

# ROWING SOUTH AFRICA



## SA JUNIOR NATIONAL SQUAD SELECTION POLICY 2014

(Approved by IC:                    )



**SOUTH AFRICAN SCHOOLS  
ROWING UNION**

# INDEX

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NO.	DESCRIPTION	PAGE
<b>1</b>	<b>JUNIOR SQUAD SELECTION STRATEGY 2014</b>	
1.1	Junior Squad Strategy	
1.2	Objectives of SASRU	
1.3	Expectations of Rowers	
1.4	Venue Definitions for Testing	
1.5	Parents	
<b>2</b>	<b>SELECTION STRUCTURE</b>	
<b>3</b>	<b>JUNIOR SELECTION PROCESS</b>	
3.1	Phase 1 - Identification	
3.2	Phase 2 - Crew formation with top performers	
3.4	Phase 3 – Preparation for World Rowing Junior Championships	
<b>5</b>	<b>PUBLICATION OF SELECTION CRITERIA AND RESULTS</b>	
<b>6</b>	<b>ANALYSIS AND DEBRIEFING CONFERENCE</b>	
<b>7</b>	<b>APPEAL PROCEDURE</b>	
<b>8</b>	<b>SECTION APPLICABLE TO COACHES</b>	
8.1	Coaching Vision	
8.2	Expectations of Coaches	
8.3	Appointment of Coaches	
<b>9</b>	<b>DOPING</b>	
<b>10</b>	<b>FORMS NJ1 &amp; NJ2</b>	

## **1. JUNIOR SQUAD SELECTION STRATEGY 2013/2014**

- 1.1 This strategy is to be viewed as part of the National Selection strategy implemented by the International Commission of RowSA (IC) in order to:
  - 1.1.1 provide a structure to complement the U23 and Senior structures;
  - 1.1.2 encourage the retention of junior rowers within the relevant National squad's after completion of their schooling;
  - 1.1.3 develop and grow the number and quality of rowers who would become available for selection to the University, National U23 and National Senior squads in due course.
  - 1.1.4 achieve "A" Finals and win medals at the FISA World Rowing Junior Championships
- 1.2 Objectives of SASRU:
  - 1.2.1 To ensure that all rowers are given a fair and informed opportunity to achieve their best performance during the selection process.
  - 1.2.2 To be in a position to assess their performance in light of their regatta performance during the season.
  - 1.2.3 To continuously track, assess and monitor rowers and coaches during the season.
  - 1.2.4 To ensure that the best junior rowers in South Africa are selected to attend the FISA World Rowing Junior Championships.
  - 1.2.5 To attain the best possible performances at the FISA World Rowing Junior Championships.

- 1.2.6 To ensure that the rowers experience high quality training, competitive racing, fair and transparent selections and an enjoyable and rewarding tour experience.
  - 1.2.7 To encourage all rowers who attend the FISA World Rowing Junior Championships to continue rowing at University and Senior Club level.
  - 1.2.8 To interact on all levels with the RowSA IC.
  - 1.2.9 To ensure that the program is structured to cause as little as possible interference with the rowers scholastic obligations and responsibilities.
  - 1.2.10 To publish with the approval of the RowSA IC, an annual national selection criteria by no later than December of each year. In the event that no criteria are published the previous year's criteria shall be deemed to be the applicable criteria.
  - 1.2.11 To develop a coaching structure which will develop, grow and transform junior national squads and enlarge the pool of internationally experienced coaches.
  - 1.2.12 To encourage the award of Full Provincial and Half Provincial Junior Colours in each province by the province.
- 1.3 Expectations of Rowers:
- 1.3.1 Rowers need to be the best in South Africa if they expect to be the best in the world.
  - 1.3.2 Rowers must demonstrate outstanding technical skills during racing and training.

- 1.3.3 Rowers must demonstrate physical capacities during ergometer assessments, racing and training and have high resistance to stress in order to have the capacity for psychological and physiological load.
- 1.3.4 Rowers must demonstrate an ability to perform at their peak at major championships such as the SA Schools Rowing Championships.
- 1.3.5 Rowers must be determined to overcome obstacles and challenges.
- 1.3.6 Rowers must accept the responsibility and understand the impact that participation at a national and international level will have and choose sport over other activities such as socializing, leisure activities etc.
- 1.3.7 Any rower who qualifies as a FISA junior, is an RSA citizen, holds an RSA passport and is a member of RowSA shall be entitled to register with the National Junior Squad and Coach Selection Panel (Junior Selection Panel) who shall develop and provide an online registration and monitoring facility to all rowers.
  - 1.3.7.1 The rower must register by the end of December each year.
  - 1.3.7.2 Registration shall take place on the SASRU website.
  - 1.3.7.3 On receipt of an invitation rowers must pay the prescribed registration fee of R1000.00 which is non-refundable and payable into a separate SASRU account managed on behalf of the Junior IC through the SASRU website.
  - 1.3.7.4 The said Chair shall forward all relevant data to the National Coach.
- 1.3.8 By registration rowers confirm that they accept the RowSA Code of Conduct as published on the RowSA and/or SASRU websites.
- 1.3.9 It is a pre-emptory condition of selection that all rowers on the National Junior Squad:

- 1.3.9.1 remain in South Africa, attend all national training camps, follow the prescribed programmes, travel with the squad and
- 1.3.9.2 contribute equally to the cost of all coaches, managers, staff and equipment in respect of any and all international tours including the World Rowing Junior Championships. All local (SA) costs are for the individual rower's account and will not be shared on the above basis. Local costs will be agreed and resolved between the crew parents and the coach
- 1.3.9.3 travel on a South African passport.

#### 1.4 Venue Definitions for Testing:

1.4.1 Coastal: < 600m above sea level, i.e.- Cape Town, East London, Port Elizabeth, Knysna, Durban, Somerset, Grahamstown (500m)

1.4.2 Inland: >1200m above sea level, Gauteng

#### 1.5 Parents/legal guardian of any rower who partakes in this selection process, shall:

1.5.1 accept and be bound by this policy;

1.5.2 accept and be bound by the RowSA Code of Conduct;

1.5.3 if accompanying rowers on tour, accept that they will not be considered to be part of the touring squad and that the tour manager shall act in loco parentis.

1.5.4 accept responsibility for all and any costs incurred for and/or on behalf of the rower.

#### 1.6 An estimate budget prepared by SASRU on behalf of the Junior IC in respect of these anticipated costs will be provided on announcement of the final squad to tour.

## 2. SELECTION STRUCTURE

- 2.1 The selection structure shall consist of a National Junior International Commission , Junior Selection Panel and a Junior Appeal Tribunal,
- 2.2 The National Junior International Commission (hereinafter referred to as the “Junior IC”) shall consist of the SASRU representative on the RowSA IC, namely Trevor Dedlow, who shall chair the panel, a nominee of the SASRU President, the National Coach (or his nominee) and a representative elected by each SASRU Regional structure which representatives should have experience in schools and junior rowing at an international level.
- 2.2.1 Notwithstanding the above the Junior IC shall consist of no less than four persons.
- 2.2.2 In the event of a decision deadlock, the Chair shall refer the matter to the Chair of the IC for resolution.
- 2.2.3 At least one panel member should be female.
- 2.3 The Junior IC shall be responsible to the Chair of the RowSA IC and its responsibilities shall be as set out herein but shall include:
- 2.3.1 Identifying talent, assessing, selecting, preparing, coaching, organising and managing crews and scullers for international competition;
- 2.3.2 Appointing coaches, managers and support officials to international tours;
- 2.3.3 Facilitating, approving, coordinating and organising incoming international tours;
- 2.3.4 Approving any itinerary, managers and coaches for international tours;
- 2.3.5 The selection procedures were neutral and fair;

- 2.3.6 There is no breach of protocol, which would prejudice the tour or the sport of rowing in South Africa;
- 2.4 The Junior Selection Panel shall be appointed by the Junior IC but shall include the Chair of the Junior IC who shall manage the Panel, The Head Junior Coach and Assistant Coaches, the IC Chair and/or his nominee, and a nominee of SASRU.
- 2.5 The Junior Appeal Tribunal shall consist of a Permanent Chairperson, appointed by the SASRU President, a nominee of the Chair of the IC and two experts, one of whom shall have coached international crews and one of whom shall have rowed internationally. None of the members of the Junior Appeal Tribunal shall be a current member of any National Squad or selection panel.
- 2.6 Except with the leave of the Chair, no member of the Junior Appeal Tribunal or the Junior IC or the Junior Selection Panel may apply for the position of junior national coach or be a parent of any rower, who may participate in the selection process or trials.
- 2.7 All members of the Junior Selection Panel are expected to attend the SA Schools Championship Regattas and every u16 and Open SASRU and Provincial Schools and/or Junior Championship Regatta which may be held in their province.
- 2.8 Notwithstanding the procedure for the award of Full Provincial Colours set out hereunder, provinces are encouraged to:
- 2.8.1 develop a provincial selection policy in conjunction with the Junior IC Chairperson in respect of both U16 and U18 age groups;
- 2.8.2 select both Junior Provincial U/J18 and U/J16 teams and crews;
- 2.8.3 issue provincial and/or half provincial colours.



### 3. JUNIOR SELECTION PROCESS

#### 3.1 Phase 1 - Identification

- |       |                     |                |              |
|-------|---------------------|----------------|--------------|
| 3.1.1 | 5 Nov to 5 Dec      | 5000m Concept2 | no rate cap  |
| 3.1.2 | 13 to 26 Jan        | 2000m Concept2 | no rate cap  |
| 3.1.3 | 3 March to 14 March | 2000m Concept2 | no rate cap. |

3.1.4 Rowers shall submit their scores in respect of the above on the SASRU website to the Chair of the Junior Selection Panel by no later than 48 hours after the last date set out for each ergo assessment. The Chair shall send all relevant data to the National Coach.

3.1.5 To be considered:

- 3.1.5.1 the scores must be validated by the rower's school MIC or club captain/chair;
- 3.1.5.2 Rowers must submit score for all tests.
- 3.1.5.3 Rowers must register by the end of December as published on the SASRU website;
- 3.1.5.4 (Scores in the form of photographs are not acceptable)

3.1.6 A test may be delayed by no more than 7 days for medical reasons and subject to the submission of a medical certificate and the approval of the Junior IC Chairperson.

#### 3.2 Phase 2 - Trials

3.2.1 Based on the assessments referred to in 3.1 above, rowers who achieve any one of the standards set out below will be invited to national trials run by the Junior IC in Gauteng at Roodeplaat to be completed by the 25<sup>th</sup> and 26<sup>th</sup> of March 2014.

3.2.2 Any rower that achieves or betters the following ergometer times will be invited to trials.

	Inland	Coastal
Boys 2000m free rate	6:35	6:30
Girls 2000m free rate	7:35	7:30

3.2.3 Any rower who achieves a gold medal in the following boat classes at the SA Schools Rowing Championships and/or SA National Championships or achieves a time within 2% of the fastest SA boat in the following classes at SA Schools Rowing Championships will be invited to trials:

Boys: 1<sup>st</sup> 1x, 1<sup>st</sup> 2-, 1<sup>st</sup> 2x .

Girls: 1<sup>st</sup> 1x, 1<sup>st</sup> 2-, 1<sup>st</sup> 2x.

3.2.4 The Junior IC reserves the right to:

3.2.4.1 limit the numbers on the camps;

3.2.4.2 Offer a “Wild Card Invitation” to any rower or crew who has participated during the season but does not meet the above criteria, subject to an application in writing from the rower’s coach;

3.2.4.3 Move rowers from the scull discipline to the sweep discipline and/or vice versa.

3.2.5 Provinces are encouraged to nominate, before the end of the SA Schools Rowing Championships Regatta deserving rowers which although may not meet the criteria, ought for any reason to be considered by the Junior IC as worthy of receiving a Wild Card Invitation.

3.2.6 The National Junior Squad camp will:

3.2.6.1 assess the performance of individuals and those assessments may include ergometer testing over 2000m, seat racing in small boats and racing in any international boat class

3.2.6.2 select crews taking into account the provincial location of rowers;

3.2.6.3 assess the feasibility of rowers changing from sweep to scull or vice versa;

3.2.6.4 select coaches and allocate coaches to crews.

3.2.7 Final National Junior Squad selections will take place in April include the SA National Rowing Championships/Festival attendance at which is compulsory.

3.2.8 Coaches:

3.2.8.1 Any coach that has a rower selected through the above criteria may be invited to participate in the trials. Coaches will be involved in discussions about their rower's performance.

3.2.8.2 The Junior IC reserves the right to invite additional coaches to attend the trials.

3.2.9 Coaches may be expected to contribute to the process, the final selection decision will remain with the Junior Selection Panel.

### 3.3 Phase 3 – Preparation for FISA World Rowing Junior Championships

- 3.3.1 Final crews selected will be presented by the Junior Selection Panel to the Junior IC for ratification who in turn shall report to the Chair of the IC.
- 3.3.2 Rowers selected at the Trials will continue to train in their regions and where possible combine as a team to train together during available school holidays.
- 3.3.3 Selected rowers may, be subjected to continuous assessment and review of crew formations and composition.
- 3.3.4 The coaches of the team will be chosen from those who attended the Trials. However the Junior Selection Panel and/or the Junior IC reserves the right to appoint additional coaches.
- 3.3.5 From time to time it may be necessary to include spare rowers in the squad for tours. These rowers will always be selected from within the squad that attended the National Squad camp but will not always be entitled to National Colours or to compete at the World Championships.

## 4. PUBLICATION OF SELECTION CRITERIA AND RESULTS

### 4.1 Publication of selections in respect of Junior Selection Process

- 4.1.1 In respect of the ergo assessments in Phase 1, these results and a ranking ladder will be published within 7 days of the closing date of submissions.
- 4.1.2 The winners of the qualifying, gold, silver and bronze medals at SA Schools Rowing Championship will receive their invitation to attend trials at the closing ceremony of that regatta.
- 4.1.3 Those rowers who qualify to attend trials by virtue of their ergo assessments will receive their invitation, by no later than the closing ceremony at SA Schools Rowing Championships.
- 4.1.4 Failure to receive a timeous invitation means the rower has not been invited.
- 4.1.5 During the selection trials, all results will be published daily by close of business the day following the last day of the trial.
- 4.1.6 The selection of rowers to go to the FISA World Rowing Junior Championships shall, within 48 hours of the decision having been taken, be published and shall include the decision of the Junior IC and all selection results as follows:
- 4.1.6.1 By publication on the SASRU and/or Junior IC and/or RowSA websites and/or;
- 4.1.6.2 By email to each selected and non-selected rower to the email address given by the rowers coach.

4.2 On publication of the selection decision the Chair of the Junior IC shall within 7 days, forward to the Junior Appeal Tribunal Chairperson:

4.2.1 A copy of the current selection policy;

4.2.2 The selection decision;

4.2.3 All data, results whether considered by the Junior IC or not in respect of all rowers who participated in trials.

## **5. ANALYSIS AND DEBRIEFING CONFERENCE**

- 5.1 After return from the FISA World Rowing Junior Championships the entire team together with the Junior IC and the SASRU provincial representatives shall hold a debriefing and analysis conference to discuss possible improvements in policy and procedure and receive suggestions and criticisms.

## 6. APPEAL PROCEDURE

- 6.1 The purpose of this policy is to enable disputes relating to the selections to be adjudicated fairly, expeditiously and affordably without recourse to external procedures.
- 6.2 The SASRU President will appoint a Permanent Junior Appeal Tribunal Chairperson from time to time. SASRU reserves the right at any time to replace or remove any Appeal Tribunal Chairperson or an alternate or to fill any casual vacancy.
- 6.3 The only decision which shall be appealable is the final decision of the Junior Selection Panel concerning the selection of rowers to attend the FISA World Rowing Junior Championships. This means that:
- 6.3.1 the invitations and/or selections of rowers to attend and/or participate in Phase 1, and Phase 2 in the Junior Selection Process shall not be appealable;
  - 6.3.2 no decision or invitation in respect of the SASRU Development Junior Selection Process is appealable.
- 6.4 A rower who has participated fully in a selection process may lodge a written objection with the Chair of the Junior IC no later than 60 hours of notification of the publication of a selection decision. The objection must set out detailed and specific reasons for any grievance or objection as well as evidencing the date/time of receipt of the decision which is being challenged.
- 6.5 The Chair of the Junior Selection Panel will provide a written response to the rower no later than 96 hours of receiving the request, excluding holidays and week-ends.



- 6.6 If a rower is not satisfied with the response, he or she may submit a written request to the Junior Appeal Tribunal Chairperson to review the selection process. The request must:
- 6.6.1 set out in as much detail as possible the grievance or objection, as well as specific detailed reasons why the written response of the Chair of the Junior Selection Panel does not satisfy the complainant and/or is incorrectly decided;
  - 6.6.2 contain a list of information, documents, results or decisions which the rower wishes to be made available to him/her;
  - 6.6.3 contain written proof that the rower has discussed the issue with the rower's coach, but remains unsatisfied;
  - 6.6.4 be accompanied by an appeal fee of R2 000.00, payable into the SASRU account through the SASRU website. This fee may be waived by the Junior Appeal Tribunal Chairperson. This fee will be refunded if the appeal is upheld.
- 6.7 The appellant shall bear the onus of proof and therefore must demonstrate that the Junior Selection Panel has:
- 6.7.1 Reached a decision which was erroneous, or grossly unreasonable;
  - 6.7.2 Did not have the authority or jurisdiction to make the decision it did;
  - 6.7.3 Failed to follow the published selection procedure;
  - 6.7.4 Made a decision influenced by bias or improper purpose;
  - 6.7.5 Failed to consider relevant facts or took into account irrelevant facts.
- 6.8 On receipt of the request, the Junior Appeal tribunal Chairperson will convene:

- 6.8.1 an urgent meeting of a Junior Appeal Tribunal and convene such meeting within 60 hours;
- 6.8.2 provide the documents and/or information to be used during the hearing, to the appellant no later than 36 hours prior to the appeal hearing.
- 6.9 During this process, a rower may be assisted by his/her parent or MIC of his/her school.
- 6.10 The lodging of an appeal does not stay the decision appealed against or challenged.
- 6.11 Appeal Procedure
  - 6.11.1 Junior Appeal Tribunal hearings will be heard in Gauteng unless otherwise directed by the Junior Appeal Tribunal Chairperson.
  - 6.11.2 The Junior Appeal Tribunal may receive representations from:
    - 6.11.2.1 the rower who may be assisted by a parent or the MIC of his/her school;
    - 6.11.2.2 any witness that the rower wishes to present;
    - 6.11.2.3 the Chair of the Junior Selection Panel.
  - 6.11.3 The chairperson of the Junior Appeal Tribunal will determine the conduct and procedure of the meeting including any adjournment if necessary.
  - 6.11.4 The meeting will review the selection procedures followed.

- 6.11.5 The Junior Appeal Tribunal will make a decision within 24 hours of such meeting or such adjourned meeting, without further engagement with either the rower or Junior Selection Panel, which shall be binding on all parties.
- 6.11.6 The chairperson of the Junior Appeal Tribunal will notify all parties of the decision.
- 6.11.7 The decision as published shall be final, binding on all parties and not subject to any further appeal.
- 6.11.8 The rower will bear only the costs of his or her appeal and attendance at such a meeting.

## 7. SECTION APPLICABLE TO COACHES

### 7.1 Coaching Vision

7.1.1 The vision is to develop a continuous pathway that allows optimal development of the rowers and coaches from Juniors to U23's into the Senior team and ultimately Olympic and FISA World Rowing Championship Regatta medals.

7.1.2 One of the main strengths of the coaching group is the diversity of ideas. This means that we can constantly learn from one another (both successes and mistakes) and enhance our understanding of our sport and our rowers. We will constantly seek to learn more and develop skills that will ensure that our coaching is of the highest International Standard. All of the coaches are focused on developing high performance.

7.1.3 The Coaches also understand that each will have a place in the system and that no place is more valuable than another.

### 7.2 Expectations of Coaches:

7.2.1 The appointed Junior National Coach is expected to develop and present a guideline in respect of the expected squad formation to the Selection Panel prior to the commencement of trials. This guideline will be outlined to invited rowers at the trial briefing.

7.2.2 Coaches are expected to demonstrate an ability to identify talented rowers and to develop rowers over time. i.e. improve physiology, improve strength, improve technique, and make them faster.

7.2.3 Coaches will be expected to form crews with the capacity to win medals at the FISA World Rowing Junior Championships.

- 7.2.4 Coaches must be creative, innovative and must have excellent knowledge of all aspects of rowing e.g. technique, physiology, training programs, strength training, rigging.
- 7.2.5 Coaches should be able to use initiative to solve crew problems as well as work as a team in preparation for the FISA World Rowing Junior Championships.
- 7.2.6 Coaches are expected to be able to mediate and resolve conflict amongst their crews and have the maturity to manage the uniqueness of each individual in forging a team.
- 7.2.7 Coaches by accepting the position will ascribe to the Coaches and the RowSA Code of Conduct.
- 7.2.8 Every coach of a selected rower shall be entitled to participate in the selection discussions held at the selection camps.
- 7.2.9 Coaches who anticipate arranging school/club tours need to advise the Junior IC of this intention prior to SA Schools Boat Race to avoid a clash of commitment by rowers.
- 7.2.10 The Junior IC reserves the right to reassess the coach in light of crew compatibility.

### 7.3 Appointment of Coaches

- 7.3.1 Coaches will be appointed by the Junior IC and ratified by the IC.
- 7.3.2 It is anticipated that the Team manager will be appointed before or at SA Schools Boat Race and the Head Junior Coach by the end of January.

- 7.3.3 Coaches who wish to be appointed as a coach of a national junior squad or play a role in the Squad, are required to demonstrate their intent by registering on the SASRU website by no later than 15 December or such other date as defined by the Chairperson, who will forward the list of names to the National coach.
- 7.3.4 The coaches of rowers selected will be considered to continue as the coach or assistant coach of those rowers for the period of their selection.
- 7.3.5 Coaches and Additional Coaches will be appointed and assigned to crews by the Junior Selection Panel based on track record, ability, qualifications, experience, coach/rower compatibility, demonstration of willingness to participate in the greater coaching team structure.
- 7.3.6 Coaches are expected to attend all u16 and Open Provincial and National Schools and Junior regattas in their province
- 7.3.7 On appointment coaches will be deemed to subscribe to the RowSA Code of Conduct.
- 7.3.8 Subject to what has been set out above, those coaches who hold a valid coaching certificate will be favorably considered.

## **8. DISCIPLINE AND CONDUCT**

- 8.1 Rowers will be expected to adhere to the highest levels of professional behaviour at all times;
- 8.2 Failure to accept discipline either during trials, training or on tour will, inter alia result in a report being lodged with the rowers Head of School, SASRU and RowSA.

## **9. DOPING**

9.1 Rowers will be subjected to random testing from time to time and are responsible for their own education and diligence with regards to doping while preparing for selection and assessment. Once part of the Squad, rowers will form part of the South African Institute for Drug Free Sport (SAIDS) testing program, and will be required to comply with the regulations as determined by the World Anti Doping Association (WADA) and the South African Institute for Drug Free Sport (SAIDS).

