

ROWING SOUTH AFRICA



**RMB NATIONAL SQUAD SELECTION
POLICY**

**Incorporating All Squads:
SASRU, Junior, U23, USSAR and Elite**

GENERAL PROCEDURE

Approved by IC on 10 December 2017

Approved by RowSA on 14 December 2017

UNDER REVIEW 2023

REFER TO THIS DOCUMENT AND ANNEXURES ON nationalsquad.co.za

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1. SQUAD SELECTION STRATEGY

- 1.1. This strategy is to be viewed as part of the National Selection strategy implemented by the International Commission of RowSA (IC) in order to:
 - 1.1.1. provide a structure to complement the SASRU, Junior, University, U23, Para and Elite selections;
 - 1.1.2. encourage the retention of junior rowers within the relevant National squads after completion of their schooling;
 - 1.1.3. develop and grow the number and quality of rowers who would become available for selection to the University, National U23 and National Elite squads in due course.
 - 1.1.4. achieve “A” Finals and win medals at the FISA World Rowing Championships and Olympic Games.
- 1.2. Objectives of SASRU, USSAR, RowSA IC AND RowSA:
 - 1.2.1. to ensure that all rowers are given a fair and informed opportunity to achieve their best performance during the selection process, in all categories: SASRU squad, Junior squad, U23 squad, USSAR squad, Para squad and Elite squad;
 - 1.2.2. to be in a position to assess their performance in light of their regatta performance during the season;
 - 1.2.3. to continuously track, assess and monitor rowers and coaches during the rowing seasons;
 - 1.2.4. to ensure that the best rowers in South Africa are selected to attend the FISA World Rowing Championships and Olympic Games;
 - 1.2.5. to attain the best possible performances at the FISA World Rowing Championships and Olympic Games;
 - 1.2.6. to ensure that the rowers experience high quality training, competitive racing, fair and transparent selections and an enjoyable and rewarding tour experience;
 - 1.2.7. to encourage all rowers who attend the FISA World Rowing Junior Championships to continue rowing at University and Elite Club level;
 - 1.2.8. to interact on all levels with the RowSA members;
 - 1.2.9. to ensure that the program is structured to cause as little as possible interference with the rowers educational obligations;
 - 1.2.10. to publish with the approval of the RowSA IC, an annual national selection criteria in respect of each category by no later than December of each year. In the event that no criteria are published the previous year’s criteria shall be deemed to be the applicable criteria;

- 1.2.11. to develop a coaching structure which will develop, grow and transform national squads and enlarge the pool of internationally experienced coaches;
- 1.2.12. to encourage the award of Full Provincial and Half Provincial Colours in each province by the province at each level.

1.3. Expectations of Rowers:

- 1.3.1. Rowers need to be the best in South Africa if they expect to be the best in the world.
- 1.3.2. Rowers must demonstrate outstanding technical skills during racing and training.
- 1.3.3. Rowers must demonstrate physical capacities during ergometer assessments, racing and training and have high resistance to stress in order to have the capacity for the required psychological and physiological load.
- 1.3.4. Rowers must demonstrate an ability to perform at their peak at major SA National Championships and the SA Schools National Rowing Championships, USSAR Sprints and Boat Races.
- 1.3.5. Rowers must be determined to overcome obstacles and challenges.
- 1.3.6. Rowers must accept the responsibility and understand the impact that participation at a national and international level will have and choose sport over other activities such as socializing, leisure activities etc.

1.4. Registration:

- 1.4.1. Any rower who qualifies in the relevant FISA categories, is an RSA citizen, holds an RSA passport and is a member of RowSA shall be entitled to register with the relevant National Squad and/or relevant category who shall develop and provide an online registration and monitoring facility to all rowers.
 - 1.4.1.1. The rower must register by the end of December each year.
 - 1.4.1.2. Registration shall take place online on the National Squad website.
 - 1.4.1.3. The said website shall be monitored by the National Coaches.
- 1.4.2. By registration, rowers confirm that they accept the RowSA Codes of Conduct as published on the RowSA and/or SASRU and/or USSAR websites.
- 1.4.3. It is a pre-emptory condition of selection that all rowers on any

National Squad:

1.4.3.1. unless excused in writing by the Chair of the RowSA IC, remain in South Africa, attend all national training camps, follow the prescribed programmes, travel with the squad; and

1.4.3.2. contribute equally to the cost of all coaches, managers, staff and equipment in respect of any and all international tours including the World Rowing Championships. All local (SA) costs are for the individual rower's account and will not be shared on the above basis. Local costs will be agreed and resolved between the crew parents and the coach;

1.4.3.3. travel on a South African passport.

1.5. Venue Definitions for Testing:

1.5.1. Coastal: < 600m above sea level, i.e.- Cape Town, East London, Port Elizabeth, Knysna, Durban, Somerset, Grahamstown (500m).

1.5.2. Inland: > 600m above sea level, i.e. Pietermaritzburg, Gauteng.

1.6. Rowers, Parents/legal guardian of any rower who partakes in this selection process, shall:

1.6.1. accept and be bound by this policy;

1.6.2. accept and be bound by the RowSA Codes of Conduct;

1.6.3. if accompanying rowers on tour, accept that they will not be considered to be part of the touring squad and that the tour manager shall act in *loco parentis*;

1.6.4. accept responsibility for all and any costs incurred for and/or on behalf of the rower.

1.7. An estimate budget prepared by the relevant SASRU, Junior, USSAR, U23 or Elite IC in respect of any anticipated costs will be provided on announcement of the final squad to tour, where applicable.

2. SELECTION STRUCTURE

2.1. The National RowSA IC shall have sub committees which shall be known as the SASRU and Junior IC, the U23 and USSAR IC, the Elite and Para IC.

2.2. The selection structure in respect of Junior and SASRU squads, USSAR and U23 Squads, Para and Elite squads, shall consist of an International Commission, a Selection Panel and an Appeal Tribunal in respect of each category.

- 2.2.1. The Junior and SASRU International Commission shall consist of the SASRU representative on the RowSA IC, who shall chair the panel, a nominee of the SASRU President, the National Coach (or his nominee) and a representative elected by each SASRU Regional structure which representatives should have experience in schools and junior rowing at an international level.
- 2.2.2. The U23 and USSAR International Commission shall consist of the U23 representative on the RowSA IC, who shall chair the panel, a nominee of the USSAR President, the National Coach (or his nominee) and a representative elected by each Regional structure which representatives should have experience in U23 and USSAR rowing at an international level.
- 2.2.3. The National RowSA Elite and Para International Commission shall consist of the Chair of the RowSA IC, who shall chair the panel, a nominee of the RowSA President, the National Coach (or his nominee) and a representative elected by each Provincial structure which representatives should have experience in rowing at an international level. This IC shall be responsible for all Elite and Olympic Selections.
- 2.2.4. The Chair of the RowSA IC can appoint additional members on all of the above, as he may require.
- 2.3. Notwithstanding the above each IC shall consist of no less than four persons.
- 2.4. In the event of a decision deadlock, the Chair of the relevant IC shall refer the matter to the Chair of the RowSA IC and for resolution.
- 2.5. At least one panel member should be female.
- 2.6. The SASRU and Junior IC, Universities and U23 IC and Elite and Para IC shall be responsible to the Chair of the RowSA IC and their responsibilities shall be as set out herein but shall include:
 - 2.6.1. identifying talent, assessing, selecting, preparing, coaching, organising and managing crews, coxwains and scullers for international competition;
 - 2.6.2. appointing coaches, managers and support officials to international tours;
 - 2.6.3. facilitating, approving, coordinating and organising incoming international tours;
 - 2.6.4. preparing, approving any itinerary, budget, managers and coaches for international tours;
 - 2.6.5. ensuring that the selection procedures were neutral and fair;
 - 2.6.6. ensuring that there is no breach of protocol, which would prejudice the tour or the sport of rowing in South Africa;

- 2.6.7. the publication on the SASRU and/or National Squad and/or USSAR websites of the dates for the Selection weekends and selection deadlines;
- 2.6.8. approving the Selection regatta programme submitted by the relevant Selection Panel and publishing the programme on the SASRU and/or National Squad and/or USSAR and/or RowSA websites.
- 2.7. The SASRU and Junior Selection Panel shall be appointed by the SASRU and Junior IC but shall include the Chair of the SASRU and Junior IC who shall manage the Panel, the Head Junior Coach and Assistant Coaches, the RowSA IC Chair and/or his nominee, and a nominee of SASRU.
- 2.8. The USSAR and U23 Selection Panel shall be appointed by the USSAR and U23 IC and shall include the Chair of the USSAR and U23 IC who shall manage the Panel, the Head USSAR and U23 Coach and Assistant Coaches, the RowSA IC Chair and/or his nominee, and a nominee of USSAR.
- 2.9. The Elite and Para Selection Panel shall be appointed by the Elite and Para IC but shall include the Chair of the RowSA IC who shall manage the Panel, The Head Elite Coach and Assistant Coaches, the nominee of the RowSA IC, and a nominee of the Provincial bodies.
- 2.10. Each Appeal Tribunal shall consist of a Permanent Chairperson, a nominee of the Chair of the RowSA IC and two experts, one of whom shall have coached international crews and one of whom shall have rowed internationally. None of the members of an Appeal Tribunal shall be a current member of any National Squad or selection panel.
 - 2.10.1. In respect of the SASRU and Junior Appeal Tribunal, the chair shall be appointed by the President of SASRU.
 - 2.10.2. In respect of the U23 and USSAR Appeal Tribunal, the chair shall be appointed by the President of USSAR.
 - 2.10.3. In respect of the Elite and Para Appeal Tribunal, its chair shall be appointed by the President of RowSA.
- 2.11. Except with the permission of the Chair of the RowSA IC, no member of any Appeal Tribunal or the IC or the Selection Panel may apply for the position of national coach or be a parent of any rower, who may participate in the selection process or trials.
- 2.12. All members of the SASRU and Junior Selection Panel are expected to attend the SA Schools Championship Regattas and every u16 and Open SASRU and Provincial Schools and/or Junior Championship Regatta which may be held in their province.
- 2.13. All members of USSAR and U23 selection panel are expected to attend all USSAR events and all National regattas and all provincial regattas in their province.
- 2.14. Provinces are encouraged to:

- 2.14.1. develop a provincial selection policy in conjunction with the relevant IC Chairperson in respect of U16, U18 and U23 age groups;
 - 2.14.2. select both Provincial teams and crews;
 - 2.14.3. issue provincial and/or half provincial colours.
- 2.15. Coaches and Management:
- 2.15.1. Any coach that has a rower selected through the above criteria may be invited to participate in the trials. Coaches may be involved in discussions about their rower's performance.
 - 2.15.2. The relevant IC reserves the right to invite additional coaches to attend the trials and to appoint the coaches to crews selected to participate at the World Championships.
 - 2.15.3. The relevant IC has the right to appoint management to the World Championship squad, subject to the approval of the Chair of the IC.
 - 2.15.4. Coaches may be expected to contribute to the process, the final selection decision will remain with the relevant Selection Panel.
 - 2.15.5. Only the RowSA IC has the right to manage the Olympic squad.

3. SELECTION PROCESS

- 3.1. The annual Selection Procedure Phase 1 (Boat Classes); Phase 2 (Identification); Phase 3 (Regional Selection); Phase 4 (Trials) are set out below, and, may be modified annually where necessary:
 - 3.1.1. In respect of SASRU squad, in annexure A hereto.
 - 3.1.2. In respect of Junior National Squad, in annexure B hereto.
 - 3.1.3. In respect of Elite and U23 National Squad, in annexure C hereto.
 - 3.1.4. In respect of USSAR Squad, in annexure D hereto.
- 3.2. Phase 1, the identification of Boat Classes is anticipated to be completed by 1st March each year;
- 3.3. Phase 2, the identification of prospective athletes is anticipated to be completed by 1st April each year;
- 3.4. Phase 3, the Regional / Provincial Selection Process is anticipated to be completed by 14th March each year;
- 3.5. Phase 4, the Selection and Invitation of Athletes to Trial anticipated to be completed by 14th March each year;

3.6. Preparation for FISA World Rowing Championships and/or Olympic Games:

- 3.6.1. The relevant IC reserves the right to alter or change any crew combination and relocate athletes if required.
- 3.6.2. Final crews selected will be presented by the relevant Selection Panel to the relevant IC for ratification who in turn shall report to the Chair of the RowSA IC.
- 3.6.3. Rowers selected at the Trials will continue to train in their regions and where possible combine as a team to train together during available school / university holidays where applicable.
- 3.6.4. Selected rowers may be subjected to continuous assessment and review of crew formations and composition.
- 3.6.5. The coaches of the team will be chosen from those who attended the Trials. However each Selection Panel and/or the relevant IC reserves the right to appoint additional coaches.
- 3.6.6. From time to time it may be necessary to include spare rowers in the squad for tours. These rowers will always be selected from within the squad that attended the National Squad selection regatta but will not always be entitled to National Colours or to compete at the World Championships / Olympic Games.

3.7. Assistance:

- 3.7.1. All regions are welcome and encouraged to contact the National Coach for assistance in their preparations:
- 3.7.2. Subject to the outcome of trials, selection and make-up of the touring team, each IC intends to appoint a head coach for female and a head coach for male athletes respectively, as well as coaches dedicated to selected crews.

4. **PUBLICATION OF SELECTION CRITERIA AND RESULTS**

4.1. Publication of selections in respect of Selection Process:

- 4.1.1. In respect of the ergo assessments in Phase 1, these results and a ranking ladder will be published within 14 days of the closing date of submissions.
- 4.1.2. In respect of Juniors, the winners of the qualifying gold medals and those within 2% times at SA Schools Rowing Championship will receive their invitation to attend trials at the closing ceremony of that regatta.
- 4.1.3. Those rowers who qualify to attend the trials which relate to their category will receive their invitation by mid-March each year.

- 4.1.4. Failure to receive a timeous invitation means the rower has not been invited.
- 4.1.5. The selection of rowers to go to the FISA World Rowing Championships and/or Olympic Games shall, within 72 hours of the decision having been taken, be published and shall include the decision of the relevant IC and all selection results as follows:
 - 4.1.5.1. By publication on the relevant SASRU and/or Junior IC and/or USSAR and/or RowSA websites and/or;
 - 4.1.5.2. By email to each selected and non-selected rower to the email address given by the rowers coach/rower.
- 4.2. On publication of the selection decision the Chair of the relevant IC shall within 7 days, forward to the relevant Appeal Tribunal Chairperson and to the Chair of the RowSA IC:
 - 4.2.1. a copy of the current selection policy;
 - 4.2.2. the selection decision;
 - 4.2.3. all data, results whether considered by the IC or not in respect of all rowers who participated in trials.

5. ANALYSIS AND DEBRIEFING CONFERENCE

- 5.1. After return from the FISA World Rowing Championships and/or Olympic Games the entire team together with the relevant IC and the provincial representatives shall hold a debriefing and analysis conference to discuss possible improvements in policy and procedure and receive suggestions and criticisms.

6. APPEAL PROCEDURE

- 6.1. The purpose of this policy is to enable disputes relating to the selections to be adjudicated fairly, expeditiously and affordably without recourse to external procedures.
- 6.2. The only decision which shall be appealable is the final decision of the relevant Selection Panel concerning the selection of rowers to attend the Olympic Games and FISA World Rowing Championships. This means that:
 - 6.2.1. the invitations and/or selections of rowers to attend and/or participate in Phase 1, and Phase 2 in any Selection Process shall not be appealable;
 - 6.2.2. no decision or invitation in respect of the SASRU Development Squad Selection Process is appealable.
- 6.3. A rower who has participated fully in a selection process may lodge a

written objection with the Chair of the relevant IC no later than 60 hours of notification of the publication of a selection decision. The objection must set out detailed and specific reasons for any grievance or objection as well as evidencing the date/time of receipt of the decision which is being challenged.

- 6.4. The Chair of the Selection Panel applicable will provide a written response to the rower no later than 96 hours of receiving the request, excluding holidays and week-ends.
- 6.5. If a rower is not satisfied with the response, he or she may submit a written request to the relevant Appeal Tribunal Chairperson to review the selection process. The request must:
 - 6.5.1. set out in as much detail as possible the grievance or objection, as well as specific detailed reasons why the written response of the Chair of the Selection Panel does not satisfy the complainant and/or is incorrectly decided;
 - 6.5.2. contain a list of information, documents, results or decisions which the rower wishes to be made available to him/her;
 - 6.5.3. contain written proof that the rower has discussed the issue with the rower's coach, but remains unsatisfied;
 - 6.5.4. be accompanied by an appeal fee of R2 000.00, payable into the RowSA account. This fee may be waived by the relevant Appeal Tribunal Chairperson. This fee will be refunded if the appeal is upheld.
- 6.6. The appellant shall bear the onus of proof and therefore must demonstrate that the relevant Selection Panel has:
 - 6.6.1. reached a decision which was erroneous, or grossly unreasonable;
 - 6.6.2. did not have the authority or jurisdiction to make the decision it did;
 - 6.6.3. failed to follow the published selection procedure;
 - 6.6.4. made a decision influenced by bias or improper purpose;
 - 6.6.5. failed to consider relevant facts or took into account irrelevant facts.
- 6.7. On receipt of the request, the relevant Appeal tribunal Chairperson will convene:
 - 6.7.1. an urgent meeting of a relevant Appeal Tribunal and convene such meeting within 60 hours;
 - 6.7.2. provide the documents and/or information to be used during the hearing, to the appellant no later than 36 hours prior to the appeal hearing.

- 6.8. During this process, a junior rower may be assisted by his/her parent or MIC of his/her school / university, other rowers must be assisted by their coach or another rower.
- 6.9. The lodging of an appeal does not stay the decision appealed against or challenged.
- 6.10. Appeal Procedure:
- 6.10.1. All Appeal Tribunal hearings will be heard in Gauteng unless otherwise directed by the relevant Appeal Tribunal Chairperson.
- 6.10.2. The applicable Appeal Tribunal may receive representations from:
- 6.10.2.1. the rower, who may be assisted by a parent or the MIC of his/her school in the case of a junior;
- 6.10.2.2. any witness that the rower wishes to present;
- 6.10.2.3. the Chair of the relevant Selection Panel;
- 6.10.2.4. any witness of the Selection Panel.
- 6.10.3. The chairperson of the applicable Appeal Tribunal will determine the conduct and procedure of the meeting including any adjournment if necessary.
- 6.10.4. The meeting will review the selection procedures followed.
- 6.10.5. The relevant Appeal Tribunal will make a decision within 24 hours of such meeting or such adjourned meeting, without further engagement with either the rower or relevant Selection Panel, which shall be binding on all parties.
- 6.10.6. The chairperson of the applicable Appeal Tribunal will notify all parties of the decision.
- 6.10.7. The decision as published shall be final, binding on all parties and not subject to any further appeal.
- 6.10.8. The rower will bear only the costs of his or her appeal and attendance at such a meeting.

7. SECTION APPLICABLE TO COACHES

7.1. Coaching Vision

- 7.1.1. The vision is to develop a continuous pathway that allows optimal development of the rowers and coaches from Juniors to U23's into the Elite team and ultimately Olympic and FISA World Rowing Championship Regatta medals.
- 7.1.2. One of the main strengths of the coaching group is the diversity of ideas. This means constantly learning from one another

(both successes and mistakes) to enhance the understanding of the sport and the athletes. Coaches must constantly seek to learn more and develop skills that will ensure that their coaching is of the highest International Standard. All of the coaches are focused on developing high performance as a squad.

- 7.1.3. The Coaches also understand that each have a place in the squad system and that no place is more valuable than another.

7.2. Expectations of Coaches:

- 7.2.1. The appointed Junior, SASRU, U23, USSAR, Para and Elite National Coaches are expected to develop and present a guideline in respect of the expected squad formation to the relevant Selection Panel prior to the commencement of trials. This guideline will be outlined to invited rowers at the trial briefing.
- 7.2.2. Coaches are expected to demonstrate an ability to identify talented rowers and to develop rowers over time. i.e. improve physiology, improve strength, improve technique, and make them faster.
- 7.2.3. Coaches will be expected to form crews with the capacity to win medals at the FISA World Rowing Championships and Olympic Games.
- 7.2.4. Coaches must be creative, innovative and must have excellent knowledge of all aspects of rowing e.g. technique, physiology, training programs, strength training, rigging.
- 7.2.5. Coaches should be able to use initiative to solve crew problems as well as work as a team in preparation for the FISA World Rowing Championships and Olympic Games.
- 7.2.6. Coaches are expected to be able to mediate and resolve conflict amongst their crews and have the maturity to manage the uniqueness of each individual in forging a team.
- 7.2.7. Coaches by accepting the position will ascribe to the Coaches and the RowSA Codes of Conduct.
- 7.2.8. Every coach of a selected rower shall be entitled to participate in the selection discussions relevant to their athletes.
- 7.2.9. *Coaches who anticipate arranging school/club/university tours need to advise the relevant IC of this intention prior to 1st December each year to avoid a clash of commitment by rowers / coaches.*
- 7.2.10. The relevant IC reserves the right to reassess the coach in light of crew compatibility as does the RowSA IC.

7.3. Appointment of Coaches:

- 7.3.1. Coaches will be appointed by the applicable IC and ratified by the RowSA IC.
- 7.3.2. It is anticipated that a Team manager will be appointed in respect of each squad as follows and before or at:
 - 7.3.2.1. SA Schools Boat Race and the Head Junior Coach by the end of January, in respect of SASRU and Junior Squad;
 - 7.3.2.2. by end of April in respect of U23 and USSAR Squads;
 - 7.3.2.3. by end of May in respect of all other squads.
- 7.3.3. Coaches who wish to be appointed as a coach of a national squad or play a role in a Squad, are required to demonstrate their intent by registering on the RowSA IC website by no later than 1st December or such other date as defined by the Chairperson, who will forward the list of names to the National coach.
- 7.3.4. The coaches of rowers selected will be considered to continue as the coach or assistant coach of those rowers for the period of their selection.
- 7.3.5. Coaches and Additional Coaches will be appointed and assigned to crews by the relevant Selection Panel based on track record, ability, qualifications, experience, coach/rower and squad compatibility, demonstration of willingness to participate in the greater coaching team structure.
- 7.3.6. On appointment coaches will be deemed to subscribe to the RowSA Code of Conduct.
- 7.3.7. Subject to what has been set out above, those coaches who hold a valid coaching certificate will be favorably considered.

8. DISCIPLINE AND CONDUCT

- 8.1. Rowers will be expected to adhere to the highest levels of professional behaviour at all times.
- 8.2. Failure to accept discipline either during trials, training or on tour will, inter alia result in a report being lodged with the rowers Head of School, SASRU, USSAR, University Head of Sport and RowSA were applicable, and, may compromise future selection.

9. DOPING

- 9.1. Rowers will be subjected to random testing from time to time and are responsible for their own education and diligence with regards to doping while preparing for selection and assessment. Once part of the Squad, rowers will form part of the South African Institute for Drug Free Sport (SAIDS) testing program, and will be required to comply with the

regulations as determined by the World Anti-Doping Association (WADA) and the South African Institute for Drug Free Sport (SAIDS).

10. CONTACT DETAILS

Name	Allocation	Contact Number	Email Address
Sean Kerr	RowSa President	083 611 6116	sean.kerr@africoalsa.com
Warren Boltler	International Commission Chair		warren.boltler@gmail.com
Trevor Dedlow	Junior International Commission chair	076 537 8218	tdedlow@kes.co.za
Tiago Loureiro	National Head Coach	079 814 4667	loureiot@me.com

Annexure A:

SASRU development squad

SEE WEBSITE : nationalsquad.co.za - SASRU ANNEXURE

Annexure B:

South Africa Junior National Squad

SEE WEBSITE : nationalsquad.co.za - JUNIOR ANNEXURE

Annexure C:

Elite National Rowing Squad and Under 23 National Rowing Squad

SEE WEBSITE : nationalsquad.co.za - Elite National Rowing Squad and Under 23 ANNEXURE

Annexure D:

University Sport South Africa – Rowing (USSA-R)

SEE WEBSITE : nationalsquad.co.za - (USSA-R) ANNEXURE