

SSNZ – SELECTION POLICY



SYNCHRO
SWIM
NEW ZEALAND



SELECTION POLICIES AND CRITERIA

February 2018

OVERRIDING PRINCIPLES

- SSNZ encourages swimmers to compete outside New Zealand to gain experience and exposure that will enhance their development. This may be representing their Club or New Zealand as agreed with the selectors in co-operation with the Squad coaches.
- The Selection Policy contains indicative criteria to enable clubs to determine if athletes should be put forward for selection, to make sure they are prepared.
- All athletes competing overseas require either selection by, or approval of, the SSNZ selectors.
- This selection criteria affirms and supports the SSNZ High Performance and Talent Development Plan. Athletes who are in New Zealand Squads will be committed to the goals of the squads, and Selectors' approval will only be given to compete for their clubs internationally when:
 - They have guaranteed they will support the Squad competition goals for that year if selected
 - It does not clash with Squad goals – for training or competition
- Selections for New Zealand representation will be made by the SSNZ selectors, following consultation with the relevant Squad's Head Coach and their decisions will be final.
- Appointments of New Zealand Team Manager/s, Team Coach/es and Competition Officials will be the responsibility of the Synchro Swim New Zealand Board, following consultation with the Appointments Committee.
- Teams will be the responsibility of the Team Manager/s and Team Coach/es. Athletes must travel with either their Squad (or Club) Coach depending on the availability of the coaches and whether this is a stand-alone competition or a targeted National Squad competition.
- As the rules for some Federation's competitions differ from FINA Rules, or from SSNZ Rules, the Squad Coaches/Manager or the Club attending a competition is responsible for checking the rules as applicable.
- When a Team/Duet travels to a competition with a reserve/s, the decision as to who swims as the Reserve at the event will be the responsibility of the Head Coach.

GUIDELINES

1. The following factors may be considered in any selections for National or Club representation:
 - a) Performance levels in past competitions - athlete progress and performance over time
 - b) Input and advice from Club and Squad coaches
 - c) Performance and attitude during training camps and trials.
 - d) The ability to perform within a team environment (where relevant).
 - e) Trials and standard of athletes related to a specific competition
 - f) Ability to communicate in an appropriate and acceptable manner, verbally, in writing and when using social media.
 - g) Extenuating circumstances.

2. With the possible exception of selection for the Oceania Championships (for athletes within Free Combination Teams) all athletes must be members of a SSNZ Squad.
3. All National Team members will abide by the SSNZ Code of Conduct and Dress Code and will be required to sign the appropriate agreement. Refer to the SSNZ Information, Policies and Protocols Manual.
4. In competitions where a Figures session is part of the event, and where no decision has been made prior, individual Figures scores at the competition may be used by the Coaches to determine the athlete/s who will swim the Routine session/s.
5. To compete overseas, Club or Squad coaches, must apply to the selectors for consideration of athletes at specific competitions (at least 3 months or more prior to the competition's final entries closing date). All applications will require sanction from the athletes' Club.

NZL Passports and Residency requirements - Overriding Principles:

To be considered for selection to a New Zealand Team or Squad, athletes must hold a New Zealand Passport at the time of any Team or Squad trials. Any residency issues will be addressed by the SSNZ Board and Selectors, and any decisions will be at their discretion.

If an athlete has represented another Country, the athletes must meet the requirements of FINA for change of Nationality or Sport Country. *Refer to FINA General Rules GR 2.5, 2.6, 2.7.*

Oceania Championships

Passport requirement exceptions – Free Combination ONLY.

- i. If the decision is made that the Free Combination Teams for the Oceania Championships will be Club Free Combination Teams, it is advisable, but not required, that all team members should hold current New Zealand passports.
- ii. All athletes who wish to be considered as members of a Club Free Combination Team must have lived in New Zealand for at least one year prior to the Oceania Championships, to comply with Oceania Swimming Association rules.
- iii. To represent New Zealand at the Oceania Championships in Solo, Duet or Junior Team, athletes must be a member of a Squad and hold a New Zealand Passport.

Competitions Outside New Zealand

To swim at any competition outside New Zealand, athletes representing their **Club** are not required to hold a NZL passport, but it is the responsibility of the Club to check the entry conditions for any competitions regarding citizenship.

WHERE CAN ATHLETES COMPETE INTERNATIONALLY?

As part of the SSNZ HPTD Plan, athletes **may** compete internationally in the following ways:

Competitions	Representing Club	Representing New Zealand
National Federation Competitions in the Pacific e.g. Australian Nationals, Malaysian Open or Age Group, Singapore Open, Asia Pacific Open	X	X
Oceania Championships	X – possible for Combo	X
All other international competitions	X <u>Only</u> if recommended by HP Squad Coach/Selectors	X
Elite International Competitions e.g. Comen (Mediterranean Cup), Junior World Champs, World Champs, Olympics		X

- Please note, the Oceania Championships are unique in that each Federation is permitted to have two entries for each of the events - Senior Solo/Duet; Open Free Combination; Junior Solo/Duet/Team; 13/14/15 Solo/Duet.
- Participation at the Comen (Mediterranean) Cup, FINA Junior World Championships, FINA World Cup and FINA World Championships are at the discretion of SSNZ. Selections for these competitions will be at the discretion of SSNZ, the Selectors and the relevant Squad Coaches. Should athletes not have met the prescribed selection criteria, they may be directed to focus on other International competitions.
- Olympic Games selection is the responsibility of the NZ Olympic Committee upon nomination from SSNZ, according to the criteria negotiated by SSNZ with the NZOC.

SELECTION CRITERIA GUIDELINES:

Selectors will be involved in any selection for representation by New Zealand athletes at international competitions. They will be responsible for: -

- **New Zealand:** Selecting all New Zealand representatives
- **Oceania Championships:** Approving New Zealand Free Combination selections and selecting all other New Zealand representatives
- **Club:** Approving any international competition involvement by a Club.

Should athletes be changing age groups in the year following the New Zealand National Championships and wish to be considered for New Zealand selection in the following year, they should advise the SSNZ selectors prior to the New Zealand National Championships. Athletes in this situation, wishing to be considered, must compete in the Age Group - for which they are requesting consideration as follows:

- A 12 & Under athlete wanting to be considered for 13/14/15 the following year must compete in 13/14/15 Figures
- A 13/14/15 athlete wanting to be considered for Junior the following year must pre-swim a Junior Technical routine to demonstrate their capability in this event.
- A Junior athlete wanting to be considered for Senior/Open the following year must have swum a Junior Technical routine (Solo or Duet) to demonstrate their capability in this event (given Junior Tech elements are similar to Senior Tech elements).

To represent club overseas, while swimming up is recommended, we understand it is not always possible or practical.

Any selections will be based on a combination of factors including, but not limited to, performances at the National Championships, North and South Island Championships, Squad Trials and Camps, and overseas competitions. The following score criteria may apply:

	Representing Club	Representing New Zealand		
		Oceania	International Competitions	Elite International Competitions
Competitions	Australian Nationals, Malaysian Open, Asia Pacific Open	Oceania	All international competitions	e.g. FINA Junior Worlds or World Championships, Comen Cup
12 & Under	Very high 4s	Not in event	Low 5s	
13/14/15	Mid 5s	High 5s	Low 6s	Med-High 6s
Junior	High 5s	Low-Mid 6s	High 6s	High 6s
Open/Senior	Low 6s	Mid 6s - for Club Free Combinations High 6s for Solo/Duet	Low 7s	7s

Please note: As selections are at the discretion of the SSNZ Selectors, these scores are indicative, not binding. General principles are:

- Low: 0 – 0.3
- Mid: 0.3 – 0.7
- High: 0.7 – 0.9

REPRESENTING A CLUB AT COMPETITIONS OUTSIDE NEW ZEALAND:

- Clubs wishing to send swimmers to competitions outside New Zealand shall advise SSNZ (via the Secretary) before any travel bookings are made, and **at least 3 months prior to the competition's final entries closing date** so selectors have adequate time to approve their participation.
- Approval will only be granted if:
 - The athlete/s have competed in Nationals in the year prior to the targeted competition (except in extenuating circumstances e.g. injury)
 - Attendance at the competition does not interfere with any National Squad programme e.g. if a swimmer who is part of the Koru Squad is wanting to go to the Australian Nationals with her club, she may go if this doesn't interfere with the training commitment/goals of the Koru Squad.
- Should there be more than one Club with athletes wishing to compete in the same competition outside NZ which has restrictions on the number of entries, the highest placed entry at the NZ National Championships will be given first priority, and so on.
- Clubs who choose to compete overseas are expected to send athletes to North Islands/South Islands and Nationals i.e. the choice to compete overseas is not at the expense of local competitions (except in extenuating circumstances).
- At any competition outside New Zealand, Club Representatives may be annotated in the Entry/Scoring/Results system as NZL, but every effort should be made to have Club details recorded instead.

REPRESENTING NEW ZEALAND AT THE OCEANIA CHAMPIONSHIPS:

Free Combination

- Up to two Free Combination Teams will be able to represent New Zealand or Club at the Oceania Championships.
- If the number of swimmers allows and aligns to the Squads' goals for the season, a Free Combination Team made up of members of the New Zealand Squads may be named to compete at the Oceania Championships. The decision as to whether there will be a Free Combination Team from the Squads or not will be made by the SSNZ Board by the end of June in the year preceding the Oceania Championships.
- Up to two Club Free Combination Teams may be selected for the Oceania Championships. The selection will occur at the SSNZ Nationals preceding the Oceania Championships. To be considered for selection Club Free Combination Teams will:
 - Have at least 7 swimmers (or the ability to achieve 7 swimmers by the date of the Oceania Championships)
 - All swimmers must be aged 13 or older (on December 31st on the year of Oceanias)
 - Place 1st or 2nd at the preceding SSNZ Nationals
 - Have the SSNZ Selectors' sanction based on performance
- Any Club Free Combination selected may change up to two members of the team. If more than two members of a Club Free Combination are changed, then that Free Combination may be required to swim a selection confirmation trial, at a time and place mutually agreed between the Club and the SSNZ selectors, or via Skype or other electronic means. Any costs associated with a selection trial will be borne by the Club or athletes.

Senior, Junior, 13/14/15 – Solo and Duet - and Junior Team

- Given the nature of the Oceania competition, SSNZ will look for reasons to include two competitors in each event rather than exclude them.
- To be selected to represent New Zealand in these events at the Oceania Championships athletes must be members of a SSNZ Squad.
- In the year prior to the Oceania Championships, if necessary, a date will be set for trials within the Squads to enable the selectors to make these decisions.
- Any trial will be with at least one SSNZ Selector present, and at a time mutually agreed between the Selectors and the athletes and coaches of the Clubs concerned, and shall be at least two weeks before the Final Entry date for the Oceania Championships.

REPRESENTING NEW ZEALAND AT OTHER INTERNATIONAL COMPETITIONS:

- Selection of New Zealand representatives will only be made from athletes who are part of the New Zealand Squads. Team and individual competition goals will be established at the start of each season considering the Squads' swimmers level and motivations. e.g. Pikopiko Squad may target the Mediterranean Cup or the Malaysian Age Group Championships or be purely focused on development that year.
- The timing of the selections and procedures will be discussed and agreed between the selectors and the Squad Coaching Team, considering the swimmers' best interest from a developmental and performance perspective.
- Any Team or Free Combination will have at least one travelling reserve, unless the competition rules allow swimming with fewer athletes, should one become injured. The naming of the reserves shall be at the discretion of the coach.
- Duets/Solos will be selected from the New Zealand Squads. Duets/Solos may be an established club Duet/Solo or a Duet/Solo coming from the Squad.
- There may be multiple Duets/Solos selected from within the Squad, depending on the competition rules. If the representation is within the Squad goals, the Squad Coaches may be responsible for coaching the Duet/Solo at the target competition.

FINA Junior World Championships, FINA World Championships and Comen (Mediterranean) Cup

- Selectors may determine additional selection criteria, in particular for Junior World and World Championships. These will be communicated to all athletes and coaches well in advance of any trials, along with the evaluation procedure. This may consist of video footage, live swims or some other kind of improvement and performance evidence. Any costs associated with selection trials will be borne by the respective Club or athlete.
- Athletes must have competed at another international competition in the 6 months prior to Junior Worlds or World Championships.
- When possible, and if practicable, any Duet representing NZ at FINA World Championships or JWC will travel with a reserve. Should this be the case, the three swimmers will train together for the period of time determined by the Squad coach, who in consultation with the SSNZ will name the official duet and reserve prior to travelling. If any changes need to be made regarding the swimmers' actual participation once away at a competition, SSNZ will support the Squad Coach's decision (made in consultation with the travelling Coach if the two are different). The Squad Coach will communicate and justify the change to the SSNZ Board ASAP.
- It is possible that Selectors may select different Tech and Free athletes.

REPRESENTING NEW ZEALAND AT THE OLYMPIC GAMES:

Selection of athletes to represent New Zealand at an Olympic Games is the responsibility of the New Zealand Olympic Committee, upon nomination from Synchro Swim New Zealand, according to the criteria negotiated by SSNZ with the NZOC.

APPEALS PROCESS:

Any swimmer who is aggrieved by the Synchro Swim New Zealand selectors' decision not to select them to a National Team or Squad, may appeal the decisions of the selectors to the Sports Tribunal of New Zealand.

Athletes may appeal selection on the following grounds ONLY

- a) if the applicable selection criteria was not properly followed and / or implemented; or
- b) the athlete was not afforded a reasonable opportunity by the selectors to satisfy the applicable selection criteria; or
- c) the decision was affected by actual bias; or
- d) there was no material on which the decision could be reasonably based.

The procedure for an appeal shall be as follows:

- a) The swimmer wishing to appeal must give written notice of their appeal ("Appeal Notice") to the SSNZ Secretary within 72 hours of the official announcement of the selected team / squad.
- b) Within 48 hours of the SSNZ Secretary receiving the Appeal Notice s/he shall, in consultation with the swimmer, arrange a meeting of the SSNZ selectors, the swimmer and their representatives (if any) at which meeting the parties shall endeavour to resolve the appeal by further discussion. Such meeting (which may be held in person or by telephone) should be held as soon as possible and within 10 days of the Appeal Notice being received by the SSNZ Secretary.
- c) The meeting referred to in clause (b) shall be held on a confidential and without prejudice basis so that the content of it may not be used in the Appeal if it proceeds to a hearing as described in this document.
- d) If the Appeal is not resolved at the meeting in clause (b), and the swimmer wishes to proceed to a hearing, she shall file an application for appeal with the Sports Tribunal of New Zealand for determination. A copy of such application shall be sent to the SSNZ Secretary immediately upon filing such application with the Tribunal.
- e) The appeal shall be determined in accordance with the Rules of the Tribunal.
- f) The decision of the Sports Tribunal will be binding on the parties and subject to any right of review and / or appeal as set out in the Rules of the Sports Tribunal. No party to the Appeal may institute or maintain proceedings in any court or tribunal other than as specified in this document.