

**2005 World Speed Skating Championships
China, September 2005**

SELECTION CRITERIA

1. Objective:

Select Australian team members, male and female, junior and senior, who are considered by the selection panel to be internationally competitive for the 2005 World Speed Skating Championships, in accordance with the criteria below.

2. Selection Panel:

The selection panel will consist of 3-person panel. The High Performance Administrator for Speed, Stephen Haylock, will be the Chairperson for the panel and, in consultation with the ASC Chairperson, appoint the 2 remaining selectors. The HP Administrator will consult with the ASC Chairperson prior to announcement of the final team.

Selection will be by a simple majority of votes by the selectors during the selection meeting to be held immediately following the selection trials. The selectors' deliberations are confidential and should not be discussed outside the selection meeting by any member of the selection panel. The only exception to this would be in the case of an appeal against an athlete's non-selection. See Clause 11

The Selectors position is honorary; however some financial support **may** be provided by Skate Australia to attend the 2005 Australian Championships. Selectors will be required to meet the following criteria:

- (a) Must be a current member of Skate Australia
- (b) Must be a current minimum of a Level 1 or working towards Level 2 Accreditation through the NCAS Program
- (c) Must provide Updating Information as per Skate Australia's Updating Policy showing that the coach has maintained the annual minimum number of hours in coaching activities during the past 12 months.
- (d) Must be available to view all competition in the international events.
- (e) Must not have children/siblings competing.
- (f) Must be available for a Selectors Meeting at the completion of every days events.
- (g) Be unbiased in all decisions

All applicants will be required to apply for appointment and must submit details of experience and qualifications on the attached Application Form.

3. Selectors Policy:

When selecting the World Championships teams, the selectors will take into account a number of factors as listed below. This will also fall in line with the objective stated above.

- 3.1.1 *Selectors will analyze the following criteria: (not in any particular order of importance):*
- 3.1.2 An athletes racing approach (e.g., aggressive vs passive).
- 3.1.3 An athletes skating ability
- 3.1.4 Athletes racing skills and tactics
- 3.1.5 An athlete's ability to work as part of a team and contribute toward a team result
- 3.1.6 Physical ability (e.g. fitness & speed).
- 3.1.7 Racing ability under pressure.

- 3.1.8 Attitude towards racing, opponents and general.
- 3.1.9 Performance at the 2005 Australian Championships (including times and results).
- 3.1.10 Past behavior will also be taken into consideration and any athlete that has brought Skate Australia into disrepute will be excluded from final selection.

- 3.2 Selectors consideration *may be given* to an elite athlete with an injury or illness at the time of the selection trials. (Only from recent results).
- 3.3 Selectors **may** only consider athletes that they feel will be competitive at the World Championships, placing in the top 15 of the event that they may be selected for.
- 3.4 Selectors consideration *may be given* to athletes with future potential at World Championships, but these athletes will only be selected if there are no athletes who are suitable according to clause 3.1.
- 3.5 It should be stressed that the selection panel will assess the level of race difficulty and factor this into all selection decisions. (Track shape, size & condition, race speed, number of competitors racing, and the environmental factors will help selectors determine the level of race difficulty.)
- 3.6 Selectors will make selection decisions on quality and potential to perform – and not necessarily on maximum numbers allowed to start events. See Clause 4.2
- 3.7 Selectors reserve the right to use other elite level results / competition to assist with a selection decision.

All these factors will be taken into account and the selection panel will discuss all performances and submit the best team possible to the SA board for final ratification. See clause 4.3.

4. No. of Athletes to be selected:

- 4.1 At the Discretion of the Selection Panel and to be ratified by the SA Board.
- 4.2 Australia is entitled to nominate 8 men and 8 ladies in both the junior and senior championships with 2 athletes permitted to compete in each event with the exception of the marathon events where all 8 athletes may participate.
- 4.3 However, Skate Australia is not obliged to select the full number of permitted athletes.

5. Selection Trials:

Selections will take place through the following process:

- 5.1 The 2005 Australian Road & Marathon Championships will be the only selection opportunity for all athletes. **See clause 3.2 & clause 4.3**
- 5.2 A team will be announced at the conclusion of the 2005 Australian Championships.
- 5.3 All final team members, except those who have provided evidence that they are contracted **athletes** to professional teams overseas, will be required to attend a State Based Training Camp at a time and venue yet to be determined.

6. On-going Performance Criteria after Team Selection

- 6.1 All athletes once selected must maintain or improve their level of fitness.
- 6.2 If an athlete's fitness level drops below the level of fitness from the selection trials or their attitude changes negatively towards racing, the selection panel may question the athlete's team selection.

- 6.3 All selected team members competing in any International event must send to the World Team Coach information of their race results regardless of placing and their training in accordance with the Quarterly Athlete Report Form.

The High Performance Coach is to collate the information and send to the National Executive Officer who will provide this to SS/SM personnel to be determined for evaluation

7. Eligibility:

To be eligible for selection an athlete must meet the following requirements:

- 7.1 Must be a competitive financial member of Roller Sports Australia.
- 7.2 Must have competed in the 2005 National Championships or see clause 3.2.
- 7.3 Must compete in at least two (2) recognized and sanctioned events in Australia in the 2005 skating season (1st January 2005 – 1st August 2005). These events may be national or state sanctioned events. Athletes who can provide evidence that they are contracted as an (athlete) to a professional team overseas will be exempted from clause 7.3 if in fact they are contracted to race and will gain future racing experience.
- 7.4 Hold a current Australian Passport.

8. Additional Requirements for Nomination

All athletes will be required to:

- 8.1 Sign the 2005 Roller Sports Australia Athletes Agreement Form
- 8.2 Selected athletes must pay their account for the tour in cash, bank cheque or credit card as requested to do so by the appointed Team Manager.
- 8.3 Must comply with the WADA Code, Skate Australia's Anti Doping Policy.
- 8.4 Must provide quarterly training reports as per the HP Athlete Program

9. Allocation of Specific Events at Worlds Championships

- 9.1 The Team Coach appointed by the SA Board will accompany the team to China.
- 9.2 Prior to departure all athletes will be given a **guide** as to the number and distance of events they **may** compete in at the World Championships. It should be noted however that this will a **guide only and final event allocation will be solely at the discretion of the Team Coach** on site at the World Championships. As it is the Team Coaches responsibility to ensure the **best results** for **Australia** are achieved at the World Championship Events.
- 9.3 The following guidelines are to be taken into consideration when allocating events.

- 9.3.1 The Team Coach may consult with any support coaches or qualified personnel appointed to the team in making the final allocation of events.
- 9.3.2 All athletes are required to demonstrate they have maintained or gained the following attributes:
 - 9.3.2.1 Maintained or improved their level of fitness;
 - 9.3.2.2 Adaptation to the track and/or road venue;
 - 9.3.2.3 Focused on the event/events for which they **may** have been selected for;
 - 9.3.2.4 Be able to change focus from one event to another;
 - 9.3.2.5 Maintain appropriate behaviour standards.
- 9.4 The Team Coach and the Team Manager will collectively advise athletes verbally of their race allocation in sufficient time for their preparation for the selected event.
- 9.5 All athletes **MUST COMPLY WITH CLAUSE 9.3.2** If any athlete fails to comply with this clause in any way, the athlete may lose selection for the event that they have been selected for.

10. Team Announcement Strategies:

Final Team Selection announcement will be made only after ratification by the SA Board. Each athlete vying for selection will be afforded an appointment with the Selection Panel at a time that is suitable to them and the Selection Panel however, this will only be after the SA Board has ratified the team members. At this meeting athletes will be notified of reasons why/why not they have made the team. Either way, they will be given a written performance analysis. If the athlete is not selected, the performance analysis will advise them on ways they could improve for future team selection.

11. Removal from Selected Team:

Athletes may be removed from the selected team for any of the following:

- a) breaches or fails to observe this Policy, the SA Constitution or Regulations; or
- b) by reason of illness or injury is unable to perform to the required standard in the opinion of the Selectors or the High Performance Coach (after having received advice from a medical practitioner); or
- c) Breaches or fails to fulfil a requirement of the SA Anti Doping Policy; or
- d) Breaches or fails to comply, fulfil and observe the requirements in the national team agreement.

Athletes will be considered to be ineligible for selection to or continued membership of the National Team as follows:

Any participant may be removed from the national team by the Selectors in consultation with the High Performance Coach, the SA Executive Officer & National Speed Chairperson as the circumstances may require, including where the athlete 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 participant and the participant had been given the opportunity to attain those performance levels. See Clause 6 & Clause 7.

12. Appeal Process:

There is no automatic right of appeal against the selectors' decision. An aggrieved person may only appeal against a failure of the 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. An appeal under this clause will proceed in accordance with Clause 13 below.

13. Procedure for Appeal:

13.1 Any appeal against a decision of the Selectors must be made within 48 hours of any public announcement.

13.2 The appeal must be lodged in writing with the SA National Executive Officer setting out:

- i. The decision of the Selectors in question; and
- ii. The ground on which the appeal is made; and
- iii. The reasons or circumstances supporting the alleged ground of appeal; and
- iv. Must be accompanied by an appeal fee of \$500.00 (refundable at the sole discretion of the Selection Review Panel).

13.3 Nothing in this Policy prevents the withdrawal of an appeal at any time in writing.

13.4 On receipt of an appeal in accordance with this Policy, the National Executive Officer must immediately forward the appeal documents to the Selection Review Panel.

13.5 Membership of Selection Review Panel:

The Selection Review Panel shall comprise any three persons available to hear the appeal, which must include the following:

- i. A member of the SA Executive Committee (or their delegate)
- ii. SA President (or their delegate); and
- iii. Where possible, a person being legally qualified chosen by the other two.

No member of the Selection Review Panel may be a party to or directly interested in the matter under consideration.

13.6 Functions of the Selection Review Panel:

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

13.7 Procedures for the Selection Review Panel:

- i. On receipt of the appeal papers, the Chairman of the Selection Review Panel shall immediately notify his fellow Panel members of the appeal, and shall forward copies of the relevant appeal papers to his fellow Panel members as a matter of urgency.
- ii. The Selection Review Panel shall, as soon as practical after receiving a notice, investigate and consider the matter and shall within 24 hours of receiving such notice, determine whether:
 - a) The matter should be dismissed, because in its determination, the matter is trifling in nature or has no merit; or
 - b) The appeal warrants further review and determination in accordance with this Policy.

- iii. If the Selection Review Panel determines the matter warrants further review, it shall as soon as practicable, having regard to the timing of selection and proximity of relevant events, serve notice in writing on the aggrieved party.
 - a) stating that the aggrieved party may address the Selection Review Panel at a meeting to be held as soon as practicable, being not earlier than 3 days from the date of the notice;
 - b) stating the date, place and time of that meeting; and
 - c) informing the aggrieved person that he or she may do any one or more of the following:
 - i. attend that meeting (personally or by his or her representative); or
 - ii. give the 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.

The Selection Review Panel may conduct a meeting (or any adjournment thereof) in such manner as it sees fit, but shall:

- i. give to the aggrieved party and the 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 ; and may
- iv. request or require the aggrieved person or any other witness to attend the meeting or provide such evidence as is available.

13.7.1 13.8 Following consideration of all relevant and available information, the Selection Review Panel shall arrive at a finding. A decision of the Selection Review Panel may be by a majority decision.

13.9 The Selection Review Panel shall notify the SA Executive Officer of its finding as soon as practicable.

13.10 If the Selection Review Panel considers the ground alleged by the aggrieved person to be satisfied, it shall recommend that the Selectors again consider the selection of the relevant squad, team, individual or official.

13.11 The Selectors shall comply with any direction of the Selection Review Panel in this regard.

13.12 Any further selection decision of the Selectors under the direction of the Selection Review Panel shall be final, and no other further appeal shall be available to the aggrieved person in respect of that selection.

14. Selection Events

As per the 2005 Australian Championship Schedule Road & Marathon events.
See clause 3. & clause 4.3

Athletes wishing for selection in specific events may discuss with the Selection Panel which events they will compete in at the selection events.

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