



BOWLS SOUTH AFRICA

MODUS OPERANDI

FOR

SELECTORS

(NSCS)

February 2019

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1. In terms of Clause 15.1 of the Bowls South Africa Constitution, within 60 days of an Annual General Meeting, Bowls South Africa [hereinafter referred to as the Executive], shall appoint separate Men and Women's Selection Committees from nominations submitted by Districts. Each Committee shall consist of three persons.
 - 1.1 Whilst two separate committees will be appointed the following Modus Operandi will apply to both Selection Committees.
 - 1.2 The appointment additional or replacement members to the Committee shall be at the sole discretion of the Executive.
 - 1.3 The Convener shall be appointed by the Executive.
 - 1.4 The Committees shall be responsible and accountable to the Executive.
 - 1.5 The Convener may convene any selection meetings of the Committees as and when required at his/her discretion or as directed by the Executive.
 - 1.6 In the event of the Convener not being present at any scheduled Meeting, the Committee shall elect one of the members to act as Chairperson for that Meeting.
 - 1.7 In the event of the Committee not being able to reach a unanimous decision, the matter must be referred to the Executive.
 - 1.8 All minutes of meetings and copies of correspondence must be submitted to the Bowls South Africa Office within 15 days of such meeting.
 - 1.9 The Committees shall meet as and when required to perform their functions. The nature and purpose of the Committees are such that many of the functions can be performed through telephonic or electronic communications reducing the need for physical meetings to the minimum. All

communications relating to NSCS affairs must be copied to both the Convenor and Executive liaison member.

- 1.10 The Convenor shall determine the allocation of duties and responsibilities to the members of the Committee
- 1.11 Members of the Committee shall seek approval for un-budgeted expenses from the Convenor and the Executive Liaison Member.
- 1.12 Members of the Committees shall be entitled, upon submission of satisfactory documentation to the Bowls South Africa Office, to be reimbursed for reasonable travelling, accommodation, subsistence and communication expenses, provided it was recommend and signed by the Convenor.
- 1.13 The Committees may not conduct banking accounts of any nature either in its name or in the name of Bowls South Africa.
- 1.14 No credit purchases, travel or accommodation arrangements may be made without the prior written consent of the Executive.
- 1.15 The Bowls South Africa Office may make cash or cheque advances against an agreed budget for specific courses or events.
Reconciliation of these advances together with supporting documents must be submitted to the Bowls South Africa Office within 15 days of closure of course or event.
- 1.16 Any conflict of interest must be declared by any member of the NSCTO annually

2. **Bowls SA Selection Committees:**

- 2.1 Selectors appointed should meet most of the following criteria:
- 2.2 Personal Bias:

A National Selector must be accepted as being completely unbiased in terms of both individuals and districts or areas. Any suspicion of bias would render a national selector as completely non-functional and most certainly unacceptable in the eyes of the community in which he or she serves.

- 2.3 Total Commitment to a Singular Task:
A National Selector cannot be seen to have even the slightest leaning or affinity to areas of previous loyalty and it follows, therefore, that he/she most definitely may not serve as a District Official in any capacity whatsoever. All previous responsibilities to a District must be discontinued.
- 2.4 Technical Knowledge:
A National Selector must have a good technical knowledge of the game and should have accumulated this knowledge through experience and he/she should be a registered coach with Bowls South Africa and have at least attained a Level 2 Coaches Grade [at the discretion of the Executive].
- 2.5 Laws of the Sport of Bowls:
National Selectors are required to have a good understanding of the Laws of the Sport of Bowls and have been evaluated at least a Level 2 Technical Official [at the discretion of the Executive].
- 2.6 Achievement:
It would seem almost impossible that a selector could select a team to compete at international level and that same individual has not himself/herself played the game at an acceptable level. It follows that a national selector should at least have played with some level of success at District level.
- 2.7 Availability:
Considerable amounts of time need to be given to the task of national selection as the process requires that the selector would need to be in touch with players and future prospects performances on a regular basis so as to ensure that an ongoing program of talent identification is operational. National Selectors need to be able to commit

themselves to the task and to have the necessary time available.

- 2.8 Political, environmental and socio-economic understanding:
A National Selector needs to have a complete understanding of the political and social environment in which he/she operates and with specific reference to the requirements of the governing bodies under which the sporting federation operates. This has particular reference to the affirmative action policies that may be required. Unless a national selector actually subscribes to and agrees with Bowls South Africa's policies in this regard, he/she will not meet the criteria for being a National Selector.
- 2.9 Knowledge of International playing conditions:
When a team is selected to compete overseas a National Selector will need to study all available documentation to have a good understanding of the playing conditions as they relate to surfaces, climate, accommodation and nutrition of the home country.
- 2.10 Knowledge of International players:
The quality of the players that a team is to compete against must be fully researched by both Bowls South Africa and the National Selectors to ensure that the right players are selected in the best interests of achieving success.
- 2.11 Compatibility:
The psychological aspects of team dynamics and team compatibility need to be well understood in terms of team selection as these dynamics effect both the individual teams and the total team composition.
- 2.12 Negotiation Skills:
A National Selector needs to have good negotiation and debating skills, as the process of selection requires good argument and proposal. Outdated voting type systems are not acceptable in the real world of team selection and any National Selector must have the courage of his/her convictions and be able to well justify a proposal for selection.

- 2.13 Management Skills:
To be an effective and efficient National Selector good management skills are required as accurate record keeping, good time management, effective communication skills and good organisational skills are a most basic pre-requisite for a most demanding and serious function.

3. The Committee shall:
- 3.1 Select players to represent South Africa in International fixtures subject to the criteria of the relevant Statutory Body.
- 3.2 Select players to represent South Africa as directed by the Executive and subject to the conditions applicable to the International Tournament and as directed by the Executive.
- 3.3 Select players to represent South Africa within the framework of development of the game of bowls and the creation of role models as directed by the Executive.
- 3.4 Select participants for the Masters Championships both the Open, Seniors and Under 30's within the Modus Operandi of the Tournament as created by Bowls South Africa.
- 3.5 At the request of the Executive select teams to participate in events as required.
- 3.6 Liaise consistently with all District Selectors in an effort to ensure knowledge of consistently good performers within a District and to be aware of emerging and prospective international players.
- 3.7 Maintain an accurate database of player's performances.
- 3.8 Be present at any events or tournaments as directed by the Executive.

4. Bowls SA Code of Conduct and Communication Policies

All members are to be conversant with and abide by these policies.

5. Attendance at Functions:

All Executive members, Selectors, Standing Committees and Players to attend all functions when required to do so.

Spouses/Partners will only accompany when specially invited. This must be approved by the Office.

No Spouses/Partners to accompany any Executive, Selector or Standing Committee member when they travel for official duty. The President may under very special circumstances allow a spouse/partner to accompany the member. The additional cost will be for the member's account.

6. Standing Committee Clothing Policy:

The following is the dress policy whilst performing Bowls SA duties, unless instructed otherwise by the President or the Bowls SA office.

6.1 Formal Attire

Any Formal Evening Occasion, Annual General Meeting, Special General Meeting, Council Meeting, District Annual General Meeting, Funerals.

MEN

Bowls SA Blazer, Bowls SA Tie, Cream Shirt, Cream Trousers, White Shoes.

WOMEN

Bowls SA Blazer, Bowls SA Scarf, Cream Blouse with collar, Cream Skirt or Slacks (Stockings if wearing a skirt), White or Cream Sandals or Shoes, Cream Handbag.

HEADWARE - MEN AND WOMEN

Hat with Bowls SA Hatband
(Hats are optional. No caps for formal wear)

6.2 Informal Cream Apparel

Attendance at Tournaments or Competitions when formal dress is not required.

MEN

Bowls SA Windbreaker, Cream Golf Shirt, Cream Trousers, White Shoes. Navy Blue trousers may be worn whilst running courses or officiating at tournaments.

WOMEN

Bowls SA Windbreaker, Cream Golf Shirt, Cream Skirt or Slacks, White Shoes. Navy Blue Slacks may be worn whilst running courses or officiating at tournaments.

HEADWARE - MEN AND WOMEN

Hat with Bowls SA Hatband, Cap or Cap/Peak
(Hats are optional or as per the individuals requirement)

Correct dress to be worn on arrival.

2017

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