOC to represent New Zealand at an event.

Selection means the selection process performed by Squash NZ to select persons to represent New Zealand at Events (other than the Commonwealth Games). The terms select and selections shall have a corresponding meaning.

Selection Panel means the body of persons chosen by Squash NZ in accordance with this policy to select or nominate players for events.

Selector means a person chosen by Squash NZ to form part of a selection panel.

Squash NZ means 'Squash New Zealand Incorporated'.

Team means a group of athletes selected to represent New Zealand.

WSF means 'World Squash Federation'.

POLICY 1

SELECTION OR NOMINATION TO BE A NEW ZEALAND NATIONAL REPRESENTATIVE

INTRODUCTION

The key reason for having a written selection policy is to ensure Squash NZ selects the right players to meet its performance goals. By setting a criteria and policy for selection, Squash NZ can ensure its high performance strategies and goals can be achieved. Another reason is to ensure players, coaches and selectors understand the basis on which players will be selected to represent New Zealand for the relevant events. If it is clearly understood, it reduces uncertainty and therefore challenges to the selection process. A selection policy which clearly sets out the criteria and process for selection also ensures fairness to all athletes as there is a clear framework for selectors to apply and ensure consistency and transparency in the selection decision making process.

PURPOSE

The policy will detail the criteria and processes Squash NZ will follow to select or nominate players for New Zealand representation.

APPLICATION

The policy applies to all player selections or nominations to represent New Zealand at either a team or individual representation at international Events.

POLICY

In fairness to eligible players and to minimise uncertainty and appeals, specific campaign / event selection criteria policies should be developed and communicated to players as early as possible, and prior to the events from which results will be used in any selection decisions.

Event selection criteria

A specific event selection criteria policy will be created for each campaign / event led by high performance manager. The selectors will be invited to have input and review the proposed policy before it is finalised. This is to ensure it can be implemented in practice and is clear.

The final event selection criteria policy, and any related procedures, should be sent to the selectors once they are approved by Squash NZ. If these are altered at any time, selectors must be informed of this so they have the correct and updated selection policy to apply. Selectors should also be briefed in detail on the selection policy before they start the selection process, so they are clear on the criteria for selecting players and the events and other matters to be taken into account.

There are several key matters which should be covered in the event selection criteria policy, as listed below:

- Scope – this section should set out the scope of the policy including the event/s and /or age groups it covers, the date it commences, the date/s of the relevant events, camps and trials from which results will be considered, and the dates of selection.
- Eligibility – this section should list the various matters which need to be satisfied before an eligible player can even be considered for selection, such as a New Zealand passport, applicable age limits, membership of Squash NZ, signing an application form to be considered for selection; no prior convictions, no investigations pending or breaches of the Squash NZ rules such as anti-doping; any requirements to attend specific events (e.g. national champs) or camps/trials (see below general criteria).
- Performance criteria – this section should set out the level which the selectors must be satisfied of, before selecting an athlete. This level should reflect the performance goals for Squash NZ. It can either be an objective criterion (which is factually based and no judgment is required), a subjective one (where an assessment is required applying discretion) or a combination of objective and subjective criteria.
- Factors to be considered – this section should list the results/performance and factors the selectors must (mandatory) or may (optional) consider, if there are some subjective criteria, in deciding if the eligible player will meet the performance criteria. These will usually include:
 - The results/performances at specified events. It is usually mandatory for selectors to consider one or more of these results, and weighting or priority may also be specified for more recent results or international level results.
 - PSA rankings, 'head-to-head' record, and alignment to Squash NZ End to End Pathway.
 - Testing/assessment results such as biomechanical, fitness, technical aspects.
 - Personal attributes such as training ethic, ability to be a team player, behaviour etc.
 - Exceptional circumstances – it is recommended that provisions enabling exceptional circumstances affecting a player should also be included, so the selectors can take these into account. This is more difficult to do if the criteria is solely objective, but for subjective criteria it may include reasons such as injury, bereavement, or other exceptional circumstances that happen to an athlete before or at an event or in relation to any other requirement of the selection policy (such as attending a camp or a selection trial).
- Appeals – if there is a right of appeal or any process prior to an appeal (such as mediation) this should be specified in the event selection criteria policy with clear timelines and procedures.

Amendments to any selection policy may need to be made, for example due to a change to a qualifying event, or the need for an additional selection trial. Before doing so Squash NZ should consider the possible implications of the change on all the eligible players including the nature and timing of their training preparation and the decisions already made for events they have chosen to compete, or not compete, in. If the amendment results in the players not being reasonably able to fulfil the criteria, this can result in the selection decision being overturned on appeal.

Eligibility criteria

To be eligible for selection or nomination, an eligible player:

1. Must be a member of an affiliated club, and in good standing with their district and Squash NZ,
2. Must be eligible to represent New Zealand in the relevant event. This requires that an eligible player be born in New Zealand, or be a citizen of New Zealand, or have resided in New Zealand for at least the two years immediately preceding the event; and,
3. Must not have represented another country in the three (3) years preceding the start date of the event in a recognised international Squash team championship in any age group.

Communication of the policy

The communication of each specific event selection criteria policy to the eligible players seeking selection is critical to ensure they know the exact requirements and cannot then rely on their understanding or what they may have been told. Direct communication of the selection policy is recommended to all the players who may be considered for selection rather than via general publication on the National Sports Organisation (NSO) website. Unless there are strong reasons on grounds of confidentiality, it should also be notified to members, clubs and districts and placed on the Squash NZ website for transparency and broader accessibility.

If amendments are made to any policy, this should also be communicated in the same way as the original policy to all players available for selection as soon as possible. Selectors, coaches, and high performance manager should take care when referring to selection in separate communications whether those are verbally or in emails, letters, HP plans and other documents.

Gathering information

The event selection criteria policy should set out the events (such as trials and competitions), results/performances and other factors (such as assessments, personal attributes) to be considered by the selectors. Some of these may be mandatory for the selectors to consider (denoted by the words "shall" or "must" in the policy) and some may be optional (denoted by the word "may"). The results from these events should be gathered and collated by Squash NZ's high performance manager. All the information that is mandatory for the selectors to consider under the selection policy must be sourced for all the players seeking selection consideration. These results should then be shared with all the Selectors to ensure they all review the same information. In addition, information on any other factors which may be considered under the event selection criteria policy should be sourced. If the assessments raise matters such as personal fit or athlete commitment, then the selectors must give the player a chance to comment on this before a selection decision is made. Notes of all such assessments should be kept and shared with the selectors.

Care is also required when using factors such as personal behaviour. If selectors wish to consider personal matters affecting a player such as commitment, or their behaviour, then it is essential that the player is given the chance to comment on this before the selectors rely on information from coaches or others in the sport. In assessing the information before it, selectors should consult with the players about the individual circumstances of the athlete in accordance with natural justice.

It is important that the same information is gathered and considered for each eligible player seeking to be selected so that fair comparisons between them can be undertaken.

Selection decision making process

The Selectors must undertake their decision-making process in accordance with the event selection criteria policy and any terms of reference or procedures set by Squash NZ. In making their decision the policy must be strictly adhered to by the selectors, both in terms of being satisfied that the players selected meet the specified criteria, and the applicable procedures. Usually, the decision-making process is iterative throughout the selection period, and as such selectors may meet in person, by telephone, or communicate via email or other means during this process. Notes should be taken and kept by each of the selectors for all meetings and communications. It is important that during this process the selectors do not predetermine any selection decision before all the necessary events, results and other factors are considered. It is strongly recommended that the final selection decision is made at a meeting held in person or a teleconference meeting. This should be a structured meeting at which each of the requirements of the selection policy are considered step by step (including eligibility and the performance criteria) and the relevant results and assessments for each athlete are assessed against those criteria. The decisions reached by the selectors should be clear with the reasoning agreed. This meeting and the decisions reached should be minuted. It is recommended that a report of the selectors' decision is prepared, agreed to by all the selectors and sent to high performance manager. The Squash NZ board will ratify all selections prior to final confirmation.

All the meetings and communications between the selectors should be confidential. If a coach or high performance manager is requested to contribute information to the meeting, they should leave the meeting before any decision is made. This is important to avoid any actual or perceived conflict of interest, undue influence, or bias.

Exemptions

If Identified players are unable to meet components of the event selection criteria, they must provide evidence satisfactory to the high performance manager and then receive written permission from the selectors and high performance manager to receive an exemption. Exemptions may be granted to identified players at the discretion of the selectors and high performance manager for valid requests supported by evidence. Granting exemptions is a standard procedure at both junior level and elite senior level. The provision of an exemption for an identified player is not indicative of their selection or otherwise, nor does it preclude any other identified player from fair consideration for selection / nomination.

Communicating the selection decision

The communication will be led by high performance manager. Players who are not selected should be directly told of that fact before any public announcement. Non-selected athletes should be offered the chance to meet with the selectors (if available) or if not, explained why they were not selected as communicated by the selectors. They should also be told of their right to appeal. For all athletes (whether selected or not), after the decision is communicated orally, it should be followed up in writing. Care should be taken with the wording of any explanation for a non-selection decision, to ensure it is consistent with the selectors' decision and reasoning. If a decision to select a player is conditional on them meeting a certain requirement, such as proving fitness or signing a player agreement, this should be specified in the communication advising of their selection with specific dates or timeframes for the conditions to be met. The consequences of not meeting them should also be made clear such as withdrawal from selection.

Withdrawing players after selection

A selected player may be suspended or removed from a team by Squash NZ's high performance manager and selectors, at their absolute discretion. There may be a number of reasons why a player may be withdrawn from selection including:

- Due to illness or injury, becomes unable to perform to a standard deemed satisfactory by Squash NZ. Squash NZ may obtain and act upon medical advice for determining whether a selected player's physical condition warrants deselection for this purpose.
- Breaches or fails to fulfil a requirement of the anti-doping or match-fixing policies of Squash NZ, World Squash Federation (WSF) or other approved agencies.
- Demonstrates a lack of training or tournament preparation required to perform to the best of their abilities, this includes non-participation in training camps or selected events.
- Withdrawal by the player.
- Personal circumstances of the player.
- A successful appeal by another player which forces the selected athlete out of selection.

In order to withdraw a player, the grounds and process for doing so must be specified.

Selected player commitments

Once selected to a team, and to remain selected:

- Where applicable, selected players shall execute and comply with an athlete agreement between the selected player and Squash NZ or NZOC.
- Selected player's training schedules should be ratified and agreed by the Squash NZ high performance manager and lead coach in preparation for the event.
- Selected Players shall demonstrate commitment to the team by maintaining or improving their fitness levels and ensuring that their competitive performances are maintained at a high standard appropriate for competition at the event.
- If an injury occurs to a selected player after selection or nomination, they will be required to demonstrate an appropriate level of fitness (as determined by Squash NZ) to remain as a selected player.
- Selected players must provide medical clearance when requested by Squash NZ or as per the athlete agreement.
- For Commonwealth Games teams, comply with any additional requirements imposed by NZOC.

Failure to satisfy the above criteria by a selected player may result in the selected player being removed entirely from the team. Attendance, behaviour, and performance of selected players will be constantly reviewed, and continued membership of a team will be dependent on these factors.

Appeals

Any player who is aggrieved by the selectors' decision not to select or nominate them may appeal the decision of the selectors initially to the Squash New Zealand CE, and if still not satisfied to the Sports Tribunal of New Zealand.

An appeal may only be made on one or more of the following grounds:

- The selection criteria have not been properly followed and/or implemented
- The person seeking selection was not afforded reasonable opportunity to satisfy the applicable selection criteria
- The selection decision was affected by actual bias, or
- There was no basis on which the selection decision could have reasonably been made.

The selection appeal must be filed with the CE within 48 hours of the selectors' decision being first communicated or published. Any further appeal to the Sports Tribunal must be filed within 48 hours of the CE's decision on the initial appeal. The decision of the Sports Tribunal shall be final and there shall be no further right of appeal.

The following options are recommended once Squash NZ receives an official appeal:

1. Meeting with the player to explain and discuss the decision is important in every case to help the player understand the decision and minimise the impact of an adversarial process on the player – Squash NZ relationship. Alternatively, a meeting facilitated by an independent person with the player and the high performance manager to explain and discuss the decision.
2. Holding a mediation at which an independent qualified mediator between the player and the Squash NZ to see if a resolution can be agreed to withdraw the appeal. It can often be difficult to mediate a selection appeal without impacting on another player's position as a selected player but in some instances, it can be a very helpful process;
3. Referral to an ombudsman or other person independent of Squash NZ to review the selection decision and process and decide if it was a fair decision. If it is deemed not to be, it can be referred back to Squash NZ to reconsider and/or a tribunal appointed by Squash NZ to hear and decide the appeal.

Coach selection

Squash NZ wishes to ensure that we are contributing strongly to an increased likelihood of success on the international stage. Squash NZ is also seeking to select and support coaches that demonstrate high levels of commitment toward their own continuous learning and improvement. Additionally, coaches that demonstrate a holistic sense of care for assigned players, show a proven willingness to travel to pinnacle domestic performance events, knowledge and application of Squash NZ end to end player pathway and a broader support of Squash NZ's camps and relevant programmes are also important factors to be considered. A proven understanding of the relationship between a player's programme and their developmental priorities is also essential.

The coach selectors shall have the right to make objective and subjective assessments in making their decisions and to weight each assessment on a case-by-case basis, without in any way creating any form of precedent relevant to the determination of any subsequent case. The size of the team/number of coaches may change depending on the event, age group and available budget but the process will always be fair and transparent. When the coach selection committee is deciding on coaches to represent New Zealand, they will be guided by the philosophy outlined above. Other criteria, which will be communicated, may also apply for certain trips. Coaches should also be aware that they will be required to provide a police check (automatically occurs upon registration for Squash NZ national programmes), sign Squash NZ's code of coaching ethics and align to all our other related policies as a part of their contractual responsibilities.

The coach selection committee will be led by Squash New Zealand's coach development manager, comprise of a minimum of three members and one independent from direct involvement with Squash NZ National Office.

Additional information

Squash NZ reserves the right to withdraw from Events when there are issues around international travel and government restrictions such as to make travel to the Event impractical or more costly.

POLICY 2

SQUASH NZ SELECTION PANEL

INTRODUCTION

The image presented by selectors is important and reflects on Squash New Zealand. Players, parents, and officials are very aware of the presence of selectors at events and have high expectations of their impartiality. Selectors undertake a vital function and often have to make difficult decisions which will be seen as, and in fact are, decisions of Squash NZ. It is therefore important they undertake their function with independence and rigor and for Squash NZ to brief them well to ensure they are equipped and supported to carry out this function.

PURPOSE

This policy sets out the terms of reference for the role and selection process of Squash NZ selectors.

APPLICATION

The policy applies to selectors for any New Zealand team including junior, senior or masters and for an individual or team selection.

RESPONSIBILITIES

Squash New Zealand selectors are responsible to support the high performance manager in selection of the following:

- Select various teams or NZ representatives in relation to the International calendar.
- Nominating identified players to the NZOC for selection to a Commonwealth Games team.
- Seed national events, selection tournaments and other tournaments as appropriate
- Select the most improved player (male and female – junior, senior and master) each year

ROLE REQUIREMENTS

- Selectors must have a desire to develop the game of squash within New Zealand and enhance New Zealand's reputation as a leading exponent of the sport.
- The role requires the selectors to be experienced, knowledgeable and engaged in the HP programme which could include as a player, coach, or manager with knowledge of current international playing requirements and an ability to identify player talent.
- Strictly follow and apply the relevant event selection criteria policy of each campaign / event.
- Should be familiar with the Squash NZ strategy and end to end (E2E) pathway.
- The Selectors are required to work closely and cooperatively with the high performance manager to increase their understanding of players' strengths and weaknesses to provide supporting information regarding selection / nomination decisions and to achieve the strategic aims and objectives of Squash New Zealand.
- Selectors will attend tournaments as required and, if requested, training camps. They will liaise with coaches/managers, with the other selection panels and have a high level of knowledge of the requirements of international squash and the standards of performance required.

Selectors need to understand their boundaries and should not engage with players or coaches about their selection chances or matters outside of their authority. In no circumstances should selectors email or contact an athlete seeking selection, unless it is to make enquiries for the strict purposes of making an assessment under the specific event selection criteria policy.

The selectors induction into the role will include briefing on the HP strategy, HP outcomes and end-to-end player pathway. Ongoing education of selectors is recommended to keep them up to date with the strategy and goals of Squash NZ and developments in selection affecting Squash NZ and others in sport.

If a decision of the selectors is appealed, selectors should also be supported by Squash NZ and briefed on the process including Squash NZ expectations of them in this process.

SELECTORS ATTRIBUTES

The attributes to look for in appointing selectors are:

- Experience in squash as a player, coach or other role;
- Prior experience in the selection of players.
- Independence from the players being considered for selection.
- Avoiding potential conflicts of interest.
- Time and availability to observe performances, attend events and trials, attend meetings; and do the other tasks set out in the relevant selection policies.
- Attention to detail, be organised and process oriented.
- Ability to work in a team - often selectors are part of a panel of selectors who need to work together as well as with the high performance staff.

POLICY

Selection panels and composition

There will be three separate junior, senior and masters selection panels. Each selection panel shall be comprised of a minimum of three selectors with at least one person of each gender represented on each panel. If the demand for places is low the same person may act in multiple panels.

A convenor of selectors will be appointed by the selectors along with Squash NZ's high performance manager who will have clear functions, so there are clear lines of responsibility and communication to the other selectors via the convenor. The convenor of selectors needs a good attention to detail and is process oriented.

As selector cannot exceed two four-year Commonwealth Games cycles, ie a maximum of eight years.

Conflict of interest

Selectors shall remain objective and impartial. Should a conflict of Interest arise in a particular decision, which involves a selector, that selector will step down from the selection panel and may be replaced by a member of the board for that decision/selection or through the appointment of a new selector for the role. A conflict may include but is not limited to:

- having a family or personal relationship with a player seeking selection.
- being the current or former personal coach of the player.
- being connected, directly or indirectly, through a family connection or friend, to the same club of a player.
- being the coach for the player seeking selection.
- being a board member of Squash NZ.

The best time to identify potential conflicts is in the selector's application process. Questions should be asked at that stage about the selector's connections.

If the conflict of interest or any possibility of bias (perceived or otherwise) becomes apparent after a selector's appointment, Squash NZ will follow the following process

- the selector concerned (or the other selectors) will bring it to the attention of the convenor, the high performance manager and/or the chief executive;
- once disclosed, the selector stepping aside from the specific decision in which the conflict arises.

Process to appoint selectors

Via an annual expression of interest selector positions are to be nominated by either a district or Squash NZ board for consideration and will be appointed on suitability by the board normally at the last board meeting of a calendar year.

Selectors are appointed by the board for a term of four years. In some circumstances the chief executive or the high performance manager may have delegated power by the board to appoint the selectors.

Role of the high performance manager

As the selectors are volunteers it is important, they are supported and assisted in their work. This is often led by the high performance manager. It is essential that the role of high performance manager is simply one of assistance to obtain and/or provide information, if requested, or to assist with logistics. The high performance manager leads the development of the event selection criteria policy and often works closely with the coaches and players to whom the selection policy applies. As such it is preferable for the selectors to be independent of those associations to avoid influence on the selection decisions and perceptions of bias.

POLICY 3

PARTICIPATION OF NEW ZEALAND TEAMS IN INTERNATIONAL EVENTS

PURPOSE

This policy sets out the principles, criteria, and process on deciding whether Squash NZ sends a Team to a WSF led or endorsed event and if so the corresponding funding framework.

APPLICATION

This policy applies to sending New Zealand teams including all WSF led or endorsed international events.

POLICY

Not all International events are equal, and our priorities are on inspiring New Zealanders by succeeding at World Championships, Commonwealth Games (CWG) and having players winning PSA events (Platinum, Gold and Silver). Our focus is having New Zealand teams or players showcasing, inspiring and role-modelling squash to the public and the development of players in Squash NZ end-to-end pathway. The following principles, criteria and process will lead the decision making as to whether Squash NZ will send a New Zealand team to an international event.

Principles

- We will send teams that are a priority, endorsed and funded by HPSNZ such as World Doubles and Commonwealth Games
- New Zealand teams should participate at most (not necessarily all) of the World Squash Federation (WSF) led events to support the sport internationally
- Every event in which we participate must support the Squash NZ end-to-end pathway, our agreed HP outcomes with HPSNZ and meet most of the remaining criteria
- We do not fund NZ representative teams from club affiliations or player subscriptions.
- Decision making is made 12-18 months prior to the event.

Criteria

1. Selection governed by alignment to SNZ end-to-end pathway and the majority of the team is tracking to the agreed IPP's.
2. For (a) senior events, participation of our HP pro or pro players (availability as a result from an injury and/or priority in their agreed IPPs) (b) junior events, they are or hold preparation value for a prioritised event such as upcoming senior World Champs or Commonwealth Games, or the development of a majority group (at least three) of players identified in Squash NZ end-to-end pathway
3. Likelihood of finishing in the top 6
4. Available funding, either HPSNZ, philanthropy, sponsorship, or grant funding versus from retained earnings

Decision making process

1. A minimum of two of the four criteria are met as deemed by Squash NZ selection panel
2. The selection panel make a recommendation to the board based on the principles and criteria
3. Squash NZ board makes the final decision.

FUNDING FRAMEWORK

If we send a New Zealand team, the following is the framework for funding

1. If there is available full funding by either HPSNZ, philanthropy or sponsorship, Squash NZ covers all costs.
2. If there is not available funding, Squash NZ will fund the minimum of management costs and entry fee, user pays for the remainder of individual costs that has no available funding.

POLICY 4

NEW ZEALAND TEAM TRAVEL POLICY

PURPOSE

This policy sets out the travel responsibilities and procedures in travel arrangements and payments

APPLICATION

This policy applies to sending New Zealand teams to all WSF led or endorsed international events.

POLICY

For international teams, Squash NZ is responsible for making travel arrangements and payments for the costs of transport for each selected player to get to and from the event venue, noting in some circumstances the player may be required to self-fund by a payment to Squash NZ.

Where possible, Squash NZ would like teams to travel together to and from the event. However, due to various overseas bases and travel commitments prior to and following the event, this may not always be possible.

Procedure

Within 48 hours of the team announcement, selected players must communicate with Squash NZ to establish their travel commitments and plans immediately prior to the event and immediately after, for Squash NZ to book airfares for each selected player.

Travel

Selected players must select one of the following travel options

1. A return journey between their permanent residential address and the tournament venue
2. Travel from a named departure point where they are located within a period of 10 days prior to the start of the event, to a named destination that they need to be for competition purposes within a period of 10 days following the event.

Payment

Selected players must select one of the following payment options:

1. Squash NZ will book and pay for the selected travel option
2. Squash NZ will make payment to the selected player for the equivalent value for the selected player to make their own travel arrangements.