



Surf Life Saving New Zealand – Sport Policy Statement

SPS014

Subject: New Zealand Teams and Squads Selection Policy

Endorsement Date: January 2019

Endorsed By: Sport Manager, SLSNZ

Review Date: June 2019

1. Objectives of this Policy

1.1 The objectives of this Policy are:

- a. To clearly document and make available to all Members the process and Criteria to be used by SLSNZ in selecting Members for New Zealand teams and squads for international events and competitions.
- b. To select Members with the potential to achieve medal winning performance/s at such events and competition.

2. Application of this Policy

- 2.1 This Policy applies to all Members of SLSNZ, athletes, Surf Boat Crews and IRB Crews wishing to be considered for selection to a New Zealand team or squad.
- 2.2 This Policy is to be read alongside any other information supplied by SLSNZ regarding the high performance programme 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:

- “Club” Means a surf life saving Club that is a Member of SLSNZ.
- “Criteria” Means the criteria on which the Selection Committee shall make its selection decisions, as stated under section 4.1 of this document.
- “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 the event or competition or activities upon which their selection is to be considered.

“Member”

Means a person who is a current financial Member of SLSNZ as defined in the SLSNZ Constitution.

“Selection Committee” or
“Selectors”

Means the persons appointed by the Board of SLSNZ to be the New Zealand selectors and responsible for selecting New Zealand teams and squads.

“SLSNZ Ombudsman”

Means the barrister and solicitor of the High Court of New Zealand appointed by the SLSNZ Board to act as the independent Ombudsman from time to time.

“SM”

Means the SLSNZ Sport Manager.

“Sport Tribunal”

Means the Sport Tribunal of New Zealand (formerly known as the Sports Disputes Tribunal of New Zealand) established by Sport and Recreation New Zealand and continued under the Sports Anti-Doping Act 2006.

4. Criteria for Selection

- 4.1 The Criteria for selection of New Zealand squads and New Zealand teams is made up of the following parts:
- a. Application of eligibility Criteria (as set out in section 5);
 - b. Consideration of overall objectives (as set out in section 6);
 - c. Application of specific Criteria (as set out in section 7);
 - d. Consideration of Exceptional Circumstances (as set out in section 8); and
 - e. Application of general Criteria (as set out in section 9),
- (Together referred to as the “Criteria”).



5. Eligibility for Selection

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

- a. be a current and financial Member of a Club;
- b. hold a currently refreshed SLSNZ Surf Lifeguard Award (or international equivalent) and be a bona fide lifesaver in good standing with SLSNZ, and their Club;
- c. have no outstanding payments or obligations with SLSNZ;
- d. be a New Zealand citizen; (Required proof: NZ Passport, NZ Birth Certificate, NZ Citizenship documentation)
- e. if seeking selection to a New Zealand team to compete in:
 - i. an ILS event, be or will be a minimum of 16 years of age as of the first day of the international competition for which the athlete is seeking to be selected;
 - ii. an international pool challenge event or an international surf challenge event, be or will be a minimum of 15 years of age as of the first day of the competition for which the athlete is seeking to be selected;
 - iii. an international IRB event, hold the relevant position qualifications as required by the event circular's (e.g. IRB Driver Award, Crewperson Module), together with any other specific eligibility requirements as detailed in event entry circulars; and
- f. complete an online application for selection based on the template form set out in the **Appendix 1** to this Policy and return it to the SM by no later than the date notified. The SM may in his/her discretion accept an application form after the due date. Application for selection links below:
 - [Open, Development, Youth Selection Application](#)
 - Surf Boat Crew Selection Application (tbc)
 - IRB Crew Selection Application (tbc)

5.2 If an athlete is selected to a New Zealand team or New Zealand squad the athlete acknowledge and agrees that:

- a. s/he will be required to sign and comply with an Athlete Agreement, by the date specified by the SM; ([Click here for an example of the Athlete Agreement](#))
- b. s/he may be subject to drug testing by Drug Free Sport New Zealand ("DFSNZ") and/or any other recognised drug testing authority, and must comply with the Sports Anti-Doping Rules made by DFSNZ under the Sports Anti-Doping Act 2006 as amended from time to time by DFSNZ (which have been adopted as the SLSNZ anti-doping policy) and may be required to register with the World Anti-Doping Authority for out of competition testing; and
- c. s/he must maintain a designated level of fitness and standard of competitiveness as set out in the Athlete Agreement; and



- d. s/he must immediately notify the Selection Committee or SM of any illness or injury that could impact on their capability to compete.

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. Overall Objectives

6.1 **New Zealand Squads:** The overall objective to be considered by the Selection Committee in determining the selection of athletes to any New Zealand squad is to have available a pool of talented and competitive athletes who have the potential to be, or develop into, representatives of New Zealand at international surf life saving events.

6.2 **New Zealand Teams:** The overall objective to be considered by the Selection Committee in determining the selection of athletes to any New Zealand team is to achieve or have the potential to achieve medal winning performance/s at international surf life saving events including but not limited to;

- i. Potential to fit the type and mix of athletes required for the New Zealand Team at the Lifesaving World Championships.
- ii. Trans-Tasman Surf Boat Challenge.
- iii. International Surf Rescue Challenge.
- iv. Sanyo Cup.

7. Specific Criteria

7.1 For each event, competition, activity, or other purpose for which a New Zealand team or squad is to be chosen, the Specific Criteria issued by the SLSNZ shall be followed by the Selection Committee as set out below in sections 7.4 to 7.7, as amended from time to time;

7.2 There is no obligation on the Selection Committee to fill any or all of the available places on a New Zealand team or New Zealand squad.

7.3 An athlete must generally be a Member of a New Zealand squad before they will be considered for selection in a New Zealand team, but this clause shall not prevent the Selection Committee from considering and selecting an athlete for a New Zealand team who is not in the squad in its discretion.



7.4 New Zealand Squads Specific Criteria

New Zealand Squads will be selected on or about the Sunday of the [New Zealand Surf Life Saving Championships](#) or the [New Zealand Pool Championships](#) at the conclusion of the events.

The athletes selected will be in the squad for a maximum period of one year beginning on the Monday following the New Zealand Surf Life Saving Championships or the New Zealand Pool Championships (as applicable), and subject to the terms of the Selection Policy (including clause 12 regarding removal or withdrawal from the squad).

The New Zealand Teams will be selected from these squads. The Selectors reserve the right to add athletes to this squad as required throughout the year period.

The following information under the Specific Criteria applies in determining selection for the New Zealand Squads (this includes Open, Development and Youth Squads) for the period of one year from Monday following the New Zealand Surf Life Saving Championships held in March each year or the New Zealand Pool Championships (Pool Specific athletes).

a. Selection events:

The performance and results of Members, both individually and as part of a team, at the following events will be considered by the Selectors: ([Click here](#) to view the specific event dates)

- i. New Zealand Pool Championships
- ii. Eastern Region Championships (ERC's)
- iii. New Zealand Surf Life Saving Championships

b. Selectors will also take into consideration other event results which may include but not limited to:

- i. The performances and results of Members competing in the Australian Surf Life Saving Championships from the previous year.
- ii. The performances and results of Members competing in other SLS Regional Championships events;
 - Central Regional Senior Championship Events (CRC's)
 - Southern Regional Senior Championship Events (SRC's)
 - Northern Region Senior Championship Events (NRC's)
 - Regional Pool Championships
- iii. The performances and results of Members competing in the Whangamata Classic and NZ Representative Challenge (NZRC) events;
- iv. The performance and results of Members competing in Pool Rescue Events e.g. Orange Cup, German Cup.
- v. The performances and results of Members competing in New Zealand teams at surf lifesaving events;



- vi. The performances and results of Members competing in surf lifesaving events in Australia;
 - vii. The performance and results of Members competing in national and international swimming events;
 - viii. The performance and results of Members at national and international surf lifesaving competitions in previous seasons; and
 - ix. Such other factors as the Members of the Selection Committee consider relevant.
- c. There is no obligation on any athlete seeking selection in New Zealand Squads to compete in all of the events listed in this Specific Criteria.
 - d. The Selection Committee have the right to add athletes to New Zealand Squads at any time if they meet the Selection Criteria.

7.5 New Zealand Teams Specific Criteria

The New Zealand Teams will be selected from New Zealand squads.

The selectors have the right to hold Squad trials and camps as required by the selectors in their sole discretion for selection of a New Zealand Team.

The following information under the Specific Criteria applies in determining selection for the New Zealand Teams (this includes Open, Development and Youth Teams)

Selection Information:

- a. The performance and results of Members, both individually and as part of a team, at the selection events and other events to be considered under points 7.4 (a) & (b).
- b. The performance of Members at any Squad trials and camps held by the selectors as part of the selection of a New Zealand Team.
- c. The selectors can take into consideration the Members ability to provide value to the team as a whole which in turn may assist with the Team's performance.

7.6 New Zealand Surf Boat Teams Specific Criteria

Club Crews will be selected to represent New Zealand in Open and U23 grades on or about Sunday following the conclusion of the SLSNZ Surf Boat Selection Trials or Selection Events.

The Selectors will consider the performance and results of crews at the SLSNZ Selection Trial or selection event being held each year as advertised by SLSNZ.

The following information under the Specific Criteria applies in determining selection for the New Zealand Surf Boat Teams (this includes Open and U23 Teams).

- a. Selectors will also take into consideration:
 - i. The performances and results of crews competing in the most recent New Zealand National Championships.



- ii. The performances and results of crews competing in international events from the previous season.
 - iii. The performances and results of crews competing in other surf boat events in the previous season;
 - iv. The performances and results of crews competing in surf boat events in Australia in the previous season;
 - v. The performance and results of crews at national and international surf boat competitions in previous seasons; and
 - vi. Such other factors as the Members of the Selection Committee consider relevant.
- b. Selectors have the right to add additional selection events or trials as required to allow for additional assessment of crews who have made an application for positions.
 - c. To be selected to represent New Zealand in the Open Men and Women grades: only Club crews competing in the Open Men's and Women's age categories of the nominated selection events or trial will be considered for selection.
 - d. To be selected to represent New Zealand in the U23 grade: Club crews competing in the U23 Men's and Women's age categories of the nominated selection events/trials will be considered for selection. In the event an U23 crew is not of standard to be selected then the Selectors have the right to review other age group developing crews for possible selection.
 - e. Rotating crew Members and/or unnecessary substitutions at the nominated selection events or trial is not recommended. The Selectors wish to track the progress of four rowers and one sweep throughout the nominated selection events or trial.
 - f. Note that due to the format of racing, sweeps don't have the ability to sweep an open crew and a development crew in the same gender. It is also not advised to try and sweep a male and female crew when representing NZ.
 - g. The Selection Committee have the right to add athletes to New Zealand Squads at any time if they meet the Selection Criteria.

7.7 New Zealand IRB Teams Specific Criteria

Club Crews will be selected to represent New Zealand in Open grades on or about Sunday following the conclusion of the SLSNZ ILS IRB Selection Trials or Selection Events.

The following information under the Specific Criteria applies in determining selection for the New Zealand IRB Teams.

a. Selection events:

The performance and results of IRB Crews at the following events will be considered by the Selectors: ([Click here](#) to view the specific event dates)

- i. The most recent BP New Zealand IRB Championships
- ii. Any SLSNZ ILS IRB Selection Trials.



- b. Selectors will also take into consideration:
 - i. BP North Island IRB Championships
 - ii. BP South Island IRB Championships
 - iii. The performances and results of IRB Crews competing in previous New Zealand IRB Championships.
 - iv. The performances and results of IRB Crews competing in international events from the previous season.
 - v. The performances and results of IRB Crews competing in other IRB events in the previous season;
 - vi. The performances and results of crews competing in IRB events in Australia in the previous season;
 - vii. The performance and results of crews at national and international IRB competitions in previous seasons; and
 - viii. Such other factors as the Members of the Selection Committee consider relevant.
- c. Selectors have the right to add additional selection events or trials as required to allow for additional assessment of IRB Crews who have made an application for positions.
- d. Changing IRB Crew Members and/or unnecessary substitutions at the nominated selection events or trial is not recommended. The Selectors wish to track the progress of an IRB Crew throughout the nominated selection events or trial.
- e. The Selection Committee have the right to add athletes to New Zealand Squads at any time if they meet the Selection Criteria.

8. Exceptional Circumstances:

- 8.1 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 3) that may have resulted in the athlete's performance or results being adversely affected provided that:
- a. The Selection Committee shall not take into account any Exceptional Circumstance unless the athlete has informed the SM or the Selection Committee of the circumstances giving rise to the Exceptional Circumstances. The athlete(s) must advise the selectors:
 - i. If the Exceptional Circumstance arises before or during an event and either prevents an athlete from competing or impacts their performance at the event, within 48 hours of the event; and
 - ii. If the Exceptional Circumstance arises at any other time, as soon as practicable afterwards but no later than one week before the selection date.
 - b. 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 SM 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.

9. General Criteria:

9.1 The Selection Committee may take into account any or all of the following factors in considering selection for any New Zealand squad or New Zealand team:

- a. versatility in a range of disciplines and/or in a range of positions within a team;
- b. adequate fitness and commitment to maintain a fitness and training programme as agreed to with the National Coach if applicable;
- c. demonstrated compatibility with others in a team environment;
- d. demonstrated compliance with the rules of events and competitions;
- e. understanding and respect for the position on a New Zealand team or New Zealand squad representing New Zealand;
- f. Ability and willingness to communicate with coaches and other support staff.

9.2 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.

10. Notification of Selection

10.1 If the SLSNZ Selectors consider an athlete or team has not demonstrated the Criteria for selection, they may inform the athlete(s) of the Criteria that they consider has not been demonstrated and provide the athlete(s) an opportunity to respond / provide evidence demonstrating that they have satisfied that Criteria.

The Selectors will then decide whether to do one or more of the following:

- a. Not to select the athlete(s);
- b. Require the athlete(s) to undertake specific steps to satisfy the Criteria;
- c. Select the athlete(s) but with conditions relating to their selection; and/or
- d. Select the athlete(s).

10.2 Once the Selection Committee has determined the athletes to be selected to a New Zealand team or a New Zealand squad, the team or squad will be publicly announced by SLSNZ or a nominee, (which may include the National Coach, Convenor of the Selection Committee, a Selector).

10.3 After the public announcement, all athletes seeking selection to a New Zealand team or squad will be advised in writing/email whether or not they have been selected for the team or squad.

10.4 The decisions of the Selection Committee in respect of the selection of New Zealand teams are final but are subject to the right of appeal in this Policy.



10.5 The Selection Committee may, in its discretion, provide reasons for its decisions, but there is no obligation to do so.

11. Non-Selection Appeals Policy

11.1 **Consultation with Selectors** - If a non-selected athlete(s) feel they have met the selection criteria then the following process applies:

The athlete(s) are to inform the SM within 48 hours of the Selection Committee announcing the New Zealand Squad or Team that they would like to discuss their non-selection. As soon as possible after that the selectors may then inform the athlete(s) of the Criteria that they consider has not been demonstrated and provide the athlete(s) an opportunity to respond within a set time frame to provide evidence demonstrating that they have satisfied that Criteria.

Following this consultation the Selectors will then decide whether to do one or more of the following:

- a. Not to select the athlete(s);
- b. Require the athlete(s) to undertake specific steps to satisfy the Criteria;
- c. Select the athlete(s) but with conditions relating to their selection; and/or
- d. Select the athlete(s).

The consultation process and the decision of the selectors must be completed within two weeks of the athlete initiating the consultation process under this clause 11.1. If after this decision the athlete is not satisfied with the outcome they have the option of a Non Selection Appeal.

11.2 **Non Selection Appeal** - This Non-Selection Appeals Policy sets out the procedures that must be followed for any appeal against a decision by the Selection Committee regarding an athlete's non-selection to a New Zealand Squad or Team.

11.3 A Non-Selection Appeal may be made on any one or more of the following grounds:

- a. That the Selection Policy was not properly followed and/or implemented;
- b. The athlete was not afforded a reasonable opportunity to satisfy the Selection Policy;
- c. The selection decision was affected by bias;
- d. There was no material on which the selection decision could be reasonably based, or the selection decision could not be reasonably based on the material available.

11.4 The procedure for a Non Selection Appeal will be as follows:

- a. The athlete must give written notice of appeal ("Notice of Appeal") to the SM of SLSNZ within 48 hours of being notified of the Selection Committee's decision under clause 11.1 following the consultation process, setting out:
 - i. The athlete's full name and contact details;
 - ii. The non-selection they are appealing against;
 - iii. The grounds of Non Selection Appeal (with reference to those listed in clause 11.3 above);



- iv. A brief explanation of their case based on those grounds and of why they consider they meet the Selection Policy (with further evidence to be called during the appeal process).
 - v. The Notice of Appeal must be accompanied by a deposit of \$200 which is to be paid into a nominated SLSNZ bank account, fully refundable to the athlete if the Non-Selection Appeal is successful.
- b. On receipt of the Notice of Appeal, the SM will as soon as practicable:
- i. Acknowledge receipt of the Notice of Appeal;
 - ii. Advise the Selection Committee that a Notice of Appeal has been received; and
 - iii. Make arrangements for the SLSNZ Ombudsman to process and hear the Appeal.

11.5 The role and powers of the SLSNZ Ombudsman are as follows:

- a. The SLSNZ Ombudsman will be tasked with examining whether the Selection Committee correctly applied the Selection Policy in relation to the grounds of Non-Selection Appeal. S/he will:
 - i. Review the nomination process in person, by telephone or by video teleconference as soon as possible and, in any event, no later than 21 working days after the date the Notice of Appeal is received by the SM; and
 - ii. Conduct any hearing on a confidential and without prejudice basis - in particular, the content of any matters discussed during such hearing may not be used by either party in respect of any further selection/nomination matters; and
 - iii. Hear the views and position of both the athlete and the Selection Committee prior to making a decision.
 - iv. Be independent of any member of the Selection Committee.
- b. The athlete and the Selection Committee may elect to have legal or other representation for the purposes of any hearing. The parties may call such evidence as they think fit.
- c. Following their review of the Non-Selection Appeal, the SLSNZ Ombudsman may:
 - i. Make a recommendation to the Selection Committee for changes they may wish to consider in relation to the decision of the Selection Committee, within the broader context of the governing rules and the claims of other athletes; or
 - ii. Refer the case back to the Selection Committee for reconsideration on the grounds of fresh evidence which could have materially affected the decision making of the Selection Committee; or
 - iii. Dismiss the Non-Selection Appeal.
- d. Following the SLSNZ Ombudsman's review:
 - i. The SLSNZ SM will adopt as the outcome of the Non-Selection Appeal the Ombudsman's decision, as described in clause 11.4 (c), above.



- ii. In the event that the athlete wishes to have the decision of the SLSNZ Ombudsman reviewed then the athlete must file an application for appeal with the Sport Tribunal of New Zealand (Sport Tribunal) and serve a copy of such application for appeal upon the SLSNZ SM within 5 days of the date of being notified of the SLSNZ Ombudsman's decision.
- iii. Such appeal will be determined by the Sport Tribunal in accordance with its rules.
- iv. Any party to any decision of the Sport Tribunal under this Policy may appeal such decision to the Court of Arbitration of Sport (CAS) in accordance with its rules.
- v. The decision of CAS will be final and binding on the parties.
- vi. No party to a Non-Selection Appeal may institute or maintain proceedings in any court or tribunal other than as specified in this agreement.

12. Removal / Withdrawal from Selection

12.1 An athlete who has been selected to a New Zealand team or a New Zealand squad may be withdrawn from the team or squad by the SM and in consultation with the Selection 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 SLSNZ Constitution
 - ii. the Regulations of SLSNZ (including committing any violation of the Sports Anti-Doping Rules)
 - iii. the rules of any event, competition or activity in which the athlete has been selected to participate
- c. Brings him/herself, another athlete in the squad or the team, or the squad or team as a whole, an official, SLSNZ 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 required of a selected athlete.

12.2 Before withdrawing an athlete under clause 12.1, the SM will 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.

The Selection Committee and SM will then consider whether the next options for selection are all or some of the following:

- i. Athlete(s) withdrawn;



- ii. Require the athlete(s) to undertaken specific steps to satisfy their reselection;
- iii. Athlete(s) to remain selected but with conditions relating to their selection; or
- iv. Athlete(s) remain selected.

12.3 An athlete that is withdrawn from a New Zealand team may appeal their decision in accordance with clause 11 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.

12.4 A selected athlete may withdraw from being selected to a team or squad by informing the National Coach of this decision in writing.

12.5 If a selected athlete is withdrawn from selection, the Selection Committee (or in cases of urgency the National Coach and the SM) may select another athlete who, in the Selection Committee's decision, meets the Criteria.

13. Changes to this Policy

13.1 SLSNZ may change this Policy, including any schedule and appendix, from time to time. SLSNZ will give as much notice as possible of any changes to all affected athletes and Members of SLSNZ.



APPENDIX 1

SLSNZ ATHLETE SELECTION APPLICATION FORM

To improve the application process for athletes all applications should now be completed online at:

[Online High Performance Squads Application Forms \(Open, Development, Youth\)](#)

If you are unable to successfully submit the online application please request a hard copy form from:

Mike Lord, SLSNZ Sport Manager

p: 027 457 1025

e: mike.lord@surflifesaving.org.nz

SLSNZ ATHLETE SELECTION APPLICATION FORM - Example

Information Required:

You will require the following information on hand when completing the online application for New Zealand Squads.

Applying For: Open, Development, Youth, Surf Boat, IRB?
First Name
Surname
Gender (male/female)
Date of Birth
SLSNZ Club
International Club (if applicable)
Street Address
Suburb
City
Country
Postcode
Home Phone
Mobile Phone
Email
Main Events Disciplines: Board, Ski, Pool, Beach, Board, Swim, Multi/Iron