

ACT STATE TEAM SELECTION POLICY

1. This document outlines the policy for selection of the ACT Interstate Team, which will comprise crews and individual athletes (Rowers and Coxswains) to be named as representatives and to be entered for the Interstate Regatta to be held at the Australian National Rowing Championships, or as the Pathways Vllls to be selected to compete at Underage Selection Trials.

Objective:

2. To select our most competitive crews for ACT Interstate Crews (Interstate Regatta and Pathway Vllls) to be nominated by the Rowing ACT Board (“the board”) for representation in the Interstate Regatta and Pathway Vllls.

Notes:

- a. Development opportunities. Athletes and/or crews who have demonstrated the potential to be competitive and will benefit from the competitive experience to support their future development may be identified to compete in nominated interstate events.
- b. Event representation. The Rowing ACT Board and Head Coach may identify important events where ACT representation is considered important eg. a key interstate regatta or jubilee event. In this instance the event is to be identified before the commencement of the domestic season. A crew may be selected to represent the ACT for the nominated event.
- c. Crew consultation. Crews identified for selection to meet development opportunities or event representation are to be consulted regarding their participation, particularly if the performance of the crew is unlikely to be competitive. Should members of the crew identify that they do not wish to be considered for selection then there is to be no detriment to the athletes. Based on the athlete feedback the board may decide not to have a crew represent the ACT for the designated event.

Role of the Selectors:

3. The role of the Selectors is to:
 - a. Where practicable, attend selection activities as outlined in the ACT Team Selection Event Requirements..
 - b. Analyse data presented by the Head Coach that has been collected and collated by the Head Coach/Coaches.
 - c. The Head Coach may make recommendations to the Selectors and the Selectors are asked to endorse the Head Coach recommendations or make other recommendations based on the data.
 - d. Discuss with the Head Coach any Selector recommendations that differ from the Head Coach; and
 - e. The Selectors final recommendations are to be provided to the Rowing ACT Board for approval.
4. Rowing ACT is to nominate the Selectors each year and advise athletes vying for selection.
5. An Ombudsman is to be nominated each year to support the selection process. The Ombudsmen is to be advised to athletes vying for selection and be the primary point of contact for athletes where required.

Eligibility:

6. Only nominees who agree to all of the terms and comply with all of the requirements of this Policy may be considered for selection as an ACT representative.
7. Any nominee deemed by the Selectors to have breached this Policy or failing to comply with any of its requirements may be immediately excluded from Selection. Eligibility criteria includes;
 - a. Be currently financial and registered as a rower or coxswain in accordance with the rules of Rowing Australia (RA) and adhere to the RA rules of State of Origin (4.3.6),
 - b. Attend and be available to participate in all designated selection events unless subject to Exemption or Special Consideration in accordance with this Policy
 - c. Interstate-based ACT State of Origin athletes may be considered for selection without attending the selection events in the ACT on the basis of their results in corresponding National Selection events. For the grant of exemption from attendance at the relevant selection event(s) these results must be forwarded to the Panel no later than the time advised by the Panel to the athlete
 - d. If a Lightweight nominee, comply with the weight limits required at specific selection events
 - e. Commit to racing at the National Championships in Club crews prior to the Interstate Regatta
 - f. Adhere to Rowing ACT's policies and By-Laws.

Event Requirements:

8. Event Requirements will be used for the collection of data, which will be used by Coaches to rank athletes. Coaches shall be entitled to make both objective and subjective assessments in making their decisions and they may weigh each assessment on a case by case basis at their sole discretion.
9. If for any reason whatsoever (including injury or any other reason), an athlete is unavailable for, or unable to, complete one or more of the Event Requirements, Coaches and Selectors at their sole discretion may exclude the athlete from an Event Requirement or at their sole discretion waive the requirement for that affected participant to undertake the Event Requirement and use any available data to rank athletes for the purpose of selection.
10. The Event Requirements shall be those events, ergometer testing, medical testing, training sessions or other that may provide coaches with data to form the ranking of athletes.
11. For the avoidance of doubt in assessing performance in any Event Requirement, the Coaches may take into account the relevant rowing conditions (e.g. wind or water flow), the medical or other condition of any athlete, the unavailability of an athlete as a result of circumstances beyond their control, equipment breakages or malfunctions all or any of which may have impacted upon data collected.
12. For the purposes of ranking athletes to achieve the objectives of this Selection Policy, Coaches and Selectors at their sole discretion may give such weighting as they believe is appropriate to the data collected from Event Requirements. Selectors may vary weighting applied to the data to rank different athletes within the same crew or team.

Rower Data

13. Data will be collated by Coaches on nominated rowers to be presented to Selectors. This will include the following which will be considered:
 - a. Completion of the Event Requirements;
 - b. Performance in trialing and competition specified in the Event Requirements;
 - c. Results and reports recorded from collated data and information including:
 - d. Ergometer results,
 - e. Past race results,
 - f. Sports science or medical tests or considerations,
 - g. Training camps,
 - h. Ability to maintain required training loads,
 - i. Ability to make and maintain weight (for Lightweight competitors);
 - j. Past interstate, national and international performances;
 - k. Current local, interstate, national and international performances;
 - l. The athlete's current level of skill and physical fitness;
 - m. Any current injury or condition, which will impair, inhibit or prevent the athlete's performance;
 - n. Factors relevant to crew combination, namely crew compatibility, technical compatibility, and team balance and harmony;
 - o. Achievement by Lightweight rowers of weight targets and other requirements specified in the Event Requirements;
 - p. Adherence to the Rowing ACT Policies;
 - q. Relevant rowing conditions in relation to any trialing or results (e.g. wind and stream effects); and
 - r. Coach input.

Coxswain Data:

14. Coxswains will be assessed by the Head Coach/Coaches during training and Event Requirements on competent coxing skills and on performance at current season and/or past regattas. Coxswain selection data may include, without limitation, assessment of:
 - a. A voice recording of a race
 - b. Body weight
 - c. Rower and Coach input
 - d. Past interstate, national and international performances
 - e. Current local, interstate, national and international performances.

Coaches Selection

15. Coaches will be recommended to the Rowing ACT Board by the Head Coach for approval. Recommendations will be based on the Head Coach's assessment of each applicant's record and results achieved over the immediately preceding four years, and/or during the ACT State Team Selection Process.
16. Coaches must:

- a. Successfully communicate aims, objectives and the required commitment to the athletes
- b. Collect and collate data gathered from the Event Requirements to determine ranking of athletes
- c. Present data collected to Selectors
- d. At all times hold a current NCAS accreditation.

Note: The early appointment of the coaches is not an automatic selection of the specific crew coach for the Interstate Regatta. Coach selections will be confirmed at the final selection date.

Crew Selection Data

17. Crews, once selected, may be recommended to the Rowing ACT Board by the Selectors for approval. This will follow assessment of athletes, Coxswain Data, and crews formed. Crew selection may include, without limitation, assessment of:
 - a. The completion of a Speed Order trial as scheduled in the event requirements
 - b. Assessment of the time completed compared to years past
 - c. Consultation with the crew and crew coaches and Selectors with provision of performance standard data
 - d. Performance standard data provided to athletes
 - e. Performance standard data provided to Selectors
 - f. Once the Event Requirements have been met and crews formed, these will be presented by the Selectors to the Board to be ratified.

Selection discretion, procedures, and functions

18. Where there are insufficient rowers meeting the selection criteria or in the case of season/competition ending illness or injury, the Head Coach may approach other rowers at their discretion. In this instance the Head Coach will gain approval from Selectors, then give a written notification to the Rowing ACT Board outlining their decision.
19. Athletes not selected as an ACT representative for their nominated competition will be debriefed by the Head Coach at the point where they will no longer be considered for selection.
20. In submitting a nomination for selection as an ACT representative, each rower and coxswain, whether or not finally selected as an ACT representative, must agree to:
 - a. Abide by all Rowing ACT policies;
 - b. Abide by all of the terms of this Selection Policy and associated selection processes and requirements;
 - c. Meet any financial obligations such as uniforms and course fees; and
 - d. Complete nomination forms, consent form, medical forms and any other required documentation prior to the due date specified on the nomination form.

Exemptions for Rowers & Coxswains

21. Exemption requests, including medical exemptions, must be submitted by email to the Head Coach PRIOR to the selection event. The email address for requests is hpadmin@rowingact.org.au.

Special Considerations

22. If due to illness, injury or extenuating circumstances an athlete is unable to meet any of the requirements of this selection procedure, that athlete may still be considered for selection and requested to complete an agreed “make up “ selection trial. Medical considerations will require a certificate or other communication from an independent medical practitioner. The Panel reserves the right to terminate an athlete’s nomination, should the athlete not have met the selection policy criteria within a reasonable time frame.

Appeal Process

23. Athletes and coaches have no right of appeal.
24. An athlete who is excluded from selection and who believes:
 - a. the Selectors have acted in a biased fashion; or
 - b. the established criteria and processes have not been followed may lodge a complaint or inquiry with the Selection Ombudsman.

A coach or athlete who remains aggrieved by a determination of the Selection Ombudsman may, within two days after being advised of that determination, seek a Final Determination by the Rowing ACT Board.

25. The Rowing ACT Board must issue its Final Determination within four days of receipt of such application. The decision of the Rowing ACT Board will be final, and no further review of the relevant selection may be sought.
26. Without limiting the powers of the Selectors, the RACT Board may remove an Athlete from consideration for selection to the ACT Interstate Team if RACT determines in its sole discretion that the Athlete: (a) has at any time engaged in conduct (whether publicly known or not), which has brought or would have the tendency to bring the Athlete or rowing into disrepute or censure, or which would be inconsistent with, contrary to or prejudicial to the RACT By-Laws, RACT Constitution or the best interests, image or values of RACT, or as a result of which the Athlete’s membership would not be in the best interests of the ACT Interstate Team; or (b) has at any time been convicted of a charge of any serious offence involving alcohol or drugs, or any sex offence, or any offence which is punishable by imprisonment.