



BOWLS BY-LAWS COMMENCING 01/07/25

REVISION (13) 15/07/25

CLUB RULES FOR CHAMPIONSHIP, SOCIAL BOWLS & PENNANTS

THESE BY LAWS REV 13 HAVE BEEN APPROVED BY BOD AT A THE BOARD MEETING ON THE 15/07/25.

THESE BY LAWS ARE APPLICABLE TO ALL BOWLS PLAYED UNDER BOWLS NSW JURISTITION AND IN LINE WITH THE GENDER POLICY ADOPTED BY BOWLS NSW ON THE 24/09/19, Bowls NSW decision making individual Clubs responsible for their own bowls organisation and operation has prompted Figtree Sports to develop and implement a common set of By Laws for both Men's, Women's, and Open gender Bowls.

The BOD has agreed to retain Bowls Committee as a permanent advisory committee. The Bowls amalgamation agenda is continuing. The Committee will comprise the Bowls Coordinator as Chairperson, 1 Director, 2 Male Bowling Members and 2 Women's Bowls Representatives. Nomination for the 4 Members positions will be EOI and approved by the BOD. The Committee does not have any input in the day to day running and operation of Bowls. The function of the Committee is to deal with any Bowls matters where the BOD requires additional input and recommends to the BOD changes or additions that are considered beneficial. Accepts and reviews formal submissions and suggestions made by players. Assists the Bowls Co-ordinator (BC) with input into the format and operation and policy of Bowls.

The Bowls Co-ordinator (BC) will have overall responsibility for Men's and Women's Bowls. The Bowls Coordinator (BC) will run the Open, Men's Bowls and Women's Bowls assisted by volunteer members.

ANY CONTRADICTION BETWEEN THE CLUB BY LAWS AND BOWLS NSW CURRENT CONDITIONS OF PLAY (COP) THE NSW COP WILL TAKE PRECEDENT.

THESE BY LAWS MAY BE CHANGED OR AMENDED AT ANY TIME BY THE BOD.

1. CHAMPIONSHIPS

1.1 Nominated Bowls Coordinator (BC), and Chief Executive Officer (CEO) are ultimately responsible for the organisation & running of all bowls in the Club. The nominated BC and MC will be directed by the CEO, & assisted by the Directors, Selectors, Bowls Assistants, Green Keeping Staff & Umpires.

1.2 All Championships will be organised, and the games will be played in accordance with

- 1.2.1 The World Bowls "Laws of the Sport of Bowls Crystal Mark 4th Edition" including Domestic Regulations for Australia.
- 1.2.2 The current Bowls NSW & Conditions of Play (COP).
- 1.2.3 The current Illawarra Region Rules & Conditions of Play.
- 1.2.4 Figtree Sports conditions & rules of play as detailed below.

1.3 Controlling Body: Championships will be controlled by a nominated Controlling Body in accordance with the requirements of the current Bowls NSW Conditions of Play:

- 1.3.1 The Nominated BC will be responsible for organising a Controlling Body for the Championship event and /or a session of play in a championship event.
- 1.3.2 The Controlling Body will comprise a minimum of 1 person for Championship games.
- 1.3.3 The Controlling Body for the championship or games are to be made known to the Players & Umpires prior to commencement of play.
- 1.3.4 Members of the Controlling Body nominated for a game/s are to be available & on the Club premises during the entire game/s.
- 1.3.5 Controlling Body Members must be current full bowling members of the Club being the Nominated BC, Director, Selector, Life Member, competent person or Umpire all of whom are preferably not participating in the game/s. A nonplaying Umpire can officiate as a member of the Controlling Body & be the nominated Umpire for the game/s.
- 1.3.6 The Controlling Body must ensure that all players clearly understand the Conditions of Play & Laws pertaining to the game/s prior to nomination for an event or commencement of the game/s.

1.4 Club Championship Events: The following Club Championship Events will be played annually duration and format in line with Bowls NSW General COP:

- 1.4.1 Fours- 2 Bowls per player played over 21 ends.
- 1.4.2 Triples- 2 Bowls Per player 25 ends
- 1.4.3 Major Pairs- 4 Bowls per player 2 x 2 sequence played over 18 ends.
- 1.4.4 Minor pairs- 4 Bowls per player 2 x 2 sequence played over 18 ends.
- 1.4.5 Major Singles- 4 Bowls per player, 1st player to 25
- 1.4.6 Minor singles- 4 Bowls per player, 1st player to 25
- 1.4.7 Men's Major / Minors- 4 Bowls per player 2 x 2 sequence played over 21 ends.
- 1.4.8 Men's Senior Pairs – 2 x 2 sequence played over 21 ends.
- 1.4.9 Women's Major / Minors- 4 Bowls per player 2 x 2 sequence played over 21 ends.
- 1.4.10 Mixed Pairs- 3 Bowls per player played over 18 ends.

1.5 Eligibility for Championship Events: To be eligible for a Club Championship event the player must:

- 1.5.1 Be a current financial Full Bowling Member of the Figtree Sports Club. The financial year being the 1st July to the 30th of June of the following year.
- 1.5.2 Players transferring from another Club are eligible to play in any Championship event they have not played in at a previous Club during that financial year. Transfer clearance including payment of the Transfer Fee to Bowls NSW must be complete prior to the nominated closing date for the Figtree Sports event.
- 1.5.3 Has not played Open Pennants, Men's or Women's Bowls NSW Pennants at another Bowling Club in the financial year of joining Figtree Sports Club.
- 1.5.4 For graded events Major & Minor Singles & Pairs & Major/Minors comply with the grading & eligibility as determined by the Club Selectors.
- 1.5.5 Teams or Players are not to enter Championship Events knowing they will not be available to play all games including semi and finals that unavailability necessitating a forfeit.
- 1.5.6 Players who have won the Singles Minor Championship or Major Championships at other Clubs are not eligible to play in Minor Club Championships.
- 1.5.7 Figtree Sports Club Players who have won the Minor Singles Championship are designated as Majors & not eligible to play again in a Minor event.
- 1.5.8 A Minor player who has won a Minor Pairs Championship is still eligible to play in the Minor Singles Championship.
- 1.5.9 A Minor Player who has won a minor Singles Championship is not eligible to play in a minor Pairs Championship except in the same calendar year as winning the Minor Singles.

- 1.5.10 A Minor player who has won the Minor Pairs Championships is still eligible to play the Minor Pairs but not with the same winning partner of previous years.
- 1.5.11 A Nominating Player or Substitute Player in pairs cannot play Minor and Major Singles or Minor & Major pairs in the same year.
- 1.5.12 Major / Minor Substitutes: To be approved by the Controlling Body & be a Player of equal Pennant grading or ability as determined by the Selectors. Substitutes can skip. Substitutes to be approved by Selectors for grading & eligibility by the Controlling Body.
- 1.5.13 Major / Minors: The Championships Men and Women Major / Minors are "In House". The Men's Major / Minors has a Calcutta operating in conjunction with the Championship and is Open Gender. This Championship will remain Open Gender, but Women cannot play in both the Women's and Men's (Open gender) event.
- 1.5.14 Senior Pairs Championship Events: A player is not eligible to enter the Major or Minor Pairs and the Senior Pairs in the same financial year.
- 1.5.15 The club has adopted a policy of "Play by date" instead of "Play on date" allowing a Championship round to be played over several days. An eligible substitute can only substitute in one team in the same round of a championship event.

1.6 Rules & Conditions for Championship Events

- 1.6.1 A combined Men's and Women's Program for Club Championships integrated with Regional and Bowls NSW requirements will be prepared by the Nominated BC & approved BOD.
- 1.6.2 Nomination forms for Championships will be posted a minimum of 6 weeks prior to the closing date of the Championship.
- 1.6.3 The draw for the event will be completed & posted on the notice board a minimum of 2 weeks prior to the start of the 1st round. The Major Minors Championship and any other event which includes a Calcutta the teams will be posted prior to the Calcutta one week prior to the event and the draw will be posted immediately after the completion of the Calcutta auction.
- 1.6.4 Closing dates for entries & proposed playing dates must be clearly shown on the nomination sheet & Championship Draw. Draw will include dates for 4 rounds plus the Semi Final & Final.
- 1.6.5 Championships will be scheduled & played on Tuesday's, Thursday's, Saturday's starting before 9.30am and before 1.00pm & Sunday's starting before 9.30am with Sunday pm available if required.
- 1.6.6 Preferred that all games be played at the scheduled times & dates allowing the nominated Controlling Body to facilitate the necessary control supervisory & umpiring requirements.
- 1.6.7 With the adoption of the "Play By" rather than "Play On" date Games can be played prior to the scheduled date to provide the

player/teams with more flexible playing options. The request must be entered in the “**Request for Play Prior to Scheduled Date**” Sheet & approved by the Nominated Bowls Coordinator and/or the Controlling Body. Umpires will not be allocated for these games however the Nominated BC, and/ or the Controlling Body reserves the option to insist that an Umpire is present for preplayed games.

- 1.6.8 If a player or team is unable to play at the scheduled time & date & a request for a preplayed game has been denied the player or team will forfeit the game as stated in the current NSW GCOP.
- 1.6.9 If both teams and or players fail to turn up on the scheduled time & date both teams will be disqualified. This applies equally to approved preplayed games.
- 1.6.10 Championship Semi Finals and Finals must be played within 4 weeks of the original scheduled date. In addition, refer to the current Bowls NSW GCOP Concurrent Events and Order of Precedence.

1.7 Replacement & Substitute Players: The replacement & substitution of players in a team must be approved by the Controlling Body. The Controlling Body will apply the Law Book, Domestic Regulations for Australia Section DR 2.4, 2.5 and the current GOP. The exception to the Substitution of eligible players applies to the Major / Minor Championships wherein a substitute player can skip the game/s.

- 1.7.1 Appeals against a Controlling Body decisions are to be in writing with a \$20 fee to accompany the appeal and received by the Nominated BC within 24 hours, for review & determination by the BC and BOD. The \$20 fee will be returned if the appeal is successful.
- 1.7.2 Postponed or unfinished games are to be played by the next available date. Stoppage & resumption of a game on the same day or later date will comply with (Laws 33.1 to 33.4)
- 1.7.3 Representative games Regional & above take precedence over Club Championship Games. **Tournaments do not take precedence over club championship games.**
- 1.7.4 Umpires: The Nominated BC /WV is responsible for requesting Umpiring attendance at Championship Games. Umpires are to be allocated based on availability & liaison with the Chairman of Umpires who allocates the umpire and advises the BC.
- 1.7.5 Markers for singles games for the 1st round will be organised by the players involved in the event. Subsequent rounds the losers to mark the next game. If the marker is not available for the next round that marker is responsible for organising a replacement & must advise the Nominated Bowls Coordinator of the intended replacement.
- 1.7.6 Markers for the Major & Minor Singles finals should be the previous year’s winner. If winners are not available, the President or a suitable substitute marker will be appointed by the Controlling Body.

- 1.7.7 Inclement weather prior to the start of play: The game will not be called off before the allotted time unless the Green Keeper, Controlling Body and/or Directors have closed the green for the day.
- 1.7.8 Inclement weather during play: Stoppages will comply with (Laws 33.1 to 33.4) & Figtree Sports Club OH & S Policy.
- 1.7.9 Bowls Clothing for Championships: Refer to Section 5 Championship Event Attire / Uniform Policy.
- 1.7.10 Bowls (stick-on markings): The requirement for all players within a team or side to have identical stickers on all bowls is a COP determined by the Controlling Body for that event. On individual players bowls the markings / stickers must be the same design & colour on all 4 bowls or no stickers on any bowls. (Refer law 52.1.8.4). The Controlling Body will supply adhesive markings or request that all temporary markings be removed prior to commencement of play. (Refer Law 52.1.8)

1.8 Penalties & Fines

- 1.8.1 Deliberate nonsporting action will be dealt with in accordance with (laws 36.1 to 36.3) including referral by the Controlling Body to the BOD for review & determination of appropriate disciplinary action. Where appropriate the Umpire will submit a written report to the Controlling Body & the Controlling Body will submit this report & a separate Controlling Body Report to BOD where appropriate. (Refer Incidents Register Book).
- 1.8.2 A \$20 fine will be imposed on any player competing in Club Championships if they fail to turn up for play without notifying the Nominated BC within one day prior to the scheduled playing date. Application of the fine will be determined by the Controlling Body constituted for the championship and/ or game and / or referred to the BOD as appropriate.

1.9 Championship Payments:

The allocated Prize money for the Men' Championships and Women's Championships will be allocated as detailed below:

- 1.9.1 Major Singles: Winners \$750 Runners Up \$380
- 1.9.2 Major Pairs: Winners \$450 each player, Runners Up \$230 each player.
- 1.9.3 Triples: Winners \$230 each player, Runners Up \$120 each player
- 1.9.4 Fours: Winners \$230 each player, Runners Up \$120 each player
- 1.9.5 Minor Singles: Winners \$380 Runners/Up \$190
- 1.9.6 Minor Pairs: Winners \$230 each player, Runners Up \$120 each player.
- 1.9.7 Pairs Men's Senior: Winner \$230 each player, Runners Up \$120 each player.

- 1.9.8 Mixed Pairs: Winners \$230 each player, Runners Up \$120 each player.
- 1.9.9 Major/Minors: Winners \$190 each player, Runners Up \$80 each player
- 1.9.10 All winners receive a monogrammed shirt and / or cap including the Figtree Sports Logo, the event, year, and the winner's name. Players who win multi-Championships in one season will receive one shirt with all achievements monogrammed on the shirt.
- 1.9.11 The presentation of payments and shirts / caps will be done on Presentation Day on a date determined by the BOD.
- 1.9.12 The total prize money available for Men's, Women's and Open Championships is \$14,360**

2. SOCIAL BOWLS

2.1 The Nominated BC with the assistance of member volunteers as appropriate is ultimately responsible for the organisation, administration & running of all Social Bowls, Tournaments, Bare Foot Bowls & Bowls Promotions. The Nominated BC will be directed by the CEO & assisted by the Directors, Selectors, Bowls Assistants and Green Keeping Staff and Umpires.

2.2 All Social Bowls will be organised, and the games will be played generally in accordance with:

- 2.2.1 The World Bowls "Laws of the Sport of Bowls Crystal Mark 4th Edition" including Domestic Regulations for Australia.
- 2.2.2 Bowls NSW current Conditions of Play.
- 2.2.3 Figtree Sports Club conditions & Rules of play for Social Bowling as detailed below.

2.3 Controlling Body:

The Nominated BC is responsible for appointing a Controlling Body for all Social Bowls events. Social Bowls will be organised & controlled by the appointed Controlling Body in accordance with the requirements of the current Bowls NSW COP Duties of A Controlling Body.

- 2.3.1 For Social Bowls the Controlling Body will comprise a minimum of 1 person being the Nominated BC, Director, Selector, Life Member, Bowls Assistant or competent person. For Tournaments & Special Events the Nominated BC can appoint additional Controlling Body members as appropriate.
- 2.3.2 The members of the Controlling Body for Social Bowls are to be made known to players & Umpires as applicable.
- 2.3.3 Members of the Controlling Body nominated for the game/s are to be available & on the premises during the entire game/s.

- 2.3.4 Controlling Body Members must be current financial full bowling members of the Club.
- 2.3.5 The Controlling Body must ensure that all players clearly understand the Conditions of Play & Laws pertaining to the game/s prior to commencement of the game/s.

2.4 Social Bowls Events:

The following regular Social Bowls games will be played:

- 2.4.1 Tuesday 9.30am Women's Triples, Pairs, Fours as appropriate. Format to be determined weekly.
- 2.4.2 Wednesday 9.30 am Nominated Pairs **Men only**. (Format for the month to be selected by the BC and posted on the notice board in the preceding month. Margins format to be limited to the first week of the month. Players handicaps as posted based on pennant rating or as nominated by the selectors.)
- 2.4.3 Thursday from 9.30am to 12.30pm open and mixed Pairs and Triples as appropriate. Thursday 5.00pm to 7.00pm. Twilight pairs **open and mixed** event. COP to the discretion of the BC.
- 2.4.4 Friday 1.00pm Nominated Triples, **open and mixed** (Format for the month to be selected by the BC and posted on the notice board in the preceding month. Players handicaps as posted based on the current pennant rating or as nominated by the selectors.)
- 2.4.5 Saturday 1.00 pm Mixed Pairs, Club Select or Nominated. Winners off the table or highest margin as nominated on the day.
- 2.4.6 Sunday 9.30 am Nominated Pairs **Men only** Winners drawn off the table and once a month winning margins to suit.
- 2.4.7 Sunday 1.30 pm Nominated Pairs **Open and mixed**. Winners drawn off the table.
- 2.4.8 In addition to the regular Social Bowls games Tournaments & Special Events will be organised & played on dates to suit the combined Bowls Program including Pennants, Club Championships, Illawarra Regional commitments.
- 2.4.9 Handicapped Events: Club sponsored Tournaments and Events designated as Open Gender Events and have the players Pennant rating applied the Open Pennant rating will apply for the Men and Women. Players without a grading will be assessed and graded for that event by the Selectors or Controlling Body.
- 2.4.10 The Nominated BC with the approval of the CEO and as appropriate the BOD, reserves the option to alter Events & Conditions of Play to suit & facilitate the increased participation of players in all Social Events.
- 2.4.11 All the above events may be subject to change after due consultation and at the discretion and approval as appropriate by the BOD.

2.5 Eligibility for Social Bowls:

2.5.1 To be eligible for Social Bowls a player must be a financial member of Bowls NSW a financial member of Figtree Sports Club or other Bowls NSW affiliated Club including interstate.

2.5.2 **Sports Member:** Commencing 2020/2021 Figtree Sports Club have included an additional Bowling Membership category designated **"Sports Member"**. Sports Members are persons who have attained the age of 18 and have an interest in playing non-competitive bowls and have elected to transfer to the Sports Membership status of the Club.

Sports Members are entitled to:

- Social bowls and associated playing privileges that are determined by the BOD from time to time.
- Vote in an election for the BOD

Sports Members are not entitled to:

- Participate in any Bowls NSW or Club Championship events.
- Participate in Bowls NSW sanctioned Tournaments.
- Participate in Figtree Sports Club Tournaments unless the BOD approves that participation in the specific Tournament.
- Sports Members are not eligible to be elected to the BOD as Full Bowling Members but can be elected to the BOD as Associate Members in accordance with the Figtree Sports Club Constitution item 34. (b)

2.5.3 New Bowlers can play 6 games of Social Bowls at the invitation & in the team of the Figtree Sports Club Full Bowling financial member introducing the new member.

2.5.4 Submission of an application for full Bowling membership or Sports Membership will allow new bowling members to continue playing Social Bowls until the acceptance by the BOD and/or Bowls NSW of the appropriate Membership application.

2.6 Rules & Conditions for Social Bowls Events:

Participation in Social Bowling Events by Members, Visitors, Guests, New and Junior Bowlers is essential in maintaining the viability & sustainability of Figtree Sports Club. The following rules & conditions will apply to Social Bowling Events.

2.6.1 Green Fees will be \$9.00 per game + \$1.00 jackpots. The BOD reserves the option to adjust these fees.

2.6.2 Ten (10) ends on all rinks constitute a game for prizes to be paid as detailed in Item 2.8. If (10) ends are not played on all rinks the Green Fees and \$1 jackpot contribution will be refunded to the players.

2.6.3 During wet weather when it is obvious that the rain will not stop the Nominated BC and / or the Controlling Body in consultation with the

Greenkeeper, are authorised to call off play 60 minutes prior to the advertised starting time.

- 2.6.4 During games that are affected by inclement weather the Controlling Body can call off, postpone, or delay the start of the event.
- 2.6.5 All players nominating for a game of bowls shall be given a game on Figtree Sports Club greens where numbers permit, no one is to be sent elsewhere for a game.

2.7 Penalties & Fines

- 2.7.1 The Controlling Body appointed for the game can impose on a player/s a fine of \$10.00 for non-attendance at a Social Game or In House Tournament. The decision to fine players will be reviewed by the Nominated BC / Advisory Panel and if required subsequent referral to the Disciplinary Committee (DC) if payment by the offending player/s is not accepted by the player/s & the fine paid.
- 2.7.2 The Controlling body appointed for the game can refer to the DC any player whose conduct or actions are not consistent with the Laws of the Sport of Bowls or the By Laws of Figtree Sports Club. The Controlling Body will provide a written report to the DC within 24 hours of the incident. (Refer Incident Register Book).

2.8 Social Bowls Prizes & Payments

There must be a minimum of 12 players in an event for a prize to be paid.

The allocation of prizes for Social Bowls will be as follows:

- 2.8.1 12 to 29 players 1st prize \$30, 2nd \$20 (Lucky Draw) per player.
- 2.8.2 30 to 38 player 1st \$40 & 2nd \$20 per player.
- 2.8.3 39+ players 1st \$40, 2nd \$30, 3rd \$20 per player.
- 2.8.4 "Lucky losers" draw and prize at the discretion of the Controlling Body on the day. Nominal \$10 per player.
- 2.8.5 Jackpots can accumulate to a maximum of \$2,000 and if won shared equally by all players on that rink. A minimum of \$200 must be accumulated in the jackpot pool before the lucky rink weekly draw begins.
- 2.8.6 Social bowls players must be present in Club at the time of the presentation to collect any prize or share in the jackpot.
- 2.8.7 A minimum of 6 rinks required for a jackpot to be drawn at the end of play.

3 BOWLS INCENTIVES

3.1 Qualification for all incentive payments:

To be eligible for the following incentive payments a player shall satisfy the following criteria:

- The player will be a current Full Bowling Member of Figtree Sports Club. The player will have played pennants and Club Championships for Figtree Sports Club in the previous 12 months commencing the 1st of February of each year.
 - For players transferring from another Club to be eligible for the incentive payments the application for membership as a Full Bowling Member of Figtree Sports Club will be submitted prior to the 1st of July of each year.
 - Incentive payments are not retrospective for the previous years.

3.2 Representative Incentives:

The representative Incentives from the 01/07/25 season as detailed below:

- 3.2.1 Illawarra Region Representative Open a one-off payment of \$250 per season.
- 3.2.2 Illawarra Region Seniors or Under 25 Representative a one-off payment of \$125 per season.
- 3.2.3 NSW Representative Open a one-off payment of \$350 per season.
- 3.2.4 NSW Representative in Senior, Over 40's or Juniors a one-off payment of \$175 per season.
- 3.2.5 Australian Representative Open \$1,000 per season.
- 3.2.6 Australian Representative Senior & Under 25 \$500 per season

3.3 Prize Money Tournaments: From the 01/07/25 prize money won by any player or players in a Tournament where the player or team is representing the Club will NOT be paid any additional prize money.

3.4 Regional State Championships: Players participating in Regional and Bowls NSW sanctioned events and winning prize money in that event will receive a payment of 25% of that prize money.

All payments for Regional, State Championships (3.4) will be done on the players membership card.

3.5 Representative Expenses:

- 3.5.1 The following remuneration of expenses will be applicable to Figtree Sports full Bowling Members.
- 3.5.2 Regional Representative: For playing outside the Illawarra Region jurisdictions \$50 per day.
- 3.5.3 Regional Representative: For playing within the Illawarra Region jurisdictions \$25 per day.
- 3.5.4 Accommodation & Travel: The Club will assist with Accommodation expenses up to \$100 per day, Travel and Daily incidentals for all players representing the Club at Bowls NSW Association Events where these expenses are not covered or partially covered by the

Organising Body for that event. The assistance will be assessed by The BOD on an Event basis with consideration given to the location, travel distance and number of playing days. Accommodation cost will be based on twin share for players. The Club reserves the right to arrange specific accommodation venues for an event.

4 PENNANTS

4.1 Playing Conditions

- 4.1.1 Eligibility:** Full financial member of Figtree Sports Club.
- 4.1.2 Availability:** A player making them self available for playing pennants undertakes to play in the pennant team and position as determined by the Club Selectors.
- 4.1.3** Prepared to purchase and wear (Refer Section 4.4.1 to 4.4.3) the current Club uniforms.

4.2. Pennant Incentives

- 4.2.1** Winning an Illawarra Regional Pennant: \$100 per eligible player. Runner Up \$50 per eligible player.
- 4.2.2** State Final Winners Pennant: \$500 per eligible player. State Final Runner Up \$200 per eligible player.
- 4.2.3** Pennant Players weekly incentives: Pennant players will receive \$30 per player for a team win during the normal playoff rounds. Players will nominate at the beginning of the Pennant season their preference for receipt of payment when Playing Open or Men's and Women's Pennants.
- 4.2.4** Players will receive \$30 per player for a team win in the Illawarra Regional Quarter & semi-final Playoffs.
- 4.2.5** Team Managers will receive \$15 per game win or lose during the normal playoff rounds.
- 4.2.6** Team Managers will receive 50% of a player's rewards for a team winning the Illawarra Region Quarter Final Semi-final or Illawarra Region Pennant Final, Runner Up or Winner of a State Final
- 4.2.7** All Pennant incentive payments will be made to players & Team Managers on Membership card.
- 4.2.8** If Pennant State Play offs are held in the Illawarra Region or adjacent Regions and accommodation is not required players and Team Managers will continue to receive the \$50 per day expenses payment.
- 4.2.9** Accommodation: The accommodation for Pennant Teams attending a State Play Off will be arranged and paid for by the Club. Players, Reserves, Team Manager, Coach, or other persons as nominated by the BOD will be entitled to paid accommodation based on a twin share.

- 4.2.10 Travel:** Determined by the BOD dependent on the location of the State play-off, distance accessibility and the team majority preference for drive, bus, or fly.

4.3 Eligibility for payment of Incentives

- 4.3.1 Regional Pennant Winners:** A player must have played a minimum of five (5) games in that winning pennant side.
- 4.3.2 State Final Runners Up:** A player must have played a minimum of five (5) games in the Illawarra Region Pennant winning Team and two (2) games in the playoffs and final.
- 4.3.3 State Final Winners:** A player must have played a minimum of five (5) games in the Illawarra Region Pennant winning Team and two (2) games in the playoffs and final.
- 4.3.4 Club shirt** to be provided for all players who have played four or more games in that team if the team plays in a state final.

4.4. Bowls Dress Regulations

- 4.4.1 All attire MUST** comply with Bowls Australia and Bowls NSW regulations for championship events. (Refer the Current Bowls NSW GCOP). Championship Event Attire/ Uniform Policy.
- 4.4.2 Club Uniform:** Approved bowls headwear, nothing other than the current Club logo to be featured, current Club shirt, jacket, trousers, shorts, hat/cap, and approved bowls footwear.
- 4.4.3 Wearing the Club Uniform:** The Club uniform **MUST** be used for Pennants, Illawarra Regional, Inter Club Tournaments, and any other event where players are representing the Club. The Club Uniform **MUST** be worn for Club Championships.
- 4.4.4 Mufti Attire**
Mufti dress regulations apply for all social bowls, roll ups and all other non-uniform bowling activities.
- 4.4.4.1** Appropriate headwear (at the discretion of the Controlling Body).
- 4.4.4.2** Wearing shirts with collars is acceptable. Singlets are unacceptable. "T shirts" are acceptable for roll ups and social bowls. Wearing shirts or "T shirts" with inappropriate or offensive signage or lettering will be assessed by and (at the discretion of the Controlling Body). Mufti dress regulations for Social Bowls are now consistent with the Club dress code and will be enforced accordingly.
- 4.4.4.3** Wearing of track suit attire is acceptable.
- 4.4.4.4** Approved Bowls Australia footwear for Pennants and Club Championship Events. For Social Bowls shoes or flat sole shoes with no tread are acceptable footwear.

4.4.4.5 Barefoot Bowls: Wearing flat soled thongs or socks is recommended.

4.4.4.6 All the above attire is at the discretion of the Controlling Body on the day particularly in relation to any player's specific medical requirements with referral to the BC of any unresolved or disputed issues.

4.5 Penalties Disciplinary Action

4.5.1 As stated in Item 4.1.2 above the nominating player is making them self available to play the entire season in the positions and grades nominated by the Selectors. After the posting of the initial team's selections on the notice board or during the pennant season a player by his dissention or actions impacts adversely on the Pennants side or Club Pennants overall **may** depending on the individual player's situation be subject to Penalties and Disciplinary Action as determined by the Bowls Disciplinary Committee (DC). Refer to Item 7.12 for the makeup of that Committee.

4.5.2 Disciplinary Action: The disciplinary action and subsequent penalty will be based on the following premises, (**"If the player elects to unreasonably withdraw their services from a commitment they have made to the Club (Refer item 4.1.2) they are subsequently denied the choice and privilege of playing in the Club"**). Any player subject to the penalty will be suspended from playing in both Club Championships and Club sponsored Tournaments and Events during the period of the penalty. The offending player will still be eligible to roll up and play in social events. The maximum suspension a player can receive is a period equal to a full Pennants Season being the start of the first round until the completion of the State Finals.

4.5.3 Determination of Penalty: After reviewing all aspects and reports of the players actions and dissention and a subsequent appearance before the Disciplinary Committee (DC) the DC will determine the length of the suspension and nominate a start date for the ban which maybe back dated to the occurrence of the player's action or if the occurrence is later in the season extended beyond the State Finals completion date. The player will be notified in writing by the DC stating the details of the suspension. Refer Item 7.12 Disciplinary Committee.

4.5.4 Championships: If a suspended player has nominated for a championship team or tournament or is currently playing in a Championship or Club sponsored Tournament the player becomes ineligible to continue in that event and a Substitute Player will be constituted in the Team. (Refer Law Book).

4.5.5 Nominations for an Event: A suspended player can nominate to play in an event if the start date of the event is the day after the suspension is complete.

5 UMPIRES

5.1 Responsibility: The chairperson of Umpires and umpires who are members of Figtree Sports Club are responsible to the appointed Controlling Body for the day. Where a decision or direction given to the Umpires is in contravention with the current Bowls NSW Conditions of Play or the Laws of the Sport of Bowls the Conditions of Play and/ or the Laws of Bowls will prevail.

5.2 Eligibility and Accreditation: Umpires officiating at any Regional, Club Championship or Tournament event played at Figtree Sports Club will be accredited and current in accordance with the requirements of Bowls Australia Accredited Official Level 1. If an Umpire is not available a Competent Person can be appointed by the Controlling Body.

5.3 Umpires Committee and Chairperson: The Umpires will elect a chairperson who will report to the BOD and assist the BC / MC with any umpiring requirements. The Chairperson of Umpires will arrange regular umpires' meetings and prepare minutes of the meetings for distribution to the BC / WV, and Umpires. The Chairperson will if requested by the Nominated BC / WV attend the Regional bi-monthly meetings. The Chairperson, although not mandatory should represent the Club on the Illawarra Region Umpires Committee.

5.4 Umpires Allocation: The Chairperson will after consultation with BC allocate available Umpires for Umpiring duties at Figtree Sports Club for both Men's and Women's events. Umpiring allocation during the Pennants season will be done on a weekly basis dependent on selections, home and away and availability. Many pennant games will, by default be umpired by a playing umpire/s. Rostering of Umpires is preferred but most of the Club Umpires compete in Championship and Tournament events.

5.5 Umpires Remuneration: As approved by the BOD in February 2017 the Umpires receive a payment of \$35 for each session of umpiring a session being 9.00am to 12.30pm or 12.30pm to 4.00pm. If the umpire is required to officiate at an AM and PM session on the same day lunch will be provided by the BC / WV. If an umpire is playing and umpiring in any session, they have the option to not insist on payment, but the session must be recorded in the Umpires session book located on the umpire's notice board. The Chairperson is responsible for authorising payment to the umpires. All payments made to Umpires will be done on their membership cards.

5.6 Umpiring Equipment: The Club has three complete sets of umpiring equipment which require maintenance and replacement intermittently. The Club will pay for any replacement, repairs, or purchase of new equipment.

5.7 Reports and Incidents Register: A Reports and Incidents Register is located on the Umpires notice Board. The register provides a reporting facility for umpires, selectors, the Controlling Body and Nominated BC / WV to report an offence or incident by individual players, teams, visitors and spectators and where the offence or incident is serious furnish a written report/s to the BOD for appropriate disciplinary action.

6 SELECTION GUIDE AND POLICY.

6.1 Commencing the 25/26 season Figtree Sports will have 2 selection committees to run the Men's and Women's bowls independently. Applications by members for each committee will be done by an 'Expression of Interest'. The Nominated BC will make final recommendations on the makeup of the selection panels for approval by the BOD. The Open Pennants Selection Committee will be made up of 2 Members of each of the Men's and Women's Committees. The Selection Committees will be responsible to the Bowls Co-ordinator (BC) for the selection processes.

6.2 Purpose: The purpose of the Committees is to develop and implement the Figtree Sports Club Team Selection Policy. The policy is to provide a comprehensive and transparent selection encompassing the Bowls NSW Guidelines for Selection. A well-developed process will have the following attributes.

- 6.2.1** A selection process that is seen and perceived to be fair.
- 6.2.2** Members are fully informed of the process.
- 6.2.3** Members have a right of appeal.

6.3 Aim: The aim of the selection process is select teams that will be highly competitive in the Pennant grades that the Club enters and eliminate the continuous changing of player's positions rinks and grades of the previous season.

Cornerstone Principals: (CONSISTENCY and CERTAINTY)

The following are cornerstone principles that apply to the team selections guide:

- 6.3.1** All Bowlers are to be made fully aware of the selections policy.
- 6.3.2** The elements of impartiality and consistency are the principles to be adhered to in all aspects of the selection process.
- 6.3.3** Every player who makes themselves available is to be treated equally and without bias in the selection process and selected on merit to play in the highest grade possible within the guidelines of this policy.
- 6.3.4** The Selection Committees are independent committees appointed by the BOD annually and the Committees make all the selection decisions.

The Selection Committees will respond to any appeal lodged in accordance with the selection policy and appeals guidelines.

- 6.3.5 Management of player expectations by the Selection Committees is a critical element of the selection process and selectors must communicate to players the reasons for decisions and provide Bowlers with constructive feedback when required.
- 6.3.6 The selection process is to be transparent in all respects.
- 6.3.7 Bowling is both a Club/Team, individual game. Selectors cannot satisfy the wishes of all bowlers all the time. Therefore, it is the responsibility of the Bowlers to readily and willingly accept selected playing positions other than positions expected. If a Bowler is genuinely aggrieved and can demonstrate to the Selection Committee that the principle of natural justice has not been met, he can appeal the decision in accordance with the criteria of the policy.

6.4 Selection Committees

- 6.4.1 The selection Committees are Committees for Figtree Sports Club. The selection committees commencing the 25/26 season for Men consists of 4 selectors including the BC appointed with a casting vote the Committee approved by the BOD. The Selection Committee for the Women consists of the 4 selectors including the BC appointed with a casting vote the Committee approved by the BOD. The Open selection Committee consists of the BC and 2 Selectors from each of the Men's and Women's Selection Committee approved by the BOD.
- 6.4.2 For a player to be selected and play in Pennants or Tournaments they MUST be a full financial Bowling Member of Figtree Sports Club.
- 6.4.3 Player's eligibility regarding club membership MUST comply with the Current Bowls NSW GCOP.

6.5 Selection Process.

- 6.5.1 Selection Plan: The Chairpersons of each Committee and the Selection Committees are to produce a Selection Plan. The plan will include the following elements:
- 6.5.2 Internal Club Trials including the 2 Bowl Pennant Preps on Thursday afternoons.
- 6.5.3 External Trials
- 6.5.4 Practice and Training Sessions
- 6.5.5 Notes taken by Selectors on the performance of players in all the above.
- 6.5.6 The Selection Meeting Plan and Team Selections are to be posted on the notice board at least 2 days prior to the event.
- 6.5.7 Promotion and / or relegation will be done in accordance with the current Bowls COP NSW Pennants, Open, Men's and Women's COP by the appropriate Selection Committees.

6.6 Player Conduct and Bowls Etiquette.

The players will always act in a courteous and orderly manner respecting the Staff, Officials, and fellow players and visiting teams. Behaviour or actions on and off the Green will result in a warning and maybe reported to the Umpire, Advisory Panel, Controlling Body Disciplinary Committee and BOD for the appropriate disciplinary action depending on the seriousness of the incident.

6.7 Attire.

All players will wear the current Club uniform for all Pennant and Club Championship Events. (Refer to section 4.4.1 to 4.4.3)

6.8 Player Selection Criteria.

- 6.8.1 While attempting to define objectives to base team selections on it must be recognized there is a high level of subjective judgement required by selectors. Selectors are subjected to considerable pressure to meet the Club's and individual bowler's personal expectations. This is not always achievable.
- 6.8.2 As a general guideline Selectors should select the best players available for each team however selection must be balanced against the criteria listed below
- 6.8.3 The Selectors must consider team harmony as an essential selection element to develop team spirit so the rink/team can become a competitive unit.
- 6.8.4 Selectors should consider players that will be available for most of the play during the Pennants season. It is unreasonable to expect every player to be available for every game and trials, however an unavailability sheet will be posted on the Bowls Notice Board and Selectors will consider the number of games players are available for when selecting the teams.
- 6.8.5 Selectors should consider players ability to play under all conditions and play a range of deliveries required for their selected playing position.
- 6.8.6 Selectors will continually review the performance of all pennant teams. Selectors are to discuss performances with the Team Captains and skips after the completion of the pennant and trial games.
- 6.8.7 Selectors may seek reports on performances of teams from senior players who are considered to have mature judgement regarding skills where the selectors have insufficient observation time to make an informed judgement of team, rink and player.
- 6.8.8 Selectors are to ensure consideration and counselling for those who are not selected and those who may be selected in positions lower than their reasonable expectations. Selectors should also provide constructive feedback of areas of weakness that need improve. Selectors shall in the case where two or more players are of perceived

equal ability show preference to the player who has competed in the club championships.

- 6.8.9 The decision of the Selection Committees is final and after consultation with the Chairperson of the Committee (Refer 6.11.1) any complaints must be formalised in writing to the Chairperson of the Committee for resolution.

6.9 Selectors Solidarity

- 6.9.1 It is essential that Selectors maintain a position of solidarity during the ongoing selection process. It is divisive and counterproductive to discuss minute and personal details of the selection process outside selection meetings. Confidentiality is an essential element of all good selection programs.

6.10 Reporting Process

- 6.10.1 Feedback to Selectors and Players: The selectors have appointed Team Captains in each grade / division to provide the necessary feedback to selectors to enhance the selection of players based on performance and path for players to express their views and concerns.

6.11 Appeals Process:

All Bowlers have the right to appeal selection decisions.

- 6.11.1 Bowlers who feel they have not been treated fairly should discuss this position with the Chairman of Selectors. If the player is still not satisfied, they can exercise their right to lodge a written appeal to the Selection Committee advising the basis of his appeal. The written appeal is to be handed to the Chairman of the Committee.
- 6.11.2 The Selection Appeals Committee is to review any appeal and within seven days advise the appellant the result of the appeal.
- 6.11.3 Appeals must be based on failure of natural justice and transparency of the selection process. Appeals will not be accepted regarding the selector's judgement except when the principals of natural justice have been breached.
- 6.11.4 The Selection Appeals Committee will comprise a minimum of 3 of the following members:
- President of the Board of Figtree Sports (Chairman)
 - Vice President of Figtree Sports
 - Directors of Figtree Sports as appropriate
 - Women's Rep. of Figtree Sports Women's Bowling Club as appropriate.
- 6.11.5 The decision of the Appeals Committee is final.

6.12 Definitions

6.12.1 Natural justice in selection requires the following elements:

- The Bowler must be aware of the selection process/criteria.
- The selectors must make their selection without bias (especially playing selectors)
- The selectors must always act in good faith.

6.12.2 **Transparency and accountability** are fundamental to the notion of fairness in the selection procedure. That is there should be full and frank disclosure of all elements of the process to those involved. Transparency may be defined as how bowlers understand the selection process and understand and are satisfied that the process will be followed in every instance. The principals of transparency have been breached if the process attempts to:

- Hide matters from the Bowlers.
- Change rules midstream.
- Apply inappropriate criteria.
- Do anything beyond the stated selection policy.
- Do anything else outside the reasonable expectation of the Bowler.

7 DRUGS, ALCOHOL, SMOKING, SOCIAL MEDIA AND EXTREME WEATHER POLICIES

The Drugs Alcohol and Smoking Policy will be consistent with Figtree Sports existing guidelines:

7.1 Aim and Scope:

The BOD and Management of Figtree Sports have made a proactive decision to promote the safe and responsible consumption of alcohol by introducing an enhanced Drug and Alcohol Policy that reflects the values of our organisation and community at large.

The aim of the Drugs and alcohol policy is to ensure that a safe, inclusive, and enjoyable culture is fostered within the Club and the image of Figtree Sports is not tarnished by the misuse of alcohol or of a prohibitive substance.

The policy covers all Full Bowling Members of Figtree Sports and is to be applied consistently and without discrimination to everyone at the Club including players, spectators, staff, Board Members, and visitors.

7.2 **The Alcohol & Smoking Policy:**

- All Full Bowling Members and Associates of Figtree Sports will always consume alcohol in a responsible manner when:
Representing Figtree Sports in any capacity at any venue
Wearing the Club uniform or any other identifying clothing that would lead a reasonable person to conclude that there was a connection between that person and Figtree Sports.

- Figtree Sports members, players officials and supporters will always comply with the conditions recorded on the liquor licence which is on display in the main bar.
- If any person is considered by a member of Figtree Sports Staff to have consumed an excessive amount of alcohol, they will be refused service. Depending on the specifics of the case, the sanction as outlined in Item 7.15 may be applied.
- At any other time or place, where a reasonable person can make a direct connection between the misuse of alcohol and Figtree Sports the sanctions as outlined in this policy will be applied.
- Tobacco Smoking and / or E- Smoking is not permitted on the Greens or Green Surrounds at any time. The Club has designated, and sign posted specific smoking areas around the areas adjacent to the greens that must be used for smoking by members and visitors.

7.3 The Drug Policy:

The Board of Directors and Management of Figtree Sports will not tolerate the use of prohibited drugs by Members on Club premises or while representing the Club in any capacity.

7.4 Persons unduly affected by drugs or alcohol.

Definition: “A state of being in which a person’s mental and or physical faculties are impaired because of the abuse or consumption of drugs or alcohol, so as to diminish the person’s ability to think or act in which the ordinary prudent person in full possession of his faculties, and using reasonable care would act under like circumstances.” By his actions the offending player **MUST** not bring or have the potential to bring the Game of Bowls or Figtree RSL Bowling Club into disrepute. This applies to all bowls activities including Social, Barefoot bowls and teams or players visiting other Clubs while representing Figtree RSL.

7.5 What are the obvious signs of drug or alcohol abuse?

- Difficulty moving around objects.
- Altered speech patterns such as slurred speech.
- Bumping knocking or stumbling over objects furniture or green surrounds
- Aggression, belligerence, or the excessive use of bad language.

7.6 Who can make this determination?

A determination of the offending player’s mental or physical faculties can be made by Figtree Sports Staff in consultation with the Duty Supervisor, The CEO, the Bowls Manager, Selectors, the Controlling Body and or the officiating Umpire appointed for the game. Serious incidents can be referred to the BOD for disciplinary action utilising the “Incidents Register Book” or Duty Supervisors Report.

7.7 Prior to the start of a game:

If a player is deemed to be affected sufficiently by drugs or alcohol, he will be refused the right to play the game and MUST leave the Club premises and a suitable, eligible replacement player substituted, or the game will be forfeited.

7.8 During the game.

If a player becomes affected by drugs or alcohol during the game, he will receive a warning from the Controlling Body / Umpire. If this first warning goes unheeded by the offending player, the Controlling Body / Umpire will stop the game and the offending player or the team in which he is playing in will forfeit the game. The event will be recorded in the "Incidents Register Book" and referred by the Controlling Body and / or the BOD for disciplinary action.

7.9 Exceptions

Notwithstanding the above consideration MUST be given to persons or players who may have a medical condition.

7.10 Spectators

The drugs and alcohol policy stated above applies equally to visiting players officials and spectators.

7.11 Advisory Panel (AP): Advisory Panel concept was adopted at the SBM 1/11/19 to ensure compliance with and maintain Bowls in line with the Sport of Bowls, Bowls NSW COP and Figtree Sports current By Laws. The panel now consists of the Bowls Coordinator and two Senior Club Umpies preferably accredited with Australia Accredited Presenter & Assessor Officials.

7.12 Disciplinary Committee (DC):

- Any breach or suspected breach of The Drugs and Alcohol Policy or serious breach of the Selection Guide Policy must be reported to the DC.
- The Committee will be made up of a minimum of 3 persons from the list below depending on availability and the circumstances of the breach:
 - The President of Figtree Sports
 - A Director of Figtree Bowling club if the President is unavailable.
 - A Life Member of Figtree Sports
 - The CEO of Figtree Sports
 - Chairperson of Umpires
 - Women's Volunteer (as appropriate)

7.13 Breach and Policy Process:

Any Figtree Sports Member, player or official, who becomes aware of a breach, or suspected breach, may report it to a member of the DC only.

That member of the DC is then obliged to call a meeting of the DC to address the breach or suspected breach.

The meeting will be conducted in private and adhere to the principles of due process and natural justice.

The DC will make its determinations on the balance of probabilities.
The DC, subject to due process and the rules of natural justice, is entitled to conduct the hearing in any manner it deems appropriate.

7.14 Relevant Circumstances:

When resolving the issues regarding the misuse of drugs or alcohol the DC of Figtree Sports will consider the following circumstances:

- Whether there was an immediate risk to person or property
- The age of the person involved.
- The history of the person with regards to the misuse of alcohol
- Relevant privacy issues
- Legal obligations

The DC may, at its sole discretion, consider any other fact it believes to be relevant when responding to an alleged breach.

7.15 Sanctions:

If in the opinion of the DC the truth of an alleged breach can be sustained on the balance of probabilities, then the DC will apply a sanction it believes appropriate given the severity and circumstances of the case.

7.16 Sanction Guidelines:

Whilst the sanction imposed will be applied to each individual case given the principles of due process and natural justice, the following is a guide to assist the DC imposing sanctions.

- **First Breach:** Suspension for 1 Pennant match and / or 1 Championship game (Club or Zone).
- **Second Breach:** Suspension for 3 Pennant matches and / or 3 Championship games (Club or Zone).
- **Third Breach:** Suspension for 1 Pennant Season and / or unable to enter any
- Championship game representing Figgy Sports for a period of 12 months.

7.17 Social Media Policy:

Figtree Sports offers the opportunity for members and players to engage with Bowls Management and players, relevant Bowls information, shared interest and Social interaction. From time to time the CEO authorises employees, club volunteers and members to use social media for the purposes of Club promotions, marketing, bowls, and social activities. When authorised to act as a representative of the Club or using the Clubs Social Media facilities some important points must be observed by all Members. The conduct required but not limited to includes:

- Behaving with respect and courtesy to all staff and members without harassment
- No malicious gossip.
- Complying with all Australian Laws
- Protecting confidentially and privacy

- Proper use and respect of the Clubs Property
- Uphold the values, integrity and reputation of the Club, Members, Directors, Management and Staff.
- Any breach of the policy will be referred to the DC for review and may result in suspension from playing bowls or referral to the BOD / CEO for disciplinary proceeding in line with the Club Constitution.

Extreme Weather Policy:

7.18 Figtree Sports has elected to adopt the recommendations for Play In extreme Weather as recommended by Bowls NSW "Extreme Weather Guidelines dated Sept 2020. These recommendations are in line with the Bowls Australia Weather policy dated November 2016. The **temperature / humidity index chart** shows when play must be suspended and or cancelled. Play will be suspended or abandoned if the **temperature reaches 35 degrees or above.**

Green Zone: Conditions are suitable for play to continue.

Yellow Zone: Play must be suspended for 5 minutes for every 20 minutes of play.

Red Zone: Play must be abandoned temporarily. Once the index is in the red zone play must be suspended and can only be resumed when the temperature and humidity index moves out of the red zone into the yellow zone and the Controlling Body considers it safe to resume the event having regard to all factors. If play has not resumed within 2 hours of being suspended the Controlling Body should abandon play for the day and reschedule the games.

The Figtree Sports Weather station will be the reference point for all temperature and humidity measurements. (Temperature / Humidity Index Chart is attached and forms part of the By Laws.

NOTE: THESE BY LAWS WILL BE REVIEWED ANNUALLY

Campbell Thomas,

For and on behalf of the

BOD, CEO, Selection Committees, Bowls Committee, Disciplinary Committee and Umpires.