



***NSWRA Representative Team
Policy
For National Teams Matches***

***December 2021
Revision 6***

Document Control

Rev No	Date	Revision Details	Typist	Author	Verifier	Approver
1	06/08/01	Approved at July 2001 Council Meeting	SMN	SMN	KB	JF
2	23/05/08	Approved at February 2008 Council Meeting	BAB	SMN	BAB	JF
3	22/7/2018	Submitted to NSWRA Council for Discussion	GC	GC		
4	25/8/2019	Submitted to Council For Approval	GC	GC		
5	22/5/2020	Submitted to Council For Approval	GC	GC		
6	October 2021	Submitted to the NSWRA Board for Approval	JB	GC,JB	MS	
7	November 2021	Submitted to the NSWRA Board for Approval	JB	GC,JB	MS	
8	December 2021	Board Approved				

This document replaces all previous documents relating to team policy. It is a controlled document and may change from time to time due to changes in circumstance.

Any printed versions of this document should be aware of the need to verify the document's currency by the printed date of copy.

CONTENTS

CONTENTS	3
1. INTRODUCTION	4
<i>History and Alignment</i>	4
<i>Acknowledgement</i>	4
<i>Aim</i>	4
<i>Special Provisions</i>	4
2. ROLES AND RESPONSIBILITIES	5
<i>General provisions</i>	5
<i>The Board</i>	5
<i>Selection Committee</i>	5
<i>Team Captain</i>	5
<i>Wind Coaches</i>	6
<i>Manager</i>	6
<i>Team Members</i>	6
3. COMPETITIONS	7
<i>Official Teams</i>	7
<i>Other Teams</i>	7
4. SELECTION PROCESS	8
<i>Call for and Selection of Team Captain and Manager</i>	8
<i>Selection of Team Members</i>	9
5. SUPPORT	9
<i>Funding</i>	9
<i>Logistic Support</i>	10
6. UNIFORM	10
<i>Uniform</i>	10
<i>Uniform items not provided</i>	11
7. DISPUTE RESOLUTION	11
<i>Complaints</i>	11
<i>Team Selection Appeals</i>	12
8. CODE OF BEHAVIOUR	13
<i>All Participants</i>	13
<i>Shooters Code</i>	14
<i>Range and Butts Officers Code</i>	14
<i>Team Captains / Wind Coaches Code</i>	15
<i>Administrators / Officials Code</i>	15
9. RECOGNITION	16
10. RECORDS	16

1. INTRODUCTION

History and Alignment

The NSW Rifle Association's aim at all times is to promote the sport of Target Shooting for the benefit of the sport and its members and to conduct, encourage, promote, advance and administer safe target shooting activities and events throughout New South Wales.

The first NSW Rifle Team competed in 1862 in Victoria in the first 'Inter-Colonial' match between States. Over 420 individuals have represented this State in the Open Division of Target Rifle (TR) shooting at Colonial (1862-1900), Commonwealth (1900-1960) and the National (1960 – present) matches.

Today, the NSW Rifle Association proudly supports:

- Target Rifle (TR) Teams: Open, Veterans, Ladies, Under 25s
- Match Rifle Team
- 300 Metre Team
- F Class Teams: F Open, FTR, F Standard

The NSW Rifle Association Board (the Board) will continue to foster and support the development of rifle shooting teams to represent NSW in our sport.

Acknowledgement

This document replaces all previous documents relating to team policy. It is a controlled document and may be updated without notice periodically due to review or changes in circumstance. Any printed version would be uncontrolled and readers should check for latest versions.

This policy has been developed taking into account previous team experiences and team policies as well as input from the NSWRA and other associations where the material, intent, and ideas are aligned with the principles required by this policy.

Aim

The aim of this policy is to document the processes relating to team rifle-shooting within the control of NSWRA Inc.

These processes cover the following aspects of the policy:

- Roles and Responsibilities
- Competitions in Scope
- Selection
- Support
- Uniform
- Dispute resolution

Special Provisions

This policy is to be regularly reviewed by the NSWRA Board or any delegated sub committee. This interval is nominally annual, but a review can be carried out at any time if special or unusual variances arise.

2. ROLES AND RESPONSIBILITIES

General provisions

The NSWRA 'Codes of Conduct' shall form part of this policy. (Refer Item 8. Code of Behaviour)

All Team Members are deemed to have read and understood the NSWRA Team Policy and the Code of Conduct and agree to be bound by them.

The Board

The Board, via the NSWRA Office, will call for nominations for Captains, Managers, Wind Coaches and Shooters of representative teams, no less than 18 months prior to designated Team's Events.

The Board will:

- select the Captain of each representative team.
- be responsible for all official announcements associated with team selections.
- provide final endorsement of the team (manager, coaches, shooters) nominated by the Captain.
- be responsible for any dispute resolution.
- provide support to the team as outlined in later sections of this policy.

The Board, via the NSWRA Operations Manager, will maintain records and arrange recognitions as detailed at items 9 and 10 of this Policy.

Selection Committee

The Board will select Team Captains from nominations received or, if no suitable nominations via invitation, managing any conflicts of interest as required.

Where the Board is unsure or if there are no suitable candidates then the Board may co-opt a Senior NSWRA longstanding member or members with suitable credentials and without any conflict of interest to advise.

The Board will approve the Team Manager and Wind Coach/es following recommendation by the Team Captain.

The Team Captain and approved Wind Coach/es will form the Selection Committee to select the Shooting Members of the Team.

Team Captain

Once appointed, the Team Captain is the key member of the Team. The Team Captain will be required to sign and follow the "Team Captain Agreement".

Upon his/her appointment being confirmed by the Board the Team Captain shall recommend the Wind Coaches and Manager (where applicable) to be approved by the Board.

The Selection Committee will select the shooting team members, with the Captain being the principal selector.

The Team Captain will submit the final recommendation to the NSWRA Board for approval. This includes any short-listing to any trial squad from nominations received, in line with the Selection process detailed at Item 4.

The Team Captain is the team leader and has complete control of all team activities.

The Team Captain has the authority to take disciplinary action as follows:

- Standing down a member of the team.
- Referring a member for discipline under the Code of Conduct or SSR.

The Team Captain is to conduct team preparation activities to help ensure that the team performs to its potential. Preparation includes trial matches and participation in State V Rest matches.

The Team Captain is to provide general guidelines and tasks to be completed by the Manager to ensure objectives and deadlines are met in all matters of team management.

The Team Captain must be familiar with the requirements of the Team Member's Agreement and must ensure that each Team Member signs, (without alteration), and complies with the Agreement.

- While the team is on tour, the Team Captain is to represent the NSWRA at all official functions, presentations, meetings, etc. in the absence of any person officially appointed by the NSWRA.

The Team Captain is an ambassador of the NSWRA and must portray a positive image of the NSWRA at all times.

The Team Captain should regard the team to be a training ground for future teams and in this regard ensure all nominees for positions are left with a positive attitude to participate in future teams.

Wind Coaches

The Wind Coach's job is to work with the Team Captain to ensure that the team is selected on merit as part of the team selection committee

The Wind Coach will work with the Team Captain and plotters (where applicable) to maximise performance of the team.

Wind Coaches are ambassadors of the NSWRA and must always portray a positive image of the NSWRA.

Manager

The Manager will assist the Team Captain in all aspects of the team preparation, wherever required. The manager will be required to sign and follow the "Team Managers Agreement".

The Manager is to manage, organise and co-ordinate all non- shooting activities of the Team during selection trials, practices and matches, as required by the Team Captain. This shall include but not be limited to Team travel, uniforms, accommodation, meals, on-tour transport, communication and secretarial functions.

The Manager may submit a report to the NSWRA Board or include such report as an addition to the Team Captain's report.

The Manager is an ambassador of the NSWRA and must portray a positive image of the NSWRA at all times.

Team Members

For the purpose of this policy the following conditions apply to all members of the team, including Team Captain, Manager, Wind coaches, Shooters, and any other persons performing a role within the team and competition.

A 'Team Member's Agreement' must be completed and signed by all team members except the Team Captain and Team Manager who will be required to sign their respective position agreements.

Team members are required to purchase their own approved uniform and provide their own rifles, ammunition and equipment as required to perform their duties.

Team Members shall at all times, both during and outside competition, comply with the constitution, regulations, policies, and reasonable direction of NSWRA, the anti-doping policy of the NRAA, Standard Shooting Rules, and the rules of the Competition.

Team Members must be available to attend and participate, to the best of their ability, in all competitions, training sessions, training camps and team meetings as directed by the Team Captain.

Team Members shall maintain their rifle[s] and all shooting equipment to the highest standards of accuracy and reliability throughout the duration of the Team.

Team Members must comply with all reasonable instructions from Team Management and treat other team members including opponent with respect.

Any Team Member may obtain personal sponsorship and participate in any advertising, marketing, or promotional activity, provided that it does not conflict with NSWRA policy or directions.

The Team Management personnel consist of the Team Captain and the Manager, if appointed, only. No other person is to make any arrangement on behalf of the Team or its members, without the prior approval of the Team Captain.

Team members shall attend and wear the official team uniform at all official functions and as directed by the Team Captain or Manager.

Team members are the ambassadors of the NSWRA and must portray a positive image of the NSWRA at all times. Inappropriate behaviour, swearing, abuse and drunkenness will not be tolerated and may result in disciplinary action.

3. COMPETITIONS

Official Teams

The NSW Rifle Association Inc. recognise and support the following teams when preparing for, and competing in, official NRAA national teams match competitions or approved overseas matches (eg Bisley UK, New Zealand):

- NSW Senior Team
- NSW Under 25 Team
- NSW Match Rifle Team
- NSW Ladies Team
- NSW Veterans Team
- NSW 300 Metre Team
- NSW F Class Teams

Other Teams

There are currently several competitions that are run on an unofficial basis but teams compete under the banner of the NSWRA.

Such teams are not eligible for the same financial support as the official teams and are considered "Goodwill" teams.

This does not exclude these teams from support completely and they may ask for any assistance that might make the competition successful. Such requests are to be directed through the NSWRA office who will forward these requests to the Board for consideration.

The NSWRA Board will consider all requests taking into consideration current financial capacity, special circumstances, and such grounds as included in the request.

Logistic support as outlined in section 5 is available to unofficial teams.

The current unofficial NSWRA teams compete in the Martin-Baxter match and can include the F Class competitions.

4. SELECTION PROCESS

All teams, official or unofficial, will follow the selection process outlined in the following section. Where conditions dictate due to unusual circumstances, the Board or any delegated sub committee will decide any course of action required to resolve difficulties.

An example would be where insufficient suitable names are received after the call for nominations or members withdraw from the team for any reason.

Call for and Selection of Team Captain and Manager

The Board, via the of the NSWRA office, will call for nominations for Team Captains, Managers, Wind Coaches and Shooters of representative teams, no less than 18 months prior to designated Team's Events This is a general guideline but may vary depending on circumstances.

The nominations will be advertised as broadly as possible (eg NSWRA member emails, on the NSWRA website, the ATR magazine if timeframes suit, etc) so that as many members as possible are made aware of the opportunity.

The Board Delegate will provide all Captain nominations to the Board to appoint a Team Captain.

Should a Board member be a nominee, or related to a nominee, for any Team position then that party must be excluded from any discussions and voting to avoid possible conflict of interest.

If, after nominations have been received and no applicant is considered suitable, the Board at its discretion, may invite a suitable member to take up the position of Team Captain.

The appointment of the Team Captain should be made as soon as practicable after nominations for the position close and following selection the position of Team Captain will be announced by the NSWRA Chairman or Board Delegate.

The Board Delegate will immediately provide all nominations for Wind Coaches, Managers and Shooters to the Team Captain.

The Team Captain should then select from the nominees, their preferred Wind Coaches and a Team Manager (where applicable). If there are insufficient nominations or no one deemed suitable then the Captain may invite suitable persons to fill the positions.

The Team Captain may choose to delay Wind Coach selection until after a trial process.

The Captain will recommend the Wind Coach and Manager positions for Board approval.

The Team Captain and Wind Coach/es become the Selection Committee for shooting team members.

Should the Team Captain or Wind Coach/es be related to a nominee for shooter then they must be excluded from any discussions and voting in relation to that individual to avoid possible conflict of interest.

Selection of Team Members

The Selection Committee may select the shooting members of the team from the received nominations without trials for minor events; however, for major competitions at least one trial must take place.

It is important for Team Captains to remember that the selection process is not only to select the current team but also to provide training for potential future team members.

If insufficient shooting team numbers are received, the Selection Committee may invite suitable members to trial.

If excessive nominations are received, the Selection Committee may select a trial squad. The numbers may be at the Team Captain's discretion.

The Selection Committee may name two non-travelling reserves in order of preference. Reserves should be included to participate in all subsequent team practices.

In selecting members apart from shooting ability, team compatibility and individual temperament as well as the ability to fill in other roles should be an important consideration in the process.

The team as recommended by the Team Captain must then be submitted to the NSWRA Board for final endorsement. Any changes that the Board may consider necessary or any queries in relation to selections must be fully discussed at a meeting with the Team Captain. Endorsement by the NSWRA Board is necessary as the team is a NSWRA State Team [Official or Goodwill] and as such belongs to all members of the NSWRA Inc.

All team members should then be advised of their inclusion in the team by the NSWRA Chairman and the team should then be announced publicly.

The selections should be published on the NSWRA website and ATR if timeframes suit.

The Selection Committee will select the team for each match from Board approved shooting members, when at the competition venue.

Generally, the Team Captain of any team should not take on additional roles. Eg Captain/coach, Captain /Shooter. However, in extenuating circumstances at a competition venue, the Selection Committee may select any team member in any role in the best interests of the Team's success.

5. SUPPORT

Funding

The NSWRA Board may provide financial support for Official Teams dependent upon current financial capacity and provided all the Official Teams can be supported equitably.

The Team Captain is responsible for the disbursement, reconciliation and reporting of all team funds and must comply with any direction from the Board for funds received which may be allocated for specific purposes.

The Team Captain may consult with the Team Manager or delegated to the Team Manager the responsibilities for allocation of funds in accordance with this policy.

For funding which is over \$500, the planned allocation of team funds must be submitted to the NSWRA Board for ratification, no less than 15 days prior to disbursement of funds.

Team funds should be allocated fairly and transparently, and priority maybe be given to junior team members or team members who are financially challenged.

A detailed report of how the funds were used must be included in the final Team Captain's report.

The Team Captain is to submit a detailed written report to the NSWRA Board within 28 days of the competition's conclusion. Such report shall include details of overall team performance in all

matches, individual performances, observations and recommendations for consideration by the Board for future teams.

Logistic Support

The following support is available to all teams:

- The NSWRA will make available at no charge on-site accommodation for NSWRA members attending trials on ANZAC range only.
- All other costs for the trials, including range, target, and marker fees, are to be borne by those involved.
- The NSWRA will subsidise the State v Rest Match and make available at no charge on-site accommodation for NSWRA members attending training sessions or practices on ANZAC range only.
- Match fees for the team competition day[s] will be paid by NSWRA.
- Other support may be requested by any team at any time. Such requests should be directed through the NSWRA Office. The NSWRA Board will consider individual requests on an ad hoc basis, taking into consideration any special circumstances or such grounds as included in the request.
- Additionally for official teams only, NSWRA will pay for two team photographs at cost price for NSWRA records.

6. UNIFORM

Uniform

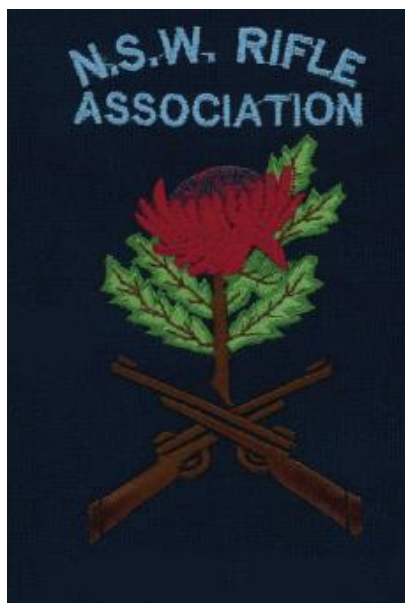
The official blazer for all the NSW official teams must be sourced through the NSWRA recommended supplier.

All members of their first official team will be eligible to receive free of cost the items described below.

Replacement items thereafter will be supplied at cost price.

- An official NSWRA team hatband for all team members for first time selection.
- An official NSWRA team tie (men) or scarf (ladies) for first-time selection.
- A blazer pocket will be provided for first time selection in each official team category. These will be specifically designed for each discipline as follows:
 - TR with the words " STATE TEAM" embroidered on the badge.
 - As appropriate TR, F Standard, F Open or FTR plus STATE TEAM
 - MATCH RIFLE plus STATE TEAM
 - VETERANS plus STATE TEAM
 - 300M plus STATE TEAM
 - LADIES plus STATE TEAM
 - The year of competition can also be included on the pocket.
 - The crossed rifles part of the logo may be changed to be more representative of the particular discipline provided that it is first approved by the NSWRA Board

SAMPLE DESIGNS



Changes to the above design should first be approved by the NSWRA Board.

Uniform items not provided

All Official Team members must provide an official NSWRA blazer and other items of mandatory team uniform eg. grey trousers, skirt, white shirt and black shoes.

Other items that are not provided by NSWRA and are official team-specific clothing, eg. Hats, caps, polo shirts, track suit jackets etc are to be purchased by the individual from the NSWRA or other suitable suppliers.

Teams may decide for more casual team attire whilst on the mound or socialising but not for official occasions. In which case attire with the NSWRA logo may be used provided that the clothing is not offensive nor is likely to embarrass the NSWRA or any other teams or individuals.

T Shirts or Jumpers may have the NSWRA logo. NSWRA T shirts are available from the store

7. DISPUTE RESOLUTION

Complaints

In the event of a complaint or dispute, team members should initially try to resolve the problem with the person concerned, but, failing this, immediately seek the assistance of their Team Captain or a mediator if the Team Captain is involved. If this resolves the issue, no further actions are necessary, except the Team Captain is bound to report the incident in the match report. The situation may also be informally brought to the notice of the NSWRA Director responsible for competitions.

If, after the above process, a dispute still exists the following actions will be taken:

- At the earliest opportunity a formal meeting should be called by the Team Captain to apprise the NSWRA Director responsible for competitions of the situation, and collectively try to resolve the dispute. This meeting may require contact by electronic means but must be arranged as soon as possible after informal attempts have failed.

The course of action decided should at all times consider the harmony of the team, the reputation and image of the NSWRA. It is likely that in difficult circumstances, advice would be sought from all Board members, and NSWRA members with relevant knowledge.

Resolution may need to be achieved by some or all the following actions:

- Making another final attempt at mediation or time-out.
- Standing down a member of the team.
- Disciplining a member under the Code of Conduct or SSR.

Note that in the case of the NSWRA Director responsible for competitions having any direct involvement in the dispute or being the subject of the dispute then that role is taken over by the NSWRA Chairman or other NSWRA Board members.

Team Selection Appeals

If an individual believes that they have not been treated fairly with team selection, then they follow the following process.

1. Approach the captain with the complaint and ask for a formal discussion regarding the complaint. All details of this conversation are to be recorded and signed off by both parties. Hopefully this will result in any untoward issues being addressed and reasons given to justify the decisions made.
2. The Captain and Complainant must ensure that this discussion takes place in a professional manner to ensure success.
3. If the issue does not get resolved for an appeal on the selection process the appellant must give written notice of their appeal to the NSWRA Delegate within 5 days of the announcement of the decision against which the appeal is made.

The notice of appeal by the appellant must:

- State the name and address of the appellant.
- State the name of the Member organisation and club to which the appellant is a member.
- Identify the maker of the decision, from which the appeal is brought.
- Set out the substance of the decision from which the appeal is made.
- Set out the grounds on which the appeal is made.
- Be accompanied by a copy of any item of documentary evidence relied on in support of the appeal.
- State whether the appellant wishes to rely on the oral evidence of any person (including the appellant) and set out the name and address of any person other than the appellant whose evidence the appellant wishes to rely.

In the case of an appeal regarding selection or non-selection the grounds of appeal must:

- Point to the area of grievance and give the basis for the view.
- Be specific to results achieved in specified competitions; and only be brought on the basis that published selection criteria were not adhered to in the selection of the team.
- Be accompanied by the appeal fee of \$500 (including GST, if any).
- On receipt of the notice of appeal the NSWRA Delegate shall consult the NSWRA Board who shall determine the members of the Appeals Tribunal.

- Once the Appeals Tribunal is appointed the NSWRA Delegate shall advise, in writing, the appellant and the members of the Appeals Tribunal of the date, time and place for the hearing.
- Hearings are to be conducted with as little formality and technicality and with as much expedition, as proper consideration of the matter before the Appeals Tribunal permits.
- Hearings may be heard by way of teleconference or other electronic means.

The Appeals Tribunal may do any one or more of the following in relation to the appeal:

- Reject the appeal if it fails to comply with any provision of the selection policy.
- Give the appellant such opportunity as it thinks fit to amend or supplement the appeal
- Hear such oral evidence as it thinks fit, including hearing such evidence by telephone conference.
- Adjourn the hearing of the appeal.
- Examine and cross examine witnesses and may appoint a legal representative or other person to assist it.

The Chairman of the Appeal Tribunal shall ensure that the appellant:

- Shall have every reasonable opportunity of being fully heard, and of being assisted or represented by not more than one person;
- Shall have every reasonable opportunity of calling witnesses & producing documents
- Shall have every reasonable opportunity of putting questions to any witnesses called.
- Within forty-eight (48) hours of the close of the hearing the Chairman shall forward to the NSWRA Delegate the report of the Appeal Tribunal, which shall consist of its findings, signed by the Chairman and one other member.

In determining the appeal, the Appeal Tribunal shall do one or more of the following:

- Uphold an appeal in whole or in part.
- Dismiss an appeal in whole or in part.
- Set aside a decision from which an appeal is brought in whole or in part.
- Substitute a decision from which an appeal is brought or any part of a decision.
- Amend the decision from which an appeal is brought.
- Refer the decision from which an appeal is brought back to the person or body who made it, with or without a recommendation of the Appeals Tribunal.
- Take such other action as it thinks fit, and in each case shall give written reasons for its decision.
- The discussions and deliberations of Appeal Tribunals shall remain confidential.

8. CODE OF BEHAVIOUR

All Participants

All participants in the NSW Rifle Associations Events and related events held under the auspices of either the NSWRA or NRAA are required to adhere to the following values and code of ethics:-

- Encourage honest and open competition

- Respect individual differences of people with the NSWRA
- Support innovation and creativity
- Share failures and celebrate success
- Share the responsibility for work loads
- Encourage new participants to join the sport of rifle shooting and extend to them the hand of friendship
- Participate as members of a team to achieve the organisations Goals and Objectives
- A Shooter, Range & Butts Officer, Wind Coach, Team Captain, Manager, Official or Organiser must not engage in any verbal or physical confrontations with any Shooter, Range & Butts Officer, Wind Coach, Team Captain, Manager, Official or Organiser no matter how minor

Shooters Code

- Always abide by the Standard Shooting Rules
- Be equally loyal to yourself and your team
- Always exhibit exemplary sportsmanship
- Enjoy the sport by giving your best at all times
- Co-operate with your Team Captain, Wind Coach, Manager, Teammates and Officials
- Respect your opponents no matter how good or bad they are.
- A shooter shall not gamble on the results of any shooting contest under the jurisdiction of the NSWRA
- A shooter shall not be under the influence of alcohol or drugs of any shooting contest under the jurisdiction of the NSWRA.
- Gracefully accept the captain's decision in regard to team member's selection.

Range and Butts Officers Code

- Ensure that all safety requirements are strictly enforced
- Display fairness and uniformity in applying the rules
- Be honest in your assessment of situations
- Be consistent, courteous in calling all infractions
- Promote fair play and appropriate sports behaviour
- Use common sense to ensure the "spirit of the game". Avoid being too pedantic when applying the rules
- Be conscious that you are seen as a "Role model"
- Remain up to date with any rule changes/ or interpretations of rules as laid down by the NRAA and or the NSWRA
- Remain up to date with all Safety requirement changes including local rules.
- A Range and Butts officer should be a person considered beyond reproach

- A Range and Butts officer must not engage in any verbal or physical confrontations with any Shooter, Range & Butts Officer, Wind Coach, Team Captain, Manager, Official or Organiser no matter how minor
- A Range and Butts officer must not, while officiating in a shoot, use crude or abusive language, or engage in any conduct detrimental to the spirit or image of the sport of Rifle Shooting.
- A Range and Butts officer must at all times, act, dress and behave in a manner befitting the expectations of the NSWRA
- A Range and Butts officer shall not gamble on the results of any shooting contest under the jurisdiction of the NSWRA
- A Range and Butts officer shall not be under the influence of alcohol or drugs of any shooting contest under the jurisdiction of the NSWRA
- A Range and Butts officer should always be seen to fully support fellow Range and Butts officers, both on and off the range
- Where the NSWRA receives a report of any alleged breach of this code of ethics, if the Range and Butts officer is found guilty of that breach the NSWRA may after due inquiry, disqualify, suspend or otherwise deal with the person(s) concerned.

Team Captains / Wind Coaches Code

- Make a commitment and educate the team that the rules are a mutual agreement which no one should try to evade or deliberately break
- Be reasonable with your demands on shooters, their time, their energy and their enthusiasm
- Avoid over coaching and/or training your shooters
- Ensure that equipment and facilities meet safety standards of the age, sex and ability of your shooter/s
- Demonstrate respect for all your shooters no matter what level of ability they possess
- Do not use crude or abusive language or engage in any conduct detrimental to the spirit or image of the sport of Rifle Shooting towards your shooters.
- Develop respect for the ability of your opponents, Range and Butts officers and Officials
- Ensure you are well informed in regard to sound coaching principles and abreast of current trends.
- Create training programs with the view you are also training participants for future teams.
- Encourage and train junior members to fill positions in future teams.
- The Team Captain and Wind Coaches, along with the plotters, are to develop good communications and a sound mound procedure to provide the overall Team with the best chance of success.
- Wind Coaches must always act in an honourable manner.
- The use of course language when competing is not allowed.

Administrators / Officials Code

- Foster equal opportunity for participation in Rifle Shooting to all and not permit discriminatory behaviour

- Ensure that equipment and facilities are safe and appropriate to the ability level of all the participants
- Establish that adequate supervision is provided by qualified and competent Team Captains/ Wind Coaches and officials capable of developing appropriate sports behaviour and specific skill technique
- Provide opportunity aimed at improving the standards of coaching and officiating, with an emphasis on appropriate sports behaviour and skill technique
- Ensure the participants, Team Captains, Wind Coaches, sponsors, administrators, officials, physicians and parents understand their responsibilities regarding fair play in sport
- Ensure on and off the range behaviour is consistent with the principle of good sportsmanship

9. RECOGNITION

- Once a State Team has been endorsed by the Board, the NSWRA Operations Manager will publish details of the team on the NSW Rifle Association website.
- To continue tradition and subject to ongoing benevolence of members, any individuals being selected to the Open TR Team for the first time will be added to the NSW TR Team register and allocated a 'baggy blue' cap with the corresponding number of total team members since inception.

The Team Captain will award the cap at an appropriate time prior to the Competition.

The NSWRA Operations Manager will ensure a continued supply of caps for this purpose.



- Following receipt of the Team Captain's Report, the NSWRA Chairperson, on behalf of the Board, will send a signed letter to all individuals following their competition, to acknowledge their representation of NSW and their contribution to the Event.

10. RECORDS

To ensure a history of NSW Rifle Teams is maintained, the NSWRA Operations Manager will maintain a central register of all NSW representative Team events, members, individual and team scores and outcomes.