

Commonwealth Games of Jersey ("CGAJ") Selection Process of Team Jersey – 2018 Games



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Executive Summary

Introduction and Core Principles

This paper sets out the Team Selection Process for Team Jersey representing the CGAJ at the Commonwealth Games or the Commonwealth Youth Games and the core principles applied in its design and execution.

The Team Selection Process is intended to be a collaborative process between the CGAJ, its member sports and the athletes and to be as clear and unambiguous and as objective and transparent as possible to all involved, whilst at the same time ensuring fairness and consistency between athletes and between sports and ultimately meeting CGAJ's objectives for successful performances at the Games by the athletes selected to represent Team Jersey.

The Team Selection Process is subject to such overriding rules and conditions as may be imposed by the Commonwealth Games Federation ("CGF") from time to time.

Eligibility

Athletes wishing to compete for Team Jersey must meet the Eligibility Rules detailed in this paper. Early in the qualifying period all Athletes should read these Eligibility Rules carefully and if either they or their sport are in any doubt whether they are eligible please check with either of the two Team Officials or any member of the Validation Group

Team Selection – Roles & Responsibilities

Validation Group – Works with each sport to establish Selection Criteria for each sport and receives athlete registrations at the beginning of the qualifying period, oversees the monitoring of athlete preparation during the qualifying period and considers athlete nominations for selection at the end of the qualifying period.

Appeals Panel – Available to review decisions of the Validation Group in the event that a member sport disagrees with a decision of the Validation Group. Appeals Panel will not review appeals made by individual aggrieved athletes.

Chef de Mission (CdM) and General Team Manager (GTM) - The CdM supported by the GTM are the elected team officials primarily responsible for managing Team Jersey once it has been selected, before, during and after the Games.

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Athletes' Representative – The Athletes' Representative is an elected team official whose primary role is to assist and represent the interests of Athletes. Whilst the Athletes' Representative's main role starts once the Athletes have achieved final selection, he/she is also available to assist registered athletes during the qualifying period.

See "**Appointments**" for the persons elected to these groups or positions

Team Selection – Process & Timetable

Registration – Athletes wishing to compete for Team Jersey must register at the beginning of the qualifying period in January 2016.

Selection Criteria will be agreed for each sport at the beginning of the qualifying period setting out the basis upon which selection will be made for that sport and will cover the following two key areas:-

(a) **Preparation**

- Athletes will be required to commit and adhere to a strict regime of planned training and competition which will be monitored over the qualifying period
- Athletes will be required to take part in sport specific training, testing, lifestyle coaching etc., with established minimum requirements

(b) **Performance**

- Athletes will be required to compete in a minimum number of prescribed national and international standard competitive events during the qualifying period.
- Athletes will be required to show their results or performances at such events during the qualifying period as measured against minimum clearly stated Performance Indicators (a time distance, score or position, or a combination of them set out in the Selection Criteria).

Guidance on content of Selection Criteria

- Selection Criteria and Performance Indicators should be benchmarked against a "top 2/3 placing" or "Round of 32" in knock out events at the previous Games
- Performance Indicators should be set at a level that should avoid athletes being lapped and withdrawn from an event.
- Performance Indicators should be at least equal to the equivalent for 2014 Games
- Selection Criteria should take into account recent historical research into previous Games results.

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- Athletes should make every effort to attend several athlete days to be arranged during the two year period leading up to the 2018 Games.
- Athletes are expected to be injury free at the time of the Games or declare if at any stage they have an injury. Apart from injury Athletes are expected to complete their event regardless of weather or other circumstances.

Maximum Team Size

The CGF have imposed a maximum team size for Team Jersey of 33 athletes for all sports except for Beach Volleyball which, if their athletes qualify for selection, will be in addition to this maximum. The Team Selection Process is now designed to accommodate this constraint.

Team Selection Process

Final athlete selection is a four stage process, (i) **Athlete Nomination** (by each sport); (ii) **Validation** (of the Athlete Nomination by Validation Group); (iii) **Provisional Selection** (by each sport especially where there are more successfully validated athletes than places available in the particular event); and (iv) **Final Selection** (of the 33 athletes to represent Team Jersey by the Validation Group if there are more than 33 athletes provisionally selected by all sports).

As a consequence of the possible need to conduct a Final Selection process (which will only be known once the number of Provisionally Selected athletes that there are for all sports is known) it will likely not be possible to confirm any athlete's selection or make any Team announcement until after the Final Selection has taken place.

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Timetable – Key Dates

Dec 31st 2015	Athlete registration for 2018 (Games – 28 months)
March 1st 2016	All sports submitted Selection Criteria to validation
April 1st 2016	As many sports Selection Criteria finalised as possible
April 4th 2016	First quarter report sheets from all registered athletes
April 23rd 2016	First athlete day (Games – 24 months)
July 4th, Oct 3rd and Jan 2 nd	Future quarterly report dates
August 31st 2016	All papers finalised
Oct 15th 2016	Second athlete day
August 2017	Validation will start to review athlete progress and be accepting sports' athlete nominations for selection
December 2017	Commence final review of results and submissions for both athletes and support staff

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A – Core Principles

The core principles underpinning the Selection Process for Team Jersey representing the CGAJ at the Commonwealth Games or the Commonwealth Youth Games (each individually and together, the "Games") are as follows:

- 1) The Team Selection Process shall be subject to any overriding rules or conditions imposed by the CGF from time to time.
- 2) The process for the selection to Team Jersey shall be as clear and unambiguous and as objective and transparent as possible to all involved. Each of the CGAJ, its member sports, the Validation Group and all athletes shall have a common understanding of the Selection Process for Team Jersey and of the Selection Criteria that will form the basis for selection.
- 3) Responsibility for preparing the Selection Criteria, upon which much of the Team Selection Process is based, rests with the member sports subject to oversight by the Validation Group of the CGAJ to ensure consistency between sports and adherence to the overall guidance and objectives of the CGAJ.
- 4) The Team Selection Process shall be effective in ensuring that the objectives of the CGAJ for a successful participation by athletes selected to represent Team Jersey at the Games are achieved and that in practice those athletes and officials who warrant and deserve selection as part of Team Jersey are selected.
- 5) The Team Selection Process may be changed by the CGAJ Council from time to time upon recommendation by the Validation Group in the light of experience, but not so as to materially affect the Team Selection Process during the qualifying period of a games cycle.

B – Eligibility

Eligibility Rules

Member sports and athletes should take note of the rules on Eligibility detailed in the Regulations of the CGAJ and summarised below together with some additional explanatory notes. Athletes wishing to compete for Team Jersey must meet these Eligibility Rules. Athletes supported by their sports are primarily responsible for ensuring at an early stage that they are eligible to compete for Team Jersey.

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- 1) In order to be eligible to compete in the Games as a member of Team Jersey an athlete must be the holder of a British passport;
- 2) An Athlete will be eligible to participate as a member of Team Jersey at the Games if he/she meets any one of the following criteria:-
 - a) He/she is born in Jersey; or
 - b) He/she has a parent that was born in Jersey; or
 - c) He/she represented Jersey on the last occasion that he/she participated in the Games;
- 3) An Athlete may also be eligible to participate as a member of Team Jersey at the Games if he/she:-
 - a) has resided in Jersey for a continuous period of at least 5 years and has qualified residential status in accordance the island's housing regulations; or
 - b) he/she falls outside these housing regulations but has otherwise resided in the Jersey lawfully as a lodger or licensee for a continuous period of at least 5 years;

and in either case,

 - c) he/she has obtained dispensation in accordance with Article 24.5 of the Commonwealth Games Federation ("CGF") Constitution

Explanatory Notes on Eligibility

Member sports and athletes should also take note of the following further explanatory notes on the Eligibility Rules outlined above:

- 1) An athlete who has previously participated as a member of Team Jersey at the Games having been deemed eligible under the rule set out in 3 above and having been given CGF dispensation at that time under the rule set out in 3 c) above remains eligible to compete for Team Jersey in future Games.
- 2) An athlete seeking to become eligible to compete for the first time as a member of Team Jersey in accordance with the rule set out in 3 above, must seek and obtain CGF dispensation. Whilst CGAJ would normally expect CGF to grant dispensation under Article 24.5 of the CGF constitution for any athlete that meets the criteria in the rules set out in 3 a) or b) above, this decision is not under CGAJ control and it is not beyond the realms of possibility that CGF may at their discretion seek to apply a different (longer) period of residence.

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- 3) Whilst CGF dispensation may be sought for athletes who have had a shorter period of residence in Jersey or there are other relevant circumstances that might warrant seeking the dispensation and CGF do have discretion in this respect, the likelihood of such applications to CGF being successful is less certain and the CGF would have to be convinced of the reasons for relaxing their rules.
- 4) An athlete who has represented other CGA's at the Games but now wishes to compete with Team Jersey will not only be required to meet the above criteria but will need to get clearance from each of:-
 - a) the CGA they previously represented;
 - b) their International Sporting Federation;
 - c) their Jersey Sporting Association; and
 - d) the CGF;in each case at least 12 months prior to the Games at which they wish to participate.
- 5) An athlete, who either initially intends to compete as a member of Team Jersey at the Games, or has already competed as a member of Team Jersey and then considers competing for another CGA, should consider carefully the implications of making the change and the possible adverse impact on their ability to return to represent Team Jersey in the future. Should the decision to compete for another CGA be taken after CGAJ have already incurred costs in their arrangements for the athlete to compete for Team Jersey, CGAJ may seek to recover such costs from the athlete or their member sport.
- 6) Any athlete (or their member sport) who is unsure of their eligibility under these rules to compete for Team Jersey at the Games is strongly urged to consult a member of the Validation Group or the Chef De Mission or the General Team Manager either directly or via their member sport as early as possibility in the Games cycle. This will maximise the chances of gaining eligibility and avoid the risks of severe disappointment at a late stage in the Games cycle.

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C – Team Selection – Roles & Responsibilities

The selection process for Team Jersey takes place over the 3 year period prior to the Opening Ceremony of the Games. The key groups and individuals involved in the process, their roles and responsibilities and the related governance arrangements are summarised below including the following key aspects:-

- Validation Group
- Appeals Panel
- Conflicts of Interest
- Chef de Mission & General Team Manager
- Athletes' Representative

Validation Group

- 1) At least 30 months prior to the Opening Ceremony of the next Games, the CGAJ Council shall elect a Validation Group consisting of the President, Secretary General and five elected members (not necessarily CGAJ Council delegates). The five elected members shall elect a Chairman.
- 2) Where either (i) the CGAJ Council fails to elect five members; or (ii) a vacancy arises during the Games cycle; the Validation Group shall have the power to co-opt persons identified from within member sports not necessarily members of CGAJ Council. Any such co-opted members shall be notified to CGAJ Council at the next available opportunity but such notification shall be for information and not for approval purposes.
- 3) The President and Secretary General shall be entitled to attend and be heard but shall not be entitled to vote at meetings of the Validation Group. Each elected member of the Validation Group shall be entitled to one vote unless conflicted (see "Conflicts of Interest" below) and in the event of a tied vote the Chairman shall have a second casting vote. .
- 4) The Validation Group shall be quorate with at least 50% of voting members present and able to vote i.e. not conflicted.

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- 5) The primary responsibilities of the Validation Group are:-
- a) At the start of the qualifying period:
 - i) Agree a timetable for the 'selection process' leading up to the Opening Ceremony of the next Games and publish such timetable to member sports.
 - ii) Register athletes who seek to be selected as a member of Team Jersey at the Games
 - iii) Publish guidance for each member sport on the format and content of the Selection Criteria
 - iv) Publish, following consultation with each member sport (where necessary), the agreed Selection Criteria for each member sport
 - v) Publish guidance and a template to each member sport on the presentation of the evidence as to how each proposed athlete has met their respective Selection Criteria.
 - vi) Agree on the qualities and experience required of nominees for the positions of Team Managers and distribute such agreed qualities and experience as advice to member sports.
 - b) During the qualifying period:
 - i) Oversee the monitoring of athletes' adherence to agreed preparation, training a competition regimes
 - ii) Endorse the selection of Team Managers in consultation with the Chef de Mission.
 - c) At the end of the qualifying period:-
 - i) Apply the agreed Selection Criteria within each member sport as a basis for deciding on the approval of athlete nominations.
 - ii) Consider whether all nominees (athletes/managers/coaches) are suitable ambassadors for their sport and for Team Jersey before during and after the Games.
 - iii) Consider whether all nominated athletes meet the eligibility requirements as detailed above and in the Constitution & Regulations. Note that primary responsibility for ensuring eligibility rests with the athlete and the sport and this aspect should have been confirmed by them well before this stage in proceedings.
 - iv) De-register athletes prior to the Games who either wish to be de-registered or who fail or refuse without reason cause to comply with this Selection Process

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- d) At any time, de-register or de-select athletes/managers/coaches who either wish to be de-registered or de-selected or who fail or refuse without reasonable cause to comply with the requirements of this Selection Process.

Appeals Panel

- 1) At least 30 months prior to the Opening Ceremony of the Games the CGAJ Council will elect an Appeals Panel consisting of five persons including an independent Chairperson who shall not be a member of the CGAJ Council and four additional members, at least one of whom shall not be a member of the CGAJ Council and none of whom may also be members of the Validation Group.
- 2) Where either (i) the CGAJ Council fails to elect five persons or (ii) a vacancy arises during the Games cycle; the CGAJ Executive Officers in consultation with the elected independent Chairperson of the Appeals Panel shall have the power to co-opt persons identified from within member sports not necessarily members of CGAJ Council. Any such co-opted members shall be notified to CGAJ Council at the next available opportunity but such notification shall be for information and not for approval purposes.
- 3) Members of the Appeals Panel shall be entitled to one vote each unless conflicted (See "Conflicts of Interest" below) and in the event of a tied vote the Chairman shall have a second casting vote.
- 4) The Appeals Panel shall be quorate with at least 50% of voting members present and able to vote i.e. not conflicted.
- 5) The Appeals Panel may meet to hear appeals brought by any member sport requesting that the Appeals Panel review any decision of the Validation Group made pursuant to this Selection Process save and except for decisions made at the absolute sole discretion of the Validation Group referred to below.
- 6) Accordingly the Appeals Panel may meet to hear appeals brought by any member sport in relation to any of the following matters:
 - a) The registration (or de-registration) of an athlete
 - b) The validation of Selection Criteria submitted by a member sport,
 - c) The validation/provisional selection (or revocation of such validation/provisional selection) of an athlete
 - d) The revocation of the appointment of a coach or manager or other official for the sport

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- 7) The Appeals Panel may not meet to review any decision taken by the Validation Group in exercise of powers where it has absolute sole discretion in each of the following five areas:-
- Any decision to accept or otherwise a late athlete registration.
 - Any decision to accept or otherwise a request for an amendment to a sport's Selection Criteria in exceptional unforeseen circumstances after they have been agreed and published.
 - Any decision to accept and validate or otherwise an athlete nomination on a provisional conditional basis
 - Any decision to accept and validate or otherwise an athlete nomination where the athlete has narrowly failed to achieve the prescribed Performance Indicator.
 - Any Final Selection decision required as a result of the number of Provisionally Selected athletes for all sports exceeding the maximum team size of 33 athletes.

See below for further explanation of each of these possible circumstances.

- 8) Appeals may not be brought personally by an aggrieved athlete.
- 9) The Appeals Panel may hear representations from both the member sport and the Validation Group.
- 10) An application for a hearing of the Appeals Panel must be lodged with the CGAJ's Secretary within no more than 14 days of the date of notification of the Validation Group's decision that is the subject of the appeal.
- 11) In relation to any matter under appeal the Appeals Panel shall have the power take whatever action it deems appropriate including but not limited to:-
- Determining the matter under appeal in favour of the member sport or in favour of the Validation Group in which case the decision of the Appeals Panel shall be final; or
 - Referring the matter either to CGAJ Council or back to the Validation Group for further consideration taking into account specific circumstances and/or the views or recommendations of the Appeals Panel.

Conflicts of Interest

- 1) Any voting member of the Validation Group or the Appeals Panel who is either
- associated with a member sport whose Selection Criteria, or whose nominated athlete, is being considered by the Validation Group or the Appeals Panel; or

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- b) who is a close family relative of a nominated athlete being considered by the Validation Group or the Appeals Panel;

shall be regarded as conflicted for this purpose and shall not be entitled to vote on the matter.

- 2) For this purpose the term close family relative shall include at least any child, niece or nephew, sibling or 1st cousin of the conflicted voting member but may depending upon the circumstances include other relationships in which case their entitlement to vote shall be decided upon by the other voting members of the relevant subcommittee.
- 3) The onus shall be on the potentially conflicted voting member of the Validation Group or the Appeals Panel to disclose any such actual or potential conflict of interest before any discussion or any vote on the matter takes place.
- 4) In the event that the Chairman of the relevant subcommittee is the conflicted voting member and before any discussion of or any vote on the matter, the remaining voting members shall appoint one of their number to exercise the Chairman's casting vote in the event of a tied vote.

Chef de Mission & General Team Manager

- 1) At least 30 months prior to the Opening Ceremony of the Games the CGAJ Council will appoint a Chef de Mission and a General Team Manager from nominations submitted by Member sports.
- 2) Nominations must be made in writing together with a CV to the Honorary Secretary at least 2 months prior to the deadline for the appointment
- 3) The Chef de Mission supported by the General Team Manager will be in overall control of the administration of the team, once it is named, and of team members whilst travelling and attending the Games.

Athletes' Representative

- 1) The Athletes' Representative shall be appointed in accordance with the process and timetable set out in the Games Team Management Paper.
- 2) The Athletes' Representative may assist and represent registered athletes during the preparation and qualifying period and Finally Selected athletes once the Team Selection Process is completed but shall not participate in the Team Selection Process itself.

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D – Team Selection – Process & Timetable

The selection process for Team Jersey takes place over the 3 year period prior to the Opening Ceremony of the Games. The key stages of the process and the related timelines are described below as follows:-

- CGF Rules and Conditions
- Registration of athletes
- Validation of Selection Criteria
- Form and Content of the Selection Criteria
- Athlete Nomination, Validation and Selection
- Appointment of Managers and Coaches
- De-registration of an athlete
- Revocation of Validation/Selection of an athlete
- Revocation of appointment of coach, manager or other official
- Contracts with CGAJ

CGF Rules and Conditions

- 1) The Team Selection Process shall be subject to any overriding rules or conditions imposed by the CGF from time to time.
- 2) For the 2018 Games the CGF have imposed a cap on the overall size of Team Jersey of 33 Athletes across all sports except for Beach Volleyball. The maximum team size will be increased to accommodate any beach volleyball athletes that qualify for selection.
- 3) The CGF do not normally impose minimum selection criteria for any sport or event but where, by exception, they do so, the applicable selection criteria shall be the higher of that imposed by the CGF and that set out in the validated selection criteria for the sport.
- 4) For the 2018 Games the CGF have set minimum selection criteria for certain field events in the sport of athletics.

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Registration of athletes

- 1) At least 30 months prior to the Opening Ceremony of the Games, athletes in conjunction with their member sports may register their intention to put themselves forward for consideration for selection for Team Jersey at the Games setting out a clear statement of their development plan over the qualifying period.
- 2) The Validation Group, giving at least one month's notice, shall fix a date by which any athlete wishing to be considered for selection as a member of Team Jersey shall register. Any athlete who fails to register by that date without reasonable cause shall be ineligible for selection. The refusal to register an athlete may be referred to the Appeals Panel by the aggrieved sport.
- 3) The Athlete's development plan should cover all relevant aspects of development including training, coaching and competition. The athlete's progress against such development plan will be monitored by the member sport and overseen by the Validation Group who shall provide feedback to the athlete on whether or not they are considered to be meeting the commitments made in their development plan.
- 4) If an athlete who was unknown to the sport at the end of the registration period is subsequently identified during the qualifying period and who is considered by his/her sport to have the potential to meet the Performance Indicators set out in the Selection Criteria for the sport concerned (see below), the Validation Group shall have power at its absolute sole discretion to accept a late registration of the athlete, making such conditions on such late registration as it sees fit in the circumstances.

Validation of Selection Criteria

- 1) The Validation Group will make their decisions based solely upon the Team Selection Process as set out in this paper and in particular the Selection Criteria agreed with each member sport as part of that process. For the 2018 Games these are the only criteria that will govern the size of the team selected. The Selection Criteria are therefore crucially important to the Team Selection Process.
- 2) It is crucial for the sport, its athletes and the Validation Group, that the Selection Criteria are clear and unambiguous and leave as little scope as possible for personal interpretation and judgement. All these stakeholders must have a clear and common understanding of the sport concerned, the basis of selection and the selection process and in particular the Selection Criteria should be clear and transparent to all interested parties.

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- 3) From 30 months prior to the Opening Ceremony of the Games, member sports may commence submitting their proposed Selection Criteria to the CGAJ for consideration by the Validation Group.
- 4) Member sports shall have at least a 3 month window in which to submit their Selection Criteria for consideration by the Validation Group i.e. until at least 27 months prior to the Opening Ceremony of the Games.
- 5) Subject to this minimum requirement and giving at least 14 days' notice to all member sports the Validation Group may specify a date after which no further Selection Criteria may be submitted by any member sport which has not already done so.
- 6) Accordingly all member sports that are scheduled to be competed at the Games are urged to submit Selection Criteria covering all disciplines, events and genders that are to be competed at the Games, even if they do not believe they are likely to have any athletes of the required standard for any events for the sport or for certain disciplines, events or genders, as it would likely be too late to either submit or amend Selection Criteria after this "Last Submission" date in the event that an eligible athlete is subsequently identified.
- 7) The Validation Group shall agree the Selection Criteria for each sport with the relevant member sport as soon as possible.
- 8) It is the responsibility of each member sport to prepare Selection Criteria which will form the basis of selection of athletes from that sport and to submit such Selection Criteria to the Validation Group for validation.
- 9) It is the responsibility of the Validation Group to validate each sport's Selection Criteria in consultation with the sport and by assessing whether they meet the requirements of and the guidance contained in this Team Selection Process paper and as far as possible ensuring a consistent approach and standard across all member sports.
- 10) Ultimately the Validation Group is required to form its own view and will only validate the submitted Selection Criteria, once it is satisfied that the requirements of this Team Selection Process paper have been met.
- 11) If the Validation Group and the member sport are unable to reach agreement on the Selection Criteria the sport may refer the matter to the Appeals Panel for resolution.

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- 12) Once agreed, with or without any referral to the Appeals Committee, the Selection Criteria shall be published and made available to all athletes and may not be changed during the Games cycle save in the manner and in the exceptional circumstances described below.
- 13) The Validation Group shall in its absolute sole discretion have the power in exceptional circumstances to amend Selection Criteria after they have been agreed and published. Such amendment may be made at the request of the sport or otherwise, in circumstances which could not reasonably have been foreseen at the time the Selection Criteria were approved. The Validation Group shall have the power to amend the Selection Criteria as it sees fit in all the circumstances.
 - a) An example of circumstances which would likely qualify for making a change to the Selection Criteria might be an unforeseen change to the rules or conditions under which a sport is competed, the effect of which is to materially impact the Performance Indicators contained in the Selection Criteria.
 - b) An example of circumstances which would likely not qualify for making any change to the Selection Criteria might be where a sport failed to include in their Selection Criteria, Performance Indicators for all events, disciplines or genders, known to be included in the Games in the belief that they were unlikely to be able to identify any athletes of an appropriate standard in that event, discipline or gender. If subsequently an athlete is identified it would be too late to amend the Selection Criteria to include Performance Indicators for this event, discipline or gender.

Form and Content of the Selection Criteria

- 1) The Selection Criteria shall comprise two distinct components of the standards that aspiring athletes must demonstrate they have achieved in order to be considered for selection to Team Jersey:
 - a) **Preparation** – They will be demanding setting out expected measurable standards of preparation including commitment, training and coaching, lifestyle and mental preparation, a planned program of competition and preparation generally over the Games cycle; and
 - b) **Performance** – They will specify demanding Performance Indicators setting out expected minimum levels of performance wherever possible benchmarked against performance levels achieved in the previous Games indicating where necessary and appropriate the specific or general levels of competition in which such performances shall be achieved.

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- 2) For this purpose "Performance Indicator" means a time, distance, score or position, or a combination of them, or such as other measure of performance as the sport may propose within the relevant sport's selection criteria
- 3) The expectation is that any athlete able to demonstrate that they have met both the Preparation and the Performance components of the Selection Criteria can have a reasonable expectation of competing with integrity in the Games and at a level that meets or exceeds the specified Performance Indicators.
- 4) The Selection Criteria should reflect the following characteristics:-
 - a) Where practical to do so the Selection Criteria and in particular the Performance Indicators should be designed such that any athlete achieving that level of performance might reasonably have expected to have achieved either a top 2/3 position in the field or a "round of 32" result in the preceding Games.
 - b) Where the conditions of a sport or event provide that an athlete who has been lapped shall be withdrawn from the event the Performance Indicators should be set at a level designed to ensure that this does not happen.
 - c) Selection Criteria should include Performance Indicators that at least equal or better the equivalent Qualifying Standards for the sport in the 2014 Games.
 - d) Take into account the historical research into Team Jersey results over the last three Games in 2006, 2010 and 2014 which have been provided to the sports.
 - e) Require athletes to participate in a minimum number of prescribed (either in general terms or specifically) national or international events of an appropriately high standard during the qualifying period.
 - f) Require athletes to participate in planned Team Jersey Athlete Days to be held during the qualifying period unless they have very good reasons not to.
 - g) Make athletes aware that all athletes selected for the Games are expected to be injury free and 100% fit or if they are injured such injury should be declared to either of the two CGAJ Team Officials before leaving for the Games if possible or in any event as soon as practicable.
 - h) Make athletes aware that apart from injury all athletes selected for the Games are expected to complete their event regardless of adverse weather or other circumstances.
 - i) Where such details are known at the time the Selection Criteria are prepared and validated, they should clearly indicate and explain where the CGF have imposed rules or conditions which may impact the selection of athletes.

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Team Selection Process

- 1) The final selection of an athlete as a member of Team Jersey is a **four** stage process which takes place towards the end of the qualifying period as follows:
 - a) **Nomination** – A sport may nominate, for consideration by the Validation Group, any athlete who the sport considers has met the requirements of the sport's Selection Criteria.
 - b) **Validation** – If, having reviewed the Athlete Nomination made by the sport, the Validation Group is satisfied that the nominated athlete has indeed met the requirements of the sport's Selection Criteria they will validate the athlete's nomination.
 - c) **Provisional Selection** – Each sport shall provisionally select athletes from those that have been successfully validated for that event.
 - i) Where there is the same number, or fewer, validated athletes for an event than there are places available to Team Jersey in that event, this provisional selection will normally amount to a confirmation, by the sport concerned, that the validated athletes are provisionally selected.
 - ii) However where there are more validated athletes for an event than there are places available to Team Jersey in that event, the sport concerned will be responsible for the provisional selection of athletes from the successfully validated athletes for that event.
 - iii) In any event having completed its Provisional Selection the sport shall confirm and notify in writing its provisional selections for each event to the Validation Group.
 - iv) Athletes should note that neither achieving the relevant Performance Indicator nor achieving Provisional Selection necessarily guarantee selection for Team Jersey.
 - d) **Final Selection** –
 - i) Final Selection will only be made after (i) all sports confirm that they have no further athletes nominations; (ii) All athlete nominations have been validated (successfully or otherwise) and the sports have been notified and given 14 days to appeal against any unsuccessful nominations or have confirmed in writing that they will not be bringing any such appeal; and (iii) All sports have confirmed their Provisional Selection from their respective successfully validated athletes.

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- ii) If at this point the number of provisionally selected athletes (excluding beach volleyball) is equal to or less than the maximum team size of 33 athletes then those Provisionally Selected athletes shall automatically become Finally Selected to represent Team Jersey.
 - iii) If at this point the number of provisionally selected athletes (excluding beach volleyball) is greater than the maximum team size of 33 athletes, then the Validation Group will undertake a further Final Selection of 33 athletes from the provisionally selected athletes for all sports.
 - iv) This Final Selection, if required, shall be undertaken by the Validation Group in such manner and taking into account such information as may be available to it, including through such further consultation with the sports, as it sees fit.
 - v) Any such Final Selection shall be made at the sole discretion of the Validation Group and shall not be capable of being made the subject of an Appeal by any sport.
- e) **Team Announcement –**
- i) The announcement of the Final Selection of the successful athletes selected to represent Team Jersey will only be made by the Validation Group until after completion of the Final Selection Process and even then, only once any athletes that were Provisionally Selected but have not been successful in being Finally Selected, have been advised.
 - ii) The Validation Group may choose to make early announcements of the athletes provisionally selected for each sport, once these are known, if it becomes sufficiently confident that the number of Provisionally Selected athletes will not exceed the maximum team size of 33 athletes.
- 2) Member sports may begin submission of Athlete Nominations to the Validation Group from 36 weeks prior to the Opening Ceremony of the Games and the Validation Group will also commence their review and validation of such Athlete Nominations from that date, assessing them against the relevant Selection Criteria.
- 3) Athlete Nominations shall be made in a form prescribed by the Validation Group which will include the name of the athlete and evidence of their having met the requirements of both the preparation and performance components of their relevant Selection Criteria (or, in the circumstances described below, the potential to do so).

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- 4) All Athlete Nominations must be submitted to the Validation Group no later than a date to be specified by the Validation Group at least eighteen weeks prior to the Opening Ceremony.
- 5) The Validation Group shall have the power in its absolute sole discretion to accept and validate Athlete Nominations in the following exceptional circumstances:-
 - a) There may be limited capacity to validate an Athlete Nomination on a conditional basis after the date set as the latest date for submission of Athlete Nominations, in circumstances where an athlete has not quite met the Selection Criteria but in the opinion of the sport has the potential to do so in competitions to be held in the few weeks following the final date for submission of Athlete Nominations but before the latest date set by the Validation Group for such "late" validations and selections.
 - b) An Athlete Nomination may be validated in circumstances where the athlete has not quite achieved the prescribed Performance Indicators but in the opinion of the sport has demonstrated the development potential and commitment to preparation over the qualifying period to do so by the time of the Games.

In such cases the Athlete Nomination should still be made by the prescribed final date set for Athlete Nominations, making clear the circumstances in which the sport is requesting validation. The Validation Group has the power at its absolute sole discretion to make athlete validations in such circumstances and in doing so may set such conditions as it sees fit in the circumstances.

- 6) The numbers of athletes selected in accordance with this Selection Process shall always be limited by the rules of the CGF and the Games organisers and may also be limited by the CGAJ in accordance with this Selection Process.
- 7) Validation must be complete for all sports at least seven weeks prior to the Opening Ceremony.

Appointment of Managers and Coaches

- 1) Each member sport having a competitor named in the team will generally be entitled to one Team Manager/Coach and may submit names for supporting officials, depending on team size and discipline. Although it is hoped that extra officials will gain accreditation to support their sport at the Games, there is no guarantee that they will be selected as official members of the Team Jersey.
- 2) The Chef de Mission may request additional specialists to be included in the team

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- 3) At least eighteen weeks prior to the Opening Ceremony, and on a date specified by the Validation Group, member sports will submit names and curriculum vitae of team managers and coaches, with details of their experience and the role they have performed with athletes during the course of at least 2016 and 2017 and their continuing required role prior to and at the Games. Member sports may begin submission from 36 weeks prior to the Opening Ceremony. The appointment of managers and coaches to be part of Team Jersey is at the discretion of CGAJ.

De-registration of an athlete

- 1) At any time prior to the validation of a registered athlete, the Validation Group may by notice to the relevant member sport and the athlete in question, give one month's written notice that the athlete shall be de-registered.
- 2) The de-registration of an athlete shall be for cause, which shall be stated in the notice.
- 3) An aggrieved member sport shall have the right to refer the de-registration to the Appeals Panel

Revocation of Validation/Selection of an athlete

- 1) Without prejudice to any other power of the CGAJ, at any time prior to the official departure of Team Jersey to the Games, the Validation Group, acting in conjunction with both Chef de Mission and the General Team Manager, may by notice to the relevant member sport and a validated/selected athlete, give written notice that the athlete's validation/selection shall be revoked.
- 2) For this purpose the Chef de Mission and a General Team Manager shall each have one vote alongside the voting members of the Validation Group and shall be subject to the rules on conflicts of interest.
- 3) The revocation of the validation/selection of an athlete shall be for cause, which shall be stated in the notice.
- 4) An aggrieved member sport shall have the right to refer the revocation of validation/selection to the Appeals Panel

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Revocation of appointment of coach, manager or other official

- 1) Without prejudice to any other power of the CGAJ, at any time prior to the official departure of Team Jersey to the Games, the Validation Group, acting in conjunction with both Chef de Mission and the General Team Manager, may by notice to the relevant member sport and the coach, manager or other official, give written notice that the coach, manager or other official's appointment shall be revoked.
- 2) For this purpose the Chef de Mission and a General Team Manager shall each have one vote alongside the voting members of the Validation Group and shall be subject to the rules on conflicts of interest.
- 3) The revocation of an appointment shall be for cause, which shall be stated in the notice.
- 4) An aggrieved member sport shall have the right to refer the revocation of appointment to the Appeals Panel

Contracts with CGAJ

Following selection each athlete that has been selected as a member of Team Jersey and each appointed manager and coach shall be required to enter into a contract with the CGAJ.

E – Appointments for 2018 Games

Chef de Mission -

Gary Jones

General Team Manager -

Morag Obarska

Validation Sub- Committee

Graham Huelin (Chairman)

Nathan Jegou

Richard Corrigan

Marc Yates

Greg Davis

Appeals Panel

Steve Meiklejohn (Chairman)

Alan Cross

Derek Ferguson

Eileen Vowden

Penelope Sturmer

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Paul du Feu (President – Non Voting)

Paul Huddleston (General Secretary – Non Voting)

Melissa Luis (Admin Support – Non Voting)

Athletes' Representative Gary Jones*

*This appointment was made before Gary Jones was elected Chef De Mission. It is considered that the two appointments conflict and are mutually exclusive. Accordingly it is intended that he will be replaced as Athletes' Representative as soon as a replacement can be found.

F - Youth Games

Whilst this Team Selection Process is intended to apply principally to the main Commonwealth Games, the Validation Group recommends that essentially the same process should be applied for the Youth Games although clearly separate Selection Criteria would need to be agreed for the Youth Games.

The Validation Group also recommend that the Chef de Mission for the Youth Games be appointed at least 18 months before the Youth Games are due to take place.

Approved at the Validation Group on April 20, 2016

Approved in principle at CGAJ Council on April 23, 2016 subject to late changes to reflect the following:-

- i. The CGF imposing a maximum team size for Team Jersey;
- ii. The CGF imposing minimum qualifying standards for certain field athletics events; and
- iii. The role of the Athletes' Representative;

all three of which are now reflected in this Team Selection Process paper.