



POLICY STATEMENT

Athlete Selection Policy

Policy
Number
SP01
July 2022

1. Objectives of this Policy

1.1 The objectives of this Policy are:

- a. to clearly document and make available to all athletes the process and criteria to be used by SLSNR in selecting athletes for Northern Region teams and squads for District, National and International (where appropriate) events and competition; and
- b. to select athletes with the potential to achieve medal winning performance/s at such events and competitions.

2. Application of this Policy

- 2.1 This Policy shall replace the version dated April 2017 and take effect from 1 August 2022.
- 2.2 This Policy applies to all members of SLSNR and all athletes wishing to be considered for selection to a Northern Region team or squad.
- 2.3 This Policy is to be read along side any other information supplied by SLSNR regarding the high performance or athlete development programme(s) or selection, but if there is any inconsistency between such information and this Policy, then to the extent of any such inconsistency, this Policy will apply.

3. Definitions

The words used in this Policy shall have the following meanings:

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| “Athlete” | means a person who has notified SLSNR in accordance with this Policy that they wish to be considered for selection to a Northern team and/or squad. |
| “Board” | means the board of directors of SLSNR, unless stated otherwise. |
| “Chief Executive” | means the chief executive of SLSNR. |
| “Club” | means a surf life saving club, or community rescue service, as described in Rule 6 and Rule 7 in the SLSNR Constitution. |
| “Criteria” | means the criteria on which the Selection Committee shall make its selection decisions and includes the Overriding Objectives (clause 6.2), |

the General Criteria (clause 6.3) and the applicable Specific Criteria (clause 6.4).

“Exceptional Circumstances”	includes but is not limited to circumstances caused by illness or any other matter outside of the control of the Athlete (e.g. family bereavement, equipment failure, travel delays) which in the opinion of the Selection Committee resulted in either their performance being adversely affected, or which resulted in them not competing in an event or competition or activities upon which their selection is to be considered.
“Member”	means a person who is a current financial member of SLSNR as defined in Rule 5 of the SLSNR Constitution.
“Selection Committee”	means the persons appointed by the Sport Operational Committee to be the Northern Region selectors and responsible for selecting Northern Region teams and squads.

4. Selection Committee

4.1 **Composition:** There shall be a Selection Committee appointed by the Competitive Lifesaving Operational Committee (hereon referred to as the Operational Committee) in accordance with this Policy comprising:

- a. one SLSNR Member who has the necessary skills and experience as specified below to be a selector, and
- b. the appropriate SLSNR Coach and Assistant Coach (if applicable).

These two (or three if applicable) members shall be voting members of the Selection Committee.

In addition, the Member Services Manager (of SLSNR Staff Member of similar or relevant role) shall be a member of the Selection Committee but will have no voting rights.

4.2 **Application Process:** Any person seeking to be a SLSNR member on the Selection Committee or the Northern Region Coach must make an application as described in the Surf Sports Volunteer Position Selection Policy.

4.3 **Criteria for Appointment:** When considering applications the relevant Surf Sports Volunteer Position Descriptions must be taken into account.

4.4 **Conflicts of Interest:** If any person on the Selection Committee has, or considers they may have, a conflict of interest in considering the selection or otherwise of an athlete or athletes to a Northern Region squad or team, he or she must declare such conflict or potential conflict immediately to the Sports Manager and the Chair of the Operational Committee. The Chair of the Operational Committee whether the person is able to deliberate and/or vote on the selection or otherwise of that athlete or athletes and/or, if the nature and extent of the conflict is such that the member should be removed from the Selection Committee, to recommend such removal to the Operational Committee under clause 4.5.

- 4.5 **Removal:** The Operational Committee may remove any member from the Selection Committee (either permanently or for such period as the Operational Committee considers appropriate), if the Operational Committee considers, in its sole discretion, that:
- a. the member has a conflict of interest which cannot be resolved to the Operational Committee's satisfaction by the Selection Committee, or
 - b. there are circumstances which may give rise to a question of bias in the selection process, or
 - c. the member has breached SLSNR Membership Protection Policies.
 - d. the Board considers the member has brought surf life saving or SLSNR (including any employee, official or member) into disrepute.

Before removing either member from the Committee, the Operational Committee must notify the member of its proposal to remove them and give the member the opportunity to make submissions on the proposed removal.

- 4.6 **Replacement Member:** If the circumstances in clause 4.5 occur, the Operational Committee shall appoint a replacement person for the balance of the term on the recommendation of the Chair of the Operational Committee.

- 4.7 **Term of Office:** Members of the Selection Committee (other than the SLSNR Staff Member) will be appointed for a period of one year or other such period as determined by the Operational Committee. If a voting committee member resigns during their terms of office, the Operational Committee must appoint a replacement person for the balance of the term on the recommendation of the Chair of the Operational Committee. If a non-voting committee member resigns, the Operational Committee may appoint a replacement person for the balance of the term on the recommendation of the Chair of the Operational Committee.

- 4.8 **Role and Responsibilities:** The role of the Selection Committee is to recommend to the Operational Committee the athletes it considers should be selected to Northern Region teams and to select athletes to Northern Region squads. The responsibilities of the Selection Committee are:

- a. to recommend to the Operational Committee for approval, selection criteria for each event in which Northern Region teams are to compete, and for each squad which is to be formed in preparation for such events;
- b. to select the athletes it considers should be selected to Northern Region squads in accordance with the applicable selection criteria and in accordance with this Policy;
- c. to recommend to the Operational Committee the athletes it considers should be selected to Northern Region teams in accordance with the applicable selection criteria and in accordance with this Policy;
- d. to follow the procedure set out in this Policy;
- e. to keep all deliberations and discussions regarding selection matters confidential to the Selection Committee unless authorised to disclose matters by the Committee or in accordance with this Policy;
- f. to support and promote the selection criteria and process for selection as set out in this Policy;

g. to be positive advocates for SLSNR and all of its activities.

4.9 **Co-Option:** The Selection Committee may co-opt up to 2 members onto the Committee for the selection of a Northern Region team or Northern Region squad to assist it, if it considers such person or persons have particular skills or knowledge for the particular selection that is not adequately represented on the Selection Committee. Such co-opted persons shall not have any voting rights regarding the selection of the team or squad. The Operational Committee shall have the power to direct the persons not be appointed or to remove the co-opted person on the same basis as if s/he were a member, or applicant to be a member, of the Committee as set out in clauses 4.4 to 4.6 (inclusive) of this Policy.

4.10 **Procedures:**

- a. The Selection Committee shall meet as and when required and on request by the Chair of the Operational Committee or the Sport Manager.
- b. The Sport Manager shall ensure that minutes are taken of all meetings of the Selection Committee (including meetings held by teleconference or other electronic means). All minutes are to be kept confidential to the Committee, the Chair of the Operational Committee, the Operational Committee and the Board, unless otherwise agreed by the Chair of the Operational Committee.
- c. All public comments regarding the actual selection or non-selection of any athletes to Northern Region squads and teams will be made by the Chair of the Operational Committee or the Sport Manager as determined by the Chief Executive and no other person on behalf of SLSNR. For avoidance of doubt, this clause does not prevent any member of the Selection Committee publicly discussing the selection processes generally or the content of this Policy, provided that such comments are consistent with and supportive of this Policy.

5. Eligibility for Selection

5.1 To be eligible for selection to a Northern Region team or squad an athlete seeking selection must first:

- a. be a refreshed, current and financial member of a Northern Region Club
- b. hold a currently refreshed SLSNZ Surf Lifeguard Award and be a bona fide lifesaver* in good standing with SLSNR, and their Club.

5.2 If an athlete is selected to a Northern Region team or Northern Region squad the athlete acknowledges and agrees that:

- a. s/he will be required to sign and comply with an Athlete Agreement, by the date specified;
- b. s/he must maintain a designated level of fitness and standard of competitiveness as set out in the Athlete Agreement.

5.3 Failure to comply with, or maintain compliance with, any part of clause 5.1 or 5.2 may result in the athlete being removed from any selection.

6. Criteria for Selection – Northern Region Squads and Northern Region Teams

6.1 The criteria for selection of Northern Region squads and Northern Region teams is made up of three (3) parts as follows:

- a. the overall objective;
- b. the general criteria which is applicable for all selections; and
- c. the specific requirements for selection for a team or squad for a particular event as specified in the Schedule, as amended from time to time.

(together referred to as the “Criteria”).

6.2 Overall Objectives:

- a. **Northern Region Squads:** The overall objective to be considered by the Selection Committee in determining the selection of athletes to any Northern Region squad is to have available a pool of talented and competitive athletes who have the potential to be, or develop into, representatives of Northern Region at District, National and where appropriate International events.
- b. **Northern Region Teams:** The overall objective to be considered by the Selection Committee in determining the selection of athletes to any Northern Region team is to achieve or have the potential to achieve medal winning performance/s at such District, National or where appropriate international events.

6.3 **General Criteria:** The general criteria set out in this clause applies to all Northern Region squads and Northern Region teams. In addition to the applicable Overall Objective/s and the applicable Specific Criteria, the Selection Committee may take into account the following factors in considering selection for any Northern Region squad or Northern Region team.

- a. the recent performance and results of the athlete, or the team in which the athlete was a member, (including consistency of performance and results), at the events, competitions and activities (such as camps, trials) as specified in the applicable Specific Criteria;
- b. versatility in a range of disciplines and/or in a range of positions within a team;
- c. adequate fitness and commitment to maintain a fitness and training programme as agreed to with their club coach and the SLSNR Coach;
- d. demonstrated compatibility with others in a team environment;
- e. demonstrated compliance with the rules of events and competitions;
- f. understanding and respect for their position on a Northern Region team or Northern Region squad representing Northern Region;
- g. willingness to promote surf life saving in a positive manner;
- h. demonstrated ability to take personal responsibility for self and their results;
- i. proven ability to be reliable;
- j. ability and willingness to communicate with coaches and other support staff.

In considering any of the above factors, the Selection Committee may make such enquiries of the athletes seeking selection or others, as it sees fit.

6.4 Specific Criteria

In addition to the Overall Objective/s and the General Criteria:

- a. for each event, competition or activity for which a Northern Region team or squad is to be chosen, the Specific Criteria issued by the Operational Committee shall be followed by the Selection Committee as set out in the Schedule, as amended from time to time;
 - b. in any decision regarding selection of athletes to a team or squad the Selection Committee may, in its sole discretion, take into account any **Exceptional Circumstances** (as defined in clause 2) that may have resulted in the athlete's performance or results being adversely affected **provided that**
 - i. the Selection Committee shall **not** take into account any Exceptional Circumstance unless the athlete has informed the Sport Manager or the Chair of the Operational Committee of the circumstances giving rise to the Exceptional Circumstances. This must occur prior to the commencement of the event, race or activity at which his or her performance may be taken into account for selection.
 - ii. in the case of illness or injury the Selection Committee may require the athlete to undergo a medical assessment by a medical practitioner as determined by the Chair of the Operational Committee or his/her nominee to verify the illness or injury and to ascertain the nature and extent of the illness and injury. If a request for an assessment is made, and the athlete does not agree to such assessment being made and/or the results being made available to the Selection Committee, the Selection Committee shall not be entitled to take the illness or injury into account as Exceptional Circumstances.
- 6.5 There is no obligation on the Selection Committee to fill any or all of the available places on a Northern Region team or Northern Region squad.
- 6.6 An athlete must generally be a member of a Northern Region squad before they will be considered for selection in a Northern Region team, but this clause shall not prevent the Selection Committee from considering and selecting an athlete for a Northern Region team who is not in the squad in its discretion.
- 6.7 The Selection Committee may, in its discretion, add to, or remove, any athlete from a Northern Region squad at any time based on the Overall Objective/s, General Criteria and applicable Specific Criteria.
- 6.8 The Selection Committee may give weight to any one or more of the factors specified in the Overall Objective/s, General Criteria and Specific Criteria, and no particular factor shall be weighted more or less significantly by reason only of the order in which that factor appears in this Policy.
- 6.9 The decisions of the Selection Committee in respect of the selection of Northern Region teams are subject to approval by the Operational Committee. Subject to the right of appeal in this Policy, the decision of the Operational Committee is final.

- 6.10 The Selection Committee may, in its discretion, provide reasons for its decisions, but there is no obligation to do so.
- 6.11 The Selection Committee may, in its discretion, request a trial event between any members in contention for team selection. Reasonable notice must be given to those invited to attend.

7. Notification of Selection

- 7.1 Once the Selection Committee has determined the athletes to be selected to a Northern Region team or a Northern Region squad (and this has been confirmed by the Operational Committee), the team or squad will be publicly announced by the Chair of the Operational Committee or his/her nominee, (which may include the CEO or the Sport Manager). The public announcement will usually be made orally at a SLSNR event or training camp or via electronic communications.
- 7.2 After the public announcement, all athletes seeking selection to a Northern Region team or squad will be advised in writing whether or not they have been selected for the team or squad.
- 7.3 After the public announcement, all clubs with athletes selected to a Northern Region team or squad will be advised in writing of their selection.

8. Appeals

- 8.1 An athlete, who is not selected to a Northern Region team and is aggrieved by such decision, may appeal by the following process:
- a. The athlete must notify the Chief Executive in writing of his or her wish to appeal ("Notice of Appeal"). This notice may be sent by email. The notice of appeal must be received at the SLSNR office within 72 hours of the public announcement in Clause 7.1.
- b. On receipt of the notice of appeal the Chief Executive shall as soon as practicable convene a "without prejudice" and confidential meeting with the Chief Executive and the Sport Manager (as determined by the Chief Executive) and the convenor of the Selection Committee, the athlete and their authorised representative (if any). The purpose of such meeting is to allow the Selection Committee to explain the selection decision and to discuss the athlete's concerns. Any person participating in the meeting may, with the agreement of the other meeting participants, ask any other person/s who have been involved or connected with the selection decision (including other members of the Selection Committee) to contribute to the meeting. Any such participants must agree to be bound by the without prejudice basis of the meeting.
- c. If the athlete is not satisfied with the outcome of the meeting in clause 8.1b, he or she may appeal the decision by submitting it to the Sports Tribunal. Such appeal must be filed within 5 working days of the date of the meeting in clause 8.1b. The appeal shall be conducted in accordance with the rules of the Sports Tribunal.
- 8.2 There is no right of appeal against a decision of the Selection Committee not to select an athlete to a Northern Region squad.

9. Removal/Withdrawal from Selection

- 9.1 An athlete who has been selected to a Northern Region team or a Northern Region squad may be withdrawn from the team or squad by the Chair of the Operational Committee if s/he:
- a. breaches or fails to comply with this Policy or any term of the Athlete Agreement;
 - b. breaches or fails to comply with:
 - i. the SLSNR Constitution
 - ii. the Policies of SLSNR
 - iii. the rules of any event, competition or activity in which the athlete has been selected to participate
 - iv. any reasonable instruction or request by the Chair of the Operational Committee, SM or the SLSNR Coach;
 - c. brings him/herself, another athlete in the squad or team, or the squad or team as a whole, an official, SLSNR or the surf life saving generally into disrepute;
 - d. has a significant illness or injury which in the Selection Committee's opinion will prevent the athlete from continuing to meet the Criteria on which he or she was selected to the team or squad; or
 - e. fails to consistently maintain the level of performance and/or results, or to uphold any one or more of the values and behaviours set out in the General Criteria.
- 9.2 Before withdrawing an athlete under clause 9.1, the Chair of the Operational Committee shall notify the athlete of the alleged breach or grounds on which it is proposed to withdraw the athlete. The athlete will be given a reasonable opportunity to provide reasons why he or she should not be withdrawn.
- 9.3 An athlete that is withdrawn from a Northern Region team or squad may appeal their decision in accordance with clause 8.1 of this Policy, on the same basis and in the same manner as if they were aggrieved about a decision not to select them to the team in the first place. There is no right of appeal of a decision to withdraw an athlete from a Northern Region squad.
- 9.4 A selected athlete may withdraw from being selected to a team or squad by informing the Chair of the Operational Committee of this decision in writing.
- 9.5 If a selected athlete is withdrawn from selection, the Selection Committee (or in cases of urgency the respective SLSNR Coach and the Chair of the Operational Committee or his/her nominee) may select another athlete who, in the Selection Committee's belief, meets the Criteria.

10. Changes to this Policy

The Operational Committee may change this Policy, including the Specific Criteria in the Schedules, from time to time. It will give as much notice as possible of any changes to all affected athletes and members of SLSNR.

Authorised by:

A handwritten signature in blue ink, appearing to read 'Jason Pocock', with a large, stylized initial 'J' and a horizontal line extending to the right.

Jason Pocock
Chair of the Competitive Lifesaving Operational Committee
27th July, 2022