

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

AUSTRALIAN LIFESAVING TEAM SELECTION POLICY

1. SELECTION CRITERIA

- 1.1 The selection criteria (“Criteria”) for persons nominating for consideration for selection to the Australian Lifesaving Team may include the following:
- (a) Have fulfilled the requirements of their respective organisation/s 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 within the relevant time period to satisfy, the applicable eligibility criteria (as set out in the attached nomination form) in respect of the team under consideration.
 - (c) In considering athletes for selection the One Team Selectors will consider all members of SLSA and RLSSA who nominate for selection in accordance with this agreement and associated policy. To be eligible for consideration for selection, an athlete must be a financial member of a SLSA and/or RLSSA affiliated club and a current proficient SLSA Bronze Medallion holder and/or current RLSSA Bronze Medallion holder or equivalent Life Saving Award.
 - (d) If selected as a member of a designated Australian Lifesaving team, the member 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 designated Australian Lifesaving team.
 - (e) Current national level and international performances being any such performances that have occurred within the 12 months preceding the date specified by the One Team Selectors. Times recorded at District or State based Pool Lifesaving carnivals will not be accepted as times for qualifying purposes.
 - (f) Qualifying times in Pool Lifesaving events will be promulgated jointly by One Team Selectors at least 12 months before the selection Pool Lifesaving event.
 - (g) A selection trial Pool Lifesaving event may be conducted only for competitors who have achieved qualifying times in two separate events ‘approximately’ 4 months prior to the event referred to in clause 1.1 of the Australian Lifesaving Team Agreement. Attendance at this event will be by invitation of the Australian Lifesaving Team One Team Selectors.
 - (h) If a trial Pool Lifesaving event is conducted, the event shall be conducted over two days. Competitors will swim the events they have qualified in twice each day. This will simulate a heats and finals format.

- (i) A selection trial Surf Life Saving event may be conducted up to two weeks following the SLSA 2012 National Championships. This trial event will be by invitation of the One Team Selectors. Events to be contested at this trial will be promulgated jointly by the One Team Selectors at least four months prior to the date of the trial.
- (j) Demonstrated and/or potential ability to work with the coaching staff, team officials and other team members.
- (k) Demonstrated attitude and commitment to SLSA and/or RLSSA (as appropriate), determined by coach(es) in consultation with One Team Selectors but not only regarding national representation.
- (l) Have a current level of skill and physical fitness for the nature of the event that is being selected.
- (m) Have and or declare any current or potential injury or condition which will impair, inhibit or prevent the member's performance to the requisite level.
- (n) The potential of the member to successfully achieve the objectives of this Policy and of SLSA or RLSSA (as applicable) under their Constitution.
- (o) Any other factor considered relevant in the circumstances.

No particular selection criterion above shall be weighted more or less significantly by reason only of the order in which that criterion appears in this Policy.

In considering the Criteria the One Team Selectors may in their discretion give weight to extenuating circumstances. Extenuating circumstances may include but are not limited to injury or personal bereavement (refer to clause 1.1).

2. SELECTION

The SLSA Director of Surf Sports and the RLSSA Director of Sport are responsible for the formation of the National Selection Panel for events referred to in clause 1.1 of the Australian Lifesaving Team Agreement.

2.1 One Team Selectors

- (a) The SLSA Director of Surf Sports shall appoint, in his/her sole discretion, one, One Team Selector on the basis of previous national or international experience or involvement in lifesaving competitions. The SLSA Director of Surf Sports may appoint a different One Team Selector depending upon the particular discipline of the competition or a member.

Where any One Team Selector becomes or is unable to meet his responsibilities under this policy the SLSA Director of Surf Sports will appoint a replacement One Team Selector.

The RLSSA Director of Sport shall appoint, in his/her sole discretion one, One Team Selector on the basis of previous national or international experience or involvement in lifesaving competitions. The RLSSA Director of Sport may appoint a different One Team Selector depending upon the particular discipline of the competition or a member.

Where any One Team Selector becomes or is unable to meet his/her responsibilities under this policy the RLSSA Director of Sport will appoint a replacement One Team Selector.

- (b) The period of appointment for the One Team Selectors and the Chair of One Team Selectors shall be for one event only. This does not preclude a One Team Selector or the Chair of One Team Selectors from being re-appointed for subsequent events.
- (c) The SLSA Director of Surf Sports and RLSSA Director of Sport may nominate one additional One Team Selector who will act as Chair of the One Team Selection Panel. The nominated Chair must be agreed by both parties before appointment. As far as possible the Chair shall be cognisant of both SLSA and RLSSA competition. The Chair, at the request of the SLSA Director of Surf Sports and RLSSA Director of Sport, shall convene selection meetings. The Chair may participate in selection discussions but shall only exercise a casting vote. The Chair under the direction of the CEO of SLSA and CEO of RLSSA as appropriate shall be the Australian Lifesaving Team spokesperson on team selection matters.
- (d) Where a One Team Selector has a conflict of interest in relation to one or more athletes that have nominated for consideration for selection, the One Team Selector must declare that interest and stand aside from the process. The Director of Sport of the organisation that nominated the conflicted One Team Selector has the right to appoint a proxy One Team Selector. The appointment of a proxy must occur at least 48 hours before the selection meeting is scheduled to occur and must be advised to all relevant parties at this time.

2.2 Notification of Policy

- (a) This Policy shall be available to all members of SLSA and RLSSA on their respective websites.
- (b) Any change in the Criteria or this Policy shall be notified to the State Centre/Branch in accordance with the provisions of the Constitution, policies and procedures of SLSA and RLSSA.
- (c) SLSA and RLSSA at their discretion may give notice of this Policy to individual persons.

2.3 Selection Procedure

- (a) The One Team Selectors only shall select the athletes in the Australian Lifesaving Team.
- (b) SLSA and RLSSA will nominate their preferred applicants for the roles of coaches, managers or team support personnel. Appointment will be determined jointly by the SLSA Director of Surf Sports and RLSSA Director of Sport.
- (c) The selection of a Senior Referee or similar officiating position to represent Australia at the World Games will be made jointly by the SLSA Director of Surf Sports and RLSSA Director of Sport or their nominees. If the SLSA Director of Surf Sports and RLSSA Director of Sport or their nominees

cannot agree on the selection of the Sports Official/s, the nominees will be referred to the CEO SLSA and CEO RLSSA for the final decision.

- (d) All members of SLSA and RLSSA wishing to be considered for selection in the Australian Lifesaving Team must complete and sign the Application for Selection form in Annexure 1 to this Policy and return it to their respective national organisation prior to the deadline specified on the form. The SLSA Director of Surf Sports or RLSSA Director of Sport may accept a completed form from one of their respective members after this time in their absolute discretion. This agreement must be promulgated at least one month before nominations for selection are to close.
- (e) In order to be eligible for consideration for selection all members must sign the Australian Life Saving Team Athletes, Coach(es), Team Managers and Team Support Personnel roles Application for Selection form shown as Annexure 1.
- (f) SLSA and RLSSA National Federation Team Coaches (maximum of two per Federation) and the Australian Lifesaving Team Coach(es) will be invited to participate with the One Team Selectors in preliminary discussions regarding team composition to provide their views on potential selections and combinations. SLSA, RLSSA and Australian Lifesaving Team Coaches will not participate in the actual selection process.
- (g) The One Team Selectors will prepare a matrix showing which athletes from within the national team will compete in each individual and relay event. The national coach(es) will comply with the decisions in this matrix. If illness or injury occurs during competition and the Chair of One Team Selectors (or pre-determined nominee) is not contactable, the national coach(es) may select a replacement in a specified event in terms of the conditions of the competition being contested.
- (h) The One Team Selectors may from time to time in their discretion select a person who is not otherwise under consideration. This may occur in circumstances such as illness, newly obtained citizenship or otherwise.
- (i) The One Team Selectors shall have total discretion in selection and may have regard to any one or more of the Criteria in any selection process. They may have regard to none of the Criteria.
- (j) The decision of the One Team Selectors shall be provided to the SLSA Director of Surf Sports and RLSSA Director of Sport. If the SLSA Director of Surf Sports and RLSSA Director of Sport do not agree on the selected team the team shall be referred back to the One Team Selection Panel with feedback from the SLSA Director of Surf Sports and the RLSSA Director of Sport. Following further deliberation the One Team Selection Panel shall make the final decision.

One Team Selectors reserve the right to submit a minority selection report following team selection as evidence in any appeal process.

2.4 Notification to Relevant Parties

The One Team Selectors may meet with non selected athletes to explain their decision. This shall not prevent, limit or restrict the Selectors changing the selection of any team, individual, team support personnel at any time in their sole discretion, having regard to all the circumstances.

- (a) Subject to constraints imposed upon SLSA and/or RLSSA by third parties, individuals selected by the One Team Selectors shall be notified of their selection as soon as reasonably practicable.
- (b) Notification of the selected persons 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.
- (c) Successful athletes will be notified of their selection by telephone call from the appointed representatives of SLSA and RLSSA. Unsuccessful athletes are to be notified of their non-selection in writing by the One Team Selection Panel.
- (d) The Chair of the One Team Selection Panel (or his/her nominee) 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 individual is to contest.

2.5 Removal from a selected team

- (a) Any member of the selected team including the management team who:
 - (i) breaches or fails to observe this Policy, the SLSA and/or the RLSSA Constitution or any relevant Regulations;
 - (ii) by reason of illness or injury is unable to perform to the required standard in the opinion of the National Selectors (after having received advice from a medical practitioner);
 - (iii) breaches or fails to fulfil a requirement of the SLSA or RLSSA (as applicable) Anti-Doping Policy;

is ineligible for selection to, or continued membership of, the selected Australian Lifesaving Team referred to in clause 1.1 of the Australian Lifesaving Team Agreement.

- (b) Any member may be removed from any selected team by the One Team Selectors in consultation with the national coach(es) as the circumstances may require including where the member has failed to sustain his or her performance and attitude to a satisfactory level, provided that the required performance levels had first been discussed with the member and the member had been given the opportunity to attain those performance levels

within a defined timeframe. The One Team Selectors will determine the required performance and attitude levels in consultation with the Coache/s

Any member of the Management Team may be removed by the One Team Selectors in consultation with the SLSA Director of Sport and RLSSA Director of Sport as the circumstances may require including where the member has failed to sustain his or her performance and attitude to a satisfactory level, provided that the required performance levels had first been discussed with the member and the member had been given the opportunity to attain those performance levels within a defined timeframe. The SLSA Director of Surf Sports and RLSSA Director of Sport will determine the required performance and attitude levels in consultation with the One Team Selectors.

3. APPEALS

3.1 Appeal

An aggrieved person may appeal against a failure of the One Team Selectors to comply with the procedures set down in this Policy. That is, an appeal may only be made on procedural grounds not on the merits of a particular selection decision. Any appeal under this clause will proceed in accordance with this clause.

3.2 Procedure for Appeal

- (a) Any appeal against a decision of the One Team Selectors must be made to the CEO of SLSA or CEO of RLSSA (as applicable) within 2 days of the joint public announcement referred to in Clause 2.5(b).
- (b) The appeal must be lodged in writing with the respective CEO setting out the:
 - (i) particulars of the alleged failure of the One Team Selectors 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 in accordance with this Policy, the SLSA and RLSSA CEOs will liaise to immediately arrange for the appeal documents to be forwarded to the One Team Selection Review Panel.

3.3 Constitution of OneTeam Selection Review Panel

- (a) The One Team Selection Review Panel shall be constituted of three persons, which must include the following:
 - (i) up to two persons with a thorough knowledge of lifesaving competition; and
 - (ii) a barrister or solicitor who will chair the One Team Selection Review Panel.
- (b) No member of the One Team Selection Review Panel shall be a party to or directly involved in any matter under consideration.
- (c) The SLSA Director of Surf Sports shall appoint, in his/her sole discretion, one Appeal Member. The RLSSA Director of Sport shall appoint, in his/her sole discretion, one Appeal Member. The SLSA Director of Surf Sports and RLSSA Director of Sport, shall agree on the nomination of the person who will chair the Panel.

3.4 Functions of the OneTeam Selection Review Panel

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

3.5 Procedures for the One Team Selection Review Panel

- (a) The One Team Selection Review Panel shall, as soon as practical after receiving the appeal documents under **clause 3.2(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 One Team Selectors, because in its determination, the selection was not made in accordance with this policy.
- (b) If the One Team Selection Review Panel determines the matter warrants further review under **clause 3.5(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 on the aggrieved party, the selectors and SLSA CEO and RLSSA CEO:
 - (i) stating that the aggrieved party may address the One Team 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 aggrieved 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 One Team 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 One Team Selection Review Panel may conduct a meeting convened in accordance with **clause 3.5(b)** (or any adjournment) in such manner as it sees fit, but shall:
 - (i) give to the aggrieved party and the One Team Selectors every opportunity to be heard;
 - (ii) give due consideration to any written statement by the aggrieved person;
 - (iii) allow the aggrieved person to be present along with his or her adult representative (not being legally trained or qualified); and
 - (iv) may request or require the aggrieved person or any other witness to attend the meeting or provide such evidence as is available.
- (d) Following consideration of all information, which the One Team Selection Review Panel considers relevant and which is available, the One Team Selection Review Panel shall arrive at a finding. A decision of the One Team Selection Review Panel may be by a majority decision.
- (e) The One Team Selection Review Panel shall notify the SLSA and RLSSA CEO's of its finding as soon as practicable.
- (f) If the One Team Selection Review Panel considers the ground(s) alleged by the aggrieved person to be satisfied, it may direct that the One Team Selectors again consider the selection of the relevant team or individual.
- (g) The One Team Selectors shall comply with any direction of the One Team Selection Review Panel.
- (h) Any further selection decision of the One Team Selectors under the direction of the One Team Selection Review Panel shall be final, and no other further appeal shall be available to the aggrieved person in respect of that selection decision.
- (i) The One Team Selection Review Panel has no power to award costs. That is, each party will be responsible for their own costs of the appeal.

4. DISCIPLINARY PROCEDURES

4.1 Reporting of Disciplinary Action

- (a) 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 Director of Surf Sports and the RLSSA Director of Sport detailing the breach and any actions taken.

4.2 Serious Breach of Conduct

- (a) If a team member (including team management and senior referee if applicable) 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) The outcome of any such action is to be available to the One Team Selectors for consideration when selecting any future Australian Lifesaving Team.

4.3 Reporting of grievance against Team Management

- (a) Any member of the Australian Lifesaving Team may lodge a report detailing a grievance against any member of the Team Management including Team Managers, Coach(es), Support Personnel or Senior referees to the SLSA Director of Surf Sports and the RLSSA Director of Sport outlining the nature of the grievance
- (b) The outcome of any such grievance is to be available to One Team Selectors for consideration when selecting any future Australian Lifesaving Team.

Annexure 1 - Application for Selection

I, (*insert name*)

Contact Details.....

.....(*insert details*)

apply for selection in the (*insert year*)Australian Life Saving Team for
the..... (Sport Event)

as a..... (*insert category*).

(*position category e.g. athlete, coach, manager, medical*)

At the time of signing this form I acknowledge that:

1. I have read and understood the Australian Life Saving Team Selection Policy and Team Agreement.
2. I agree to abide by the terms and conditions of the Selection Policy, the SLSA or RLSSA Constitution and Regulations.
3. I will not pursue any action whether under the SLSA or RLSSA Constitution or otherwise in relation to selection.
4. In the event I am selected I will sign the Australian Life Saving Team Competitors Agreement and will agree to be bound by the terms and conditions of that Agreement.
5. By signing this form I confirm that I am eligible for selection and in particular that I am a current member of SLSA/RLSSA (delete as applicable).

(Note: If a member of both organisations a copy of the application must be sent to both organisations)

6. Please tick which Federation you are a member of. If you are a member of both please tick SLSA/RLSSA and indicate which organisation is to submit the nomination to the One Team Selectors.

Please tick SLSA or RLSSA or Both organisations:

- SLSA only
- RLSSA only
- SLSA and RLSSA

Signed: (member)

Signed:
(*by parent/legal guardian where member under 18 years of age*)

Date: