

ROWING SOUTH AFRICA



SA NATIONAL SQUAD SELECTION POLICY

**Incorporating All Squads:
SASRU, Junior, U23, USSAR and Elite**

GENERAL PROCEDURE

Approved by IC on 10 December 2017

Approved by RowSA on 14 December 2017

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1. SQUAD SELECTION STRATEGY

- 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 SASRU, Junior, University, U23, Para and Elite selections;
 - 1.1.2. encourage the retention of junior rowers within the relevant National squads 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 Elite squads in due course.
 - 1.1.4. achieve “A” Finals and win medals at the FISA World Rowing Championships and Olympic Games.
- 1.2. Objectives of SASRU, USSAR, RowSA IC AND RowSA:
 - 1.2.1. to ensure that all rowers are given a fair and informed opportunity to achieve their best performance during the selection process, in all categories: SASRU squad, Junior squad, U23 squad, USSAR squad, Para squad and Elite squad;
 - 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 rowing seasons;
 - 1.2.4. to ensure that the best rowers in South Africa are selected to attend the FISA World Rowing Championships and Olympic Games;
 - 1.2.5. to attain the best possible performances at the FISA World Rowing Championships and Olympic Games;
 - 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 Elite Club level;
 - 1.2.8. to interact on all levels with the RowSA members;
 - 1.2.9. to ensure that the program is structured to cause as little as possible interference with the rowers educational obligations;
 - 1.2.10. to publish with the approval of the RowSA IC, an annual national selection criteria in respect of each category 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 national squads and enlarge the pool of internationally experienced coaches;
- 1.2.12. to encourage the award of Full Provincial and Half Provincial Colours in each province by the province at each level.

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 the required psychological and physiological load.
- 1.3.4. Rowers must demonstrate an ability to perform at their peak at major SA National Championships and the SA Schools National Rowing Championships, USSAR Sprints and Boat Races.
- 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.

1.4. Registration:

- 1.4.1. Any rower who qualifies in the relevant FISA categories, is an RSA citizen, holds an RSA passport and is a member of RowSA shall be entitled to register with the relevant National Squad and/or relevant category who shall develop and provide an online registration and monitoring facility to all rowers.
 - 1.4.1.1. The rower must register by the end of December each year.
 - 1.4.1.2. Registration shall take place online on the National Squad website.
 - 1.4.1.3. The said website shall be monitored by the National Coaches.
- 1.4.2. By registration, rowers confirm that they accept the RowSA Codes of Conduct as published on the RowSA and/or SASRU and/or USSAR websites.
- 1.4.3. It is a pre-emptory condition of selection that all rowers on any

National Squad:

1.4.3.1. unless excused in writing by the Chair of the RowSA IC, remain in South Africa, attend all national training camps, follow the prescribed programmes, travel with the squad; and

1.4.3.2. contribute equally to the cost of all coaches, managers, staff and equipment in respect of any and all international tours including the World Rowing 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;

1.4.3.3. travel on a South African passport.

1.5. Venue Definitions for Testing:

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

1.5.2. Inland: > 600m above sea level, i.e. Pietermaritzburg, Gauteng.

1.6. Rowers, Parents/legal guardian of any rower who partakes in this selection process, shall:

1.6.1. accept and be bound by this policy;

1.6.2. accept and be bound by the RowSA Codes of Conduct;

1.6.3. 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*;

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

1.7. An estimate budget prepared by the relevant SASRU, Junior, USSAR, U23 or Elite IC in respect of any anticipated costs will be provided on announcement of the final squad to tour, where applicable.

2. **SELECTION STRUCTURE**

2.1. The National RowSA IC shall have sub committees which shall be known as the SASRU and Junior IC, the U23 and USSAR IC, the Elite and Para IC.

2.2. The selection structure in respect of Junior and SASRU squads, USSAR and U23 Squads, Para and Elite squads, shall consist of an International Commission, a Selection Panel and an Appeal Tribunal in respect of each category.

- 2.2.1. The Junior and SASRU International Commission shall consist of the SASRU representative on the RowSA IC, 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.
- 2.2.2. The U23 and USSAR International Commission shall consist of the U23 representative on the RowSA IC, who shall chair the panel, a nominee of the USSAR President, the National Coach (or his nominee) and a representative elected by each Regional structure which representatives should have experience in U23 and USSAR rowing at an international level.
- 2.2.3. The National RowSA Elite and Para International Commission shall consist of the Chair of the RowSA IC, who shall chair the panel, a nominee of the RowSA President, the National Coach (or his nominee) and a representative elected by each Provincial structure which representatives should have experience in rowing at an international level. This IC shall be responsible for all Elite and Olympic Selections.
- 2.2.4. The Chair of the RowSA IC can appoint additional members on all of the above, as he may require.
- 2.3. Notwithstanding the above each IC shall consist of no less than four persons.
- 2.4. In the event of a decision deadlock, the Chair of the relevant IC shall refer the matter to the Chair of the RowSA IC and for resolution.
- 2.5. At least one panel member should be female.
- 2.6. The SASRU and Junior IC, Universities and U23 IC and Elite and Para IC shall be responsible to the Chair of the RowSA IC and their responsibilities shall be as set out herein but shall include:
 - 2.6.1. identifying talent, assessing, selecting, preparing, coaching, organising and managing crews, coxwains and scullers for international competition;
 - 2.6.2. appointing coaches, managers and support officials to international tours;
 - 2.6.3. facilitating, approving, coordinating and organising incoming international tours;
 - 2.6.4. preparing, approving any itinerary, budget, managers and coaches for international tours;
 - 2.6.5. ensuring that the selection procedures were neutral and fair;
 - 2.6.6. ensuring that there is no breach of protocol, which would prejudice the tour or the sport of rowing in South Africa;

- 2.6.7. the publication on the SASRU and/or National Squad and/or USSAR websites of the dates for the Selection weekends and selection deadlines;
- 2.6.8. approving the Selection regatta programme submitted by the relevant Selection Panel and publishing the programme on the SASRU and/or National Squad and/or USSAR and/or RowSA websites.
- 2.7. The SASRU and Junior Selection Panel shall be appointed by the SASRU and Junior IC but shall include the Chair of the SASRU and Junior IC who shall manage the Panel, the Head Junior Coach and Assistant Coaches, the RowSA IC Chair and/or his nominee, and a nominee of SASRU.
- 2.8. The USSAR and U23 Selection Panel shall be appointed by the USSAR and U23 IC and shall include the Chair of the USSAR and U23 IC who shall manage the Panel, the Head USSAR and U23 Coach and Assistant Coaches, the RowSA IC Chair and/or his nominee, and a nominee of USSAR.
- 2.9. The Elite and Para Selection Panel shall be appointed by the Elite and Para IC but shall include the Chair of the RowSA IC who shall manage the Panel, The Head Elite Coach and Assistant Coaches, the nominee of the RowSA IC, and a nominee of the Provincial bodies.
- 2.10. Each Appeal Tribunal shall consist of a Permanent Chairperson, a nominee of the Chair of the RowSA 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 an Appeal Tribunal shall be a current member of any National Squad or selection panel.
- 2.10.1. In respect of the SASRU and Junior Appeal Tribunal, the chair shall be appointed by the President of SASRU.
- 2.10.2. In respect of the U23 and USSAR Appeal Tribunal, the chair shall be appointed by the President of USSAR.
- 2.10.3. In respect of the Elite and Para Appeal Tribunal, its chair shall be appointed by the President of RowSA.
- 2.11. Except with the permission of the Chair of the RowSA IC, no member of any Appeal Tribunal or the IC or the Selection Panel may apply for the position of national coach or be a parent of any rower, who may participate in the selection process or trials.
- 2.12. All members of the SASRU and 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.
- 2.13. All members of USSAR and U23 selection panel are expected to attend all USSAR events and all National regattas and all provincial regattas in their province.
- 2.14. Provinces are encouraged to:

- 2.14.1. develop a provincial selection policy in conjunction with the relevant IC Chairperson in respect of U16, U18 and U23 age groups;
 - 2.14.2. select both Provincial teams and crews;
 - 2.14.3. issue provincial and/or half provincial colours.
- 2.15. Coaches and Management:
- 2.15.1. Any coach that has a rower selected through the above criteria may be invited to participate in the trials. Coaches may be involved in discussions about their rower's performance.
 - 2.15.2. The relevant IC reserves the right to invite additional coaches to attend the trials and to appoint the coaches to crews selected to participate at the World Championships.
 - 2.15.3. The relevant IC has the right to appoint management to the World Championship squad, subject to the approval of the Chair of the IC.
 - 2.15.4. Coaches may be expected to contribute to the process, the final selection decision will remain with the relevant Selection Panel.
 - 2.15.5. Only the RowSA IC has the right to manage the Olympic squad.

3. SELECTION PROCESS

- 3.1. The annual Selection Procedure Phase 1 (Boat Classes); Phase 2 (Identification); Phase 3 (Regional Selection); Phase 4 (Trials) are set out below, and, may be modified annually where necessary:
 - 3.1.1. In respect of SASRU squad, in annexure A hereto.
 - 3.1.2. In respect of Junior National Squad, in annexure B hereto.
 - 3.1.3. In respect of Elite and U23 National Squad, in annexure C hereto.
 - 3.1.4. In respect of USSAR Squad, in annexure D hereto.
- 3.2. Phase 1, the identification of Boat Classes is anticipated to be completed by 1st March each year;
- 3.3. Phase 2, the identification of prospective athletes is anticipated to be completed by 1st April each year;
- 3.4. Phase 3, the Regional / Provincial Selection Process is anticipated to be completed by 14th March each year;
- 3.5. Phase 4, the Selection and Invitation of Athletes to Trial anticipated to be completed by 14th March each year;

3.6. Preparation for FISA World Rowing Championships and/or Olympic Games:

- 3.6.1. The relevant IC reserves the right to alter or change any crew combination and relocate athletes if required.
- 3.6.2. Final crews selected will be presented by the relevant Selection Panel to the relevant IC for ratification who in turn shall report to the Chair of the RowSA IC.
- 3.6.3. 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 / university holidays where applicable.
- 3.6.4. Selected rowers may be subjected to continuous assessment and review of crew formations and composition.
- 3.6.5. The coaches of the team will be chosen from those who attended the Trials. However each Selection Panel and/or the relevant IC reserves the right to appoint additional coaches.
- 3.6.6. 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 selection regatta but will not always be entitled to National Colours or to compete at the World Championships / Olympic Games.

3.7. Assistance:

- 3.7.1. All regions are welcome and encouraged to contact the National Coach for assistance in their preparations:
- 3.7.2. Subject to the outcome of trials, selection and make-up of the touring team, each IC intends to appoint a head coach for female and a head coach for male athletes respectively, as well as coaches dedicated to selected crews.

4. **PUBLICATION OF SELECTION CRITERIA AND RESULTS**

4.1. Publication of selections in respect of Selection Process:

- 4.1.1. In respect of the ergo assessments in Phase 1, these results and a ranking ladder will be published within 14 days of the closing date of submissions.
- 4.1.2. In respect of Juniors, the winners of the qualifying gold medals and those within 2% times 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 the trials which relate to their category will receive their invitation by mid-March each year.

- 4.1.4. Failure to receive a timeous invitation means the rower has not been invited.
- 4.1.5. The selection of rowers to go to the FISA World Rowing Championships and/or Olympic Games shall, within 72 hours of the decision having been taken, be published and shall include the decision of the relevant IC and all selection results as follows:
 - 4.1.5.1. By publication on the relevant SASRU and/or Junior IC and/or USSAR and/or RowSA websites and/or;
 - 4.1.5.2. By email to each selected and non-selected rower to the email address given by the rowers coach/rower.
- 4.2. On publication of the selection decision the Chair of the relevant IC shall within 7 days, forward to the relevant Appeal Tribunal Chairperson and to the Chair of the RowSA IC:
 - 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 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 Championships and/or Olympic Games the entire team together with the relevant IC and the 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 only decision which shall be appealable is the final decision of the relevant Selection Panel concerning the selection of rowers to attend the Olympic Games and FISA World Rowing Championships. This means that:
 - 6.2.1. the invitations and/or selections of rowers to attend and/or participate in Phase 1, and Phase 2 in any Selection Process shall not be appealable;
 - 6.2.2. no decision or invitation in respect of the SASRU Development Squad Selection Process is appealable.
- 6.3. A rower who has participated fully in a selection process may lodge a

written objection with the Chair of the relevant 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.

- 6.4. The Chair of the Selection Panel applicable will provide a written response to the rower no later than 96 hours of receiving the request, excluding holidays and week-ends.
- 6.5. If a rower is not satisfied with the response, he or she may submit a written request to the relevant Appeal Tribunal Chairperson to review the selection process. The request must:
 - 6.5.1. 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 Selection Panel does not satisfy the complainant and/or is incorrectly decided;
 - 6.5.2. contain a list of information, documents, results or decisions which the rower wishes to be made available to him/her;
 - 6.5.3. contain written proof that the rower has discussed the issue with the rower's coach, but remains unsatisfied;
 - 6.5.4. be accompanied by an appeal fee of R2 000.00, payable into the RowSA account. This fee may be waived by the relevant Appeal Tribunal Chairperson. This fee will be refunded if the appeal is upheld.
- 6.6. The appellant shall bear the onus of proof and therefore must demonstrate that the relevant Selection Panel has:
 - 6.6.1. reached a decision which was erroneous, or grossly unreasonable;
 - 6.6.2. did not have the authority or jurisdiction to make the decision it did;
 - 6.6.3. failed to follow the published selection procedure;
 - 6.6.4. made a decision influenced by bias or improper purpose;
 - 6.6.5. failed to consider relevant facts or took into account irrelevant facts.
- 6.7. On receipt of the request, the relevant Appeal tribunal Chairperson will convene:
 - 6.7.1. an urgent meeting of a relevant Appeal Tribunal and convene such meeting within 60 hours;
 - 6.7.2. 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.

- 6.8. During this process, a junior rower may be assisted by his/her parent or MIC of his/her school / university, other rowers must be assisted by their coach or another rower.
- 6.9. The lodging of an appeal does not stay the decision appealed against or challenged.
- 6.10. Appeal Procedure:
- 6.10.1. All Appeal Tribunal hearings will be heard in Gauteng unless otherwise directed by the relevant Appeal Tribunal Chairperson.
- 6.10.2. The applicable Appeal Tribunal may receive representations from:
- 6.10.2.1. the rower, who may be assisted by a parent or the MIC of his/her school in the case of a junior;
- 6.10.2.2. any witness that the rower wishes to present;
- 6.10.2.3. the Chair of the relevant Selection Panel;
- 6.10.2.4. any witness of the Selection Panel.
- 6.10.3. The chairperson of the applicable Appeal Tribunal will determine the conduct and procedure of the meeting including any adjournment if necessary.
- 6.10.4. The meeting will review the selection procedures followed.
- 6.10.5. The relevant Appeal Tribunal will make a decision within 24 hours of such meeting or such adjourned meeting, without further engagement with either the rower or relevant Selection Panel, which shall be binding on all parties.
- 6.10.6. The chairperson of the applicable Appeal Tribunal will notify all parties of the decision.
- 6.10.7. The decision as published shall be final, binding on all parties and not subject to any further appeal.
- 6.10.8. 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 Elite 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 constantly learning from one another

(both successes and mistakes) to enhance the understanding of the sport and the athletes. Coaches must constantly seek to learn more and develop skills that will ensure that their coaching is of the highest International Standard. All of the coaches are focused on developing high performance as a squad.

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

7.2. Expectations of Coaches:

- 7.2.1. The appointed Junior, SASRU, U23, USSAR, Para and Elite National Coaches are expected to develop and present a guideline in respect of the expected squad formation to the relevant 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 Championships and Olympic Games.
- 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 Championships and Olympic Games.
- 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 Codes of Conduct.
- 7.2.8. Every coach of a selected rower shall be entitled to participate in the selection discussions relevant to their athletes.
- 7.2.9. *Coaches who anticipate arranging school/club/university tours need to advise the relevant IC of this intention prior to 1st December each year to avoid a clash of commitment by rowers / coaches.*
- 7.2.10. The relevant IC reserves the right to reassess the coach in light of crew compatibility as does the RowSA IC.

7.3. Appointment of Coaches:

- 7.3.1. Coaches will be appointed by the applicable IC and ratified by the RowSA IC.
- 7.3.2. It is anticipated that a Team manager will be appointed in respect of each squad as follows and before or at:
 - 7.3.2.1. SA Schools Boat Race and the Head Junior Coach by the end of January, in respect of SASRU and Junior Squad;
 - 7.3.2.2. by end of April in respect of U23 and USSAR Squads;
 - 7.3.2.3. by end of May in respect of all other squads.
- 7.3.3. Coaches who wish to be appointed as a coach of a national squad or play a role in a Squad, are required to demonstrate their intent by registering on the RowSA IC website by no later than 1st 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 relevant Selection Panel based on track record, ability, qualifications, experience, coach/rower and squad compatibility, demonstration of willingness to participate in the greater coaching team structure.
- 7.3.6. On appointment coaches will be deemed to subscribe to the RowSA Code of Conduct.
- 7.3.7. 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, USSAR, University Head of Sport and RowSA were applicable, and, may compromise future selection.

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).

10. CONTACT DETAILS

Name	Allocation	Contact Number	Email Address
Roger Barrow	National Head Coach	082 952 8601	roger.barrow@hpc.co.za
Simon Moore	High Performance Administrator	0849742634	simonm@rowsa.co.za
Andrew Grant	Deputy Head Coach	083 998 3715	andrewgrant76@hotmail.com
Marco Galeone	Para-rowing and Junior Head Coach	079 218 4957	marco@rowsa.co.za
Charles Stevens	USSA-R President	0843100077	cehstevens@gmail.com
Ed Goodier	Gauteng Junior Provincial Representative	0783479743	egoodier@kesnet.co.za
Chris Holliday	Eastern Cape Junior Provincial Representative	0767812610	C.Holliday@sacschool.com
Bradley Smith	Western Cape Junior Provincial Representative	0713626695	Bradrolandsmith@gmail.com
Adrian Higgins	Kwa-Zulu Natal Junior Provincial Representative	082 322 5255	provincialcommission@kznra.org
Sizwe Ndlovu	Gauteng Senior Provincial Representative	0734601515	sizwen@uj.ac.za
Chris Holliday	Eastern Cape Senior Provincial Representative	0767812610	C.Holliday@sacschool.com
Matthew Harris	Western Cape Senior Provincial Representative	0832549474	matjamesharris@gmail.com
Adrian Higgins	Kwa-Zulu Natal Senior Provincial Representative	082 322 5255	provincialcommission@kznra.org
Trevor Dedlow	Junior International	0765378218	tdedlow@kes.co.za

	Commission Chairperson		
Sean Kerr	Rowsa President	0836116116	sean@burghgroupholdings.com
Paolo Cavalieri	International Commission Chairperson	011 351 1083 (Denise Wait Personal Assistant)	Paoloc@itoo.co.za

Annexure A:

SASRU development squad 2018/2019

1. A SASRU Development Squad will be selected in the 2018 season based on results achieved at the South African Schools Junior Championships held at Roodeplaat dam on 2-4 March 2018. The squad will be made up of a touring and non-touring squad. The touring squad will be made up of certain U16 athletes who tour to England at the end of April 2018. The non-touring squad will be made up of certain U15 athletes invited to attend a training/development camp held at The Blades, Roodeplaat Dam from 29 March-1 April 2018 .
2. Athletes and coaches identified by the Junior International Commission for inclusion into the SASRU Development will be invited to join the squad.
3. The Junior Provincial Representatives are listed in the Table 1.

Table 1: Provincial Representatives

Name	Province	Contact Number	Email Address
Ed Goodier	Gauteng	0783479743	egoodier@kesnet.co.za
Chris Holliday	Eastern Cape	0767812610	C.Holliday@sacschool.com
Bradley Smith	Western Cape	0713626695	Bradrolandsmith@gmail.com
Adrian Higgins	Kwa-Zulu Natal	082 322 5255	provincialcommission@kznra.org

4. Selection

4.1 Athletes in the Under 16 age group who win a gold medal at the South African Schools' Championships 2018 in the following boat classes will automatically be selected for the SASRU Development Tour to England at the end of April 2018:

- a) JM4+;
- b) JM4-;
- c) J4X+;
- d) JW4X+
- e) JW4+.

4.2 Four coaches, selected from the winning crews will accompany the squad on the tour.

4.3 A 25% transformation rule will apply to the 2018 SASRU touring squad.

4.4 All athletes will be expected to be in possession of a current South African passport. A copy of said passport will have to be produced on selection at the South African Schools' Championship.

4.5 Selected crews will be required to accept or decline the offer to tour by no later than close of business on Monday 4th March 2018. Crews electing not to tour will not be replaced.

4.6 The SASRU Development Squad, once selected, will continue to train in their club structures under the guidance of the Junior National Head Coach.

5. SASRU Development Camp 2018

5.1 A development camp will be held for athletes in the Under 15 age-group who have medalled at the South African School's Championship. The intention of the Development Camp will to provide early talent identification for the 2019 SASRU Squad, to provide development of coaches and managers and to provide a holistic experience of rowing for all camp attendees.

5.2 The Development Camp will coincide with a Coaches Workshop to be held at the same venue.

5.3 The Development Camp will be held at the Blades, Roodeplaat, from 29 March to 1 April 2018.

5.4 Provincial Heads and coaches are requested to provide a list of candidates for consideration by the 1st March 2018. A 33% transformation quota will be applied to the Development Camp.

5.5 The SASRU Development Camp Squad, once selected, will form part of their Provincial Structure for the period between the Championship and the 29th March 2018. The Development Squad athletes will train provincially with provincially appointed coaches. The Junior National Head Coach will provide guidance regarding training programs.

5.6 Development athletes will be provided the option of continuing training with the squad and representing their provinces at the Senior National Championships.

6. SASRU Development Squad 2019:

6.1 The SASRU Development Squad for 2019 will take the following format:

6.1.1 One men's four will be selected to tour. This decision will be taken based on the prognostically best performing boat at the South African School's Championship. Should the JM4X+ be the selected boat then the JM2- gold medal winner will also be selected. Should the JM4+ or JM4- be the best boat then the JM2X gold medallist will also be selected.

6.1.2 One women's four will be selected to tour. This decision will be based on prognostic performance as per the men's boats. Should the JW4X be the best boat then the JW2X gold medallist will also be selected.

Should the 4+ be the best boat then the 2- gold medallist will also be selected.

6.2 The 2019 tour will be to Italy at the end of March 2019.

6.3 All other gold and silver medallist boats will be invited to attend a Development Camp together with any other athletes identified by SASRU.

6.4 A 33 % transformation quota may apply to both the tour and the camp.

Table 2: 2018/2019 year plan

Action	Due Date	Venue	Comments
Provincial Representatives to submit list of candidates	1 March 2018		Provincial Representatives and coaches are requested to provide a list of candidates for consideration for the 2018 development camp by 1st of March 2018 to tdedlow@kes.co.za. A 33% transformation quota will apply to the 2018 SASRU development squad. This is inclusive of athletes and coaches.
SA Schools Championships	2-4 March 2018	Roodeplaat Dam.	Athletes in the Under 16 age group who win a gold medal, in the following boat classes, at the South African Schools' Championships 2018 in the following boat classes will automatically be selected for the SASRU Development Tour to England at the end of April 2018: Boat Classes: JM4+; JM4-; JM4X+; JW4X+ JW4+. Athletes in the Under 15 age-group who have medaled at the South African School's Championship will be invited to a development camp.
Provincial training and coaching structures commence	5 March 2018 -28 March 2019		The SASRU Development Camp Squad, once selected, will form part of their Provincial Structure for the period between the 5th and the 29th March 2018. The Development Squad athletes will train provincially with provincially appointed coaches. The Junior National Head Coach will provide guidance regarding training programs.
SASRU Development Camp	29 March-3 April 2018		The non-touring squad will be invited to a development camp at The Blades, Roodeplaat Dam to be held from 29 March 2018-3 April 2018. Coaches are to attend from 29 March 2018-3 April 2018 with the athletes joining on the evening of the 31 March to attend from 31 March 2018 -3 April 2018
SASRU Tour, England	TBC(end of April 2018)		Athletes in the Under 16 age group who win a gold medal, in the following boat classes, at the South African Schools' Championships 2018 in the following boat classes will automatically be selected for the SASRU Development Tour to England at the end of April 2018:
Senior Gauteng Championships	14-15 April 2018		Development athletes will be provided the option of continuing training with the squad and representing their provinces at the Senior National Championships.

Annexure B:

South Africa Junior National Squad

1. A South African Junior National Rowing Squad will be selected to represent South Africa at the World Rowing Junior Championships in Racice, Czech Republic from 08 to 12 August 2018. Registration for athletes and coaches to be done on the National Squad website. The registration system will be opened on October 8th and will be closed on December 30 2017. Any submissions after December 30 2017 will need to be e-mailed to the Junior International Commission Chairperson on tdedlow@kes.co.za and the Junior National Head Coach on marco@rowsa.co.za for consideration.
2. Provincial heads are to form a selection panel comprising three members who will be responsible for establishing and running the provincial trials, the selection of provincial crew coaches and the formation of the provincial crews. This panel is to be constituted and proposed to the chair of the Junior International Commission for ratification by the 30th of November 2017. If the panel is not selected by the due date, Junior International Commission will reserve the right of selection at its discretion. The Junior Provincial Representatives are listed in the Table 1 below:

Table 1: Provincial Representatives

Name	Province	Contact Number	Email Address
Ed Goodier	Gauteng	0783479743	egoodier@kesnet.co.za
Chris Holliday	Eastern Cape	0767812610	C.Holliday@sacschool.com
Bradley Smith	Western Cape	0713626695	Bradrolandsmith@gmail.com
Adrian Higgins	Kwa-Zulu Natal	082 322 5255	provincialcommission@kznra.org

3. ERGO ASSESSMENTS

- 3.1 A 5000 meter assessment is to be completed during the month of November 2017.
- 3.2 A 2000 meter assessment is to be completed during January 2018
- 3.3 A 2000 meter assessment is to be completed during February 2018
- 3.4 All data is to be submitted to the Provincial Representative by the 20th of each month in which an assessment is completed.
- 3.5 The Provincial Representative is then to forward the completed data by the last day of the same calendar month to the Junior International Commission Chairperson on tdedlow@kes.co.za and the Junior National Head Coach on marco@rowsa.co.za.
- 3.6 The due dates for the assessment data are summarized in the Junior National Timeline for 2017/8 table, at the end of this document.
- 3.7 Failure to submit any of the required test data on time could disqualify both the athlete and the coach from the provincial and national selection process.

4. The Junior International Commission Chairperson and the Junior National Head Coach will announce the boat classes to be trialed for national selection at the end of the SASRU Championships on 2-4 March 2018.

5. WILD CARD NOMINATIONS

- 5.1 Provincial wild card nominations must be submitted to the Provincial Representatives by 15 February 2018.
- 5.2 No late submissions will be accepted.
- 5.3 Provincial Representatives will submit their wild card lists to the Junior National Head Coach and Junior International Commission Chairperson on 29 February 2018 for ratification. No late submissions will be accepted.
- 5.4 Only the Junior National Head Coach may accept or issue a wild card.
- 5.5 Athletes may be eligible for a wild card nomination if they match or better the 2000m Ergometer targets of:

Junior Men: 6:27 at altitude (above 1300m) or 6:20 at sea level;

Junior Women: 7:27 at altitude (above 1300m) or 7:20 at sea level;

6. PROVINCIAL TRIALS

- a. Provincial Representatives will present a list of proposed coaches to the Junior National Head Coach and Junior International Commission Chairperson by 23rd February 2018.
 - b. Provincial Representatives will present a list of proposed athletes to the Junior International Commission Chairperson and Junior National Head Coach on 6 March for ratification.
 - c. Provincial Representatives will announce their athletes invited to trial by no later than March 7, 2018.
7. Provincial trials will be held on March 17 and 18, 2018 at venues to be decided on by the provincial selection panels. Provincial Selection Panels must confirm dates and venues with the Junior National Head Coach and Junior International Commission Chairperson by 31 January 2018.
 8. The Junior International Commission wishes to encourage the selection of Provincial crews but needs to ensure that all crews progressing to the National Selection Regatta are of a suitable standard. Crews will only progress to the National Selection Regatta, held on 12 and 13 May 2018, by invitation and the South African National Championship Regatta may be used as an assessment regatta. The Junior National Head Coach, in consultation with the National Head Coach, will issue invitations to compete at the National Selection Regatta, held on 12 and 13 May 2018.
 9. The winning provincial crews in the applicable boat classes at the National Selection Regatta held on 12 and 13 May 2018, will be assessed against a prognostic standard for selection. The prognostic standard will be within 2.5% of the fastest crew on the day.

10. On selection, the provincial crews will fall under the authority of the Junior International Commission, who will appoint crew coaches and manage the final preparation phase for the World Rowing Junior Championships in Racice, Czech Republic from 08 to 12 August 2018.

The Junior International Commission Chairperson and Junior National Head Coach will require access to all athletes registered for consideration. Provinces are requested to facilitate this and assist as required. The Junior National Head Coach will be available to assist all clubs. Requests for assistance are to be made to the Junior National Head Coach on marco@rowsa.co.za.

Table 2: 2017/2018 year plan

Action	Due Date	Venue	Comments
Registration of athletes.	08 October to 30 th December 2017	Website	Registration to be done on the National Website for Junior national Squad. www.nationalsquad.co.za
Coaching applications	15 October 2017 to 30 th December 2017	Website	Registration to be done on the National Website for Junior national Squad. www.nationalsquad.co.za
Formation of Provincial selection panel.	30 November 2017		Provincial heads are to form a provincial selection panel comprising three members who will be responsible for establishing and running the provincial trials, the selection of provincial crew coaches and the formation of the provincial crews.
5 km Ergo Test	30 November 2017	To be done at clubs / schools.	Junior National squad to complete all. Provincial Heads to submit consolidated data for their province to marco@rowsa.co.za by:
2km Ergometer Test.	31 st January 2018	Data to be submitted by end of each month to Provincial Heads.	5km Ergo Test: 30 November 2017 2km Ergo Test: 31 January 2018 2km Ergo Test: 28 February 2018
2km Ergometer Test.	28 February 2018		
Announcement of trials dates and formats.	31 st January 2018.	Published through provincial networks.	Provinces are to have presented their trial formats to the Junior National Head Coach and Junior International Commission Chairperson prior to publication. Provincial Selection Panels must confirm dates and venues with the Junior National Head Coach and Junior International Commission Chairperson by 31 January 2018.
Submission of wild cards to provincial representatives	15 February 2018		Provincial wild card nominations must be submitted to the provincial selection panel by 15 February 2018.
Announcement of provincial Coaching Structures.	23 rd February 2018.	In writing to marco@rowsa.co.za	Provincial Coaching Structures will be published through the provinces by 24 th February 2018.
Submission of wild card	28 February	In writing to marco@rowsa.co.za	Wild card entries/list can to be observed and taken into consideration at SASRU National Championships (2-4 March 2018) by Junior National

lists/entries	2018	esa.co.za and tdedlow@kess.co.za	Head Coach and Junior International Commission Chairperson
Announcement of the boat classes to be trialed for selection	SASRU Championships on 2-4 March 2018.		Announcement to be done by Junior National Head Coach and Junior International Commission Chairperson on completion of SASRU Championships.
Provincial lists presented to the JIC for ratification.	6 March 2018		The provincial lists will be presented to the Junior International Commission Chairperson and Junior National Head Coach on 6 March for ratification.
Provincial Heads announce athletes invited to trial	7 March 2018.		Provincial Heads will announce their athletes invited to provincial trials by no later than March 7, 2018.
Provincial trials	March 17 - 18, 2018		Will be held at venues to be decided on by the provincial selection panels.
National Selection Regatta	12 and 13 May 2018		Crews will only progress to the National Selection Regatta, held on 12 and 13 May 2018, by invitation and the South African National Championship Regatta may be used as an assessment regatta. The Junior National Head Coach, in consultation with the National Head Coach, will issue athletes with invitations to compete at the National Selection Regatta, held on 12 and 13 May 2018 by no later than 7 March 2018.
World Rowing Junior Championships, Racice, Czech Republic	08 to 12 August 2018		

Annexure C:

Elite National Rowing Squad and Under 23 National Rowing Squad

1. An Elite National Rowing Squad and an Under 23 National Rowing Squad will be selected to compete and represent South Africa at selected World Cup and World Championship Regattas each year. For dates and venues, please refer to Table 3 for the 2018 International Regatta Calendar.
2. The Elite National Rowing Squad and Under 23 National Rowing Squad will operate as a single entity with regard to all assessments. This will allow for continuity between the Elite National Rowing Squad and Under 23 National Rowing Squad and will benefit all crews in preparation for their respective World Cup and World Championship Regattas. Selections for all teams will be based on continual assessment throughout the year. Attendance and completion of all assessments is compulsory to gain selection for the team (s). The crews forming this entity will go on to trial at the National Selection Regatta, held at Roodeplaat Dam on 12 and 13 May 2018.
3. The Under 23 National Rowing Squad will have specific minimum required selection criteria to meet in order to qualify for the National Selection Regatta held at Roodeplaat Dam on 12 and 13 May 2018. In addition there will be a wild card system for the Under 23 National Rowing Squad selection process. Please refer to the Under 23 National Rowing Squad minimum requirements and wild card process, detailed in clauses 9-11.
4. Athletes who wish to be considered for selection are required to register online. Registration for athletes and coaches is to be done on the National Squad website, www.nationalsquad.co.za. The registration system will be opened on October 8th and will be closed on 1 November. Any submissions after 1 November will need to be e-mailed to the High Performance Administrator on smoore@rowsa.co.za and the National Head Coach on roger.barrow@hpc.co.za for consideration.
5. Provincial Representatives

The Provincial Representatives function as the communication channel between the respective provinces (representing senior athletes in each province) and the Elite National Rowing Squad and Under 23 National Rowing Squad. The Provincial Representatives will be very familiar with the selection policy document, selection procedures and selection dates. In addition they will function to keep the High Performance Administrator and National Head Coach updated on results and performances in their respective provinces. They will also identify, monitor and track athletes who are believed to be suitable for transition into the Elite National Rowing Squad and/or Under 23 National Rowing Squad and communicate this accordingly.

2018 Provincial Representatives

Table 1: Provincial Representatives

Name	Province	Contact Number	Email Address
Sizwe Ndlovu	Gauteng	0734601515	sizwen@uj.ac.za
Chris Holliday	Eastern Cape	0767812610	C.Holliday@sacschool.com
Matthew Harris	Western Cape	0832549474	matjamesharris@gmail.com
Adrian Higgins	Kwa-Zulu Natal	082 322 5255	provincialcommission@kznra.org

6. Provincial Representatives are to liaise with the High Performance Administrator and the National Head Coach with respect to the following:

- 6.1 Identification/monitoring of senior athletes with good performances/potential/capacity to compete at an international standard. Reporting to be done after each assessment as stipulated below in clause 7.
- 6.2 Assistance with the co-ordination of athletes to be exposed to the Elite National Rowing Squad and an Under 23 National Rowing Squad set-up where applicable.
- 6.3 The coordination and assembly of best combination of crews that can be put forward for the national selection regatta held at Roodeplaat Dam on 12 and 13 May 2018.
- 6.4 Collect and share results of performances in their respective provinces as per the assessment requirements in clause 7.

7. Assessment

As mentioned in clause 2, athletes will have to undergo continual assessment throughout the season. All of the below-mentioned assessments must be submitted to the High Performance Administrator on smoore@rowsa.co.za and the National Head Coach on roger.barrow@hpc.co.za by the Provincial Representative by no later than 24 hours after each assessment. Completion of the assessments mentioned below is compulsory if athletes with to be considered for the Elite National Rowing Squad and/or Under 23 National Rowing Squad. Failure to complete and submit any of the trials without a valid doctor's certificate will render an athlete non-compliant which automatically excludes the athlete from any further trials.

7.1 Ergo Assessments

7.2 Assessments and their dates for 2017 are as follows:

By November 30 2017:

- a) 2000m ergo at max rate
- b) 5000m ergo at max rate
- c) 17000m ergo at rate 24

7.3 From the November round of testing and continued assessment a squad will be selected to attend a training selection camp usually towards calendar year end before Christmas.

7.4 Assessments and their dates for 2018 are as follows:

By January 31 2018:

- a) 2000m ergo at max rate
- b) 5000m ergo at max rate
- c) 17000m ergo at rate 24

By February 28 2018:

- a) 2000m ergo at max rate
- b) 5000m ergo at max rate

From this round of testing a squad will be selected to attend a training and selection camp in March 2018. For specific dates please refer to Table 3 at the end of this document. Dates are subject to change due to the requirements of the National Squad.

7.5 Water Assessments

Athletes wishing to gain selection to the Elite National Rowing Squad and Under 23 National Rowing Squad should row in the following regattas in either the single scull (1x) or coxless pair (2-) events to give themselves the best chance of being selected.

Table 2: Water assessments

Regatta	Venue	Date
VLC Regatta	Victoria Lake, Germiston	27 & 28 January 2018
Rock the Boat Regatta	Roodeplaat Dam, Gauteng	3 & 4 February 2018
Buffalo Regatta	Buffalo River, East London	9 & 10 February 2018
Western Cape Champs	TBC, Western Cape	17 & 18 February 2018
Gauteng Champs	Roodeplaat Dam, Gauteng	14 & 15 April 2018
SA National Championships	Roodeplaat Dam, Gauteng	28 & 29 April 2018

8. Lightweights

8.1 Lightweights must comply with the National Coach's requirements for weight at all trials.

8.2 Any changes to the weights will be given with one or more months' notice. In addition, these coaches may allocate different weight requirements to different athletes at their sole and absolute discretion.

8.3 Unless otherwise specified by the National Coach, weigh-in will be at no more than 3kgs above the FISA maximum (men 75.5kg, women 62kg) for all ergo assessments, water trials and the National regattas mentioned above. Weights must be validated by the rower's assigned Provincial Representatives and submitted to the High Performance Administrator on smoore@rowsa.co.za and the National Head Coach on roger.barrow@hpc.co.za

9. Under 23 National Rowing Squad minimum requirements and wild card process.

9.1.1 Athletes wishing to gain selection to the Under 23 National Team must be 22 years or younger on the 31st of December each year.

9.1.2 Under 23 Athletes will gain entry to the selection regatta held at Roodeplaat Dam on 12 and 13 May 2018 if they meet ONE of the following targets and have completed all other selection requirements:

9.1.2.1 Racing in the below mentioned boat classes and placing in the specified positions at the South African National Rowing Championships:

a) U23 Heavyweight Men:

Senior A 1x and Senior A 2-, 1st place or any crew within 1% of winning crew's time (***placing refers to the position obtained in the race relative to other u23 crews***);

b) U 23 Lightweight Men:

Senior A 1x and Senior A 2-, (must row in the Heavyweight category but must also weigh-in before the race according to Lightweight plan) 1st place or any crew within 1% of winning crew's time (***placing refers to position obtained in the race relative to other U23 lightweight crews***);

c) U23 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);***

d) U23 Lightweight Women:

Senior A 1x (must row in the Heavyweight category but must also weigh-in before the race according to Lightweight plan) 1st place or any crew within 1% of winning crew's time ***(placing refers to position obtained in the race relative to other U23 lightweight crews).***

OR match or better the 2000m Ergometer targets of:

e) U 23 Heavyweight Men:

6:25 at altitude (above 1300m) or 6:18 at sea level;

f) U23 Lightweight Men:

6:35 at altitude (above 1300m) or 6:28 at sea level;

g) U23 Heavyweight Women:

7:25 at altitude (above 1300m) or 7:18 at sea level;

h) U23 Lightweight Women:

7:40 at altitude (above 1300m) or 7:33 at sea level.

10. To be considered the test must be completed in the period from 1st November - 30th April and validated by the rower's club coach or assigned Provincial Representative. Provincial Representatives to submit consolidated data for their province to smoore@rowsa.co.za and on roger.barrow@hpc.cp.za by no later than 24 hours after each assessment. The above 2000m ergo targets in clause 9.1.2.1 (e-h) will apply to the wild card nomination stipulated in clause 14.

11. The U23 National Team Selection Panel will be made up of the following individuals:

- 11.1
- a) South African National Coach; and
 - b) U23 National Coach
 - c) One member of the International Commission (I.C.)

12. Under 23 Athletes will be notified of their selection to attend the National Selection Regatta, held at Roodeplaat on 12 and 13 May 2018, by no later than the 30 April 2018.

13. Coaches

13.1.1 Coaches of any athlete selected for the U23 National Squad Selection Camp will qualify to attend the selection camp at the discretion of the National Coach.

13.1.2 Coaches may also be invited by the U23 National Selection Panel to attend the Selection Camp

14. Wild Card Nominations

14.1.1 Provincial wild card nominations for Under 23 Athletes must be submitted to the Provincial Representative by 1 April 2018.

14.1.2 No late submissions will be accepted.

14.1.3 Provincial representatives will submit their wild card lists to the High Performance Administrator and the National Head Coach by 25 April 2018 for consideration.

14.1.4 Only the National Head Coach or U23 Head Coach may accept or issue a wild card.

14.1.5 Athletes may be eligible for a wild card nomination if they match or better the 2000m ergo targets stipulated in clause 9.1.2.1 (e-h):

Table 3: 2017/2018 year plan

Action	Due Date	Venue	Comments
Registration of athletes.	08 October to 1 November 2017	Website	Registration to be done on the National Website for Elite National Rowing Squad and Under 23 National Rowing Squad. www.nationalsquad.co.za
2km Ergometer Test.	14 November 2017	To be done at clubs / schools.	Senior National squad to complete all. Provincial Representatives to submit consolidated data for their province to smoore@rowsa.co.za and on roger.barrow@hpc.cp.za by no later than 24 hours after each assessment.
5 km Ergo Test	14 November 2017	Data to be submitted by no later than 24 hours after each assessment.	
17 Km Ergo Test	15 November 2017		
Lesotho High Performance Training Camp	26 th November 2017-17 December 2017		Athletes will be invited to attend the camp after testing has been completed on the 14 th and 15 th of November respectively. National Head Coach/ High Performance Administrator to contact athletes regarding selection/invitation.
December Break	18 December 2017-8 January 2018		Athletes given programs to train individually over the December period.
2km Ergometer Test.	9 January 2018	To be done at clubs / schools.	Senior National squad to complete all. Provincial Representatives to submit consolidated data for their province to smoore@rowsa.co.za and on roger.barrow@hpc.cp.za by no later than 24 hours after each assessment.
5 km Ergo Test	9 January 2018	Data to be submitted by no later than 24 hours after each assessment	
17 Km Ergo Test	10 January 2018		
VLC Regatta	27 & 28 January 2018		Athletes wishing to gain selection to the Elite National Rowing Squad and Under 23 National Rowing Squad should row in this regatta in either the single scull (1x) or coxless pair (2-) events to give themselves the best chance of being selected for the team.
Rock the Boat Regatta	3 & 4 February 2018		Athletes wishing to gain selection to the Elite National Rowing Squad and Under 23 National Rowing Squad should row this regatta in either the single scull (1x) or coxless pair (2-) events to give themselves the best chance of being selected for the team.
Buffalo Regatta	9 & 10 February 2018		Athletes wishing to gain selection to the Elite National Rowing Squad and Under 23 National Rowing Squad should row this regatta in either the single scull (1x) or coxless pair (2-) events to give themselves the best chance of being selected for the team.
2km ErgoTest.	20 February 2017		Provincial Representatives to submit consolidated data for their province to smoore@rowsa.co.za and roger.barrow@hpc.cp.za by no later than 24 hours after each assessment.
5 km Ergo Test			
Lesotho	4 March		Athletes will be invited to attend the camp after testing has been

High Performance Training Camp	2018-25 March 2018		completed on the 20th of February 2018. National Head Coach/ High Performance Administrator to contact athletes regarding selection/invitation.
2km ErgoTest. 5 km Ergo Test	April 3 2018		Provincial Representatives to submit consolidated data for their province to smoore@rowsa.co.za and roger.barrow@hpc.cp.za by no later than 24 hours after each assessment.
Pediluco International Memorial Regatta, Italy	8 April-15 April 2018	Pediluco, Italy	Senior Elite Squad Racing. Attendance at this regatta is subject to the approval and discretion of the National Head Coach and International Commission.
SA Senior National Champs	27, 28 & 29 April 2018	Roodeplaat Dam	Athletes wishing to gain selection to the Elite National Rowing Squad and Under 23 National Rowing Squad should row this regatta in either the single scull (1x) or coxless pair (2-) events to give themselves the best chance of being selected for the team
National Selection Regatta	12 & 13 May 2017		Athletes and coaches to attend by invitation only.
World Cup 1	27 May-3 June 2018	Belgrade Serbia	Senior Elite Squad Racing. Attendance at this regatta is subject to the approval and discretion of the National Head Coach and International Commission.
2km ErgoTest. 5 km Ergo Test	12 June 2018		Provincial Representatives to submit consolidated data for their province to smoore@rowsa.co.za and roger.barrow@hpc.cp.za by no later than 24 hours after each assessment.
World cup 3	8-15 July	Lucerne, Switzerland	Senior Elite Squad Racing. Attendance at this regatta is subject to the approval and discretion of the National Head Coach and International Commission.
2km ErgoTest. 5 km Ergo Test	24 July 2018		Provincial Representatives to submit consolidated data for their province to smoore@rowsa.co.za and roger.barrow@hpc.cp.za by no later than 24 hours after each assessment.
Under 23 World Championships	25-29 July	Poznan, Poland	Under 23 National Squad Racing. Attendance at this regatta is subject to the approval and discretion of the National Head Coach, U23 National Coach and International Commission.
Lesotho High Performance Training Camp	5 August 2018-26 August 2017		National Head Coach/ High Performance Administrator to contact athletes regarding selection/invitation.
Senior World Rowing Championships	4 September -16 September 2018	Plovdiv, Bulgaria	Senior Elite Squad Racing. Attendance at this regatta is subject to the approval and discretion of the National Head Coach and International Commission.

Annexure D:

University Sport South Africa – Rowing (USSA-R)

1. The vision of the University Sport South African – Rowing (USSA-R) programme is to have a successful international university rowing team, to further develop student athletes throughout South Africa and to provide these students with exposure to international competition, in order to feed more athletes to the national high-performance rowing team.
2. The objective of this document is to outline the process by which USSA, with the expertise of USSA-R and the Rowing South African International Commission (RowSA IC), will select its rowing team to compete at the 15th World University Rowing Championships (WURC), held in Shanghai, China, from 10 to 12 August 2018.
3. Student Eligibility
 - 3.1 Only a bona fide student registered with a member club of University Sport South Africa (USSA) (i.e. a club affiliated with USSA) may be considered for selection. A student participating for an outside club or another tertiary institution without the permission of his/her institution, may not be considered for USSA National Teams. A bona fide higher education student as stipulated by Article 3.4.1 of the USSA Regulations is defined as a person who is:
 - (a) *Officially registered at a higher education institution recognized by the appropriate national academic authority in the country (i.e. Department of Higher Education and Training) for a programme of at least 120 SAQA credits on NQF Level 5, and approved by that institution's senate. This includes bridging courses, although only one (1) attempt at completing any bridging course will be allowed at any institution. Students enrolled for bridging courses must have a matriculation endorsement or a certificate of exemption issued by the Matriculation Board. This excludes students who are enrolled for short courses or are registered for courses or modules or units of study that are less than 120 SAQA credits;*
 - (b) *actively involved in pursuing his/her academic career, i.e. attending lectures, submitting assignments, writing tests and examinations in order to be promoted to the next level of study.*
 - (c) *In the case of a postgraduate student, a letter from the Registrar (or appointed representative of the Registrar) of the participating institution in question is required for all honours, masters and doctoral students indicating that the student is making satisfactory progress towards the completion of his/her postgraduate degree.*

- 3.2 South African citizens in possession of a South African passport (Citizens with foreign passports will not be accepted).
- 3.3 Students between 17 and 25 years of age on 1 January 2017, i.e. born between 1 January 1993 and 31 December 2000. (Please note the change in the upper age limit for 2018, from less than 28 years to less than 25 years of age)
- 3.4 The participation of former students in USSA events are not permitted. Exceptions shall be considered for former students who successfully completed their studies in the year preceding an international event are in contention to be selection for this event. These students may then be allowed to attend further trials which are held to select the final team to compete in international championship events.
- 3.5 Athletes must be attending a tertiary institution that is affiliated to/with USSA (RSA based institution), or an International Institution affiliated to a member of FISU (i.e. NCAA of the USA). However, a limited number of merit student sportspersons who are South African citizens studying abroad may be considered for selection in national teams for participation at the 15th World University Rowing Championships. Such persons studying abroad must participate at:
- (a) their Universities National University Championship; and
 - (b) the RowSA Final Selection Regatta.

4. The Selection Committee:

The USSA-Rowing selection committee will comprise of the following:

- (a) USSA-Rowing Coaches Representative;
- (b) USSA-Rowing RowSA International Commission Representative;
- (c) Chairperson of USSA-Rowing (or his/her nominee); and
- (d) a representative from the USSA-Rowing Trustees.

5. Team Manager

- 5.1 The position of USSA-Rowing Team Manager will work with the Coaches Representative, in managing the USSA-Rowing Squad and have the following roles and responsibilities:
- 5.2 Assist in communication to athletes and coaches, the USSA-Rowing Selection Committee, the USSA-Rowing Executive and the USSA NEC;
- 5.3 Collection of all trial information pertaining to trailing athletes; and
- 5.4 Administration of team prior to- and during (should a team manager be sent with the team) the competition.

5.5 Appointment for of the USSA Team Manager prior to the competition will be done by the USSA-Rowing Selection Committee, and communicated no later than Friday 31st October 2017.

5.6 Nomination of a traveling USSA Team Manager will be made by the USSA-Rowing Selection Committee to the RowSA IC for endorsement and final approval will be at the discretion of the USSA National Executive Committee (NEC).

6. Athlete Selection Principles:

6.1 The number of rowers selected in the final team is at the discretion of USSA-Rowing and the USSA NEC.

6.2 Participation at the following regattas is a compulsory prerequisite for selection consideration for South African based athletes:

Regatta	Venue	Date
Buffalo Regatta	Buffalo River East London	9 & 10 February 2018
USSA-Rowing Sprints Regatta	Misverstand Dam, Western Cape	6 & 7 April 2018
SA Senior National Championships	Roodeplaat Dam, Gauteng	28 & 29 April 2018
RowSA Final Selection Regatta (attendance is by invitation only).	Roodeplaat Dam, Gauteng	12 and 13 May 2018

6.3 In the interest of alignment with the Rowsa International Committee and the objectives of the National Squad/ High Performance Rowing it is advised that athletes participate in the following regattas, in addition to those set out in 6.2;

Regatta	Venue	Date
VLC Regatta	Victoria Lake, Germiston	27 & 28 January 2018
Rock the Boat Regatta	Roodeplaat Dam, Gauteng	3 & 4 February 2018
Western Cape Champs (for WC based Athletes)	TBC, Western Cape	17 & 18 February 2018
Gauteng Champs (for Gauteng based athletes)	Roodeplaat Dam, Gauteng	14 & 15 April 2018

6.3 Completion of the following assessments is a prerequisite for selection consideration:

By 23 October 2017 *:

a) 5000m ergo at max rate (Grade 12's excused)

By November 30 2017 * (Grade 12's excused):

a) 2000m ergo at max rate

b) 5000m ergo at max rate

c) 17000m ergo at rate 24

By January 31 2018 *:

- a) 2000m ergo at max rate
- b) 5000m ergo at max rate
- c) 17000m ergo at rate 24

By 3 March 2018 (Blues & Grudge) *, **

- a) 2000m ergo at max rate
- b) 5000m ergo at max rate

By 31 March 2018 (Blues & Grudge) **

- a) 2000m ergo at max rate

* Preliminary set dates can be found in *Table 2* at the end of this document. These dates are subject to change in order to align with Senior National Squad Trial dates

** Trial information for Blues & Grudge can be submitted from any trial date above.

6.3.1 Candidates should achieve the following minimum standard times:

Table 1 - Minimum Ergometer Assessment Standard Times

Category	Minimum Standard
Openweight Men	6:20
Lightweight Men	6:35
Openweight Women	7:20
Lightweight Women	7:35

6.3.2 All assessments must be completed and submitted to the Squad Manager no later than 24 hours after the closing date for the assessment.

6.3.3 Should the assessment information not be received by the Squad Manager, as required in Clause 5.3.2, the assessment shall be classified as incomplete except in the following circumstances:

- a) A signed medical certificate is received within 48 hours of the closing date for the assessment. Athletes must then complete the required assessment as soon as the doctor who signed the medical certificate confirms in writing that the athlete may take the ergometer test.
- b) Notification of an athlete's inability to complete the assessment reaches the Squad Manager prior to the beginning of the assessment period and a new assessment period is agreed upon in writing by the Team Manager.

6.4 Time and availability depending, two selection camps will be held for the purpose of athlete training and identification as well true and reflective trialling for the formation of crews for the Final National Selection Regatta.

6.4.1 The first selection camp will be utilised for athlete identification and the selection of crews for the Final National Selection Regatta. Participation at the first selection camp is by invitation only, subject to the following:

6.4.1.1 Any athlete who wins, or places 2nd by 1%, in either the M1x, LM1x, M2x, LM2x, M2-, LM2-, W1x, LW1x, LW2x or the W2- at the 2018 USSA Rowing Sprint Regatta, and successfully completes all other prerequisites (as laid out in Clauses 5.2 and 5.3) will be invited.

6.4.1.2 Any athlete who does not satisfy Clause 5.4.1.1 shall be invited at the sole discretion of the Selection Committee, provided that an appeal by any athlete affected may be made in accordance with Section 5.

6.4.2 The second selection Camp (Venue and Dates to TBC) will be utilised for the purpose of appropriate trailing for final crew selection.

6.4.2.1 Participation at the second selection camp is by invitation from the Selection Committee, provided that an appeal by any athlete affected may be made in accordance with Section 5.

6.5 The USSA-R Selection Committee will work with the RowSA IC to ensure as close alignment between the USSA Team selections and those for the Senior and U23 National Squads.

6.6 Should the camps mentioned in clause 6.4 not take place, for any reason, the Selection Committee will base their decisions on the objective performance information available, they will also use their own experience and judgement when forming crews, assessing crew compatibility and making selections.

6.7 Participation at the Final National Selection Regatta is by invitation only, as a member of an USSA Rowing formed crew, as described above.

7. Coxswain Selection Process

7.1 Should a coxed crew be selected; the selection of the cox will be based on their skills in steering and on the contribution the Selection Committee and crew coach believe they can make to the crew's performance. The cox may be male or female.

7.2 A cox must weigh a minimum of 55kgs which may include up to 15kg of "deadweight".

8. Coaches Selection Process

The selection process that will be taken into account by the selectors in selecting coaches for the USSA Team include the following:

8.1 Ability to operate in a coaching team in a broader high performance environment;

- 8.2 Current and past record as a Coach, including performance of domestic and international crews coached in past, including performance of crews at selection events, management of those crews and a proven capacity to relate appropriately with athletes, coaches, officials and USSA Executive;
- 8.3 Athletes which have been selected as part of the USSA-Rowing Squad;
- 8.4 Compatibility with athletes;
- 8.5 Adherence to the USSA-R policies;
- 8.6 Completion of all documentation;
- 8.7 Compatibility to crew combination, technical compatibility and team balance and harmony.; and
- 8.8 Potential development of the coach for subsequent National Teams.

9. Final Selection

9.1 USSA-R needs to comply with the requirements set out by the USSA National Executive Committee. The final decision regarding crew selection is reserved by the USSA National Executive Committee with the support and recommendations made by the Rowing International Commission. The Rowing International Commission recommends the above-mentioned selection process in clause 6 as it aligns with the selection process of the Elite and U23 National Squad in order to achieve a high standard of international rowing. The Rowing IC will present a proposal and recommendation on which athletes should qualify to be selected based on the results from the National Selection Regatta held at Roodeplaat Dam on 12 and 13 May 2018, for the consideration and ratification by the USSA-R selection panel. Subject to the USSA selection requirements, athletes who are selected according to these recommendations will then fall under the USSA selection requirements as per their selection document.

10. Appeal Procedure

10.1 The Chairperson of the USSA-Rowing Trustees will act as a Permanent Tribunal Chairperson. Should the Chairperson of the USSA-Rowing Trustees not be available they may appoint a replacement, with approval from the USSA-Rowing Executive.

10.2 An athlete who has participated fully in this selection process may lodge an objection with the Team Manager of the Selection Committee:

10.3 Any objection must be made, in writing, to the Team Manager within 48 hours of notification of a selection decision. The correspondence must be detailed and must contain specific reasons for any grievance or objection.

10.4 The Team Manager must provide a written response within 96 hours of receiving the request, excluding holidays and weekends.

10.5 Should an athlete still not be satisfied with the response of the Team Manager, he or she may submit a written request to the Permanent Tribunal Chairperson to review the selection process.

10.6 Any request made must be made within 48 hours of the Team Manager's response and 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 Team Manager does not satisfy the complaint.

10.7 Upon receipt of any request the Permanent Tribunal Chairperson shall request a written representation from the USSA-Rowing Selection Committee, outlining any and all reasons for the selection decision, and will convene an urgent Appeals Tribunal. Any Appeals Tribunal will consist of the following (none of whom may have been members of the USSA-Rowing Selection Committee):

- (a) The Permanent Tribunal Chairperson;
- (b) A representative of the USSA-Rowing Executive (other than the USSA Rowing Chairperson); and
- (c) A representative of the USSA-Rowing Trustees.

9.5. Any decision by the Appeals Tribunal will be binding and final, to both the USSA-Rowing Selection Committee and the objecting Athlete.

11. Events for the 15th World University Rowing Championships

The following events are to be held for men and women:

LM1X	LM2X	M2-	LM4-	M8+
M1X	M2X	W2-	M4-	W8+
LW1X	LW2X		LW4-	
W1X	W2X		W4-	

Table 2: 2017/2018 year plan

Action	Due Date	Venue	Comments
5km Ergometer Test	23 October 2017	Schools /universities	All assessments must be completed and submitted to the Squad Manager, Reece McDonald (Email: mcdree002@myuct.ac.za) no later than 24 hours after the closing date for the assessment.
2km Ergometer Test.	14 November 2017	To be done at clubs / schools.	All assessments must be completed and submitted to the Squad Manager, Reece McDonald (Email: mcdree002@myuct.ac.za) no later than 24 hours after the closing date for the assessment.
5 km Ergo Test	14 November 2017	Data to be submitted by no later than 24 hours after each assessment.	
17 Km Ergo Test	15 November 2017		
December Break	18 December 2017-8 January 2018		Athletes to train individually over the December period.
2km Ergometer Test.	9 January 2018	To be done at clubs / schools.	All assessments must be completed and submitted to the Squad Manager, Reece McDonald (Email: mcdree002@myuct.ac.za) no later than 24 hours after the closing date for the assessment.
5 km Ergo Test	9 January 2018	Data to be submitted by no later than 24 hours after each assessment	
17 Km Ergo Test	10 January 2018		
VLC Regatta	27 & 28 January 2018		In the interest of alignment with the Rowsa International Committee and the objectives of the National Squad/ High Performance Rowing it is advised that athletes participate in this regatta
Rock the Boat Regatta	3 & 4 February 2018		In the interest of alignment with the Rowsa International Committee and the objectives of the National Squad/ High Performance Rowing it is advised that athletes participate in this regatta
Buffalo Regatta	9 & 10 February 2018		Participation in this regatta is a compulsory prerequisite for selection consideration for South African based athletes:
Western Cape Champs (for WC based Athletes)	17 & 18 February 2018	TBC, Western Cape	In the interest of alignment with the Rowsa International Committee and the objectives of the National Squad/ High Performance Rowing it is advised that athletes participate in this regatta
2km ErgoTest.	20 February 2017	Blues & Grudge selection	All assessments must be completed and submitted to the Squad Manager, Reece McDonald (Email: mcdree002@myuct.ac.za) no later than 24 hours after the closing date for the assessment.
5 km Ergo Test			
2 km Ergo Test	26-31 March 2018	Blues & Grudge selection	All assessments must be completed and submitted to the Squad Manager, Reece McDonald (Email: mcdree002@myuct.ac.za) no later than 24 hours after the closing date for the assessment.
USSA-		Blues &	Participation in this regatta is a compulsory prerequisite for selection

Rowing Sprints Regatta	6 & 7 April 2018	Grudge selection	consideration for South African based athletes:
Gauteng Champs (for Gauteng based athletes)	14 & 15 April 2018	Roodeplaar Dam, Gauteng	In the interest of alignment with the Rowsa International Committee and the objectives of the National Squad/ High Performance Rowing it is advised that athletes participate in this regatta
SA Senior National Champs	27, 28 & 29 April 2018	Roodeplaar Dam	Participation in this regatta is a compulsory prerequisite for selection consideration for South African based athletes:
National Selection Regatta	12 & 13 May 2017	Roodeplaar Dam, Gauteng	Participation in this regatta is a compulsory prerequisite for selection consideration for South African based athletes. Athletes and coaches to attend by invitation only.
15th World University Rowing Championships (WURC),	10 to 12 August 2018.	Shanghai, China,	