



**Water Polo**  
AUSTRALIA

**NATIONAL SELECTION POLICY**

**for**

**National Teams and Squads**

**National Age Group Teams and Squads**

**Other National Teams**

## Version History

Review Date	Changes Approved by	Approval Date
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## 1. INTRODUCTION

This Selection Policy (the “**Selection Policy**”) is made by WPA pursuant to the rule-making powers set out in the WPA Constitution. This Selection Policy comes into effect on the Commencement Date and shall remain in force until amended, repealed or replaced, at which time the Selection Policy shall apply with the changes so made included.

It is the individual’s responsibility to read and understand the Selection Policy and to seek legal advice in the event that an athlete is unclear or uncertain about the operation or effect of the Selection Policy.

This Selection Policy is issued by WPA and WPA must provide, or otherwise make available, this selection policy to all eligible Athletes.

This Selection Policy applies to all athletes who are eligible, based on the eligibility criteria described in this document, for selection into a WPA National Squad or National Team.

## 2. DEFINITIONS

This Selection Policy is to be read in conjunction with the WPA Selection [Appeals Policy](#) and [Conflict of Interest Policy](#) which are available on the WPA website.

For the purposes of this document, the following definitions apply:

**“Athlete(s)”** refers to the eligible participant(s) who wish to be considered for selection into a National Squad or National Team from time to time.

**“Athlete Assessment Matrix”** means the document which encompasses qualitative and quantitative assessments to reflect an athlete’s suitability for selection into a National Team for Competition. The document contains several parameters which have been agreed to by the Squad and Team Selection Panels, which contribute to an athlete’s capacity to compete successful as part of a team in international competition. A full definition of each of the parameters can be found along with the Athlete Assessment Matrix in Appendix D. This document may be updated from time to time by the Team Selection Panel in consultation with the High Performance Committee and will be made available to the National Squad members with 7 days of any changes being approved.

**“AOC”** means Australian Olympic Committee

**“BME”** means Bench Mark Event.

**“Campaign Plan”** means the plan developed by the Head Coach in collaboration with the GM-P and others relating to how the relevant National Squad and subsequent National Team selected from the National Squad will prepare to perform at a specified Competition. The Campaign Plan may include participation in multiple Competitions but will have a specific priority Competition as the primary focus for the Team.

**“CEO”** means the Chief Executive Officer of WPA as appointed from time to time.

**“Competition”** means any international water polo competition or match that any Australian National team competes in, including but not limited to the Senior or Age Group World Championships or equivalent competitions, Olympics and the World Cups.

**“Constitution”** means WPA’s Constitution.

**“FINA”** means Federation Internationale de Natation being the sport’s International Federation.

**“GM-P”** means the General Manager – Performance of WPA as appointed by WPA from time to time.

**“HPC”** means the High-Performance Committee as appointed by WPA from time to time.

**“National Federation”** refers to Water Polo Australia.

**“National Head Coach”** means the national head coach of WPA as appointed by WPA from time to time.

**“NSO”** means National Sporting Organisation.

**“National Squad”** means any group of players selected to participate in a Preparation Program which will be defined for each campaign and will be the group of players, from which the National Team will be selected to participate in Competition.

**“National Team”** means any team selected by or with the approval of WPA to represent Australia in the sport of water polo.

**“Olympic Nomination Policy”** means the nomination policy for a specific Olympic Games, as published on WPA’s website and amended from time to time.

**“Other Teams or Squads”** means WPA approved National Team or National Squad representing Australia at agreed event (e.g., World Uni Games Teams, Australian Country Teams, National Age Group Program Teams, and Australian Development Teams).

**“Player Leadership Group”** means a player or number of players who represent the National Squad or National Team in discussions as required.

**“Preparation Program”** means the program relating to the preparation of a National Squad in the lead up to the selection of a National Team from players within the National Squad, to compete in a Competition.

**“Relevant Selection Panel”** means the Panel as appointed by WPA in accordance with clause 4 from time to time and related to the particular National Squad or National Team being selected.

**“Selection Policy”** means this Selection Policy as published on WPA’s website and as amended from time to time.

**“Selection Policy Guide”** means the Selection Policy Guide as published on WPA’s website and as amended from time to time.

**“Squad Selection Panel”** (SSP) is responsible for selecting a National Squad to undertake the Preparation Program, which will be defined as a time bound component of the Campaign Plan for each Campaign. The National Team to compete will then be selected from the National Squad by the Team Selection Panel.

**“Team Selection Panel”** (TSP) is responsible for the selection of the National Team who will compete in a Competition(s). The TSP will focus their attention on the National Squad during the Preparation Phase and the National Team and athlete performance in Competition.

**“Youth Programs”** means the National Squads and National Teams selected by WPA where there is an age restriction on selection; and

**“Water Polo Australia and WPA”** mean Water Polo Australia Ltd ACN 159 573 403.

In the event of an inconsistency between the terms of the Selection Policy, the Constitution and the Selection Policy Guide, the following order of precedence will apply to the extent of the inconsistency:

1. the Selection Policy, and.
2. WPA's Constitution.

### 3. OBJECTIVES

- 3.1. To ensure that athletes who are chosen to represent Australia at a Competition are of the highest possible standard, to maximise the likelihood of the National Teams to win medals at international water polo events.
- 3.2. A secondary objective is to ensure that WPA select athletes who perform to the highest possible standard both in and out of the water and who are appropriate role models for both the Australian water polo community and broader society.
- 3.3. To employ a fair and transparent selection process that ensures that all athletes have the opportunity to challenge for positions in the National Squad and then National Team.
- 3.4. This Selection Policy details the selection criteria by which WPA will select athletes to the National Squad for the preparation program and to the National Team to compete in Competition, which among other things, requires athletes to meet the eligibility requirements in clause 5.

### 4. SELECTION PANELS

- 4.1. WPA will appoint two selection panels for each of the Men's and Women's Senior Programs and the male and female National Age Group Programs which will be reviewed annually.
  - 4.1.1. For each of the Men's and Women's programs, the Squad Selection Panel (SSP) is responsible for selecting the National Squad for the Preparation Phase, which will be a defined part of the Campaign Plan for each Campaign and from which the National Team will be selected.
  - 4.1.2. For each of the Men's and Women's programs, the Team Selection Panel (TSP) is responsible for the selection of the National Team who will compete in Competition(s). The TSP will focus their attention on observing the National Squad in the Preparation Program, which may include Competitions in which the National Team competes.
  - 4.1.3. With respect to Other National Teams, the GM-P or their appointed representative will identify the appropriate Selection Panel structure to ensure it is fit for purpose, taking into consideration the selection opportunities and the number of athletes to be assessed and any perceived or real conflicts of interest. The CEO will ratify the GM-P's recommendation.
- 4.2. The Squad Selection Panel (SSP) as coordinated by the GM-P and ratified by the CEO shall comprise the following personnel whose roles and specific responsibilities are defined in Appendix A and may be reviewed from time to time by the HPC and approved by the CEO.
  - 4.2.1. GM Performance who will be the Chair and Convenor
  - 4.2.2. National Team Head Coach
  - 4.2.3. National Team Assistant Coach (maximum of 2)
  - 4.2.4. SIS/SAS Coaches (maximum of one from each SIS/SAS program or in the absence of a SIS/SAS coach a suitably qualified nominee from the State Association)
  - 4.2.5. AIS nominated person as observer (due to Athlete Categorisation linkage)
- 4.3. The Team Selection Panel (TSP) as appointed by the GM-P and approved by the WPA Board shall comprise of:

- 4.3.1. GM Performance Chair/Convenor
- 4.3.2. National Team Head Coach
- 4.3.3. Independent Selector
- 4.4. All Selection Panels are obligated to make informed decisions using all relevant information available to them, which may include but not be limited to input from other coaches, relevant physical performance measures, relevant competition performances, behaviour and character assessments from coaches and support staff and performance analytics information relating to individual and National Team performances in training and in competition and as used to inform ratings on the WPA Athlete Assessment Matrix ([Appendix D](#)) .
- 4.5. The National Squad selection process will primarily be based upon the respective panel reaching a consensus, however, if consensus cannot be reached the respective Panel, under the leadership of the Chair, will revert to a voting process. All members of the relevant Panel who are eligible to vote with regard to WPA Policies, have a single vote. In the event of a tie in the votes, the Head Coach of the relevant National team will have the casting vote. If the Head Coach is absent or unable to vote, the WPA GM-P will have the casting vote. If both the Head Coach and the GM-P are absent or unable to vote the casting vote will lie with the Chair of the respective Selection Panel
- 4.6. The National Team selection process will primarily be based on the panel reaching consensus, however where this is not the case, each panel member will have a single vote.
- 4.7. The SSP and TSP may, from time to time, seek input from other personnel within the water polo community on the merits of identified athletes, however, must not share any confidential information in relation to the selection or non-selection of athletes. Actual selection deliberations are the responsibility of the relevant Selection Panel and must remain confidential prior to and after the announcement of the National Squad or National Team.
- 4.8. All appointees of the Board are bound by and must make themselves familiar with the WPA [Privacy Policy](#) and [Conflict of Interest Policy](#) and be bound by the confidentiality clause in their Selector's Agreement.
- 4.9. The WPA [Conflict of Interest Policy](#) (the "COI Policy") applies to all members of the SSP and TSP and all procedures pertaining to the notification and management of any actual or potential conflicts of interest will be as defined in the COI Policy.
- 4.10. In the situation where an SSP or TSP panel member is excused from selection deliberations due to a conflict of interest, the CEO with approval from the WPA Board may appoint an interim selector, who is appropriately qualified to fulfil the responsibilities outlined in Appendix A, to replace the excused panel member. The interim selector will assume the voting rights of the excused panel member.
- 4.11. The excused Panel member's input will still be gathered by the Chair of the relevant Selection Panel, but they will not have a vote or be involved in panel deliberations in relation to the National Team in any position or positions on the team where the actual or potential conflict of interest is a factor, as determined by the Chair of the relevant Selection Panel.
- 4.12. SSP and TSP members must be available, willing and able to:
  - 4.12.1. attend all agreed selection activities as outlined in the Selector's Agreement.

- 4.12.2. In the opinion of the Chair of the relevant selection panel, act with integrity, objectivity and impartiality in all aspects of the selection process in complying with this policy and other related policies and documents; and
- 4.12.3. ensure the decisions made during selection meetings are documented and all such materials remain confidential to the Selection Panel and WPA Board.
- 4.13. A TSP member who is unable to fully meet all the requirements of clause 4.12 may resign or be removed by the CEO and replaced by an appointment made by the CEO, with approval from the WPA Board.
- 4.14. An SSP member who is unable to fully meet all the requirements of clause 4.12 may resign, be removed by the CEO or nominate a suitable replacement which must be approved by the CEO.
- 4.15. Once the SSP or TSP selects the athletes for the Preparation Program or Competition respectively, the list will be forwarded as soon as practicable for verification by the CEO of WPA and thereafter notification of the athletes prior to the public announcement.
- 4.16. The Squad Selection Panel must have at least five (5) members present or engaged via phone or digital medium to form a quorum.
- 4.17. The Team Selection Panel must have all eligible members present or engaged via phone or digital medium to form a quorum.

## 5. ELIGIBILITY CRITERIA

To be eligible for selection to the National Squad and, or National Team an athlete must:

- 5.1. be an Australian citizen who is eligible to represent Australia at the Competition as set out in the FINA General Rules and as set out in the Olympic Charter.
- 5.2. be in good financial standing with WPA.
- 5.3. meet all eligibility rules imposed by FINA.
- 5.4. be a registered member of WPA.
- 5.5. have at all times acted in a proper manner and not have engaged in any conduct that has, or is likely to bring WPA, FINA, the athlete or the sport of water polo into disrepute, censure or ridicule; and
- 5.6. Upon selection to a WPA program the athletes must sign and return the executed WPA Athlete Agreement, that stipulates their obligations and entitlements as members of the WPA National Team within 14 days to the WPA GM-P.

## 6. SELECTION CRITERIA

- 6.1. In selecting the National Squad and National Team, the relevant Selection Panel will select those athletes who, to the satisfaction of the Selection Panel in its sole and absolute discretion, will achieve the optimum National Team compatibility and balance to achieve the best possible results for Australia in accordance with the Objectives at clause 2.
- 6.2. The Athlete Assessment Matrix (Appendix D) will be completed individually by each of the members of the relevant Selection Panel and form the basis for the selection discussions. It is expected that there will be variations in the assessments provided by each Panel member, however through discussion the relevant Selection Panel must form an agreed



assessment of each player in contention. This document will then form the basis for feedback to each athlete on behalf of the relevant Selection Panel.

- 6.3. Supporting the information contained in the Athlete Assessment Matrix the following, noting that each may not be given the same weighting by the relevant Selection Panel, will be considered by the relevant Selection Panel:
  - 6.3.1. consistency and quality of performances for a period of up to 36 months against teams ranked in the top ten, according to the FINA World Rankings at the time of the performance. For the avoidance of doubt, not all performances during the 36-month period need to be considered, but performances for a period of up to 36-months may be considered by the panel. Performance beyond that time frame will not be considered.
  - 6.3.2. consistency and quality of performances in domestic competitions (Australian Leagues, National competitions, European Leagues or USA NCAA competitions, and WPA camps) within the past 36 months. For the avoidance of doubt, not all performances during the 36-month period need to be considered, but performances for a period of up to 36-months may be considered by the panel. Performance beyond that time frame will not be considered.
  - 6.3.3. composition and balance of the National Squad and National Team including but not limited to positional coverage.
  - 6.3.4. prior level of adherence by the athlete to the obligations contained in any current or prior WPA Athlete Agreement; and
  - 6.3.5. the athlete's contribution to the National Team both in and away from the competition environment which may include but not be limited to leadership capability, behaviour and overall contribution to the National Team performance and ability of the athlete to demonstrate WPA and relevant National Team values and behaviours.
- 6.4. The SSP and TSP may, from time to time, seek input from other personnel within the water polo community on the merits of identified athletes, however, must not share any confidential information in relation to the selection or non-selection of athletes. Actual selection deliberations are the responsibility of the relevant Selection Panel and must remain confidential prior to and after the announcement of the National Squad or National Team.
- 6.5. The size of the National Squad will be as deemed appropriate and as approved by the GM-P in consultation with HPC and CEO, but in general will consist of 21 players. Other athletes of national interest may be invited to take part in national squad activities from time to time at the discretion of the GM-P and recommendation by the respective National Head Coach.
- 6.6. Considerations that may affect determination of numbers may include athletes playing overseas and the provision of targeted opportunities for a particular athlete cohort.
- 6.7. In determining which athletes will be selected for Youth National Squads and Youth National Teams, the relevant Selection Panel will consider all of the selection criteria, with a particular emphasis on assessing whether the athlete has the ability to progress from a junior to an elite level senior athlete and with a reduced focus on previous international playing experience given the various rates of maturation in Youth athletes.
- 6.8. An Athlete who is a member of one National Squad or National Team may be considered and selected in another National Squad or National Team.

## **7. NATIONAL ATHLETE CATEGORISATION FRAMEWORK**

- 7.1. The relevant Selection Panel will also categorise each Athlete against the National Athlete Categorization Framework (Appendix E)
- 7.2. The categorisation applied to athletes will be used by the AIS, WPA and NIN partners to inform the prioritisation and planning of support to maximise the achievement of these targets to contribute to Australia's short- and long-term Olympic Games high performance targets.
- 7.3. The AIS Performance Pathways team will further assist WPA to further develop and improve sport specific identification, confirmation and development profiling and assessments for each level, as well as associated measures within assessment.

## **8. EXTENUATING CIRCUMSTANCES**

- 8.1. Notwithstanding anything contained within this Selection Policy, an athlete may notify the Chair of the relevant Selection Panel of any extenuating circumstances that may have prevented an athlete from performing to their highest ability at any of the competitions or WPA camps mentioned in clause 6.
- 8.2. An athlete or their representative must notify the Chair of the relevant Selection Panel, or the GM-P at their earliest opportunity in writing, which may include email or SMS. Once the athlete is in an appropriate condition, they should provide a more formal written summary of the extenuating circumstances which may be submitted by email.
- 8.3. In considering the performances of athletes, the Chair of the relevant Selection Panel at their absolute discretion, may recommend to the relevant Selection Panel that it gives weight to extenuating circumstances which will be addressed on a case-by-case basis.
- 8.4. A decision as to whether extenuating circumstances may apply to an athlete will be made by the relevant Selection Panel on a case-by-case basis.

## **9. SELECTION PROCESS**

- 9.1. The selection process and timeline will be developed for each National Squad and National Team dependent on their respective competition cycles. This process may be updated from time to time and be included as an Appendix to this document.
- 9.2. As a general rule squads will be named annually at the start of the preparation cycle for the pinnacle or BME but may be changed at times in the year reflecting things like the international calendar, athlete retirement, or other such circumstances from time to time.

## **10. OLYMPIC GAMES**

- 10.1. For the Olympic Games, the selected athletes will be nominated to the Australian Olympic Committee (AOC) in accordance with the agreed nomination criteria.

## **11. OFFICIALS**

- 11.1. The Selection Policy does not apply to the appointment of WPA officials and coaches, including the National Head Coach.
- 11.2. The CEO in conjunction with the HPC and GM-P has responsibility for and discretion in respect of the election and removal at any time of officials and coaches, and any decision

by WPA in that regard is final and not subject to any approval or appeal under the Selection Policy.

## **12. ENDORSEMENT AND RATIFICATION**

- 12.1. In the first instance, National Teams and National Squads are required to be approved by the GM-P, before being endorsed by Water Polo Australia Board through ratification of the Chief Executive Officer.

## **13. COMMUNICATION AND NOTIFICATION**

- 13.1. Athletes will be notified of National Team and National Squad selections in accordance with the agreed WPA Selection Communication Process ([Appendix C](#))
- 13.2. Timing of selection and announcements will be provided to all respective stakeholders at the earliest possible opportunity.
- 13.3. Athletes who are in the current National Senior Squad but were not selected in the National Team, will be contacted individually prior to any public announcement by the Chair of the Selection Panel.
- 13.4. Any athlete who was a member of the most recent National Team or Squad, prior to the selection of any new National Team or Squad, and who is still eligible for selection in the same squad, and who is not re-selected, will be contacted directly by the Chair of the Selection panel prior to any public announcement. For the avoidance of doubt, athletes who were not in the most recent National team or National Squad will not be contacted if not selected in any new National Squad.
- 13.5. At their discretion, non-selected National squad athletes are provided with an opportunity to seek feedback from the respective National Coach, in accordance with the arrangements and process communicated at the time of National team notification.

## **14. FEEDBACK AND WELLBEING**

- 14.1. WPA, where possible, complies with the Australian Institute of Athlete Wellbeing and Engagement Selection Communication Guidelines, which are published on WPA's website.
- 14.2. Successful and unsuccessful athletes will be advised of the outcome of a National Team selection prior to public announcement.
- 14.3. Where an athlete is advised of the outcome of a National Team selection prior to a public announcement, the athlete must keep the National Team selection confidential and must not release any information or make any public or private statement regarding the National Team selection, for the avoidance of doubt, this includes through all social media platforms until the National Team selection is released to the public by WPA.
- 14.4. All incumbent National Squad members not selected in a National Team have access to confidential counselling services co-ordinated by the Water Polo Australia Athlete Wellbeing Manager.

## 15. WITHDRAWAL

- 15.1. Should an athlete withdraw from the National Team or Squad following their selection, the National Head Coach may request that the relevant Selection Panel select a replacement athlete. The Head Coach may also choose not to replace the withdrawn player.
- 15.2. If the Head Coach requests a replacement player be added to the Team or Squad, the relevant Selection Panel may select any athlete based on the selection criteria (clause 6) and the needs of the team to replace an athlete who has withdrawn or is removed from the National Team or Squad.

## 16. APPEALS

- 16.1. Appeals will be conducted in accordance with and will be governed by the National Sports Tribunal and be consistent with [WPA's Selection Appeals Policy](#) which is available on the WPA website.

## 17. AMENDMENTS TO THE SELECTION POLICY

- 17.1. This Selection Policy may be amended at any time by WPA in accordance with the provisions of the Constitution.
- 17.2. This Selection Policy can be also amended at any time by the Board of WPA if in its opinion such an amendment is necessary for any of the following reasons:
- 17.3. as a result of any change in National Team eligibility criteria or rules.
- 17.4. as a result of any change in the rules governing a Competition or a particular event in a Competition.
- 17.5. to give effect to the Selection Policy following a drafting error or oversight; or
- 17.6. to clarify any ambiguity or otherwise give effect to the intended meaning of the Selection Policy.
- 17.7. WPA will publish amendments to the Selection Policy on its website and communicate the update to the relevant stakeholders within the WPA community, and those amendments shall take effect immediately unless otherwise stated.

## APPENDIX A: ROLES AND RESPONSIBILITIES

- 1.1. The Squad Selection Panel (SSP) members will have the following specific responsibilities within the SSP along with providing overall identification and assessment of players.

ROLE	SPECIFIC RESPONSIBILITIES IN ADDITION TO GENERAL SELECTOR DUTIES
<b>Chair and Selection Panel Convenor</b>	<ul style="list-style-type: none"><li>• Chair and Convene the Panel</li><li>• Ensure all processes are followed and policies are adhered to.</li><li>• Ensure all relevant information is available and considered by the panel members.</li><li>• Ensure communication processes pre and post selection are followed.</li><li>• Ensure all risk management strategies are considered, including but not limited to:</li></ul>

	<ul style="list-style-type: none"> <li>○ injury coverage, National Team culture, leadership, succession planning and depth chart management</li> <li>● Provide medium and long term planning perspective around National Team for current and next campaign.</li> <li>● Ensure management of risk around depth of talent, contingency plans and succession planning.</li> <li>● Provide contemporary Water Polo expertise and the ability to objectively evaluate selection options</li> </ul>
<b>National Team Head Coach</b>	<ul style="list-style-type: none"> <li>● Focus on the needs of the current campaign.</li> <li>● Provide contemporary water polo expertise and knowledge of international team playing systems, strengths and weaknesses and how that impacts on the requirements of the National Team.</li> <li>● Identify and articulate a clear performance vision and strategy including specific tactical systems, technical requirements and how individual athlete roles and performances contribute to this strategy.</li> <li>● Demonstrate leadership qualities to identify, balance and manage group dynamics with individual learning and performance styles to create a high performing team</li> </ul>
<b>National Team Assistant Coach(s)</b>	<ul style="list-style-type: none"> <li>● Focus on the needs of the current campaign.</li> <li>● Demonstrate clear understanding of individual athlete role(s) as well as capabilities within or across specific or multiple positions and their respective strengths and weaknesses.</li> <li>● Provide contemporary water polo expertise and knowledge of international team playing systems and individual athlete strengths and weaknesses and how that impacts on the requirements of the National Team.</li> <li>● Identify, manage and support National Team requirements both in and out of the pool.</li> </ul>
<b>SIS/SAS Head Coaches (maximum of 1 per SIS/SAS program)</b>	<ul style="list-style-type: none"> <li>● Provide relevant information on emerging athletes within the SIS/SAS and Club system</li> <li>● Demonstrate the ability to objectively evaluate selection options based on current performance.</li> <li>● Provide recommendations on athletes from outside of their own squad</li> </ul>

1.2. The Team Selection Panel (TSP) members will have the following specific responsibilities within the TSP along with providing overall identification and assessment of players.

ROLE	SPECIFIC RESPONSIBILITIES IN ADDITION TO GENERAL SELECTOR DUTIES
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<b>Chair and Selection Panel Convenor</b>	<ul style="list-style-type: none"> <li>• Chair and Convene the Panel</li> <li>• Ensure all processes are followed and policies are adhered to.</li> <li>• Ensure all relevant information is available and considered by the panel members.</li> <li>• Ensure communication processes pre and post selection are followed.</li> <li>• Ensure all risk management strategies are considered, including but not limited to injury coverage, team culture, leadership, succession planning and depth chart management.</li> <li>• Provide medium and long term planning perspective around National Team for current and next campaign.</li> <li>• Ensure management of risk around depth of talent, contingency plans and succession planning.</li> <li>• Provide contemporary Water Polo expertise and the ability to objectively evaluate selection options.</li> </ul>
<b>National Head Coach</b>	<ul style="list-style-type: none"> <li>• Focus on the needs of the current campaign and</li> <li>• Provide contemporary water polo expertise and knowledge of international team playing systems, strengths and weaknesses and how that impacts on the requirements of the National Team.</li> <li>• Identify and articulate a clear performance vision and strategy including specific tactical systems, technical requirements and how individual athlete roles and performances contribute to this strategy.</li> <li>• Demonstrate leadership qualities to identify, balance and manage group dynamics with individual learning and performance styles to create a high performing team</li> </ul>
<b>Independent Water Polo expert (suitably experienced athlete, coach or selector)</b>	<ul style="list-style-type: none"> <li>• Focus on the needs of the current campaign.</li> <li>• Provide contemporary water polo expertise and knowledge of international team playing systems and individual athlete strengths and weaknesses and how that impacts on the requirements of the National Team.</li> <li>• Play the role of “critical friend” or “devil’s advocate” by replicating how an opposition coach will seek to defeat the National Team, or National Team plans in Competition and assist to reducing the possibility of this occurring.</li> </ul>

## APPENDIX B: SELECTION PROCESS

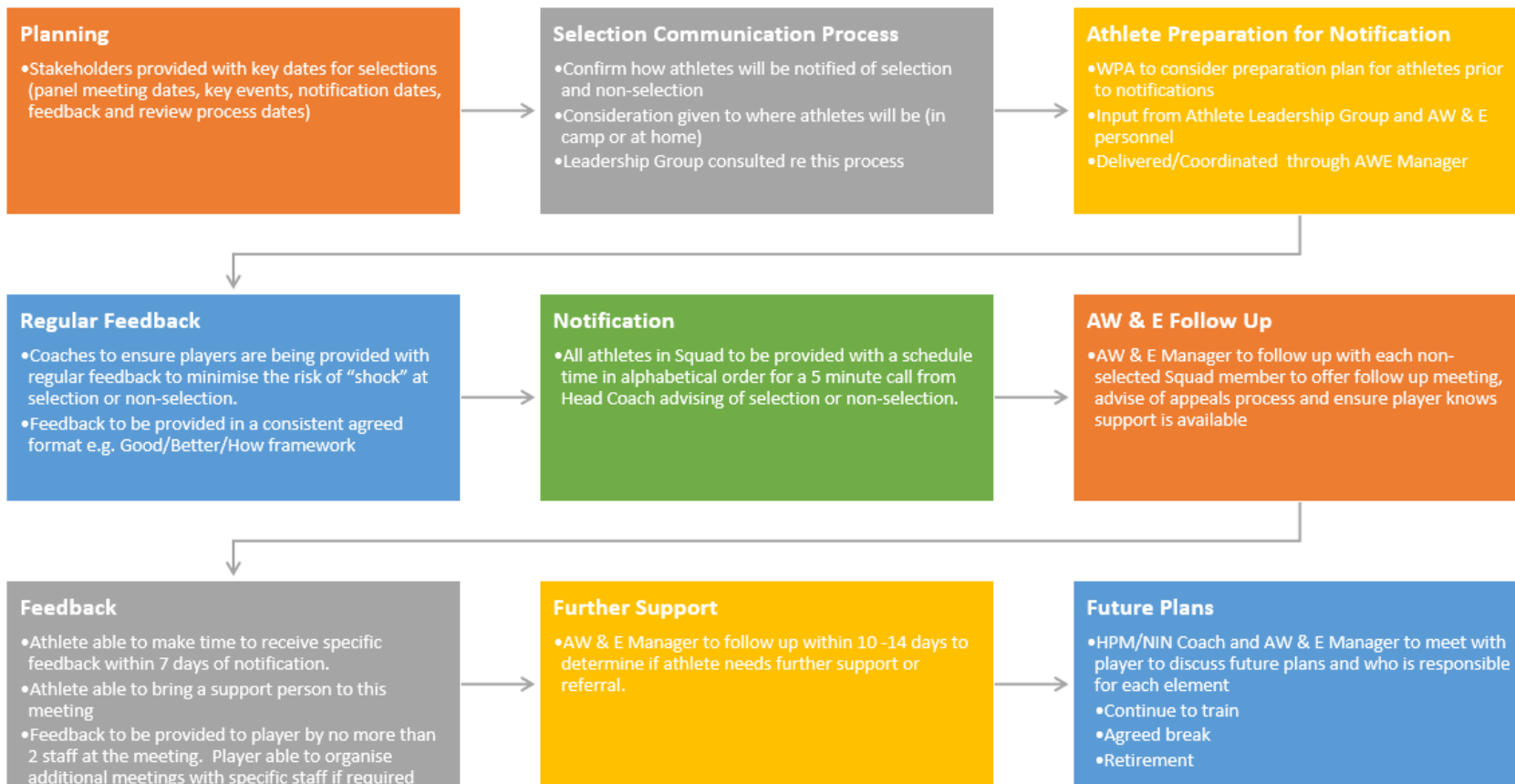
- 1.1. In selecting the National Squad and National Team, the Selection Panel will select those athletes who, to the satisfaction of the Selection Panel in its sole and absolute discretion, will achieve the optimum National Team compatibility and balance to achieve the best possible results for Australia in accordance with the Objectives of clause 3.

- 1.2. National Squad and National Teams will be selected as and when required for Competition or Preparation Programs and these dates will be made publicly available as early as practicable.
- 1.3. The Campaign Plan will articulate when the changes from National Squad selection to National Team election occur and these will be communicated to the players.
- 1.4. Athletes will be monitored and assessed across a range of Competitions over a period of time and WPA will outline which competitions will be identified as selection opportunities for the respective programs in the [National Competitions Framework](#), which may be amended from time to time. The Selection Panels will also be regularly engaged in conversation with coaches across Australia to build their knowledge base about athletes to inform selection discussions.
- 1.5. The size of the National Squad will be as deemed appropriate and as approved by the GM-P in consultation with HPC and CEO.
- 1.6. Considerations that may affect determination of numbers may include athletes playing overseas and the provision of targeted opportunities for a particular athlete cohort.

## APPENDIX C: SELECTION COMMUNICATION PROCESS



# WPA Selection Communication Process





## APPENDIX D: PLAYER ASSESSMENT MATRIX

Please note this is an excel document containing calculation and comments to further explain the parameters being assessed. Below is an image of the template used only.

Player Assessment Matrix										
Name (first, last)	Position 1	Position 2	Age	International Games Played	Technical Rating	Tactical Rating	Physical Rating	Team Performance Behaviours	Performance Factor	Overall Rating
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## APPENDIX E: WPA ATHLETE CATEGORISATION MATRIX

Performance Pathway Categories	Description & Criteria
<b>PODIUM</b>	<b>Olympic Pathway</b> – athletes in a senior team/squad that has won a medal at an Olympic Games, World Championships or agreed BME <sup>1</sup> in the previous 24 months and <b>must</b> be considered capable of winning a medal at the next Olympic/Paralympic Games, as measured against the Athlete Assessment Matrix.
<b>PODIUM READY</b>	<b>Olympic Pathway</b> – athletes in a senior team/squad that has placed 4-8th at the most recent Olympic Games, World Championships or agreed BME <sup>2</sup> . Athletes must be considered capable of progression to PODIUM level and targeting a medal at the next Olympic Games, as measured against the Athlete Assessment Matrix
<b>PODIUM POTENTIAL</b>	Athletes in a Senior squad where the Senior Team does not achieve a top 8 finish at the pinnacle or BME and who will have achieved agreed performance benchmarks which, alongside international competition performances, reasonably indicative of their future potential for podium success, as measured against the Athlete Assessment Matrix. Athletes must be considered capable of progression to at least PODIUM READY level categorisation within the agreed sport matrix timeframes.
<b>DEVELOPING</b>	Athletes have progressed through a reliable talent confirmation phase and placed within the National Junior / U20 Squad. Athletes must be considered capable of progression to at least PODIUM POTENTIAL level categorisation within the agreed sport matrix timeframes, as measured against the Athlete Assessment Matrix and considering top 8 team performance at the world championships or equivalent when they occur.
<b>EMERGING</b>	Athletes have been identified by an NSO via a valid and reliable talent identification process, known as the National Youth / U18 Squad . (agreed in advance and with future podium potential characteristics identified) and are going through a set time-limited period of talent confirmation, as detailed in the Athlete Assessment Matrix and considering top 8 team performance at the world championships or equivalent when they occur.

<sup>1</sup> Pinnacle Event – will vary across sports but is the peak event typically occurring within a four-year cycle

<sup>2</sup> BME (Benchmark Event) - will be agreed at the beginning of the cycle as part of the planning process and **MUST** be an event with comparable performance standards to those needed at the pinnacle event.

3. Each squad, not including the senior squad, is limited to the age specified under FINA rules for participation at the identified pinnacle and BME competitions.