



# AUSTRALIA

AUSTRALIAN LIFE SAVING TEAM

**SURF LIFE SAVING AUSTRALIA LIMITED ("SLSA")**  
**ROYAL LIFE SAVING SOCIETY AUSTRALIA ("RLSSA")**

## 2018 World Championships Campaign Selection Policy

### (High Performance Program)

#### 1. PURPOSE

The primary purpose of this selection policy is to select athletes for the Australian Life Saving Team that have the point scoring capacity to assist Australia win the 2018 World Lifesaving Championships. The secondary purpose of this selection policy is to select athletes into the following squads and teams:

- a) World Life Saving Championships (WLC) 2018 Squad
- b) Australian Life Saving Team- World Championships 2018
- c) Australian Representative Team: International Surf Rescue Challenge
- d) Australian Representative Team: BeNe/German Cup
- e) Australian Representative Team: New Zealand Pool Life Saving Championships
- f) Sanyo Bussan International Life Saving Cup- Japan
- g) Australian Youth Life Saving Team- World Championships 2018
- h) Australian Pathway teams (various events).

#### 2. KEY DEFINITIONS:

**World Life Saving Championships Squad:** Athletes selected into the squad for the 2018 ILS World Lifesaving Championships.

**Australian Life Saving Team:** Team selected to represent Australia at the 2018 ILS World Championships.

**Australian Youth Life Saving Team:** Team selected to represent Australia at the 2018 ILS World Youth Lifesaving Championships (athletes must be 18 years or younger on 31/12/2018).

**Australian Representative Team:** Team Selected to represent Australia in an international competition.

**Australian Pathway Teams:** Team selected to represent Australia based on preparing the athletes for the 2018 ILS World Youth Lifesaving Championships.

Collaborative Panel:	Panel made up of SLSA/RLSSA Operational Staff Members. The role of this panel is to provide governance of the World Life Saving campaign.
Rescue 2018 Selection Panel:	Panel made up of Convenor of selectors, one nominated representative from SLSA and one nominated representative from RLSSA. The Head Coach will sit on the World Life Saving 2016 Selection Panel in an advisory capacity only and does not have voting rights. The role of this panel is to ensure that the purpose and procedures detailed in this document are adhered to.
Head Coach:	Appointed coach for the duration of the 2018 World Championships campaign.
Team Manager:	Appointed for the duration of the 2018 World Championships campaign and includes,
Campaign:	18 month – 2 year period leading into the 2018 ILS World Life Saving Championships.
Personal Performance Plan:	Written agreement between The Head Coach and each squad/team member setting out planning expectations, behaviours, accountabilities, performance goals and athlete benefits (including training environment support).

### 3. SELECTION CRITERIA

To be eligible for consideration for selection athletes must:

- (a) Have fulfilled the requirements of their respective organisation 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.
- (b) Have satisfied or have the ability to satisfy within the relevant time period, the applicable eligibility criteria (as per electronic application form found [here](#)) in respect to the team under consideration.
- (c) Be a financial member of a SLSA and/or RLSSA affiliated club and hold a current SLSA Bronze Medallion (with Cert II) and/or current RLSSA Bronze Medallion or equivalent Life Saving Award.

If selected as a member of the 2018 Australian Squad/ Team, the athlete will attend all relevant camps and workshops associated with their selection. Failure to do so without reasonable cause may result in their removal from the Australian Squad/Team. Applications for reasonable cause must be submitted to the Head Coach and Team Manager for consideration.

When considering athletes for potential selection to the Australian Squad/ Team and Australian Representative Teams (including Australian Youth Life Saving Team), Selectors may consider:

- (a) performances in all age categories at the following events where applicable:
  - i) Rescue 2016 – National Teams and Interclub;

- ii) 2016 SLSA Australian Surf Life Saving Championships and 2016 SLSA Australian Surf Life Saving Youth Championships;
- iii) 2016 RLSSA Australian Pool Life Saving Championships;
- iv) 2016 State Surf Life Saving and RLSSA Championships;
- v) 2016 SLSA Interstate Championships;
- vi) 2016 SLSA National Pool Champs;
- vii) 2015 International Life Saving Events including and not limited to, 2015 German Cup Pool Life Saving Championships, 2015 International Surf Rescue Challenge;
- viii) In recognition of the nature of the World Lifesaving Championships, the selection panel may take into account performances at additional approved swimming meets, including State, National and International championships.

Athletes residing internationally have the ability to submit supervised results via video and/or approved documentation agreed on by the Selection Panel and the Head Coach in advance.

- (b) Ocean/Beach event ability as assessed at approved events/training sessions or trials as agreed to by the Head Coach and the Selection Panel.
- (c) Pool Lifesaving event ability as assessed at approved events/training sessions or trials as agreed to by the Head Coach and the Selection Panel.
- (d) Demonstrated and/or potential ability to work collaboratively as a part of the team, including the Head Coach, coaching staff, team officials and other team members.
- (e) Have a current level of skill and physical capacity required for the nature of the event that is being selected.
- (f) Declare any current /potential injury or condition which may impair, inhibit or prevent the member's performance to the requisite level.
- (g) The potential of the athlete to successfully achieve the objectives of this Policy and of SLSA and/or RLSSA under their Constitution.
- (h) Any other factors considered relevant in the circumstances approved in advance by the selection panel.

If selected, athletes must meet agreed benchmarks in their Personal Performance Plan and positively contribute to the culture and gold standard benchmark aspirations of the squad/team.

If selected, athletes must complete appropriate level anti-doping course requirements provided by the Australian Sports Anti-Doping Authority (ASADA) within the first four weeks of selection. Failure to do so may result in the removal from the high performance squad.

No particular selection criterion above need be considered nor shall any criterion be weighted more or less significantly by reason only of the order in which that criterion appears in this Policy.

In considering the criterion the World Life Saving 2018 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.

Athletes may be added to the 2018 squad at any time at the discretion of the 2018 Selection Panel.

#### **4. SELECTION PROCESS**

The 2018 Collaborative Panel is responsible for the formation of the 2018 Selection Panel

##### **4.1 2018 Selection Panel**

- (a) The 2018 Collaborative Panel shall appoint in its sole discretion, one selector each from SLSA and RLSSA on the basis of previous national or international experience or involvement in lifesaving competitions. In addition the 2018 Collaborative Panel shall appoint a third selector who shall act as Convenor of the Selection Panel.
- (b) The Convenor may participate in selection discussions but shall only exercise a casting vote. The Convenor under the direction of the CEO of SLSA and CEO of RLSSA as appropriate shall be the Australian Life Saving Team spokesperson on team selection matters.
- (c) The Head Coach will sit with the 2018 Selection Panel. This position is in an advisory role and allows scope to discuss potential athlete point accumulation capacity and team combinations via the use of an event matrix. This position does not include voting rights.
- (d) The period of appointment for the 2018 Selection Panel and the Convenor of the 2018 Selection Panel shall be for the duration of the World Life Saving Championships 2018 campaign and will apply to all squads and teams during this campaign.
- (e) Where a member of the 2018 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 Operational Staff Member of the organisation that nominated the conflicted selector has the right to appoint a proxy selector.

##### **4.2 Notification of Policy**

- (a) This Policy shall be available to all members of SLSA and RLSSA on their respective website.
- (b) Any change in the Criteria or this Policy shall be notified to State Centres/Branches in accordance with the provisions of the Constitutions, policies and procedures of SLSA and RLSSA.
- (c) SLSA and RLSSA at their discretion may give further notice of this Policy to their respective membership.

##### **4.3 Selection Procedure**

- (a) All athletes wishing to be considered for selection in the Rescue 2016 Squad/Team and Australian Representative Teams must:
  - i) Complete and acknowledge the Application for Nomination form (attached to the Australian Life Saving Team Memorandum and on SLSA and RLSSA websites) prior to the deadline specified on the nomination form.
  - ii) Read and sign the 2018 Campaign Selection Policy Agreement.

The 2018 Selection Panel may accept a completed form from an athlete after this time in its absolute discretion.

To ensure there is no misunderstanding, athletes may be selected for the 2018 Australian Life Saving Team who are not a member of the 2018 Squad.

- (b) The 2018 Selection Panel may from time to time in its discretion select a person who is not otherwise under consideration. This may occur in circumstances such as illness, newly obtained citizenship or otherwise.
- (c) Following selection of the team the 2018 Selection Panel will prepare a matrix detailing which athletes will compete in each individual and relay/team event for the nominated competition. If illness, injury or poor performance arises during competition, the Head Coach may select a replacement in a specified event in the best interests of the team.
- (d) The selected team/squad and event matrix shall be provided to the 2018 Collaborative Panel for final sign off. If the 2018 Collaborative Panel does not agree with the execution of the selection process, it shall be referred back to the 2018 Selection Panel with feedback.
- (e) The 2018 Selection Panel members reserve the right to submit a minority selection report following team selection as evidence in any appeal process.

#### **4.4 Notification of selection/non selection to Relevant Parties**

- (a) Notification of the selected athletes shall be given to relevant parties within SLSA and RLSSA in accordance with the provisions of their respective Constitutions and protocols. Following notification of the selected persons by SLSA and RLSSA, a joint public announcement of the selected team shall be made.
- (b) Successful athletes shall be notified of their selection as soon as reasonably practicable by the 2018 Selection Panel Convenor.
- (c) Unsuccessful athletes shall be notified of their non-selection in writing as soon as reasonably practicable by the 2018 Selection Panel Convenor
- (d) The 2018 Selection Panel Convenor (or his/her delegate) may meet with non-selected athletes to explain the Panel's decision.
- (e) The 2018 Selection Panel Convenor (or his/her delegate) must be available to attend the first scheduled activity of the team to address the athletes in relation to matters of selection, team balance and the events that each athlete is to contest

#### **4.5 Removal from a selected team**

- (a) Any member of the selected squad/team including the management team is ineligible for selection to, or continued membership if they:
  - i) Breach or fail to observe this Policy, the SLSA and/or the RLSSA Constitutions or any relevant Regulations;
  - ii) In the opinion of the 2018 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 or RLSSA (as applicable) Anti-Doping Policy.

- (b) Any member may be removed from any selected squad/team by the 2018 Selection Panel in consultation with the Head Coach as the circumstances may require. This includes a member failing to meet the requirements of the agreed personal performance plan provided whilst given the opportunity to meet those requirements within a defined timeframe. This will also include those relating to positive contributions to the culture of the Australian Life Saving team and adherence to all squad/team protocols.
- (c) Any member of the Management Team may be removed by the 2018 Collaborative Panel for failing to meet the requirements as detailed in the relevant position description. Providing that the requirements within the position description had first been discussed with the member and been given the opportunity to meet those requirements within a defined timeframe.

## 5. APPEALS

### 5.1 Appeal

A person may appeal where they believe the 2018 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.

### 5.2 Procedure for Appeal

- (a) Any appeal against a decision of the 2018 Selection Panel must be made to the CEO of SLSA or CEO of RLSSA within 2 days of the joint public announcement.
- (b) The appeal must be lodged in writing with the respective CEO setting out the:
  - i) Particulars of the alleged failure of the 2018 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

Must be accompanied by an appeal fee of \$500 which shall be refunded if the appeal is upheld.
- (c) If the appeal is made by a SLSA member the SLSA CEO will forward the appeal to the RLSSA CEO for action as described in this policy and vice versa.
- (d) Nothing in this Policy prevents the withdrawal of an appeal at any time in writing to the respective CEO.
- (e) On receipt of an appeal, the SLSA and RLSSA CEOs will liaise to immediately arrange for the appeal documents to be forwarded to the 2018 Selection Review Panel.

### 5.3 Constitution of 2018 Selection Review Panel

- (a) The 2018 Selection Review Panel shall consist of three persons, which must include the following:
  - i) Two persons with a thorough knowledge of lifesaving competition; and
  - ii) A barrister or solicitor who will chair the 2018 Selection Review Panel.
- (b) No member of the 2018 Selection Review Panel shall be a party to or directly involved in any matter under consideration.

- (c) SLSA shall appoint, in its sole discretion, one Appeal Member. RLSSA shall appoint, in its sole discretion, one Appeal Member. SLSA and RLSSA shall agree on the nomination of the person who will convene the Panel.

#### 5.4 Functions of the 2018 Selection Review Panel

The 2018 Selection Review Panel has no power of selection or re-selection. The 2018 Selection Review Panel will review the matter(s) set out in the appeal and may dismiss the matter or refer it back to the 2018 Selection Panel for re-consideration.

#### 5.5 Procedures for the 2018 Selection Review Panel

- (a) The 2018 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 back to the 2018 Selection Panel, because in its determination, the selection was not made in accordance with this policy.
- (b) If the 2018 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 selectors, SLSA CEO and RLSSA CEO:
- i) Stating that the person may address the 2018 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:
    - a. Attend that meeting (personally or by his or her adult representative, not being legally trained or qualified); or
    - b. Give the 2018 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 Rescue 2016 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, although shall:
- i) Give to the person lodging the appeal and the 2018 Selection Panel every opportunity to be heard;
  - ii) Give due consideration to any written statement by the person;
  - iii) Allow the person to be present along with his or her adult representative (not being legally trained or qualified); and

- iv) Request or require that the person or any other witness to attend the meeting or provide such evidence as is available.
- (d) Following consideration of all information, which the 2018 Selection Review Panel considers relevant (in its absolute discretion) and which is available, the 2018 Selection Review Panel shall arrive at a finding. A decision of the 2018 Selection Review Panel may be by a majority decision.
- (e) The 2018 Selection Review Panel shall notify the SLSA CEO and RLSSA CEO of its finding as soon as practicable.
- (f) If the 2018 Selection Review Panel considers the ground(s) alleged by the person to be satisfied, it may direct that the 2018 Selection Panel again consider the selection of the relevant team or athlete.
- (g) The 2018 Selection Panel shall comply with any direction of the 2018 Selection Review Panel.
- (h) Any further selection decision of the 2018 Selection Panel under the direction of the 2018 Selection Review Panel shall be final, and no other further appeal shall be available to the person in respect of that selection decision.
- (i) The 2018 Selection Review Panel has no power to award costs. That is, each party will be responsible for their own costs of the appeal.

## **6. DISCIPLINARY PROCEDURES**

### **6.1 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 2018 Collaborative Panel as soon as practicable detailing the breach and any actions taken.

### **6.2 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 and/or RLSSA Constitution/Regulation where appropriate.
- (b) Serious breaches or allegations of serious breaches of conduct must be reported to SLSA and/or RLSSA immediately.
- (c) The outcome of any such action is to be available to the Rescue 2016 Selection Panel for consideration when selecting any future squads/ teams.

### **6.3. 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 the 2018 Collaborative Panel outlining the nature of the grievance.
- (b) The outcome of any such grievance is to be available to 2018 Collaborative Panel for consideration when selecting any future squads/ teams.