



SURF LIFE SAVING®
NEW ZEALAND

Sport Selection Policy High Performance Squads and New Zealand Teams - Ocean, beach, and pool rescue.

1.0 SCOPE

This policy applies to all members of Surf Lifesaving New Zealand ("SLSNZ") applying for selection to a SLSNZ high performance Squad ("Squads") and New Zealand teams ("NZ Teams") for ocean, beach and pool rescue.

2.0 PURPOSE

To document the process and Criteria for selecting Members for Squads and NZ Teams for ocean, beach and pool rescue surf lifesaving international competitions.

3.0 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 8.1 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.
"SLSNZ Independent Commissioner"	Means the barrister and solicitor appointed by SLSNZ to act as an independent Commissioner from time to time.
"HPM"	Means the SLSNZ High Performance Manager.

4.0 RELATED DOCUMENTS, POLICIES AND PROCEDURES

SLSNZ High Performance Selection Committee Policy & Procedures
SLSNZ High Performance Athlete Agreement



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5.0 EXCEPTIONS

There are no exceptions to this policy

6.0 CRITERIA FOR SELECTION

- 6.1 The Criteria for selection of Squads and NZ Teams 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 Competitions (as set out in section 10);
 - 6.1.5 Application of specific NZ Team Criteria, 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 At the time of selection to a NZ Team, an athlete must satisfy and provide evidence of the following:
 - 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);
 - 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 meet the age and eligibility criteria as specified by the organising body at the time of the scheduled competition/s;
 - 7.1.6 complete an Application for Selection form and return it as instructed no later than the date notified.
 - 7.1.6.1 Athletes applying for selection into a Squad are by default indicating they wish to be selected into a NZ Team
 - 7.1.6.2 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 being removed from any selection.

8.0 OVERALL OBJECTIVES

- 8.1 **Squads:** the overall objective 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 lifesaving competitions
- 8.2 **NZ Teams:** The overall objective is to achieve or have the potential to achieve podium performance/s at international surf lifesaving competitions.



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9.0 GENERAL CRITERIA FOR SQUADS AND NZ TEAMS:

- 9.1 The Selection Committee may take into account any or all of the following factors in considering selection for any Squad or New Zealand team:
 - 9.1.1 Potential to be highly competitive at an international lifesaving competition;
 - 9.1.2 Competitive record against other athletes under consideration for selection in the same events or combination of events and/or disciplines;
 - 9.1.3 Evidence of versatility and skillsets in a range of events, disciplines and/or in a range of positions within a team;
 - 9.1.4 Quality and consistency of performances;
 - 9.1.5 Performance against international individual or team standards/level;
 - 9.1.6 Demonstration of qualities that lend to being a highly valued team member;
 - 9.1.7 Adequate fitness and commitment to maintain a training programme;
 - 9.1.8 Demonstrated compliance with the rules of events and competitions;
 - 9.1.9 Understanding and respect for the position on a NZ Team or Squad;
 - 9.1.10 Ability and willingness to communicate with coaches and other support staff.
- 9.2 There is no obligation on the Selection Committee to select a specific number of athletes to a Squad.
- 9.3 The Selection Committee have the right to add athletes to Squads at any time if they meet the Selection Criteria.
- 9.4 If an athlete is selected to a NZ Team 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
- 9.5 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.

10.0 SELECTION COMPETITIONS FOR SQUADS AND NZ TEAMS

- 10.1 The performance and results of Athletes competing, both individually and as part of a team at the following competitions will be considered by the Selectors toward determining selection for Squads and NZ Teams:
 - 10.1.1 NZ Regional and National Championships
 - 10.1.2 Australian surf lifesaving competitions
 - 10.1.3 International surf lifesaving competitions
 - 10.1.4 Other surf lifesaving competitions
 - 10.1.5 Other Regional, National and international sporting competitions that provide relevant performance insights
- 10.2 There is no obligation on any athlete seeking selection to Squads or NZ Teams to compete in all of the competitions listed in this section.
- 10.3 Selectors have the right to add selection events or trials if further assessment is needed to determine the suitability of an athlete/s for selection to Squads or NZ Teams



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11.0 SPECIFIC NEW ZEALAND TEAM CRITERIA

- 11.1 In addition to the General Criteria and performances at selection competitions, selection into a NZ Team will be determined by a number of factors including, but not limited to the competition type, purpose, format, structure, timing, location and available funding.
- 11.2 There is no obligation for the Selection Committee to fill any or all of the available places on a NZ Team.
- 11.3 An athlete must generally be a Member of a Squad before they will be considered for selection in a NZ Team, but this clause shall not prevent the Selection Committee from considering and selecting an athlete for a NZ Team, who is not in a Squad, in its discretion.
- 11.4 The wellbeing and safety of SLSNZ athletes and support team is of key importance. The final decision whether to send athletes to any international competition will be at the discretion of the SLSNZ Board.

12.0 EXCEPTIONAL CIRCUMSTANCES:

- 12.1 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 3.0 Definitions) that may have resulted in the athlete'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 has informed the HPM or the Selection Committee of the circumstances giving rise to the Exceptional Circumstances. The athlete 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 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 Squad selections are usually announced following the New Zealand Surf Life Saving Championships and/or the New Zealand Pool Rescue Championships. Selections made outside of these competitions will be communicated to Members.
- 13.2 Once the Selection Committee has determined the athletes to be selected to a Squad or NZ Team, the process will be as follows:



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- 13.2.1 Successful and unsuccessful athletes are advised, in writing, of the outcome of selection at least 48hr prior to public announcement;
- 13.2.2 Individualised feedback will only be provided when a squad member is not selected for a team. Individualised feedback shall be provided to the athletes by the coach, selector or other as determined by the HPM;
- 13.2.3 Wellbeing support will be made available to all selected and non-selected athletes by SLSNZ as required.
- 13.3 SLSNZ or their nominee will not announce the selected Squad or NZ Team before the completion of the Non-Selection Appeals period.
- 13.4 Any selection announcement made during an ongoing Non-Selection Appeal is considered to be provisional until the Non-Selection Appeal has been resolved.
- 13.5 SLSNZ Selectors, Athletes and staff are not permitted to communicate selections until formal public announcement has been made

14.0 NON-SELECTION APPEALS PROCESS

- 14.1 The procedure for a Non Selection Appeal will be as follows:
 - 14.1.1 The athlete (or their representative) 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:
 - 14.1.2 The athlete's full name and contact details;
 - 14.1.3 The non-selection they are appealing against;
 - 14.1.4 The grounds of Non Selection Appeal (with reference to those listed in clause 14.2 below);
 - i. A detailed explanation of their case based on those grounds and why they consider they meet the Criteria (with further evidence called during the appeal process).
 - ii. A deposit of \$200 must accompany the Notice of Appeal, paid into a nominated SLSNZ bank account, fully refundable to the athlete 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 athlete 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;



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- 14.4 The selectors may then provide the athlete with additional information in relation to the grounds of the Non-Selection Appeal (as per 14.2) and either:
- 14.4.1 Maintain the non-selection of the athlete;
 - 14.4.2 Outline specific steps the athlete is required to undertake to satisfy the selection criteria;
 - 14.4.3 Select the athlete with conditions relating to their selection
- 14.5 If the athlete would like to make further appeal, the athlete (or their representative) must notify the HPM within 48 hours of the Selection Committee's decision from the initial appeal. As soon as practicable, the HPM will:
- 14.5.1 Acknowledge the further Notice of Appeal;
 - 14.5.2 Advise the Selection Committee that a further Notice of Appeal has been received;
 - 14.5.3 Arrange for an SLSNZ Independent Commissioner to process and hear the Appeal.
- 14.6 The role and powers of the an SLSNZ Independent Commissioner are as follows:
- 14.6.1 The SLSNZ Independent Commissioner 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 process in person, by telephone or by video teleconference as soon as possible and, in any event, no later than 10 working days after the date the further Notice of Appeal was 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 the Selection Committee prior to making a decision.
 - iv. Be independent of any member of the Selection Committee.
- 14.7 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.
- 14.8 Following their review of the Non-Selection Appeal, the Independent Commissioner may:
- i. Dismiss the Non-Selection Appeal.
 - ii. Make a recommendation to the Selection Committee for changes they may wish to consider in relation to their decision; e.g. fresh evidence which could have materially affected the decision; or
 - iii. Make recommendations in relation to this policy/process
- 14.9 Following the Independent Commissioners review:
- i. The HPM will adopt as the outcome of the Non-Selection Appeal the Independent Commissioners decision, as described in clause 14.8 above.



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- ii. In the event that the athlete wishes to have the decision of the SLSNZ Independent Commissioner reviewed, the athlete can contact the [Sports Tribunal of New Zealand](#) within 5 days of the date of notification of the Independent Commissioners decision, also informing the HPM that an Application for Appeal against a decision is being submitted.
- 14.10 An appeal may be withdrawn by the athlete who has lodged the appeal at any time during the appeal process prior to a Sports Tribunal's decision, by way of written notification to the HPM.
- 14.11 Failure to comply with the appeal timeframe will result in the appeal being dismissed.

15.0 REMOVAL / WITHDRAWAL FROM SELECTION

- 15.1 An athlete who has been selected to a Squad or a NZ Team may be withdrawn from the team or squad by the HPM and in consultation with the Selection Committee if the athlete:
- 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 has been selected to participate
 - 15.1.3 Brings oneself, another athlete in a Squad or NZ Team, or the Squad or Team as a whole, 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 from continuing to meet the Criteria on which they were selected to the Squad or NZ Team; or
 - 15.1.5 Fails to maintain the consistent level of performance and/or results required of a selected athlete.
 - 15.1.6 Due to the selection of another athlete following a successful non-selection appeal
- 15.2 Before withdrawing an athlete under clause 15.1, the HPM will notify the athlete of the grounds for proposed withdrawal of the athlete.
- 15.3 An athlete that is withdrawn from a NZ Team may appeal their decision in accordance with clause 14 of this Policy, on the same basis and in the same manner.
- 15.4 A selected athlete may withdraw from a Squad or NZ Team by informing the HPM of this decision in writing.
- 15.5 If a selected athlete is withdrawn, or withdraws from selection, the Selection Committee (or in case of urgency the Campaign Lead in consultation with the



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HPM) may select another athlete 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 2022
Content Manager	High Performance Manager	Revision date	July 2023
Approved By	National Sport Manager		