



Selection Policy Document

PART ONE

Introduction and Participation in National Selection.

The Vision and Objectives for Singapore Rowing Association

The vision of the Singapore Rowing Association is to have the most successful rowing program in the South East Asian region and to be competitive in World Rowing.

The objective of this Selection Policy is to provide a framework that achieves the SRA's vision by selecting athletes and boats that will give Singapore the best chance of achieving its KPI's at the major regional games such as but not limited to the South East Asian Games, Asian Games and Asia Cup Regattas.

The Key Performance Indicators (KPI's) for SEA Games are:

- 2 Gold medals & 1 Silver Medal

The Key Performance Indicators (KPI's) for Asian Games is:

- 1 Medal

Who does this policy apply to?

The policy applies to all Athletes who are nominated for selection into the National Team Level 1, 2 and 3. The abbreviations for the different levels are henceforth identified as NTL1, NTL2, NTL3.

How to be nominated for open selection?

All athletes wishing to be considered for an open selection must complete and return the necessary nomination forms and associated administrative forms to the Rowing Association.

In addition to this, athletes may be required to sign and return any further applications, agreements, consents or nomination forms required from by the SRA and or the Event Governing Body including, without limitation, an anti-doping declaration.

Athlete Agreements and Requirements of Participation

By nominating for selection or by competing at an SRA open selection, each athlete undertakes and agrees to abide and be bound by the terms and requirements of:

- a) The Selection Policy and Event Requirements as set out in Part Two of this document.
- b) Any relevant additional SRA policies
- c) The policies and by-laws of any Event Governing Body; and
- d) The requirements of the World Anti-Doping Agency and Anti-Doping Singapore

Can I be removed from selection process or the national team?

SRA may notify an Athlete of any failure to meet the above criteria and any Athlete so notified must demonstrate in writing to SRA Executive Committee's satisfaction that he or she **has met** and **continues** to meet all required participation requirements. If SRA's Executive Committee is not satisfied then SRA may remove the Athlete from the National Team.

SRA may remove an Athlete from consideration for selection to, or participation in the National Team if SRA determines in its sole discretion that the athlete

- A) has at any time engaged in conduct which has brought or would have the tendency to bring the Athlete or rowing into disrepute, or as a result of which the athletes membership would not be in the best interests of the National Team
- B) has shown disregards to the NSA's governance and refusal to abide by the required conduct as stated in the Athlete's agreement
- C) has at any time been convicted of a charge of any serious offence.

What Additional Testing can be carried out?

SRA reserves the right to request additional testing such as individual sports science and sports medicine testing to assist in considering any of the selection criteria as well as the Athlete's condition.

What is the role of the SRA in the selection process?

The SRA's task is defined by the objectives of this Selection Policy, including selecting the Athletes and boats that will give Singapore the best chance of achieving its outlined KPIs.

The SRA has the ability to name a Priority Boat or Priority Boats for an Event or Events, and also give priority to one Event over another.

The SRA will do so within the range of various Selection Criteria that they are obliged to consider, as set out in this policy.

Where discretion must be exercised, the SRA must demonstrate that the decision be rational, logical, accountable, and most importantly, fair to all athletes. The SRA must act reasonably and justly, act in good faith and for proper purposes, consider the selection criteria and consider all relevant material, disregarding irrelevant considerations.

What happens if I fall ill, am injured or am affected by extenuating Circumstances?

In considering the performances of Athletes at events, trials, training camps or other attendances required under the selection policy, the SRA may at their discretion give weight to extenuating circumstances.

Any athlete unable to compete at events, trials or training camps, or fails to satisfy other attendances required under the selection policy or event requirements must advise the Head Coach and President of the SRA in writing, including all relevant reasons. The written advice must be given within 24 hours of the missed event, or within a reasonable time of becoming aware of the failure to meet the particular requirement.

In the case extenuating circumstances due to illness or injury, Athletes will be required to undergo a medical examination by a medical practitioner or other health professional of the athlete's choice or as nominated by the SRA

and any information pertaining to the health professional's assessment of the athlete's ability to perform must be provided to the SRA.

Decisions regarding extenuating circumstances will be made at the sole discretion of the SRA and on an individual basis.

How will I know if something changes, or if I am successful in selection?

Announcements and notifications made under or regarding the Selection Policy or the Event Requirements will be sent to the respective clubs as soon as practicable after the announcement of the decision, determination or publication.

For reasons of privacy, confidentiality or convenience, the SRA may also deliver a notification or announcement to an Athlete by hand or post to the address last notified by the Athlete. The SRA may also send an SMS message to athletes to notify them of the information or announcement.

Where practical, emails may also be used as a method of communication with athletes. Any error in details provided by the athlete will not invalidate the effectiveness of the publication of the notice.

Any change or addition to the selection policy or event requirements must be approved by the SRA and will be distributed to all participating Athletes as soon as practical.

What is the process by which I am able to Represent Singapore at the SEA Games and/or the Asian Games?



PART TWO:

Selection Criteria

Athletes:

NOTE: *Exemptions or alterations for Athletes undertaking National Service will be taken on a case-by-case basis and will take into account the necessary fulfillment of selection requirements.*

The selection criteria that will be taken into account by the SRA when considering the inclusion of Athletes in the National Team include the following:

- A) Age of rowers/crews trialing in the Open Selection trial must 25 years or below.
- B) Satisfaction of the Event Requirements as listed in the final page of this document
- C) Performance in trialing and competition specified in the Event requirements
- D) Results and reports recorded from collated data and information including ergometer results, past race results, sports science or medical tests or considerations, training camps, ongoing ability to maintain required training loads, ongoing ability to make and maintain weight (light weight)
- E) Past national and international performances
- F) Current national and international performances
- G) The athlete's current level of skill and physical fitness
- H) Any current injury or condition, which will impair, inhibit or prevent the athlete's performance
- I) Factors relevant to crew combination, namely crew compatibility, technical compatibility and team balance and harmony
- J) Achievement by lightweight rowers of weight targets and other requirements specified by the Event Requirements
- K) Adherence to SRA Policies
- L) Coach's input
- M) Relevant rowing conditions in relation to any trialing or results (e.g. wind and stream effects)
- N) Ability to train in and travel to crew or squad training locations and overseas competitions as required or designated by SRA
- O) The final selection will be decided by the Board of Selection comprising of Vice President, Honorary Secretary, Head Training and Development, and Head Coach
- P) The Board of Selection may decide on the time in which the selection would be held and any decision by them will be final.

NOTE: In relation to any performances considered by the selectors, relevant rowing conditions, medical conditions, or equipment breakages or malfunctions may be considered in determining the weight to be accorded to such performances

Coxswains:

The selection criteria that will be taken into account by the selectors in selecting coxswains for the National Team from the athletes include the following:

- A) Satisfaction of the Event Requirements
- B) Performance in trialing and competition specified in the Event requirements
- C) Past performance in training and competition
- D) Results and reports recorded from objective data if available
- E) Coach input
- F) Consultation with the athletes
- G) Adherence to the RA policies
- H) Proven ability to make weight
- I) The Athlete's current level of skill and fitness
- J) Any current injury or condition which will impair, inhibit or prevent the athlete's performance
- K) Factors relevant to crew combination, namely crew compatibility, technical compatibility and team balance and harmony

Removal of an Athlete from the National Team (Level 1, 2, 3)

The removal of an Athlete from the NTL1, NTL2, or NTL3 may occur when the athlete

- a) Has breached or failed to observe the requirements of the selection policy or the Event Requirements
- b) By reason of illness or injury is unable to perform to the required standard, after having received advice from the appointed Medical Officer and (if available and time permits) the athlete's personal medical practitioner (if any)
- c) Breaches or fails to observe a requirement of the SRA policies, including a failed doping test, whether inadvertent or otherwise.
- d) Breaches or fails to observe the requirements of an Event Governing Body in relation to the event e) Becomes ineligible for continued membership of the national team due to issues on commitment, and/or dismissal due to misconduct.
- e) Fails to sustain his or her performance and attitude to a satisfactory level in the opinion of the SRA, provided that the required performance levels have first been discussed with the member and the member has been given an opportunity to attain the required performance level or demonstrate change in attitude (where time permits)

Ongoing Performance and Training Requirements and Athlete's entitlements.

This section outlines the activities that rowers and coxswains must complete in order to be eligible for selection consideration for the National Team (Level 1, 2 and 3).

Boats and crews will be selected based upon a combination of on and off water testing, and will be based on their ability to perform at an international level.

NOTE: Exemptions or alterations for Athletes undertaking National Service will be taken on a case-by-case basis and will take into account the necessary fulfillment of selection requirements.

National Team (NTL1):

Entry to the National Team (NTL1) is through invitation, open selection testing or proven past performance (e.g from Junior Training Squad members). Once admitted to the NTL1, members

- Are entitled access the Coaching provided by the National Head Coach and National Coaches.
- Are entitled to use the facilities at the SRA
- Will have applications for special Sports SG facility and support entitlements, made on their behalf. Acceptance of such applications by SSI and Sports SG are not guaranteed.
- Are able to apply for performance-based funding from the SRA to assist in the costs associated with travelling to international competitions.
- Will be entitled to letters of support to enable leave or special consideration while the athlete is training for, and competing in SRA sanctioned competitions.
- Will be considered, on individual basis and invitation, to participate and represent SRA and compete in SRA sanctioned competitions.

Members of the NTL1 are bound by the following performance and training indicators:

1. Must attend weekend training sessions and a *minimum* of two weekday on-water training sessions, unless previously discussed with the Head Coach. Proof of approved substitute-training sessions in lieu of on-water sessions are to be forwarded to the Head Coach on a weekly basis.
2. Must complete the full training program as outlined and distributed by the Head Coach on a weekly basis. Proofs of sessions are to be provided to the Head Coach through a training diary, submitted fortnightly to the Head Coach and later to the Head of Training and Development of SRA.
3. Must attend published training camps and make reasonable efforts to attend all possible races as outlined in the event requirements. Non-attendance may negatively affect an athlete's selection chances into NTL2 and NTL3.

4. Must set out specific training and performance goals and demonstrate efforts to meet them.

National Team (NTL2):

Entry to National Team (NTL2) is through rigorous testing and adherence to the selection policy. The aim of NTL2 athletes is to train and compete against SEA & Asian Rowing Nations in order to Satisfy SNOC requirements for admission to competition for the SEA Games and Asian Games respectively

- Members of NTL2 are entitled access the Coaching provided by the National Head Coach and National Coaches.
- Members are entitled to use the facilities at the SRA.
- Members not already carded will have applications for special Sports SG facility and support entitlements, made on their behalf. Acceptance of such applications by the SSI and Sports SG are subject to approval and are not guaranteed.
- Members of NTL2 are able to apply for performance-based funding to assist in the costs associated with travelling to international competitions.
- Letters of support to enable leave or special consideration while the athlete is training for, and competing in SRA sanctioned competitions will be issued by the SRA. Such leave requests are to be made known to SRA at least 1 and a half month (where time permits) prior to the training and/or competition date so that the necessary follow up can be done to ensure that the leave application is successful.
- Members of NTL2 are able / may be selected to participate in the key events such as World Cup, World Championships, Asian Rowing Federation Championships, and other international regattas, with the aim of qualifying the boats in the major games.

Members of the NTL2 are bounded by the following performance and training indicators:

1. Must attend a minimum of 75% of training sessions, unless previously discussed with the Head Coach. Proof of approved substitute-training sessions in lieu of on-water sessions are to be forwarded to the Head Coach on a weekly basis.
2. Must be able to attend Crew training sessions as set out by Head Coach in consultation with Crew Members.
3. Must complete the full training program as outlined and distributed by the Head Coach on a weekly basis. Proofs of sessions are to be provided to the Head Coach through a training diary, submitted fortnightly to the Head Coach and later to the Head of Training and Development of SRA.
4. Must attend published training camps.
5. Must be available to attend all regattas as specified in the Event Requirements.
6. Must set out specific training and performance goals as set out by the Head Coach, and demonstrate efforts to meet them.

National Team (NTL3):

Entry to NTL3 is through the qualification of their boat as approved by the SNOC. Rigorous ongoing testing and adherence to the selection policy continues to apply. The aim of NTL3 athletes is to train and represent Singapore in the major Games such as SEA Games and/or Asian Games.

- Members of NTL3 are entitled access the Coaching provided by the National Head Coach and National Coaches.
- Members are entitled to use the facilities at the SRA
- Members of the NTL3 are able to apply to SRA for performance-based funding to assist in the costs associated with travelling to international competitions.
- Letters of support to enable leave or special consideration while the athlete is training for, and competing in SRA sanctioned competitions will be issued by the SRA. Such leave requests are to be made known to SRA at least 1 and a half month (where time permits) prior to the training and/or competition date so that the necessary follow up can be done to ensure that the leave application is successful.

Members of the NTL3 are bounded by the following performance and training indicators:

1. Must attend a minimum of 75% of training sessions, unless previously discussed with the Head Coach. Non-crew sessions *may be* substituted by approved substitute-training sessions (in lieu of on- water training) after discussion with the Head Coach with proof of said sessions to be forwarded to the Head Coach on a weekly basis.
2. Must be able to attend all Crew training sessions as set out by Head Coach in consultation with Crew Members.
3. Must complete the full training program as outlined and distributed by the Head Coach on a weekly basis. Proofs of sessions are to be provided to the Head Coach fortnightly through a training diary.
4. Must attend published training camps.
5. Must be available to attend all regattas as specified in the Event Requirements.
6. Must set out specific training and performance goals as set out by the Head Coach, in view of the standards required to perform in major games, and demonstrate efforts to meet them.

Minimum Performance Indicator to be considered for NTL1, NTL2, and NTL3

SRA and team of coaches had set the guidelines and target for each of the potential athletes to meet for any selection or test conducted to be included into the NTL1

Minimum 2000m Erg tests (NTL1, NTL2, NTL3)

Lightweight Men	- < 7:30 min
Lightweight Women	- < 8:30 min
Open Men	- < 7:10min
Open Women	- < 8:10min
Junior Men (18yrs & below)	- < 8:30 min
Junior Women (18yrs & below)	- < 9:30 min

6000m Water time trial

NTL1: Male <28min
Female <31min

NTL2: Male < 26min
Female <29min

NTL3: Male <24min
Female <27min

Notes:

- 1) The target above is time for single sculls, for both Lightweight and Open weight rowers.
- 2) For 6000m time trial into NTL1, the athletes on trial must be rowing in single sculls.
- 3) For 6000m time trial into NTL2 and for consideration towards NTL3, the Head Coach in consultation with Head Training and Development may, at their discretion, exempt the crews from single sculls, as they may be focusing on other events. In such event, the Head Coach will set the required time.
- 4) The timing achieved for by an athlete will be used by SRA to assess his/her potential to better plan for the training development.

Invitation for Open Selection timeline and schedule.

SRA Head Training and Development will disseminate the info to the various clubs and coaches upon receiving the dates of the open time trial after discussion with the Head Coach and with the approval of the Executive Committee.

The notice of the open selection trial will be given **no later than 1 month** from the stipulated date of the time trial. However, in the event of the need for any urgent open time trial to be held for exceptional reasons, SRA Executive Committee reserves the rights to conduct the said trial.

The Open Selection trial is scheduled to be held seasonally, as the objective of the trial is to recruit new potential rowers for development and preparation towards the next major Games. SRA will hold open time trials **within 2 months** after her participation in each SEA Games.

Internal Time Trials

Notes for internal time trials (for monthly progress of existing NTL1 and NTL2 members):

1) Testing Blocks may include some or all of the following:

- 500m Erg
- 2000m Erg
- 6000m Erg
- 30min R20 Erg
- 6x 1500m Time Trials
- 6km/10km/12km/14km Time Trial

2) National Ergometer Testing is to be conducted on stationary ergometers with Athletes choice of drag factor. Drag Factor is to be supplied with the testing result. Ergometer tests are to be witnessed by a member of the SRA, such as any Executive Committee members, or Coaches. The head coach may decide on the acceptability of the submission photo proof of ergometer results for special cases such as when the Athlete is training overseas (for internal time trials only).

3) **All** athletes must complete **all** stipulated activities unless there are medical reasons or extenuating circumstances that prevent this from occurring. Singapore Rowing Association is to be provided with the appropriate medical exemption or be notified of the particular extenuating circumstances through the National Head Coach as soon as is practicable.



Notice of Intent to participate in SRA Open Selection Trial

Part i)

I, _____ Nric No _____ hereby would like to inform that I am intending to participate in the Selection Trial Conducted by SRA in _____ (mm/yyyy)

Part ii)

I am participating in the open selection trial out of my own will and desire and will not hold SRA or any of its personnel accountable or responsible for any injuries or damages to myself or my properties as a result of my participation in the open selection trial.

Part iii)

I hereby provide the following details for SRA's recording.

Gender	
Height	
Weight	
Age	

Signature of Participant/Guardian (for 18yrs and Below)

Name & Contact Number

Email Address