



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”).

2.0 PURPOSE

To document the process and Criteria for selecting Members of NZ Crews.

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	Surfboat crew formed by a club that applies for selection 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 Under 23 Women's & Men's Surf Boat Crews selected to represent New Zealand.
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.
“SLSNZ Independent Commissioner”	Means the barrister and solicitor appointed by SLSNZ to act as an independent Commissioner 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 usually the appointed person responsible for leading the NZ Crews and support team during the campaign.

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 Series

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 At the time of selection to the NZ Crews, 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 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 A current (within the same year of application) anti-doping education certificate (New Zealand or Australian equivalent).
- 7.1.7 Complete an Application for Selection form and return it as instructed no later than the date notified.
 - 7.1.7.1 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 removal from any selection.

8.0 OVERALL OBJECTIVES

- 8.1 The overall objective is to win or have the potential to win the Trans-Tasman Surf Boat Challenge.

9.0 GENERAL CRITERIA FOR NZ CREWS:

- 9.1 The Selection Committee may consider any or all 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 If 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.
- 9.3 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 the events listed in section 10.2.



- 10.4 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

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 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 including, but not limited to:
- 11.3.1 Relevant ergometer testing
 - 11.3.2 Time trialling
 - 11.3.3 Racing
 - 11.3.4 Any other physiological testing; and/or
 - 11.3.5 Interviews
- 11.4 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.
- 11.5 To be selected to represent NZ in the Under 23 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.
- 11.6 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.
- 11.7 In assessing any performance, the Selectors may consider the selection event conditions, the medical or other condition of any athlete, and any equipment breakages or malfunctions.
- 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, consider 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 consider 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 of the NZ Crews are made following the New Zealand Surf Boat Trial.
- 13.2 SLSNZ or a nominee (i.e. Campaign Lead, Convenor of the Selection Committee, a Selector or HPM) will publicly announce the selected NZ Crews following the Non-Selection Appeals period.
- 13.3 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 (Section 14).
- 13.4 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 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 24 hours of notification of the Selection Committee's decision, setting out:
 - i. The crew's representative's full name and contact details.
 - ii. The non-selection they are appealing against.
 - iii. The grounds of Non Selection Appeal (with reference to clause 14.2).
 - iv. 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).
- 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 provide the crew 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 crew.
 - 14.4.2 Outline specific steps the athlete is required to undertake to satisfy the selection criteria.
 - 14.4.3 Select the crew with conditions relating to their selection.
- 14.5 If the crew would like to make further appeal, the crew (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 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 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 Independent Commissioner may:
 - 14.8.1 Dismiss the Non-Selection Appeal.
 - 14.8.2 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
 - 14.8.3 Make recommendations in relation to this policy/process.
- 14.9 Following the SLSNZ 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.
 - ii. In the event that the crew wishes to have the decision of the SLSNZ Independent Commissioner reviewed, the crew 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 crew 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 dismissal.

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.
 - 15.1.6 Due to the selection of another crew following a successful non-selection appeal.
- 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.
- 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 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.



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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	July 2024
Content Manager	High Performance Manager	Revision date	July 2026
Approved By	National Sport Manager		