

2024 Australian IRB Life Saving Team

Selection Guideline - *Towards the 2024 Life Saving World Championships*

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

1. PURPOSE

The purpose of this Selection Guideline is to provide a clear guideline around how the Australian IRB Team will be selected for the 2024 Lifesaving World **Championships** National Teams event in September 2024.

2. KEY DEFINITIONS

2023/24 Campaign:	The identified period following the previous Lifesaving World Championships and leading into the next – 2024 Lifesaving World Championships.
Australian Life Saving Team (ALT):	Team selected to represent Australia at a nominated tour.
Australian IRB Team:	Team consisting of four male and four female competitors (eight total) to represent Australia at the 2024 Lifesaving World Championships.
Australian Representative Team:	Both ‘capped and uncapped’ team selected to represent Australia in an international competition.
Collaborative Panel:	The Panel is made up of SLSA and RLSSA Operational Staff Members. The role of this Panel is to provide governance to the appointment and selection process.
2023/24 Selection Panel:	The Panel made up of a convenor along with two panel members: each of SLSA and RLSSA will have one nominated representative on the Selection Panel.
Australian Coach:	The coach/es of the appointed male and female Australian Team.
Team Manager:	Appointed as required for the duration of the 2024 Lifesaving World Championships IRB competition.

3. SELECTION CRITERIA

To be eligible for consideration for selection athletes must:

- (a) be an Australian citizen and permanently residing and training in Australia for an affiliated club
- (b) be in good standing with SLSA or RLSSA as applicable
- (c) be a current financial member of an SLSA and/or an RLSSA affiliated club and hold a current SLSA Bronze Medallion and/or current RLSSA Bronze Medallion or equivalent Life Saving award and appropriate IRB awards as it relates to the current version of the Surf Sports Manual
- (d) be proficient and have maintained relevant state, club-based requirements for competition patrol hours to be eligible for selection
- (e) complete all required Team documentation and e-Learning courses as outlined in the Team Induction in the communicated timeframe
- (f) have competed in the 2024 Interstate Championships and the Australian IRB Open Championships which will serve as the Selection events
- (g) declare any current /potential injury or condition which may impair, inhibit or prevent the athlete's performance
- (h) if selected (or otherwise requested) attend all relevant meetings and/or workshops associated with their selection. Failure to do so without reasonable cause may result in their removal from the Team. Applications for reasonable cause must be submitted to the SLSA HP & Pathways Manager for consideration and
- (i) meet such other requirements as SLSA and RLSSA reasonably require from time to time.

When considering athletes for potential selection to an Australian Life Saving IRB Team, the Selection Panel will consider single gender team composition performances in the 2024 Interstate Championships, and (non-gender specific) the Australian Open IRB Championships.

If selected, athletes must undertake and complete anti-doping, Sport Integrity and SLSA courses as outlined in the Team Agreement and requirements outlined in the Team Induction by the required timeframe. Failure to do so may result in the removal from the Team.

The Selection Panel may consider none, some or all of the criteria in exercising its absolute discretion. Athletes expressly acknowledge the Selection Panel's discretion.

In considering any criterion, the Selection Panel may in its discretion give weight to extenuating circumstances. Extenuating circumstances may include but are not limited to injury, personal bereavement or talent transfer situations from applicable sports. There is no obligation to consider any extenuating circumstances.

At the discretion of the Selection Panel, they may wish to select wild card crews to enter the Interstate Competition based on State results. If crews are selected, they will be ineligible to accrue points for the Interstate competition.

4. SELECTION PROCESS

The Collaborative Panel is authorised, and responsible for, the formation of the Selection Panel.

4.1 National Selection Panel

- (a) The Collaborative Panel shall appoint in its sole discretion, one selector each from SLSA and RLSSA on the basis of previous national or international experience or involvement in lifesaving competitions. In addition, the Collaborative Panel shall appoint a third selector who shall act as Convenor of the Selection Panel.
- (b) The Convenor may participate in selection discussions but may only exercise a casting vote. The Convenor under the direction of the CEO of SLSA and CEO of RLSSA as appropriate shall be the Australian Life Saving Team spokesperson on team selection matters.
- (c) An IRB advisor/s may be approached to Assist with event specific guidance to form selection.
- (d) The period of appointment for the Selection Panel and the Convenor of the Selection Panel shall be for the duration of the 2023/24 Campaign.
- (e) Where a member of the Selection Panel has a conflict of interest in relation to one or more athletes that has nominated for consideration for selection, the selector must declare that interest and stand aside from the process. The Operational Staff Member of the organisation that nominated the conflicted selector has the right to appoint a proxy selector.

4.2 Notification

- (a) This Selection Guideline shall be available to all members of SLSA and RLSSA on their respective website.
- (b) Any changes to this Guideline shall be notified to State Centres/Branches in accordance with the provisions of the Constitutions, policies and procedures of SLSA and RLSSA.
- (c) SLSA and RLSSA at their discretion may give further notice of this Selection Guideline to their respective membership.

4.3 Selection Procedure

- (a) All athletes wishing to be considered for selection in the Team and Australian Representative Teams must:
 - i. Complete the Athlete Expressions of Interest prior to the EOI closing and
 - ii. Read and sign the Team Agreement and Induction documentation in the indicated timeframe.
- (b) The Selection Panel may from time to time in its absolute discretion select a person who is not otherwise under consideration.
- (c) Following selection of the team, the Selection Panel may nominate reserve athletes/teams. If illness, injury or poor performance arises during competition, the Selection Panel may select a replacement in a specified event in the best interest of the team.

- (d) The selected Team shall be provided to the Collaborative Panel for final sign off. If the Collaborative Panel does not agree with the execution of the selection process, it shall be referred back to the Selection Panel with feedback.

4.4 Notification of selection/non selection to Relevant Parties

- (a) Notification of selected athletes shall be provided given to relevant parties in accordance with the provisions of SLSA and RLSSA's 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.
- (b) Successful athletes shall be announced at the conclusion of the Interstate Championships where practicable or alternatively notified in writing of their selection by the SLSA HP & Pathways Manager.
- (c) The Selection Panel Convenor (or delegate) may meet with non-selected athletes to explain the Panel's decision.
- (d) The Selection Panel Convenor (or delegate) must be available to attend the first scheduled activity of the team to address the athletes in relation to matters of selection and team balance.

4.5 Removal from a selected team

- (a) Any member of a selected Team (including the management team) is ineligible/will be withdrawn from selection of squad/team if they:
- I. breach or fail to observe this Policy, the SLSA and/or the RLSSA Constitutions or any relevant Regulations or policies;
 - II. breach or fail to fulfil a requirement of any SLSA or RLSSA (as applicable) integrity policy including but not only Anti-Doping Policy;
 - III. in the opinion of the Selection Panel (after having received advice from the ALT Medical Advisor or delegate medical practitioner) by reason of illness or injury, are unable to perform to the required standard or return from injury parameters as below:
 - On return from injury athletes may be required to prove a 95%-100% level of fitness a minimum four (4) weeks prior to travel in which the following general markers may be considered;
 1. Normal range of motion. Compare to uninjured side if possible
 2. Decrease in acute pain to near zero
 3. Decrease in swelling to near zero
 4. Strength of the affected body part at 80-100% of opposing body part
 5. 80-100% return of balance and coordination
 6. The ability to perform normal activities/movements without negative changes to mechanics
- (b) In addition to the above, at the discretion of Medical Advisor or Selection Panel an athlete may be required to complete fitness testing at 95%-100% level, a minimum of four (4) weeks prior to travel to show requisite skills to perform at an international level. This may include but is not limited to time trials, IRB training session, match race, beach training session beach/track time trial, gym-based strength testing. Testing parameters

will be determined by Head Coach in conjunction with the HP & Pathways Manager based on individual circumstances and must be completed no later than six (6) weeks prior to competition.

- (c) Any member may be removed from any selected Team by HP & Pathways Manager, in consultation with the Selection Panel and endorsed by the Collaborative Panel as circumstances may require. This includes a member failing to meet the requirements of the agreed personal performance plan provided whilst given the opportunity to meet those requirements within a defined timeframe. This will also include those relating to positive contributions to the culture of the Australian Life Saving team and adherence to all Team protocols.
- (d) Any member of team management Team may also be removed by the Collaborative Panel for failing to meet the requirements as detailed in the relevant position description. Providing that the requirements within the position description had first been discussed with the member and been given the opportunity to meet those requirements within a defined timeframe.
- (e) If an athlete is to be removed from a Team they will be notified by the Convenor of the Selection Panel following final consultation with the SLSA HP & Pathways Manager and the Collaborative Panel.

4.6 Athlete Injury Reporting

Any athlete suffering an injury in which will cause them to miss a period of one (1) or more weeks of training must report the injury to the Head Coach who will liaise with the Australian Life Saving Team Medical Advisor within 48 hours of the injury occurring, via email. The ALT medical advisor will work with the athletes local treating practitioners to ensure safe and timely return from injury.

The overarching goal of the ALT Medical Advisor is to ensure athletes remain in Squads / Teams and provide support for athletes to return to 100% health as quickly as possible. This will include the support and implementation of rehabilitation plans if required. All communications and regular updates from local practitioners should be passed on to ALT Medical Advisor to ensure clear lines of communications throughout the recovery process.

The ALT Medical Advisor will implement a rehabilitation plan in conjunction with local practitioners to set required performance benchmarks throughout recovery period. This will ensure athletes are on a set timeline with specific goals and targets to meet.

If athletes are required to complete a fitness assessment or testing, all performance requirements will be directed by the Coach, in consultation with Medical Advisor and HP & Pathways Manager based on performance.

5. APPEALS

There is no appeal against a non-selection decision made by the Selection Panel whether under this Guideline or any other SLSA or RLSSA rule or policy.

6. DISCIPLINARY PROCEDURES

6.1 Reporting of Disciplinary Action

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 Collaborative Panel as soon as practicable detailing the breach and any actions taken.

6.2 Serious Breach of Conduct

- (a) If a team member/s (including team management) is involved in a serious breach of conduct including, but not limited to, illegal activity, actions that result in emotional, mental or physical harm to another individual, or bringing SLSA and/or RLSSA into disrepute, the individual/s 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) Serious breaches or allegations of serious breaches of conduct must be reported to SLSA and/or RLSSA immediately.
- (c) The outcome of any such action is to be available to the National Selection Panel for consideration when selecting any future squads/ teams.