



**Selection Policy for Triathlon @
30th SEA Games, Clark Philippines
30 November to 10 December 2019**

Date	Version	By	Remarks
7 August 2018	1	Eugene Ong	Created
1 September 2018	2	Exco	Include Mixed Team Relay
17 September 2018	2.1	Eugene Ong	Rewrite
24 December 2018	2.2	Eugene Ong	Updates on the key info
23 January 2019	2.3	Eugene Ong	Updates on key info like quota
27 February 2019	2.4	Eugene Ong	Update of key info and Re-word
13 March 2019	2.5	Eugene Ong	Update of Mixed Team Relay
28 March 2019	2.6	Eugene Ong	Update of Competition Schedule
7 May 2019	2.7	Eugene Ong	Update of key info like distances, training dates and schedules

1. Introduction

1.1 There will be 6 events:

Men's Event (2)	Women's Event (2)	Mixed Event (2)
Triathlon Individual	Triathlon Individual	Triathlon Mixed Relay
Duathlon Individual	Duathlon Individual	Duathlon Mixed Relay

1.2 Distances:

Triathlon		Duathlon	
Individual	Mixed Relay	Individual	Mixed Relay
Swim – 1.5km Cycle – 40km Run – 10km	Swim – 300m Cycle – 6.6km Run – 1km (x 4 athletes)	Run 1 – 10km Cycle – 40km Run 2 – 5km	Run 1 – 2km Cycle – 8km Run 2 – 1km (x 4 athletes)

1.3 Schedule for Triathlon & Duathlon:

Date	Time	Gender	Event
30 Nov 2019	4:00pm	All	Athlete's Briefing (Triathlon)
1 Dec 2019	TBA	Men	Individual Triathlon
1 Dec 2019	TBA	Women	Individual Triathlon
2 Dec 2019	TBA	All	Mixed Relay Triathlon
3 Dec 2019	4:00pm	All	Athlete's Briefing (Duathlon)
4 Dec 2019	6.00am	Men	Individual Duathlon
4 Dec 2019	6.45am	Women	Individual Duathlon
5 Dec 2019	6.00am	All	Mixed Relay Duathlon

1.4 Training Schedule:

Date	Time	Training
29 Nov 2019	0800-1000	Swim Training (Pool)
30 Nov 2019	0800-0900	Swim Familiarization (Triathlon)
30 Nov 2019	0900-1000	Bike Familiarization (Triathlon)
30 Nov 2019	1000-1030	Run Familiarization (Triathlon)
1 Dec 2019	0630-0650	Swim Warm Up (Triathlon Men's)
1 Dec 2019	0710-0730	Swim Warm Up (Triathlon Women's)
2 Dec 2019	0700-0730	Swim Warm Up (Triathlon Mixed relay)
3 Dec 2019	0800-0900	Run Familiarization (Duathlon)
3 Dec 2019	0900-1000	Bike Familiarization (Duathlon)
3 Dec 2019	1000-1030	Run Familiarization (Duathlon)
4 Dec 2019	0530-0550	Run Warm Up (Duathlon Men's)
4 Dec 2019	0620-0630	Run Warm Up (Duathlon Women's)
5 Dec 2019	0530-0550	Run Warm Up (Duathlon Mixed Relay)

1.5 The maximum number of athletes each NOC can enter for the events:

	Triathlon Individual	Duathlon Individual	Triathlon Mixed Relay	Duathlon Mixed Relay
Men	2 + 1 reserve	2 + 1 reserve	2 + 1 reserve	2 + 1 reserve
Women	2 + 1 reserve	2 + 1 reserve	2 + 1 reserve	2 + 1 reserve

2. Objectives

2.1 This policy details and set out the process and criteria for selection into the SEA Games Triathlon and Duathlon Team.

2.2 This policy may be amended at any time if TAS is of the opinion that such an amendment is necessary. TAS will publish this policy (and any amendments) on TAS website at (www.triathlonsingapore.org).

3. Selection Panel

3.1 The selection panel will be made up of the following members:

- a) TAS President – David Hoong
- b) TAS Technical Official Rep – Denise Wong
- c) TAS HPE Chairman – James Middleditch
- d) TAS HPE Member – Steven Chan
- e) TAS General Manager – Eugene Ong

3.2 The panel shall meet after the end of the selection process, to decide on the athletes to be nominated. Should voting on any non-consensual decisions be required, each

members shall have 1 vote. Any members of the Panel with a vested interest in the athlete, shall not be allowed to vote.

3.3 The Panel shall then make their recommendations to the TAS Management Committee. The recommendations made must be in accordance to the criteria as set out in this policy.

3.4 TAS Management Committee shall consider and make the final Team Nomination to SNOC. (Please refer to Appendix A for timeline)

3.5 An appeal process is available for athletes. (Please refer to Appendix B)

3.6 Final decision for participation at the 30th SEA Games will be at the sole discretion of SNOC's Selection Committee.

4. Selection Criteria and Process

4.1 Athlete's Eligibility:

- a) Singapore Citizen.
- b) Paid up member of TAS
- c) Qualified full member of the High Performance Program
- d) Good standing with TAS and its affiliate partners.
- e) For Individual events, 18 years old as of 31 December 2019.
- f) For Mixed Relay events, 16 years old as of 31 December 2019.

4.2 Qualifying Window Period: **14 August 2018 to 14 July 2019**

4.3 Selection Process (**Triathlon**):

a) Final Selection Races:

Individual	20 to 23 June 2019	Gyeongju ASTC Triathlon Asian Championships 2019	Category: Elite
Mixed Relay	1 June 2019	Educity TAS Selection Race (Triathlon)	Distance: 300m S – 6.6km B – 1km R

- b) Top 2 athlete (per gender) will be selected for nomination to SNOC.
- c) Third placed (per gender) will be nominated as reserve.
- d) Eligibility for Nomination (Individual): Athlete must have met the minimum time of **2:04 (Men), 2:26 (Women)** within the qualifying window period stated in point 4.2, at any ITU/ASTC/national Federation sanctioned standard distance race
- e) Criteria to race in final selection race (for individual):
 - Triathlon Singapore's given quota for the race is 5 slots per gender. Anything more than 5 will be subject to ITU's approval.
 - Priority will be given to athletes who had achieve the minimum time of **2:04 (Men), 2:26 (Women)** prior to race day, at any sanctioned standard distance race.
 - In the event where more than 5 athletes met the minimum timing, the athletes whom had achieve the time latest will qualify to race. The rest will still be

registered on the waiting list, and their participation will be subject to ITU's approval.

- In the event where less than 5 athletes met the minimum time, TAS will register 5 athletes with the fastest time achieved.

4.4 Selection Process (**Duathlon**):

a) Final Selection Races:

Individual	6 July 2019	Tri-Factor Belitung Duathlon	Category: Elite
Mixed Relay	2 June 2019	Educity TAS Selection Race (Duathlon)	Distance: 2km R – 8km B – 1km R

- b) Top 2 athlete (per gender) will be selected for nomination to SNOC.
- c) Third placed (per gender) will be nominated as reserve.
- d) Eligibility for Nomination (Individual): Athlete must have met the minimum time of **2:04 (Men), 2:26 (Women)** within the qualifying window period stated in point 4.2, at any ITU/ASTC/national Federation sanctioned standard distance race
- e) Criteria to race in final selection race (for individual):
- Achieve the minimum time of **2:04 (Men), 2:26 (Women)** prior to race day, at any sanctioned standard distance race.
 - In the event where there are less than 5 athletes, TAS will register up to 5 athletes with the fastest time achieved.

4.5 Recommended races (individual) in 2019 for athletes seeking for SNOC's selection.

Date	Race	Sport	TAS's subsidies (only for carded athletes in the HPP)
20 January	Singapore Duathlon	Duathlon	-
27 January	Subic Bay TRAP NAGT	Triathlon	-
3 March	Putrajaya Powerman	Duathlon	-
31 March	TriFactor Clark Run-Bike-Run	Duathlon	30%
27/28 April	Subic Bay ASTC	Triathlon	50%. 100% for athletes whom met criteria at the race
1/2 June	Educity TAS Selection Race – Mixed Relay	Triathlon / Duathlon	100% for all athletes in HPP
20-23 June	Gyeongju ASTC Championships	Triathlon	50%. 100% for top 2 athletes (per gender)
6 July	TriFactor Belitung Duathlon	Duathlon	30%. 100% for top 2 athletes (per gender)
7 July	TriFactor Belitung Triathlon	Triathlon	100% for qualified athletes
14 July	TriFactor Malaysia Triathlon	Triathlon	100% for qualified athletes

- 4.6 Discretionary: In the event that an athlete qualifies for both the individual and Mixed team Relay, his/her slot for Individual will be confirmed. However, his/her Mixed Relay slot (Triathlon or Duathlon) will be subject to discretionary award based on factors such as , but not exclusively:
- In recovery time between events.
 - Number of qualified athletes
 - Time ahead of next best athlete in qualification
- 4.7 Discretionary: In the event that an athlete qualifies for both individual events, the panel will meet with the athlete to discuss the possibility of racing in one or both events at an optimal condition for the athlete, subject to discretionary award based on factors such as:
- In recovery time between events.
 - Number of qualified athletes
 - Time ahead of next best athlete in qualification.
- 4.8 Long List Submission deadline – 15 June 2019. All athletes in the HPP and startlist of the final selection races will be included into the long list for submission.
- 4.9 Nomination deadline – 15 July 2019. The top 2 athletes (per gender) from the final selection races will be nominated. Third placed (per gender) will be nominated as reserve. In the event of injuries or any breached of obligations by the qualified athletes before nomination deadline, the next best placed athlete will be nominated on a roll-down basis.
- 4.10 When will you know the results? SNOC Selection Committee will meet on 1 August 2019 to look at all nominations and justifications, before making the final selection decision. Nominated athletes not selected can put in an appeal (via TAS). The Appeal deadline is on 8 August 2019. The SNOC appeal committee will meet on 15 August 2019 and will decide then if the appeal is successful or not.
- 4.11 Entry by Names Deadline – 19 August 2019. All selected athletes must submit all necessary documents and agreements to SNOC by this date.

5. Conditions and Obligations of Athletes

- 5.1 Athletes must read, sign and accept the TAS athlete agreement, and Anti-Doping Declaration form.
- 5.2 Athletes are required to declare accurate whereabouts information as instructed by Anti-Doping Singapore (ADS), and agree to participate willingly in sample collections for Doping Tests conducted by ADS, pursuant to WADA's policies. A breach in this point would include the failure to accurately declare requested information, not cooperating with ADS officers or any violation in the Anti-Doping Rules and Tests.
- 5.3 Athletes are required to put in a full training load, of at least (20-30 hours per week). They are required to submit their training and competition plan, in a periodised format with targets at relevant stages. This is to ensure that they maintain their level of fitness and competency that will enable them to compete in the 2019 SEA Games at an optimal Standard.
- 5.4 Athletes might be requested to undergo a fitness assessment at any time prior to the 2019 SEA Games. This assessment will be at the absolute discretion of TAS and

SNOC, and may be at a designated race, or component time trials involving one of more disciplines of Triathlon.

5.5 Athletes must agree to participate in any competitions and training camps, as determined by the TAS HPE Committee, and approved by the TAS MC.

5.6 Athletes are required to keep TAS updated on any changes to their health and fitness, or training and competition plan. They are to Immediately inform TAS of any illness or injury that could reasonably impact their ability to perform at the expected level at the SEA Games, and more importantly, the impact on their overall health and well-being.

5.7 In addition to the above, the following qualities of the athletes will also be assessed:

- Attitude and Behavior
- Current Skill level and Fitness level
- Level of Commitment and attendance towards training
- Potential for future development
- Ability to demonstrate team spirit and work well with team mates.

5.8 TAS reserves the right to remove any nominated athlete's selection status, should there be any disagreement or breach in the points above, TAS will endeavor to de-conflict any disputes amicably. The affected athlete will be informed of TAS's decision and will be given a chance to appeal (please refer to appendix B for appeal process), before the decision will be made official.

Contact details

Athletes who have any queries may contact,
Name: Eugene Ong
Telephone: +65 6227 7577, +65 9276 5765
Email: eugene.ong@triathlonsingapore.org

Appendix A: Timeline

20 January 2019	Duathlon Talent ID Race
1 June 2019	Triathlon (Mixed Relay) Final Selection Race
2 June 2019	Duathlon (Mixed Relay) Final Selection Race
14 June 2019	Qualifying Window Period Closed
15 June 2019	Longlist Submission Deadline
20-23 June 2019	Triathlon (individual) Final Selection Race
6 July 2019	Duathlon (individual) Final Selection Race
15 July 2019	Nomination Submission Deadline
1 August 2019	SNOC Selection Committee Meeting
8 August 2019	Appeals Deadline
19 August 2019	Entry by Names Deadline

Appendix B: Appeal Process

Right of Appeal - An eligible athlete, who fails to be selected for any Nomination to SNOOC pursuant to the process and criteria set up in this policy, may appeal against his/her omission from the nomination.

The sole grounds of appeal are that:

- a) The athlete's omission was as a result of a failure by TAS to properly apply the selection criteria set out in this policy.
- b) The athlete's omission was as a result of a failure by TAS to adhere to the requirement guidelines set out in this policy.

Notice of Appeal – Within 48 hours of any official announcements, any athlete wishing to appeal must put forth a notice of appeal in writing to:

General Manager TAS

Email: eugene.ong@triathlonsingapore.org

The notice of appeal must be accompanied by:

- A summary of all arguments and documentations that the athlete wishes to be considered in support of the appeal, and also evidences that will be relied upon in support of those arguments for the appeal.
- An appeal bond of SGD\$500. (Cash Only)

Appeal Panel – The hearing of the appeal will be done by the appeal panel which will be constituted by 3 persons.

- (i) A Member of TAS Exco, not already in the Selection Panel (TBC)
- (ii) An invited official from another NSA (TBC)
- (iii) An invited official from SportSG or SNOOC (TBC)

Functions of the Appeal Panel – The panel has no power of selection or re-selection. Their role is to review the matters set out in the appeal and, may refer the matter back to TAS Selection Panel and MC for a re-selection.

Hearing of the Appeal – The appellant will be advised on a date for the hearing as soon as necessary.

- The hearing will be conducted with as little formality and technicality.
- The hearing must observe the principles of natural justice.
- The parties to an appeal may be represented at a hearing but not by a barrister, solicitor or a legally trained person.

Results of hearing – After a decision had been made by the appeal panel, it shall be recommended to TAS for consideration. Any further selection decision of TAS under the direction of the appeal panel shall be final and binding, and no further appeal shall be available to the appellant in respect of that selection.

- Regardless of the selection decision, the panel may stipulate that all or part of the appeal bond be refunded to the appellant.

Annex C: SEA Games Past Results

2007 SEA Games Duathlon results (Chonburi, Thailand)

Men's Duathlon

Name	Country	Run	Bike	Run	Total
Ryan Mendoza	PHI	34:47	1:02:33	21:58	1:59:19
Amnat Srichat	THA	35:15	1:08:46	19:12	2:03:14
August Benedicto	PHI	37:18	1:06:41	19:16	2:03:16

Women's Duathlon

Name	Country	Run	Bike	Run	Total
Saifon Piawong	THA	38:57	1:13:08	22:14	2:14:19
Sontiya Saiwaeo	THA	43:10	1:15:42	24:48	2:23:40
Analiza Dysangco	PHI	43:16	1:17:41	24:15	2:25:12

2005 SEA Games Triathlon results (Philippines)

Men's Triathlon

Name	Country	Swim	Bike	Run	Total
Cheng Jing Hean	SIN	18:33.91	1:02:02.28	38:04.95	1:58:41.14
Loh Yeong Shang	MAS	20:33.07	1:04:47.62	36:51.94	2:02:12.63
Arland Macasieb	PHI	20:43.84	1:04:26.38	39:20.18	2:04:30.40

Women's Triathlon

Name	Country	Swim	Bike	Run	Total
Kimberly Yap	MAS	19:04.02	1:10:36.89	44:58.69	2:14:39.60
Alessandra Araullo	PHI	22:40.52	1:09:35.47	43:43.88	2:15:59.87
Ng Xinyi Alisa	SIN	22:44.49	1:15:34.02	43:38.98	2:21:57.49

2007 SEA Games Triathlon results (Chonburi, Thailand)

Men's Triathlon

Name	Country	Swim	Bike	Run	Total
Mok Ying Ren	SIN	21:00	1:06:09	37:59	2:05:08
George Vilog	PHI	23:13	1:02:57	39:22	2:05:32
Arland Macasieb	PHI	23:13	1:02:57	41:30	2:07:40

Women's Triathlon

Name	Country	Swim	Bike	Run	Total
Kimberly Yap	MAS	19:44	1:07:26	45:04	2:12:14
Alessandra Araullo	PHI	22:30	1:07:07	43:58	2:13:35
Maria Lucas	PHI	22:21	1:07:05	44:30	2:13:56

2015 SEA Games Triathlon results (Singapore)

Men's Triathlon

Name	Country	Swim	Bike	Run	Total
Nikko Heulgas	PHI	20:27	1:05:27	38:43	2:04:32
Rikigoro Shinozuka	MAS	20:50	1:05:27	39:47	2:05:35
Loo Chuan Rong	SGP	19:22	1:05:29	41:07	2:07:01

Women's Triathlon

Name	Country	Swim	Bike	Run	Total
Ma. Claire Adorna	PHI	18:45	1:05:14	48:05	2:13:08
Ma. Kim Mangrobang	PHI	20:19	1:07:35	45:36	2:14:26
Sanruthai Arunsiri	THA	18:57	1:11:01	51:12	2:22:08

2017 SEA Games Triathlon results (Kuala Lumpur, Malaysia)

Men's Triathlon

Name	Country	Swim	Bike	Run	Total
Nikko Heulgas	PHI	20:57	1:00:43	37:51	1:59:30
John Chicano	PHI	21:49	1:02:07	37:34	2:01:27
Clement Chow	SGP	20:54	1:00:54	41:37	2:03:24
Loo Chuan Rong	SGP	20:55	1:03:03	40:37	2:04:33

Women's Triathlon

Name	Country	Swim	Bike	Run	Total
Ma. Kim Mangrobang	PHI	21:10	1:07:45	42:20	2:11:14
Ma. Claire Adorna	PHI	21:09	1:07:54	49:56	2:18:58
Irene Chong	MAS	22:06	1:12:50	50:49	2:25:44
Christy Suriadi	SGP	24:35	1:17:13	46:18	2:28:04