



SLSQ Guideline

Title: SLSQ Sport Selection Guideline	Department: Surf Sport
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1. Introduction

Every year Surf Life Saving Queensland (SLSQ) selects members to be part of Queensland State Teams to travel and represent SLSQ at various competitions and across disciplines. The selected teams will consist of Athlete’s, Team Managers, Coaches and other team support personnel as required, all of whom have vital roles to play to ensure the effectiveness of the team during their event.

2. Purpose

The objective of the SLSQ Selection Guideline is to ensure the best possible surf lifesaving squads and team/s are selected to represent Queensland and SLSQ in competition. This policy applies to all members who are selected as part of a Queensland Representative team. All members will be considered by the Selectors for selection in accordance with this guideline.

3. Application

All members wishing to be considered for selection must complete the SLSQ Expression of Interest form and return it to SLSQ no later than the date stipulated on the form. The SLSQ Chairman of Selectors may at their absolute discretion select athletes who have not completed the EOI.

4. Definitions

Athlete means a member of any SLSQ high performance squad, SLSQ talented athlete or squad or Queensland representative team.

Coach means the person selected by SLSQ to control and otherwise be responsible for the performance of the team.

Selector/s means the person(s) appointed by SLSQ to select the squad or team in consultation with selected coaches as per the SLSQ Regulations.

SLSA means Surf Life Saving Australia Limited.

SLSQ means Surf Life Saving Queensland.

Squad means any SLSQ high performance squad or the SLSQ talented athlete squad.

Team means any Queensland representative team.

Team Manager means the person appointed to control, direct and manage the team.



5. Eligibility Criteria

To be eligible for consideration for selection athletes must:

- (a) be in good standing with SLSQ and their relevant SLSC.
- (b) be current financial member of a surf lifesaving club affiliated with SLSQ.
- (c) be proficient in the relevant SLSA award(s) and have met any state or club-based requirements for competition eligibility.
- (d) complete all required documentation and eLearning courses in the requested timeframe as required by SLSQ.
- (e) declare any current/potential injury or condition which may impair, inhibit or prevent the athlete's performance.
- (f) at all times, abide by SLSA's Code of Conduct and act in a manner that does not bring the sport of lifesaving, SLSQ/SLSA or Queensland team/squad into disrepute.
- (g) if selected (or otherwise requested) attend all relevant camps 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 State Sport Manager in writing for consideration.
- (h) meet such other requirements as SLSQ reasonably require from time to time.

6 Selection Criteria

When considering athletes for potential selection to any SLSQ State team or other SLSQ Team/Squad, the Selection Panel may (but is not obliged to) consider:

- (a) performances in competitions in the current season and/or performances in previous seasons.
- (b) overall consistency of performance and potential to deliver consistent performances over the duration of representative campaign.
- (c) point scoring capability and capacity with respect to interstate championships point scoring format.
- (d) current level of skill and physical capacity required for the nature of the event that is being selected.
- (e) willingness and ability to fill a role that may enhance Queensland medal potential.
- (f) individual strengths that may contribute to the performance of the team as a whole (such as leadership, knowledge and experience).
- (g) demonstrated and/or potential ability to work collaboratively as part of the team, including with Head Coach, Coaches, Team Management and other team members.
- (h) any current / potential injury or condition which may impair, inhibit or prevent the athlete's performance to the requisite level.
- (i) any other factor considered relevant to the circumstances, including any additional non-performance based traits considered beneficial to the team.

If selected, athletes must undertake, and complete anti-doping and Sport Integrity courses as outlined by SLSA / SLSQ within the required timeframe. Failure to do so may result in removal from the team.

No particular selection criterion above need be considered nor shall any criterion be weighted more or less significant by reason only of the order in which that criterion appears in this guideline. The Selection Panel may consider none, some or all the criterion in exercising its absolute discretion. Athletes expressly acknowledge the Selection Panel's discretion.



In considering any criterion, the Selection Panel may at 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.

7 Selection Process

6.1 Selection Panel

The Selection Panel as per the SLSQ Regulations is as follows:

- (a) The SLSQ Surf Sports Selection Advisor will be appointed by the SLSQ Board.
- (b) The selectors, based on the discipline being selected, will be appointed as per the SLSQ Regulations, 10.19 (f).

6.2 Notification

- (a) This selection guideline shall be available to all members of SLSQ via the SLSQ Website.
- (b) Any change in the criteria or this policy shall be notified to the members in accordance with the provisions of the constitution of SLSQ via the members' club with branches also included in the notification.
- (c) SLSQ shall have no general responsibility to give notice of this policy to individual persons, other than in accordance with this policy, however SLSQ may do so at its sole discretion.

6.3 Selection Process

- (a) All athletes are encouraged to complete any Expression of Interest document that is circulated by SLSQ regarding the team that is being selected.
- (b) The Selection Panel may from time to time in its absolute discretion select a person who is not otherwise under consideration.
- (c) The Selection Panel will meet and discuss the requirements of the respective team being selected. The Selection Panel will consider the EOI's submitted but at their discretion where required can select from outside of the EOI's submitted.
- (d) The Selectors shall select athletes as necessary, in accordance with branch, state or national specified requirements, constraints and timeline. The Selectors shall have total discretion in selection and may have any or no regard to any one or more of the criteria in any selection process.
- (e) A majority decision of Selectors is required. Subject to this policy, the decision of the Selectors shall be final. No reasons need to be given for any selection or other decision of the selectors. This shall not prevent, limit or restrict the Selectors changing the selection of any athlete at any time at their sole discretion, having regard to all circumstances. In the case of a split decision amongst the selection panel the Selection Advisor will have a casting vote.
- (f) SLSQ may call upon the Australian Surf Rowers League Queensland Selection Panel to make recommendations to SLSQ Surf Sport Selection Advisor in relation to State Surf Boat Selection. The ASRLQ Selection Panel will be endorsed by the SLSQ Surf Sports Selection Advisor prior to any Team selections being made.
- (g) Following selection of the team, the Selection Panel in consultation with the Head Coach will prepare a matrix detailing which athletes will compete in each individual and



relay/team events for the nominated competition. If illness, injury or poor performance arises during competition, the Head Coach may select a replacement in a specified event in the best interest of the team.

6.4 Notification to Relevant Parties

- (a) Once selected the Team is to be submitted to the State Sport Officer for ratification.
- (b) Subject to constraints imposed upon SLSQ by third parties, individuals selected by the selectors shall be notified of their selection as soon as possible after their individual selection or finalization of the relevant team.
- (c) The Sport Manager or delegate shall notify all nominees for a particular team of their inclusion or otherwise and be available to correspond further with any nominees as and when required.
- (d) Following notification of the selected parties by SLSQ, SLSQ shall make a public announcement of the relevant selected parties.

6.5 Removal from a Squad or Team

- (a) Any member of a selected team (including the management team) will be withdrawn from selection of squad/team if they:
 - (i) breach or fail to observe this Guideline or SLSQ Regulations or any relevant policies.
 - (ii) are unable to perform to the required standard in the opinion of the selectors or the coach (after having received advice from a medical practitioner) because of an illness or injury.
 - (iii) breach or fail to fulfil a requirement of the SLSA integrity policy including but not limited to Anti-Doping Policy.
 - (iv) are ineligible for selection to or continued membership of the SLSQ team / squad for which they have been selected.
- (b) Any member of team management may also be removed by the Selection Panel for failing to meet requirements as detailed in the relevant position description. Providing that the requirements within the position description first been discussed with the member and been given the opportunity to meet those requirements within a defined timeframe.
- (c) If an athlete is to be removed from the team they will be notified by the State Selection Advisor following consultation with the Head Coach, SLSQ State Sport Officer and SLSQ Sport Manager.

8 Appeals

There is no appeal against a non-selection decision made by the Selection Panel whether under this Guideline or any SLSA or SLSQ Policies.

9 Disciplinary Procedures

8.1 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 State Sport Officer and State Sport Manager as soon as practical detailing the breach and any actions taken.



8.2 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 SLSQ into disrepute, the individual/s is to be dealt with in accordance with the disciplinary procedures as outlined in the SLSQ Regulations.
- (b) Serious breaches or allegations of serious breaches of conduct must be reported to SLSQ immediately.
- (c) The outcome of any such action is to be available to the State Selection Panel for consideration when selecting any future teams.