



SURF LIFE SAVING®
NEW ZEALAND

Sport Selection Policy High Performance – New Zealand Surf Boat Crews

1.0 SCOPE

This policy applies to all members of Surf Lifesaving New Zealand ("SLSNZ") applying for selection to the New Zealand Surf Boat Crews ("NZ Crews") for the Trans-Tasman Surf Boat Challenge ('TTSBC').

2.0 PURPOSE

To document the process and Criteria for selecting Members of the NZ Crews for the Trans-Tasman Surf Boat Challenge.

3.0 DEFINITIONS

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

Club	Means a surf lifesaving Club that is a Member of SLSNZ.
Crew	Surf boat crew formed by a club that applies to be selected as a NZ Crew.
Criteria	Means the criteria on which the Selection Committee shall make its selection decisions, as stated under section 6.0 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.
HPM	SLSNZ High Performance Manager
Member	Means a person who is a current financial Member of SLSNZ as defined in the SLSNZ Constitution.
New Zealand Surf Boat Crews	Consists of the Open Women's & Men's Surf Boat Crews and the Development (under 23 years) Women's & Men's Surf Boat Crews selected to represent New Zealand in the Trans-Tasman Surf Boat Challenge.
New Zealand Surf Boat Selection Committee	Committee made up of Convenor of selectors and two other selectors nominated by SLSNZ. The role of the Selection Committee is to select the New Zealand Surf Boat Crews in accordance with the procedures detailed in this document.



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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 or nominated person.
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.
Management	Appointed for the duration of the campaign – This may include the following personnel: Manager, Assistant Manager, a Coach, and possibly sports science/medicine support. The Manager is the appointed person responsible for the NZ Crews at all times during the campaign.
Trans-Tasman Surf Boat Challenge	The competition between surf boat crews from New Zealand and Australia

4.0 RELATED DOCUMENTS, POLICIES AND PROCEDURES

SLSNZ High Performance Selection Committee Policy & Procedures
SLSNZ High Performance Athlete Agreement
Memorandum of Understanding – Trans Tasman Surf Boat Test

5.0 EXCEPTIONS

There are no exceptions to this policy

6.0 CRITERIA FOR SELECTION

- 6.1 The Criteria for selection of the NZ Crews requires the following, together referred to as the "Criteria":
 - 6.1.1 Application of Eligibility for Selection Criteria (as set out in section 7);
 - 6.1.2 Consideration of Overall Objectives (as set out in section 8);
 - 6.1.3 Application of General Criteria (as set out in section 9);
 - 6.1.4 Application of Selection Events (as set out in section 10);
 - 6.1.5 Application of Specific Criteria for the NZ Crew, when relevant (as set out in section 11);
 - 6.1.6 Consideration of Exceptional Circumstances (as set out in section 12)



7.0 ELIGIBILITY FOR SELECTION

- 7.1 To be eligible for selection to the NZ Crews, an athlete seeking selection must first:
- 7.1.1 be a current and financial Member of a New Zealand Club;
 - 7.1.2 hold a current or refreshed SLSNZ Surf Lifeguard Award (or international equivalent) and be a bona fide lifesaver in good standing with SLSNZ, and their Club;
 - 7.1.3 have no outstanding payments or obligations with SLSNZ;
 - 7.1.4 be a New Zealand citizen; (Required proof: NZ Passport, NZ Birth Certificate, NZ Citizenship documentation)
 - 7.1.5 Comply with the SLSNZ Competition Manual and meet relevant eligibility requirements for Surf Boats competition and division in which a crew competes.
 - 7.1.6 Complete an Application for Selection form and return it as instructed no later than the date notified.
 - 7.1.6.1 The HPM may accept an Application for Selection form after the due date.
- 7.2 Failure to comply with, or maintain compliance with, any part of the above clause may result in the athlete and/or Crew being removed from any selection.

8.0 OVERALL OBJECTIVES

- 8.1 The overall objective is to win at the Trans-Tasman Surf Boat Challenge.

9.0 GENERAL CRITERIA FOR NZ CREWS:

- 9.1 The Selection Committee may take into account any or all of the following factors in considering selection of the NZ Crews:
- 9.1.1 Competitive record against other crews under consideration for selection at the same event;
 - 9.1.2 Adequate fitness and commitment to maintain a fitness and training programme;
 - 9.1.3 Quality and consistency of performances at the NZ Surf Boat Trial in addition to other Selection Events;
 - 9.1.4 Demonstration of qualities that lend to being a highly valued Crew member
 - 9.1.5 Demonstrated compliance with the rules of events and competitions;
 - 9.1.6 Understanding and respect for the position of a New Zealand Crew representing New Zealand;
 - 9.1.7 Ability and willingness to communicate with coaches, managers and other support staff.
- 9.2 There is no obligation on the Selection Committee to select Development crews.
- 9.3 If an athlete is selected to a NZ Crew, the athlete acknowledges and agrees that they will be required to sign and comply with an Athlete Agreement by the date specified by the HPM.
- 9.4 In considering any of the above factors, the Selection Committee may make such enquiries of the athletes and/or crew seeking selection or others, as it sees fit.



10.0 SELECTION EVENTS FOR THE NZ CREWS

- 10.1 The performance and results of Members competing, both individually and as part of a crew at the NZ Surf Boat Trial will be considered.
- 10.2 Performances at other events in the current or previous season may also be considered by the Selectors toward determining selection for NZ Crews, including:
 - 10.2.1 NZ Regional surf boat events/series
 - 10.2.2 NZ National Championships
 - 10.2.3 International surf lifesaving surf boat events
 - 10.2.4 Other surf lifesaving surf boat events
- 10.3 There is no obligation on any athlete/crew seeking selection to the NZ Crew to compete in all of the events listed in section 10.2.

11.0 SPECIFIC CRITERIA FOR THE NZ CREWS

- 11.1 For the event for which the NZ Crews are to be chosen, the Specific Criteria issued by SLSNZ shall be followed by the Selection Committee as set out below and amended from time to time;
- 11.2 The Selectors assessment of performance is defined by (but not limited to) results, crew conduct on and off the water, technical and tactical skills such as; outward and inward boat speed, sweep control out and in, crew timing out and in, buoy turn, placing at buoy turn, coming aft (if applicable), finish speed and race interference.
- 11.3 Selectors will also take into consideration other factors such as:
 - 11.3.1 Each crew's (rowing) members fastest 2km ergometer times from within 90 days of the NZ trial
 - 11.3.2 race day plan (warm up/down, nutrition, recovery) as indication of preparedness
 - 11.3.3 Crew training plan (evidence for level of understanding of preparation required for international level competition)
 - 11.3.4 Crew member performance resume
- 11.4 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.
- 11.5 To be selected to represent NZ in the Open Men and Women divisions, 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.
- 11.6 To be selected to represent NZ in the Development division: Club crews competing in the U23 Men's and Women's age categories of the nominated selection events/trials will be considered for selection.
- 11.7 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.



- 11.8 The Selection Committee have the right to select a reserve crew if they meet the Selection Criteria.
- 11.9 The wellbeing and safety of SLSNZ members and support team is of key importance. The final decision whether to send members to any international event will be at the discretion of the SLSNZ Board.

12.0 EXCEPTIONAL CIRCUMSTANCES:

- 12.1 In any decision regarding selection of athletes to a NZ Crew, the Selection Committee may, in its sole discretion, take into account any Exceptional Circumstances (as defined in clause 3.0 Definitions) that may have resulted in the athlete/crew's performance or results being adversely affected provided that:
- 12.1.1 The Selection Committee shall not take into account any Exceptional Circumstance unless the athlete/crew has informed the HPM or the Selection Committee of the circumstances giving rise to the Exceptional Circumstances. The athlete/crew must advise the selectors before the selection date and with as much advance notice as possible.
- 12.1.2 In the case of illness or injury, the Selection Committee may require the affected athlete to undergo a medical assessment by a medical practitioner as determined by the HPM or his/her nominee to verify the illness or injury and to ascertain the nature and extent of the illness and injury. If there is a request for an assessment, and the athlete does not agree to such assessment 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.

13.0 NOTIFICATION OF SELECTION

- 13.1 Selection announcement of the NZ Crews are made on or about the Sunday following conclusion of the New Zealand Surf Boat Trial.
- 13.2 The decisions of the Selection Committee in respect of the selection of the NZ Crew is final but is subject to the right of appeal in this Policy (Refer Section 14.0).

14.0 NON-SELECTION APPEALS PROCESS

- 14.1 If crews feel they have met the selection criteria the procedure for a Non Selection Appeal will be as follows:
- 14.1.1 The crew must give written notice of appeal ("Notice of Appeal") to the HPM of SLSNZ within 48 hours of notification of the Selection Committee's decision, setting out:
- The crews representative's full name and contact details;
 - The non-selection they are appealing against;
 - The grounds of Non Selection Appeal (with reference to clause 14.2);
 - A brief explanation of their case based on those grounds and why they consider they meet the Criteria (with further evidence called during the appeal process).
 - A deposit of \$200 must accompany the Notice of Appeal, paid into a nominated SLSNZ bank account, fully refundable to the crew if the Non-Selection Appeal is successful.



- 14.2 A Non-Selection Appeal may be made on any one or more of the following grounds:
- 14.2.1 That the Selection Policy was not properly followed and/or implemented;
 - 14.2.2 The crew was not afforded a reasonable opportunity to satisfy the Selection Policy;
 - 14.2.3 The selection decision was affected by bias;
 - 14.2.4 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.
- 14.3 On receipt of the Notice of Appeal, the HPM 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;
- 14.4 The selectors may then inform the athlete and/or crew of the Criteria that they consider has not been demonstrated and provide the athlete and/or crew 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:
- 14.4.1 Not to select the athlete and/or crew;
 - 14.4.2 Require the athlete and/or crew to undertake specific steps to satisfy the Criteria;
 - 14.4.3 Select the athlete and/or crew but with conditions relating to their selection; and/or
 - 14.4.4 Select the athlete and/or crew.
- 14.5 If the athlete and/or crew would like to make further appeal, the HPM will as soon as practicable:
- i. Acknowledge the further Notice of Appeal;
 - ii. Advise the Selection Committee that a further Notice of Appeal has been received;
 - iii. Arrange for the SLSNZ Ombudsman to process and hear the Appeal.
- 14.6 The role and powers of the SLSNZ Ombudsman are as follows:
- 14.6.1 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. They 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 HPM; 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/or crew and the Selection Committee prior to making a decision.
 - iv. Be independent of any member of the Selection Committee.



- 14.7 The athlete and/or crew 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.
- 14.8 Following their review of the Non-Selection Appeal, the SLSNZ Ombudsperson 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.
- 14.9 Following the SLSNZ Ombudsman's review:
- i. The HPM will adopt as the outcome of the Non-Selection Appeal the Ombudsman's decision, as described in clause 14.8 above.
 - ii. In the event that the athlete and/or crew wishes to have the decision of the SLSNZ Ombudsman reviewed then the athlete and/or crew can contact the Sport New Zealand Sport and Recreation Complaints and Mediation Service within 5 days of the date of notification of the SLSNZ Ombudsman's decision.

15.0 REMOVAL / WITHDRAWAL FROM SELECTION

- 15.1 An athlete and/or crew that has been selected to represent NZ may be withdrawn from selection by the HPM and in consultation with the Selection Committee if the athlete and/or crew:
- 15.1.1 Breaches or fails to comply with this Policy or any term of the Athlete Agreement;
 - 15.1.2 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 and/or crew has been selected to participate
 - 15.1.3 Brings them self, another athlete in the NZ Crew, an official, SLSNZ or surf lifesaving generally into disrepute;
 - 15.1.4 Has a significant illness or injury which in the Selection Committee's opinion will prevent the athlete and/or crew from continuing to meet the Criteria on which they were selected to the NZ Crew; or
 - 15.1.5 Fails to maintain the consistent level of performance and/or results required of a selected athlete and/or crew.



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- 15.2 Before withdrawing an athlete and/or crew under clause 15.1, the HPM will notify the athlete and/or crew of the alleged breach or grounds for proposed withdrawal. The athlete and/or crew will be given reasonable opportunity to provide reasons why they should not be withdrawn.
- 15.3 The Selection Committee and HPM will then consider whether the next options for selection are all or some of the following:
- i. Athlete and or crew withdrawn;
 - ii. Require the athlete and/or crew to undertake specific steps to satisfy their reselection;
 - iii. Athlete and/or crew to remain selected but with conditions relating to their selection; or
 - iv. Athlete and/or crew remain selected.
- 15.4 An athlete and/or crew that is withdrawn from selection may appeal their decision in accordance with clause 14 of this Policy, on the same basis and in the same manner.
- 15.5 A selected athlete and/or crew may withdraw from being selected by informing the HPM of this decision in writing.
- 15.6 If a selected athlete and/or crew is withdrawn, or withdraws from selection, the Selection Committee (or in case of urgency the Team Manager in consultation with the HPM) may select another athlete and/or crew who, in the Selection Committee's decision, meets the Criteria.

16.0 CHANGES TO THIS POLICY

- 16.1 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.

17.0 DOCUMENT MANAGEMENT AND CONTROL

Policy owner	National Sport Manager	Date issued	September 2021
Content Manager	High Performance Manager	Revision date	July 2022
Approved By	National Sport Manager		