

# SELECTION POLICY

DATE: September 2013

REFERENCE: Selection Policy for Athletes, Coxswains and Coaches

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## 1. PHILOSOPHY

Rowing New South Wales (RNSW) aims to ensure that New South Wales is “The Best Rowing State in Australia”.

- 1.1. In keeping with that objective, RNSW, through the proper implementation of the Selection Policy will select teams to represent New South Wales which have the best possible opportunity of competing with distinction in interstate competition.
- 1.2. This policy and the related Event Requirements are structured to work within the objectives, processes and priorities of the national program as set out by National Centre for Rowing Excellence and Rowing Australia.

## 2. IMPLEMENTATION

- 2.1. The Selection Policy applies to all Athletes, Coxswains and Coaches who nominate for selection and referred to herein as “Participants”.
- 2.2. All Participants who nominate for selection will be considered and assessed in accordance with the Selection Policy.
- 2.3. All Participants seeking selection to a New South Wales representative team must satisfy the requirements set out in the Selection Policy including the Event Requirements.
- 2.4. RNSW reserves the right to amend the Selection Policy from time to time and as circumstances may require.

### **3. EVENT REQUIREMENTS**

- 3.1. Prior to each selection activity Selectors will publish Event Requirements which will set out the process and activities which will be conducted for the purpose of selection of the respective RNSW team, crew or sculler and coxswains.

### **4. NOTIFICATION**

- 4.1. The Selection Policy shall be posted on the official RNSW website at <http://www.rowingsw.asn.au/> and hard copy will be made available to any interested party upon request.
- 4.2. It shall be the responsibility of all Participants who nominate for selection to familiarise themselves with the Selection Policy.
- 4.3. RNSW shall have no responsibility to notify the terms of the Selection Policy to any party other than in accordance with clause 4.1 but nevertheless may do so at its sole discretion and without creating any further obligation on its part.

### **5. NOMINATION**

- 5.1. Participants must nominate for selection by completing the Nomination Form which may be obtained from the RNSW office or which shall be made available on the RNSW website
- 5.2. Nomination forms may be completed and submitted by the Participants club or school in which case the individual Participant must confirm their nomination in writing immediately upon request by RNSW or the Selectors and or prior to final selection.
- 5.3. Nominations lodged after the closing date for nominations must be lodged with the Chief Executive Officer of RNSW and may be accepted at the sole discretion of the RNSW Chief Executive Officer.

### **6. RNSW SELECTORS**

- 6.1. The RNSW Board, on recommendation of the Competition Commission, shall appoint a Selection Panel in accordance with the Constitution of RNSW as may be required from time to time.
- 6.2. The Selection Panel reports to the Board, generally via the Competition Commission.
- 6.3. The Selection Panels shall recommend Participants to the Board for ratification before confirming the selection of those Participants into state teams.
- 6.4. Members of the Selection Panel shall implement the Selection Policy and shall give due consideration to other policies of RNSW.

## **7. ROLE OF THE SELECTION PANEL**

- 7.1. The Selection Panel shall be responsible for the assessment and selection of all state teams to represent NSW in national and other competitions including if required, national selection trials (and shall include any crew as may be determined by RNSW from time to time).
- 7.2. The Selection Panel will be responsible for conducting Selection Trials or Squad Training including;
- a. All logistical aspects of the trials;
  - b. Communication with all Participants throughout the course of the trial;
  - c. Collection and assessment of all trial data;
  - d. These roles may be delegated to competent persons at the Selectors discretion.

## **8. ELIGIBILITY**

In order to be eligible for selection to participate in a NSW team Participants must be:

- a. A current financial member of a club or school which is a member of RNSW
- b. A current financial member of RNSW and
- c. Be eligible to represent NSW under the rules of competition for the particular event in which they seek to compete.
- d. Fulfil any other criteria which may be determined necessary by RNSW from time to time.
- e. RNSW may require Participants to present such documentary evidence of their eligibility as they may deem necessary in their absolute discretion.

## **9. RNSW POLICIES**

- 9.1. Participants must adhere to and comply with the policies of RNSW. Copies of RNSW policies may be obtained from the RNSW office or from the RNSW website.
- 9.2. RNSW may remove a Participant from selection trials or from a team or event if in its sole discretion the Participant is in breach of these policies or brings RNSW, the team or the sport into disrepute.

## **10. SELECTION CRITERIA**

- 10.1. The Selectors shall be entitled to make both objective and subjective assessments in making their decisions and they may weight each such assessment on a case by case basis at their sole discretion.
- 10.2. The Selection Activities shall be those events, ergometer testing, medical testing, training sessions or other that may be assessed by the Selectors in their selection decisions will be determined for each particular event, crew or team as may be required from time to time.
- 10.3. Selectors at their sole discretion may reschedule any selection activity for one or more Participants.

10.4. For the avoidance of doubt in assessing any of the above criteria, the Selectors may take into account the relevant rowing conditions (e.g. wind or water flow), the medical or other condition of any athlete, the unavailability of a Participant as a result of circumstances beyond their control, equipment breakages or malfunctions all or any of which may have impacted upon performance.

#### **10.4(a) Rowers and Scullers**

The selection criteria that may be taken into account by the Selectors in selecting rowers for RNSW teams or crews from nominated Participants will include some or all of the following:

- i. Satisfaction of the requirements of the Event Requirements;
- ii. Performance in trialling and competition specified in the Event Requirements;
- iii. Results and reports recorded from collated data and information including ergometer results, past race results, sports science or medical tests or considerations, training camps, ability to maintain required training loads, ability to make and maintain weight (for Lightweight competitors);
- iv. Past interstate, national and international performances;
- v. Current local, interstate, national and international performances;
- vi. The athlete's current level of skill and physical fitness;
- vii. Any current injury or condition, which will impair, inhibit or prevent the athlete's performance;
- viii. Factors relevant to crew combination, namely crew compatibility, technical compatibility, and team balance and harmony;
- ix. Achievement by Lightweight rowers of weight targets and other requirements specified in the Event Requirements;
- x. Adherence to the RNSW Policies;
- xi. Relevant rowing conditions in relation to any trialling or results (e.g. wind and stream effects);
- xii. Coach input;
- xiii. 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;
- xiv. Ability to train in and travel to crew or squad training locations and overseas competitions as required or designated by RA.
- xv. The Selectors may also take into account the proportion of Selection Activities a Participant has successfully completed.

#### **10.3(b) Coxswains**

The selection criteria that will be taken into account by the Selectors in selecting coxswains for RNSW crews or teams from the Participants include the following:

- i. Satisfaction of the requirements of the Event Requirements;
- ii. Performance in training, trialling and competition specified in the Event Requirements;
- iii. Past performance in training and competition – especially at training camps, other nominated selection trials, and previous local, interstate, national and international events;
- iv. Results and reports recorded from objective data if available;
- v. Coach input;

- vi. Consultation with Athletes;
- vii. Adherence to the RNSW Policies;
- viii. Proven ability to make weight;
- ix. The Athlete's current level of skill and fitness;
- x. Any current injury or condition which will impair, inhibit or prevent the Athlete's performance;
- xi. Factors relevant to crew combination, namely crew compatibility, technical compatibility, and team balance and harmony; and
- xii. The Selectors may also take into account the proportion of Selection Activities a Participant has successfully completed.

### **10.3(c) Coaches**

The selection criteria that may be taken into account by the Selectors in selecting Coaches for RNSW teams or crews from the Participants include the following:

- i. Satisfaction of the requirements of the Event Requirements;
- ii. Ability to operate in a coaching team and broader high performance environment;
- iii. Current and past record as a Coach, including performance of local, interstate and international crews coached in the past, including performance of crews coached at selection events, management of those crews and a proven capacity to relate appropriately with Athletes, Coaches, Officials and RNSW;
- iv. Compatibility with Athletes;
- v. Adherence to the RNSW Policies, including without limitation, adherence to the RNSW and RA Coaches Code of Ethics;
- vi. Factors relevant to crew combination, namely crew compatibility, technical compatibility, and team balance and harmony.

## **11. SELECTION ACTIVITIES**

By nominating for a team or crew Participants agree to;

- 11.1. Be bound by the Policies of RNSW including this Selection Policy, any Event Requirements and the RNSW Appeals Policy.
- 11.2. The requirements of the World Anti-Doping Agency (WADA) and the Australian Sports Anti-Doping Authority (ASADA).
- 11.3. Attend selection trials, testing and training activities and participate fully and to the best of their ability.
- 11.4. Immediately notify RNSW of any injury or illness prior to or during the selection process or during training or competition.

## **12. SELECTION DATA**

RNSW collects and retains data relative to the Participant and to his or her rowing performance. Upon the conclusion of the selection process and the naming of the respective representative crews or teams, RNSW reserves the right to retain that data and not to disclose any selection based data to any other party.

## **13. APPEALS**

13.1. A Participant may lodge an appeal with the Chief Executive Officer of RNSW not later than forty eight (48) hours after the announcement of the team in accordance with the RNSW Appeals Policy which is available from RNSW office or on the RNSW website.

13.2. The sole grounds for any appeal to the Appeals Tribunal are that:

- a. the express requirements of the Selection Policy or (where applicable) the Event Requirements have not been properly followed and/or implemented; or
- b. the decision was affected by actual bias.