

Surf Life Saving Australia – Australian Surf Boat Team Guideline 2019/20

Guideline Name:	Australian Surf Boat Team Selection Guideline 2019/20
Guideline Number:	5.05b
Updated:	22/10/2019

1. Introduction

The annual Trans-Tasman Surf Boat Test Series is the outcome of collaboration between the ASRL/ National Surf Boat Committee, SLSA & SLSNZ.

Each year Surf Life Saving Australia and Surf Life Saving New Zealand select an Open Male, Open Female, U23 Development Male & U23 Development Female surf boat crews to represent their country in the annual Trans-Tasman Surf Boat Test Series.

The host nation selects the racing location and date after consultation with the visiting nation. The intent of the test series is to integrate the races into a major surf boat event on either side of the Tasman. By hosting the test series at a major surf boat event, it also provides the opportunity to contest the annual test series in front of the surf boat rowing fraternity in each country respectively.

Open Crews selected to represent Australia are recognised as an official Australian representative team. This includes allocation of an official Australian representative cap number, Australian representative blazer and all recognition afforded to full Australian representatives. U23 Development Crews selected to represent Australia will not receive official Australian representative cap number or Australian Team Blazer.

2. Purpose

The primary purpose of the selection policy is to select athletes for the Australian Surf Boat Team to compete in the Trans-Tasman test match against New Zealand.

3. Key Definitions

Australian Surf Boat Crew:

Surf boat crew formed by a club who nominates to be selected onto the Australian Surf Boat Team

Australian Surf Boat Team:

The team consisting of an Open Women's Surf Boat Crew and an Open Men's Surf Boat Crew selected to represent Australia in the Trans-Tasman Test match.

Australian Development Team:

The team consisting of an U23 Women's Surf Boat Crew and an U23 Men's Surf Boat Crew selected to represent Australia.

Australian Surf Boat Team
Selection Panel:

Panel made up of Convener of selectors, two other nominated selectors from SLSA (the Selection Panel). The role of the Selection Panel is to

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select the Australian Surf Boat Teams in accordance with the procedures detailed in this document.

Selection Review Panel:	Means the Panel convened by the SLSA Chief Operating Officer to review decisions of the Australian Surf Boat Team Selection Panel in accordance with clause 5 of this guideline.
Team Management:	Appointed for the duration of the campaign – This may include the following personnel Team Manager, Assistant Team Manager, Coach, Sport Scientist, Physiotherapist. The Team Manager is the appointed person responsible for the team at all times during the campaign.
Trans-Tasman test match:	The competition between surf boat teams from Australia and New Zealand

4. Selection Criteria

- (a) All Australian Surf Boat Crews must:
- (i) Have fulfilled the requirements of their respective organisations to participate at their respective National Championships and the respective policies of the applicable organisation and be in good standing with their club, regional and national organisations;
 - (ii) Have satisfied, or have the ability to satisfy within the relevant time period, the applicable eligibility criteria (as set out in the approved nomination form) in respect to the team under consideration;
 - (iii) Comprise athletes who are financial members of a SLSA affiliated club and who each hold a current SLSA Bronze Medallion (with Cert II);
 - (iv) Have a current level of skill and physical fitness for the nature of the event that is being selected; and
 - (v) Declare any current or potential injury or condition which may impair, inhibit or prevent the member's performance to the requisite level.
 - (vi) Have received endorsement from their club and relevant state centre.
- (b) If selected as a member of the Australian Surf Boat Team, the athlete/s and management will attend all relevant camps and workshops associated with their selection. Failure to do this without reasonable cause may result in their removal from the Team.

Applications for reasonable cause must be submitted to the Team Manager and SLSA pathways Coordinator for consideration.

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- (c) When selecting the Australian Surf Boat Team, Selectors may consider:
- (i) performances at the following events where applicable:
 - (a) National Selection Event- Australian Surf Boat Team
 - (b) National Selection Event - U23 Development Team
 - (ii) the potential of the athlete to successfully achieve the objectives of this Policy and of SLSA; and
 - (iii) Any other factor considered relevant in the circumstances in the Selection Panel's sole discretion.
- (d) In considering the criterion the Selection Panel may in its discretion give weight to extenuating circumstances. Extenuating circumstances may include but are not limited to injury, personal bereavement or talent transfer situations from applicable sports.

5. Selection Process

The SLSA Chief Operating Officer (or delegate) is responsible for the formation of the Australian Surf Boat Team Selection Panel.

The Selection Panel consists of;

- Shayne Baker (Chair)
- Jenny Parry
- Garry Mensforth

5.1 Australian Surf Boat Team Selection Panel

- (a) The SLSA Chief Operating Officer (or delegate) shall appoint, in his/her sole discretion, two selectors to carry out the selection process with the Convener.
- (b) The Convener may participate in selection discussions but shall only exercise a casting vote. The Convener under the direction of the Chief Operating Officer (or delegate) of SLSA as appropriate shall be the Australian Surf Boat Team spokesperson on team selection matters.
- (c) The period of appointment for the Selection Panel and the Convener of the Selection Panel shall be for the duration of the Event and will apply to all Australian Surf Boat Teams until the end of the Event.
- (d) Where a member of Selection Panel has a conflict of interest in relation to one or more athletes that have nominated for consideration for selection, the selector must declare that interest and stand aside from the process. The Chief Operating Officer (or delegate) has the right to appoint a proxy selector.
- (e) The Selection Panel can only recommend a team to the Chief Operating Officer (or delegate). The Chief Operating Officer (or delegate) has the authority for endorsement.

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5.2 Notification of Policy

This Policy shall be available to all members of SLSA on the member's portal.

- (a) Any change in the Criteria or this Policy shall be notified to the State Centre/Branch in accordance with the provisions of the Constitutions, policies and procedures of SLSA.
- (b) SLSA at their discretion may give notice of this Policy to their respective membership.

a. Selection Procedure & Notification to Relevant Parties

- (a) All athletes wishing to be considered for selection in the Australian Surf Boat Team must:
 - (i) complete and acknowledge the nomination form (attached to relevant SLSA selection Circular) prior to the deadline specified on the nomination form. The Selection Panel may accept a completed form from an athlete after this time in its absolute discretion; and
 - (ii) if selected, you will be required to read and sign the Australian Surf Boat Team Agreement which further outlines important campaign related information and requirements.
- (b) The Selection Panel members reserve the right to submit a minority selection report following team selection as evidence in any appeal process.
- (c) Notification of the selected athletes shall be given to relevant parties within SLSA in accordance with the provisions of the respective Constitutions and protocols. Following notification of the selected persons by SLSA, a public announcement of the selected team shall be made.
- (d) Successful athletes shall be notified of their selection as soon as reasonably practicable by the Selection Panel Convener.
- (e) The Selection Panel Convener or delegate may meet with non-selected athletes to explain their decision at the sole discretion of the Selection Panel Convener.

5.3 Removal from a selected team

- (a) Any member of the selected team including the management team is ineligible for selection to, or continued membership in, if they:
 - (i) Breach or fail to observe this Policy, the SLSA Constitution or any relevant Regulations;
 - (ii) In the opinion of the Selection Panel (after having received advice from a medical practitioner) by reason of illness or injury are unable to perform to the required standard
 - (iii) Breach or fail to fulfil a requirement of the SLSA Anti-Doping Policy.

Any member of the Management Team may be removed by the SLSA Chief Operating Officer (or delegate). Failing to meet the requirements as detailed in the relevant position description. This is provided that the requirements within the position description had first been discussed with the member and the member had been given the opportunity to meet those requirements within a defined timeframe.

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6. Appeals

6.1 Appeal

A person may appeal where they believe the Selection Panel has not complied with the procedures set down in this Policy. Such an appeal may only be made on procedural grounds not on the merits of a particular selection decision. Any appeal will proceed in accordance with this clause.

6.2 Procedure for Appeal

- (a) Any appeal against a decision of the Selection Panel must be made to the Chief Operating Officer (or delegate) of SLSA within 2 days (48 hours) of the official SLSA public announcement in 4.4(a).
- (b) The appeal must be lodged in writing with the SLSA Chief Operating Officer (or delegate) setting out the:
 - (i) particulars of the alleged failure of the Selection Panel in question; and
 - (ii) grounds on which the appeal is made; and
 - (iii) reasons or circumstances supporting the alleged grounds of appeal; and
 - (iv) must be accompanied by an appeal fee of \$500 which shall be refunded if the appeal is upheld.
- (c) Nothing in this Policy prevents the withdrawal of an appeal at any time in writing to the Chief Operating Officer (or delegate).
- (d) On receipt of an appeal, the SLSA Chief Operating Officer (or delegate). will liaise to immediately arrange for the appeal documents to be forwarded to the Selection Review Panel.

6.3 Constitution of Selection Review Panel

The Selection Review Panel shall consist of three persons, which must include the following:

- (a) two persons with a thorough knowledge of lifesaving competition; and
- (b) a barrister or solicitor who will chair the Selection Review Panel.

No member of the Selection Review Panel shall be a party to or directly involved in any matter under consideration, or shall have been a member of the Selection Panel.

SLSA Chief Operating Officer (or delegate). shall appoint, in his/her sole discretion the Selection Review Panel

6.4 Functions of the Selection Review Panel

The Selection Review Panel has no power of selection or re-selection. The Selection Review Panel will review the matter(s) set out in the appeal and may only either dismiss the matter or refer it back to the Selection Panel for re-consideration, either before or after an investigation as set out below.

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6.5 Procedures for the Australian Surf Boat Team Selection Review Panel

- (a) The Selection Review Panel shall, as soon as practical after receiving the appeal documents under **clause 5.2(e)**, investigate and consider the matter and shall within 7 days of receiving such notice, determine whether:
- (i) the matter should be dismissed, because in its determination, the matter has no merit; or
 - (ii) the appeal warrants further review and determination in accordance with this Policy; or
- (iii) the matter should be referred to the Selection Panel, because in its determination, the selection was not made in accordance with this policy.
- (b) If the Selection Review Panel determines the matter warrants further review under **clause 5.5(a)(ii)** it shall as soon as practicable, having regard to the timing of selection and proximity of relevant events, serve a notice in writing to the person lodging the appeal, the Selection Panel, and the SLSA Chief Operating Officer (or delegate):
- (i) stating that the person may address the Selection Review Panel at a meeting to be held as soon as practicable, being not earlier than 4 days from the date of the notice;
 - (ii) stating the date, place and time of that meeting; and
 - (iii) informing the person that he or she may do any one or more of the following:
 - (iv) attend that meeting (personally or by his or her adult representative, not being legally trained or qualified); or
 - (v) give the Selection Review Panel, no later than 24 hours before the time of that meeting, a further written statement setting out relevant information surrounding the appeal.
- (c) The Selection Review Panel may conduct a meeting convened in accordance with **clause 5.5(b)** or any adjournment) in such manner as it sees fit, but shall:
- (i) give the appellant and the Selection Panel reasonable opportunity to be heard;
 - (ii) give due consideration to any written statement by the appellant;
 - (iii) allow the appellant to be present along with his or her adult representative (not being legally trained or qualified); and
 - (iv) may request or require that the appellant, or any other witness, attend the meeting or provide such evidence as is reasonably practicable.
- (d) Following consideration of all information which the Selection Review Panel considers relevant and which is available, the Selection Review Panel shall arrive at a finding. A decision of the Selection Review Panel may be by a majority decision.
- (e) The Selection Review Panel shall notify the SLSA Chief Operating Officer (or delegate). of its finding as soon as practicable.
- (f) If the Selection Review Panel considers the ground(s) alleged to be satisfied, it may direct that the Selection Panel reconsider the selection of the relevant team or athlete.
- (g) The Selection Panel shall comply with any direction of the Selection Review Panel.

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- (h) Any further selection decision of the Selection Panel under the direction of the Selection Review Panel shall be final, and no other further appeal shall be available to any person in respect of that selection decision.
- (i) The Selection Review Panel has no power to award costs. That is, each party will be responsible for their own costs of the appeal.
- (j) Decisions of the Selection Review Panel may be publicly disclosed by SLSA in its sole discretion.
- (k) Decisions of the Selection Review Panel shall be final and binding upon the parties, and may not be challenged by way of any action for setting aside. In making themselves available for selection to the Australian Surf Boat Team, the parties have expressly excluded all setting aside proceedings in the arbitration agreement or in a subsequent agreement, in particular at the outset of the arbitration.

7 Disciplinary Procedures

7.1 Reporting of Disciplinary Action

Where any disciplinary action is required in the lead-up to, during, or after competition a Disciplinary Action Report shall be submitted by the Team Manager to the SLSA Chief Operating Officer (or delegate), as soon as practicable detailing the breach and any actions taken.

7.2 Serious Breach of Conduct

- (a) If a team member (including team management) is involved in a serious breach of conduct including, but not limited to, illegal activity or actions that result in harm to another individual the individual is to be dealt with in accordance with the disciplinary procedures as outlined in the SLSA Constitution/Regulations

Serious breaches or allegations of serious breaches of conduct must be reported to SLSA immediately.

- (b) The outcome of any such action is to be available to the Selection Panel for consideration when selecting any future squads/ teams.

7.3 Reporting of grievance against Team Management

- (a) Any member of the squad/team may lodge a report detailing a grievance against any member of the Team Management to SLSA Chief Operating Officer (or delegate), outlining the nature of the grievance
- (b) The outcome of any such grievance is to be available Australian Surf Boat Team Selection Panel for consideration when selecting any future squads/ teams