



National Selection Policy

For Rowing South Africa's International Teams 2009-2012 Olympic Cycle

2010 Year Plan

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1. Preamble

This Rowing South Africa (RowSA) International Commission selection policy sets out the policy, standards, processes and procedures relating to the selection of National crews to represent South Africa.

This policy is subservient to and defers to the policies and resolutions of RowSA and the International Commission (IC) pertaining to the conduct and transformation of rowing. The policy sets out the selection standards and procedures for classes of competition.

The policy is updated from time-to-time at least on an annual basis at the end of the International regatta season where necessary, to respond to changes in scope of International Competition and to changes in RowSA policies to advance the effectiveness of the policy itself in achieving the goals of RowSA.

2. Objectives

The International Commission has adopted this policy and the selection standards and procedures with the objective of achieving A Finals and winning medals by representative crews at Senior A, U23 and Junior levels/categories in International Competition in 2010 and beyond, leading to the 2012 London Olympics.

This objective is supported by the following principles:

- That the process of selection will be fair, open and equitable.
- That RowSA resources are managed to develop capabilities in squads for the short, medium and long term.
- That athletes demonstrate their ability and suitability to perform on an on-going basis at the level required to be competitive in the international arena.
- That the policy be athlete-centred, but recognizing the expectation that athletes are obliged to perform to international standards as determined by the National Coach and the International Commission.
- That the policy be very clear to athletes and coaches that performance to international standards is required for consideration for selection to National teams.
- That the squad system develops capabilities of athletes to improve performance in the current cycle, and for the 2013 to 2016 cycle.

RowSA's objectives at the Olympic Games in London 2012 are to win at least 1 medal and have 2 more boats in A Finals and challenging in the medal zone.

3. Scope

This document sets out the framework for performance in the following events in 2010

| | | |
|---------------------------------------|-------------------------------|------------|
| World Cup 1 | Bled, Slovenia | 28/5/2010 |
| World Cup 2 | Munich, Germany | 18/6/2010 |
| World Cup 3 | Lucerne, Switzerland | 9/7/2010 |
| World U23 Rowing Championships | Brest, Belarus | 22/7/2010 |
| World Junior Championships | Prague/Racice, Czech Republic | 4/8/2010 |
| Youth Olympic Games | Singapore, Singapore | 14/8/2010 |
| World Rowing University Championships | Szeged, Hungary | 14/09/2010 |
| World Rowing Championships | Karapiro, New Zealand | 31/10/2010 |

This document explains the standards that are expected for eligibility for selection and the steps by which the teams will be formed and deals with the specific criteria required for selection to the National Teams.

SECTION APPLICABLE TO ATHLETES

4. Eligibility for Selection

All athletes are required to meet all obligations detailed in this policy document. Any exceptions including exceptions detailed in this policy, such as medical, family responsibility and other reasons will be approved at the National Coach's sole and absolute discretion. As a general rule, no after the fact permissions will be considered.

Registration

Athletes who wish to be considered for selection in 2010 are required to register by completing and signing the Athlete Registration Form (attached). Registrations are to be emailed to the National Coach (roger@hpc.co.za) with a copy of a valid South African passport. All athletes wanting to be considered for the National Squad must compete at the South African Championships. Athletes living abroad – refer to Section 12.

Medical & Other Exemptions

If an athlete cannot attend a trial or other test for medical reasons the athlete must:

- 1) Advise the National Coach prior to the event at the following email address: roger@hpc.co.za
- 2) Provide a medical certificate signed by the athlete's doctor, specific details required.

Athletes that miss ergometer testing on medical grounds must complete the ergometer test within 7 days of the scheduled date thereof or as soon as the doctor who signed the medical certificate confirms in writing that the athlete may take the ergometer test.

The National Coach may in exceptional circumstances give permission for an athlete to be absent from a trial if the athlete requests permission in writing not less than 2 weeks prior to the date of the trial.

Failure to comply with the above will result in an athlete becoming ineligible for selection at the National Coach and IC's discretion.

5. Selection

Selection standards are set to establish minimum target performance levels for each national squad. Procedures are set out hereunder and will be used to evaluate athletes for entry to a squad and establish performance standards for squad members.

The International Commission shall sit as the National Selection Panel and is responsible for the FINAL selection of all crews. Those responsible for crew line ups will motivate their crew line ups to the National Selection Panel by way a fully motivated written report and a verbal report.

The National Selection Panel will ratify the appointment of coaches and administrators in respect of national squads, who will be proposed by the relevant structure.

When the International Commission is sitting as the National Selection Panel, it will consist of the following persons:

- The Chair of the RowSA International Commission who shall act as Convenor of the Panel
- The RowSA High Performance Manager (National Coach)
- Two other members of the RowSA International Commission.

The National Selection Panel has the discretion to invite appropriate coaches of crews or squads to discuss performance of crews that are being considered for selection.

To this end the International Commission will;

- approve the annual selection policy standards and procedures for ratification by RowSA Executive Committee;
- publish the selection policy and procedures via official RowSA communication channels;
- confirm by presented data that qualification standards for entry to a national squad have been achieved by athletes and issue invitations to join a squad;
- monitor (via crew Coach and/or National Coach) and confirm participation and performance of athletes in all national squads and issue notifications of termination of squad membership as necessary;

The National Selection Panel shall have the right to make both objective and subjective assessments in making their decision and to weigh each assessment on a case by case basis.

The elements that may be taken into consideration by the National Selection Panel in their selection decisions include, amongst others:

- Recommendations of the National Coach (supported by the crew coach);
- Satisfaction of the requirements outlined in Section 4 above. *Eligibility for Selection*;
- Performance in trialling and competition specified in this document;
- Assessment results and reports recorded from collated data and information including ergometer results, past racing results, sports science and medical tests or considerations, training camps, ability to maintain required training loads, ability to make and maintain weight (lightweights);
- Current national and international performances;
- Past, current or recurring injury or condition which has the potential to inhibit the athlete's performance;
- Factors relevant to crew combination, namely crew compatibility, technical compatibility, and team balance and harmony, including Coach compatibility;
- Achievement and maintenance of weight targets by lightweight rowers;
- Relevant rowing conditions in any trialling or results (e.g. wind or water flow);
- Coach input;
- Potential development of crew combinations for future national teams;
- Any issues relating to any performances considered by the selectors, relevant to rowing conditions, medical conditions, or equipment breakages or malfunctions to be considered in determining the weight to be accorded to each performance;
- Ability to train in and travel to crew or squad training locations and overseas competitions as required or designated by the International Commission of RowSA;
- Requirements of transformation;
- Adherence to the RowSA code of conduct;
- Adherence and commitment to the National Plan

6. Notification and Announcements

Announcements and notifications made under or pursuant to the Selection Policy will be published on the RowSA Bulletin and RowSA website as soon as practicable after announcement of the decision or determination or publication by RowSA in any public forum and any announcements and decisions so published will be deemed to have been made or announced on the next day following publication on the RowSA Bulletin.

Where practicable, a notice will also be given to Participants by e-mail, where the Participant has provided an e-mail address in his or her nomination form. However, an inadvertent failure to provide an e-mail notice to a correct e-mail address or a failure by a Participant to receive notice by e-mail for whatever reason shall not invalidate the effectiveness of publication of the notice on the RowSA Bulletin.

7. Senior National Team Selection Process

The Senior National Team Selection Trials will take place during a mandatory 3 week selection and training camp from 1st March – 21st March 2010. Only selected athletes will be able to attend the camp. Attendance at this camp will be mandatory if an athlete wishes to gain selection for the South African National Team to compete in the 2010 World Rowing Championships at Lake Karapiro, New Zealand (overseas athletes to see attached annexure). To qualify for the above mentioned selection and training camp athletes will have to fulfil the below mentioned criteria:

SELECTION TRIALS

- a. Completed and forwarded (by e-mail) a nomination form together with copy of the athletes South African Passport, to the South African National Team Head Coach, Roger Barrow (roger@hpc.co.za) by no later than the 31st January 2010.
- b. Athletes must complete 5 ergo tests (listed in order below) in 5 consecutive days during the period 22nd February to the 26th February 2010. The ergo tests must be done in the following order:
 - Monday – 2000m (time, average split)
 - Tuesday – 250m (average watts for 250m to be recorded)
 - Wednesday – 5000m (time, average split)
 - Thursday – 7 stroke (max. watts on 7th stroke to be recorded)
 - Friday – 60min (average split. and distance)

Trials must be validated by the rower's coach or assigned regional representatives and submitted to the National Team Head Coach Roger Barrow (roger@hpc.co.za) by no later than the 26th February 2010 .

- c. It is suggested that athletes row in the following regattas in either the open 1x or 2- events to give themselves the best chance of being selected for the camp in March:
 - V.L.C Sprint Regatta
 - River Vaal Regatta
 - Buffalo Regatta

Lightweights must comply with the National Coach's or the appointed Lightweight Coach's requirements for weight and fat percentages at all trials. These will be published in the Lightweight year program and are subject to change by the National Coach or the respective Lightweight Coach. Any changes to the published weights and fat percentages will be given with one or more months notice. In addition, the coaches may allocate different weight requirements to different athletes at their sole and absolute discretion. The year program for Lightweights can be obtained from the National Coach.

Unless otherwise specified by the National Coach, weigh-in will be at no more than 3kgs above the RowSA / FISA maximum (men 75.5kg, women 62kg) for all 5 ergo tests, water trials and the 3 regatta`s mentioned above. Weights must be validated by the rower's assigned regional representatives and submitted to the National Team Head Coach.

- d. Athletes will be notified of their selection to the selection camp in March no later than the 27th February 2010. Selection will be at the sole discretion of the National Coach based on the review of the information of the above mentioned ergo testing and racing, as well as past local and international results.

- e. A final selection regatta will be held on the 8th and 9th May 2010 from which the final make up of the Senior National Team will be decided.

Athletes based outside of South Africa

Athletes based outside of the Republic of South Africa must complete and submit a nomination form no later than the 31st January. The athlete must then complete and submit all ergo assessments on the specified dates as above which must be certified by their club or university coaches.

In addition to the ergo assessment, overseas based athletes must be present and take part in the Open 1x or 2- at the Senior South African National Rowing Championships which takes place from the 24th -25th April 2010.

Contact the National Coach Roger Barrow via email at roger@hpc.co.za if you have any queries regarding the selection process for the Senior National Team.

8. U23 and World University National Team Selection Process

Preamble

The selection policies relating to U23 National Team and the USSA World University Championships (University WC) Team have been developed together as far as possible. This is due to the fact that most University students would also qualify to row at the U23 level.

1. The U23 National Team Selection Trials will take place during a mandatory 5 day selection camp from 27th April to the 1st May 2010 at Roodeplaat Dam, Pretoria. Any athlete wishing to represent South Africa in the U23 National Team to race at the U23 World Rowing Championships 2010 in Brest, Belarus must attend this camp. Those wishing to only qualify for the University WC must make themselves available from 30th April - 1st May to participate in time trial racing.

2. HOW TO QUALIFY FOR THE SELECTION TRIALS

To qualify for the trial rowers must:

- a. Be 22 years or under on 31 December 2010
- b. Return a completed registration form (attached herewith) and email it to the South African National Team Head Coach, Roger Barrow at roger@hpc.co.za by no later than the 31st January 2010.
- c. Submit a copy of a valid South African Passport with nomination form (no passport, no trial)
- d. Athletes must complete 5 ergo tests (listed in order below) in 5 consecutive days during the period 22th February to the 26th February 2010. The ergo tests must be done in the following order:

Monday – 2000m (time)

Tuesday – 250m (average watts for 250m to be recorded)

Wednesday – 5000m (time)

Thursday – 7 stroke (max. watts on 7th stroke to be recorded)

Friday – 60min (average split. and distance)

Trials must be validated by the rower's coach or assigned regional representatives and submitted to the National Team Head Coach Roger Barrow (roger@hpc.co.za) by no later than the 27th February 2010 .

Lightweights must comply with the National Coach's or the appointed Lightweight Coach's requirements for weight and fat percentages at all trials. These will be published in the Lightweight year program and are subject to change by the National Coach or the respective Lightweight Coach. Any changes to the published weights and fat percentages will be given with one or more months notice. In addition, the coaches may allocate different weight requirements to different athletes at their sole and absolute discretion. The year program for Lightweights can be obtained from the National Coach.

Unless otherwise specified by the National Coach, weigh-in will be at no more than 3kgs above the RowSA / FISA maximum (men 75.5kg, women 62kg) for all 5 ergo tests, water trials and the above mentioned 3 regattas.

Those wishing to be selected for the University WC crews must participate in the two 2000m ergo trials required to make the Blues / Grudge crew selected at the USSAR Sprint. The dates for these trials will be determined by the USSAR executive and confirmed and communicated at their symposium in January 2010

3. HOW TO BE SELECTED FOR THE U23 NATIONAL TEAM SELECTION CAMP

Rowers will automatically gain a trial if they meet ONE of the following targets and have completed all other selection requirements:

- a. Racing in the below mentioned boat classes and placing in the specified positions at the 2010 South African National Rowing Championships:
 - **Heavyweight Men:** Senior A 1x and Senior A 2-, 1st place or any crew within 1% of winning crews time. (placing refers to the position obtained in the race relative to other U23 crews)
 - **Lightweight Men:** Senior A 1x and Senior A 2-, (must row in the Heavyweight category but must also weigh-in before a race according to RowSA / FISA stipulations) 1st place or any crew within 1% of winning crews time (placing refers to position obtained in the race relative to other U23 lightweight crews)
 - **Heavyweight Women:** Senior A 1x and Senior A 2-, 1st place or any crew within 1% of winning crews time (placing refers to the position obtained in the race relative to U23 crews)
 - **Lightweight Women:** Senior A 1x and Senior A 2-, (must row in the Heavyweight category but must also weigh-in before a race according to RowSA / FISA stipulations) 1st place or any crew within 1% of winning crews time (placing refers to position obtained in the race relative to other U23 lightweight crews)

b. OR reach or better the 2000m Ergometer targets of:

Heavyweight Men 6:25 at altitude (above 1400m) or 6:20 at sea level

Lightweight Men 6:35 at altitude (above 1400m) or 6:30 at sea level

Heavyweight Women 7:25 at altitude (above 1400m) or 7:20 at sea level

Lightweight Women 7:40 at altitude (above 1400m) or 7:35 at sea level

To be considered the test must be completed in the period from the 1st January 2010 to the 20th March 2010 and validated by the rower's club coach or assigned regional representative. (This time does not necessarily have to be achieved during the 2000m ergo trials held in the 5 day battery of tests in February).

c. OR by invitation of the National U23 National Team Selection Panel.

Athletes will be notified of their selection to attend the National Selection Camp no later than 25th April 2010.

4. A FINAL SELECTION REGATTA WILL BE HELD ON THE 8TH AND 9TH MAY 2010 FROM WHICH THE FINAL SELECTIONS FOR THE U23 NATIONAL TEAM WILL BE DECIDED.

Contact the National Coach Roger Barrow via email at roger@hpc.co.za if you have any queries regarding the selections for the U23 National Team. Direct all queries regarding the selections for the University WC Team to Student Rowing representative Sean Kerr at Sean.Kerr@za.ey.com

9. Junior National Team Selection Process

This document details the structure of the 2010 RSA Junior Rowing Team selections. The aim is to position the Provinces as the key players in the initial phase (Provincial) of the selection process.

The International Commission (IC) and the National Coach will be involved as soon as possible after Provinces have made their selections.

Overview

The Junior Team serves as the introduction to international competition and to begin along the pathway to Olympic success.

Targets

The target is to achieve A Final performances with priority boats. All other boats will be assessed with development and transformation in mind.

Eligibility

- Athletes must have been born on or after the 1st January 1992.
- Coaches must satisfy the requirements of the overall National Selection Policy Plan.
- Crews selected to participate at the World Junior World Championships will be measured against the standards displayed in the 2010 National Selection Policy Plan.

National Selection Trials

Final trials will be held at the National Selection Trials, Roodeplaas Dam, on Saturday May 8th & Sunday May 9th 2010.

Based on the performances achieved (as individual athletes and in boat formations) during these trials, the International Commission will announce a Junior Team that will continue to train in preparation for participation at the World Junior Championships to be held in Prague/Racice in the Czech Republic during August 2010.

It is anticipated that coaches selected at the National Selection Trials will continue with their crews to the World Junior Championships. However, the final appointment of coaches is the prerogative of the IC which may replace coaches or appoint mentor coaches to ensure that less experienced coaches have guidance during the period up to the World Junior Championships.

Notification of Selection

A meeting of the RowSA Selection Panel will take place within 2 days of the trials and an announcement of the Final Team selected will be published via the RowSA Bulletin immediately thereafter.

Confirmation of Place on Final Team

Athletes must confirm their place on the Team within 36 hours of selection for the World Rowing Junior Championships by completing and submitting the following to the National Coach and appointed Junior Team Manager:

- 1) Personal Details Form
- 2) Valid passport for the Republic of South Africa with expiry date and passport number
- 3) Visa application form
- 4) 4 current passport photos
- 5) Signed approval from Parent and School

Route to National Selection Trials Regatta (8th and 9th May 2010 – Roodeplaats Dam)

Provincial bodies will be responsible for selection of coaches and crews within their regions. The National Coach and IC are available to provide assistance/guidance where required.

Provinces must draft a provincial selection policy by 31st January 2010 and submit it to the IC for ratification. Upon receipt of approval from the IC, Provinces must publish and distribute their selection policies by no later than 14th February 2010. Provincial selection policies must include transformation initiatives.

Provinces must select coaches for their squads by 31st January 2010 and inform the IC of these persons.

Provinces are required to supply the National Coach, Roger Barrow, with the following information:

1. This information applies to athletes regarded by the provincial coaches as being potential/eligible for consideration for selection.
2. 2.000 ergo time trial.
 - a. Trial to be completed by 7th March 2010.
 - b. Result to be sent by no later than 8th March 2010.
3. The National Coach undertakes to communicate regularly with provincial representatives and where appropriate Provincial coaches, to share views on athlete performance, crew formations, training methods, selection, etc....
4. The National Coach, Roger Barrow, can be contacted at [roger@hpc.co.za].

After SA Schools championships, Provinces will have 14 days to finalise and communicate their selected athletes, coaches and boat formations, i.e. to identify and select provincial crews by 14th March.

IC requires Provinces to consider individual athletes as well as crew combinations and boat classes in their selection process. It is expected that by 15th March 2010 Provinces will have communicated their selections to the National Coach and the IC.

The IC recommends that Provinces take the opportunity to have training camps during the school holidays starting 27th March. These camps should be used for settling crew combinations and to make any refinements that are required for the forthcoming assessments. Provinces may request technical support from the National Coach and IC at these camps. Provinces must advise the IC of the venues and dates for these camps.

On the weekend of 10th/11th April which coincides with the Gauteng/KZN and WC Senior Champs regattas provinces are expected to race their selected crews as an early assessment of boat speed. Crews must race in the respective Senior A. events at the two regattas named. The results of this assessment must be communicated to the National Coach on Monday 12th April following the assessment.

IC will ensure that they are represented/participate at each of the Regattas overseeing the assessments. Based on the performance of crews at these assessments the IC may recommend changes to the provincial crews in order to enhance selection prospects at the National Trials in May.

Selected athletes and coaches living outside of Gauteng are welcome to attend the Gauteng/KZN Champs assessment at Roodeplaat Dam on this week-end if they prefer.

Provinces are also invited to enter crews selected for National Trials in the Senior A events at SA Champs for further racing experience, as well as the SASRU Inter Provincial Regatta detailed below.

Final selection will take place at the National Selection Trials Regatta on 8th and 9th May 2010.

SASRU Inter Provincial Regatta 2010

SASRU will arrange events for an interprovincial regatta at the SA Senior Championships 2010. The events offered will be JM18 8+, JM16 8+, JM18 2x, JM16 2x, JW18 4x, JW 18 4+, JW16 4x

It is envisioned that provinces will use this as an opportunity to identify and develop athletes over a longer period of time particularly the U16's and give athletes an opportunity to experience a vigorous selection process and some high level training camps during the March/April holidays.

Crews entered in these Inter Provincial events may or may not include rowers/crews that will go on to enter the National Selection Trials at the individual province's discretion i.e. Provinces may decide that the crews for national trials will focus only on those boats and select a completely different set of rowers for the Inter Provincial races or the provinces may decide to include the crews selected for national trials in their Provincial boats and have the strongest possible crews.

Races will be scheduled to be complimentary with Senior A. events for the JM18 8+/JM18 2x/JW18 4x and JW 18 4+ and with Senior B events for the JM16 8+/JM16 2x/JW16 4x only. This will ensure that crews may enter more than one event in their boat class and hopefully break up into smaller boats for more racing on the SA Champs weekend.

Provinces must include provision for selection to these boat classes in the selection policy required by the IC in December.

Questions about this Inter Provincial Regatta can be directed to Jamie Croly Vice President SASRU at jcroly@stithian.com.

10. Rules applicable to all National Squads

The following rules will apply to all national squad members:-

1. National Squads will be assembled, in accordance with the Selection Policy and Procedures described herein, at the appropriate time in each competition cycle for the relevant classes of international competition.
2. All athletes who make themselves available for selection must be paid up members of a club affiliated to RowSA and must be registered rowers with RowSA.
3. All athletes, coaches, administrators, officials who are part of a National Squad must sign the RowSA Code of Conduct (attached). This commits them to full participation in the training, travel and tours of a squad and to drug free participation in rowing. Athletes, coaches, administrators, officials accepting an invitation to join a national squad are deemed to understand that they will participate in all mandatory training and assessments of the squad. Any member who has not signed the RowSA Code of Conduct within 10 days of selection to any crew or squad will be deemed to have read and understood the contents of the Agreement and agreed thereto. Signed documents should be submitted to the National Coach.
4. Participation in a squad does not provide for automatic selection to a representative crew. Selection of crews and invitations to join a squad will be made in terms of the conditions and procedures set out herein. Crew selection will be based on individual athlete ranking and performance in all squad assessments. An athlete will be expected to produce his or her best performance in all assessments.
5. RowSA will apply its coaching, equipment, financial and administration resources to the operations of the squads as determined by the Executive Committee from time to time, subject to availability of funds and resources.
6. RowSA has an expectation that athletes in squads will improve their levels of performance beyond the standards set for entry.
7. If participation in a squad is terminated any privileges or resources offered to the athlete by virtue of participation of a squad will terminate immediately. Any such athlete may make himself or herself available for selection at any other assessment for selection.

11. Appeal Procedure

The IC will appoint a Permanent Tribunal Chairperson (PC action, see Greg Vermaak) from time to time. The IC reserves the right at any time to replace or remove any Tribunal Chairperson or fill any casual vacancy.

An athlete who has participated fully in a selection process may lodge an objection with the Convenor of the Selection Panel within 48 hours of notification of a selection decision. The correspondence must set out detailed and specific reasons for any grievance or objection. The Convenor of the Selection Panel will provide a written response to the athlete within 96 hours of receiving the request excl. Holidays and week-ends.

If an athlete is not satisfied with the response, he or she may submit a written request to the Permanent Tribunal Chairperson to review the selection process. The request must set out in as much detail as possible the grievance or objection, as well as specific detailed reasons why the written response of the Convenor of the Selection Panel does not satisfy the complaint.

On receipt of the request, the Permanent Tribunal Chairperson will convene an urgent meeting of an Appeal Tribunal. The Appeal Tribunal will consist of three (3) members, being the Permanent Tribunal Chairperson, an athlete who has competed internationally in recent years and is not a member of any National Squad and one other person of experience and skill suitable to the function of the Appeal Tribunal.

The Appeal Tribunal will invite representations from the Selection Panel and the athlete. The chairperson of the Appeal Tribunal will determine the conduct of the meeting including any adjournment if necessary. The meeting will review the selection procedures followed. The Appeal Tribunal will make a decision within 24 hours of such meeting or such adjourned meeting, without further engagement with either the athlete or The National Selection Panel, which shall be binding on all parties. The chairperson of the Appeal Tribunal will notify all parties of the decision. The athlete will bear only the costs of his or her attendance at such a meeting.

12. Athletes based outside of South Africa

Athletes based outside of South Africa need to take part in the South African Senior Rowing Championships (24-25 April 2010) and in the Water trials on the 8th and 9th May 2010. The following points need to be adhered to:

The results of all water trials and regattas in any boat class between the 1st of February 2010 and 24th April 2010 need to be sent to the South African National Coach. Please submit a training and assessment plan for the above period and required results, to be submitted within 48 hours after each test.

Ergo trial and physical assessment results done with your club in the above time period need to be sent to the South African National Coach. All ergo trials mentioned in this document need to be done during the time specified. A club coach needs to witness the trial and the results of the test should be signed / verified by the local club coach.

If athletes are selected from the trial on the 8th and 9th May 2010, they need to fall in with the squad that they have been selected into for the time leading up to the Championships

If athletes are able to follow these criteria above and demonstrate acceptable standards in the view of the International Commission they will be considered for a place on the national team. A coach within the RowSA coaching structure could be appointed to the crew.

SECTION APPLICABLE TO COACHES

13. Coaching Vision - Introduction

The vision of the International Commission is to develop South African Coaches of sufficient qualification and experience to develop a continuous pathway that allows optimal development of the athletes from Juniors through U23's into the Senior team and ultimately Olympic gold medals. The IC, on recommendation of the National Coach, may appoint foreign coaches either as a full time appointment or as impact and finishing coaches. The objective will be to provide the crews with the best input as well as develop local coaching excellence.

The appointment of coaches will be undertaken with a view to the development of a coaching structure that has all the National Team Coaches closely linked in a common sense of purpose and approach to allow the smooth and effective progress of the athletes from one group to the next as well as the performance of the athletes in any given season.

The coaching group, under the leadership of the National Coach will actively promote diversity of ideas. This will enhance its learning agenda, (both successes and mistakes) and our understanding of our sport and our athletes. 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 and have a common vision of South African Olympic Gold Medals.

All coaches will be treated equally to ensure that the talent at each level is developed to its full potential. In this way, the progression of both athletes and coaches can be clearly understood

and rewarded based on performance and commitment. It will also serve to encourage participation of athletes and coaches through the levels with a view to participating at the Olympic Games.

The National Coaches are also expecting the athletes to be conscientiously involved with the process and to be constantly looking for ways to improve themselves. The athletes are not simply robots to receive input and produce a result. They are the most important component of the system and should be able to assist the coaches with valuable insights and feedback about the training process. As such the athletes and coaches must be looking to expand their knowledge of the sport in order to help find the edge over the competition.

Rowing is the Ultimate Team Sport and we would like to develop the “Ultimate Team” of coaches and athletes who are on the pathway to Olympic Gold.

14. Appointment of Coaches

Coaches are required to demonstrate their intent to coach or play a general role in/with a National Squad by completing ‘Coaches application form’ (attached).

The appointment of coaches will be undertaken solely by the International Commission based on the following criteria (amongst other):

1. The IC will announce the coaches for the various crews at an appropriate time but as soon as possible before or after a squad or crew is announced
2. South African coaches will be preferred
3. The recommendation of the National Coach
4. Demonstration of willingness to participate in the greater coaching team structure and compliance with the National Program
5. Coaching experience and qualification will be considered
6. Coaching track record, during the season and over time will be considered. In this respect the contribution of a coach to the selected crew will be considered.
7. Coach/athlete and team compatibility the preference of the athletes will be considered
8. Recognise the restrictions of locality

In respect of junior crews, it is anticipated that the coaches of crews selected will be appointed as that crew’s National Coach. The IC may however appoint an additional and/or mentor coach in order to support and guide coaches with no or limited international experience. In the event that the IC is of the opinion, on reasonable grounds that the coach of the crew selected should be replaced this will be done in consultation with SASRU and on condition that the coach replaced is afforded the opportunity of being that crew’s assistant coach. The purpose of this policy is inter alia, to:

1. Recognise the contribution of the coach of the crew selected;
2. Continue the relationship between coach and crew;
3. Recognise the restrictions of locality;
4. Expand international experience amongst school and junior coaches;
5. Develop a larger base and source of internationally experienced coaches;
6. Encourage school and junior coaches to develop their skills, qualifications and experience in order to increase the chances of the crews in their care of being selected;
7. Develop a close working relationship, understanding, national ethos and vision between school/junior, provincial and National Coaches

Coaches will be expected to sign and comply with the RowSA Code of Conduct. Any coach who has not signed the RowSA Code of Conduct within 10 days of selection to any crew or squad will be deemed to have read and understood the contents of the agreement and agreed thereto. Signed documents should be submitted to the National Coach.

GENERAL

15. Doping

Athletes will be subjected to random testing from time to time and are responsible for their own education and diligence with regards doping while preparing for selection and assessment. Once part of the National Squad athletes 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).

16. Performance Standards

By its very nature it is not possible to publish predetermined standards however performances will be measured against a predetermined prognostic or world best time for each boat class. These will be used by the selection panel, National Coach and IC to determine performance taking into account conditions at the time of assessment.

Other factors and guidance may however be considered when making a final selection however the world best times published in this document will be the starting point when considering crews for selection.

The final decision for selection of crews to represent South Africa remains with the International Commission.

WORLD BEST TIMES

| | 1x | 2x | 4x | 2- | 4- | 4+ | 8+ |
|------------------------------|-------------|-------------|-------------|--------------|---------|---------|---------|
| MEN | 6:33.35 | 6:03.25 | 5:36.20 | 6:14.27 | 5:41.35 | | 5:19.85 |
| LIGHTWEIGHT MEN | 6:47.82 | 6:10.02 | 5:45.18 | 6:26.61 | 5:45.60 | | 5:30.24 |
| WOMEN | 7:07.71 | 6:38.78 | 6:10.80 | 6:53.80 | 6:25.35 | | 5:55.50 |
| LIGHTWEIGHT WOMEN | 7:28.15 | 6:49.77 | 6:23.96 | | | | |
| U23 MEN | 6:46.93 | 6:14.05 | 5:43.44 | 6:25.34 | 5:53.19 | 6:03.19 | 5:30.43 |
| U23 LIGHTWEIGHT MEN | 6:55.73 | 6:16.35 | 5:49.69 | 6:32.01 | 5:58.88 | | |
| U23 WOMEN | 7:27.23 | 6:53.40 | 6:24.55 | 7:14.94 | 6:39.97 | | 6:06.68 |
| U23 LIGHTWEIGHT WOMEN | 7:38.04 | 7:03.16 | | | | | |
| JUNIOR MEN | 6:57.50 | 6:19.40 | 5:50.40 | 6:34.20 | 6:00.90 | 6:12.00 | 5:35.40 |
| JUNIOR WOMEN | 7:39.60 | 7:00.20 | 6:32.60 | 7:11.50 | 6:46.10 | | 6:13.20 |
| | AM1x | AW1x | TA2x | LTA4+ | | | |
| ADAPTIVE | 05:13.1 | 05:57.9 | 04:10.7 | 03:28.2 | | | |



Coach Application Form

RowSA International Commission

Acceptance of RowSA Code of Conduct and acceptance of Selection Policy

FULL NAME: _____

ID NUMBER: _____

CELL PHONE: _____

EMAIL ADDRESS: _____

YEARS OF COACHING: _____

NAME OF CLUB CURRENTLY COACHING: _____

PAST CLUBS COACHED: _____

PASSPORT NO & EXPIRY DATE: _____

NEXT OF KIN NAME & CONTACT DETAILS: _____

PAST RESULTS:

(International, Junior South African Championships, Senior South African Championships)

ACADEMIC QUALIFICATIONS

JOB EXPERIENCE & COMMITMENTS OUTSIDE OF ROWING

ROWING COURSES, FORUMS ATTENDED

BRIEF DISCRPTION OF COACHING PHILOSOPHY

Return this form plus a detailed Rowing CV to Roger Barrow
by Fax 011 770 6059 and Email roger@hpc.co.za



Athlete Registration Form

RowSA International Commission

Acceptance of RowSA Code of Conduct and
acceptance of Selection Policy

FULL NAME: _____

ID NUMBER: _____

RSA PASSPORT NO/EXPIRY: _____

PHONE NUMBER (Work): _____

PHONE NUMBER (Cell): _____

HOME ADDRESS _____

E-MAIL ADDRESS: _____

DATE OF BIRTH: _____

CLUB: _____

NEXT OF KIN NAME & TEL NO: _____

PARENT DETAILS (JUNIORS): _____

CATEGORY FOR COMPETITION:

- | | | | |
|-------------|--------------------------|---------------|--------------------------|
| Men | <input type="checkbox"/> | Women | <input type="checkbox"/> |
| Lwt Men | <input type="checkbox"/> | Lwt Women | <input type="checkbox"/> |
| U23 Men | <input type="checkbox"/> | U23 Women | <input type="checkbox"/> |
| U23 Lwt Men | <input type="checkbox"/> | U23 Lwt Women | <input type="checkbox"/> |
| Junior Men | <input type="checkbox"/> | Junior Women | <input type="checkbox"/> |

Return this form plus a detailed Rowing CV to Roger Barrow
by Fax 011 770 6059 and Email roger@hpc.co.za

20. RowSA Code of Conduct