



**Selection Policy:**

<b>Competition</b>	31 <sup>st</sup> SEA Games, Hanoi Vietnam
<b>Qualifying Window:</b>	1 January 2021 to 10 March 2022

<b>Date</b>	<b>Version</b>	<b>By</b>	<b>Remarks</b>
20 December 2020	1	Eugene Ong	Created
30 January 2021	1.1	Eugene Ong	Updated
14 February 2021	1.2	Eugene Ong	Updated
11 March 2021	1.3	Eugene Ong	Updated
15 March 2021	1.4	Eugene Ong	Updated
18 March 2021	1.5	Eugene Ong	Updated
12 April 2021	1.6	Eugene Ong	Updated – Included addendum, reviewed by SNOC on 22 April 2021
28 April 2021	1.7	Eugene Ong	Updated – Adjustments to Addendum, reviewed by SNOC on 28 April 2021. Changes to Long List & Nomination Dates
5 May 2021	1.8	Eugene Ong	Updated – Selection process as a result of Phase 2 heightened alert, and change in dates of selection races.
18 Oct 2021	1.9	Eugene Ong	Updated – Selection process as a result of postponement of 31 <sup>st</sup> SEA Games to May 2022.
8 Dec 2021	2	Eugene Ong	Updated – release of dates from SNOC

**1. Introduction**

1.1 The 31<sup>st</sup> SEA Games was scheduled to be held in Hanoi, Vietnam between 21 November to 2 December 2021. However it was announced on 8<sup>th</sup> July 2021 that the Games will be postponed to May 2022 over Covid-19 concerns. The dates had been announced on 8 December 2021.

1.2 For the sport of Triathlon, there will be 4 events:

<b>Events:</b>	Triathlon Individual (Men)	Triathlon Individual (Women)	Duathlon Individual (Men)	Duathlon Individual (Women)
<b>Dates:</b>	14 May 2022, 6am	14 May 2022, 8am	15 May 2022, 6am	15 May 2022, 8am
<b>Quota:</b>	2 Men	2 Women	2 Men	2 Women
<b>Distance:</b>	1500m Swim 40km Bike 10km Run	1500m Swim 40km Bike 10km Run	10km Run 40km Bike 5km Run	10km Run 40km Bike 5km Run

1.3 This policy set out the process and criteria for nominating athletes to represent Singapore at the 31<sup>st</sup> SEA Games Triathlon events.

1.4 This policy may be amended at any time if Triathlon Singapore (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](http://www.triathlonsingapore.org)).

(Important Note: This policy and the selection process had been amended several times due to the Covid-19 Restrictions, and most recently due to the postponement of the Games)

## **2. Eligibility**

2.1 To be considered for selection, an athlete must meet all the following eligibility:

- a) Singapore Citizen, and should not be holding dual citizenship if they are above 21 years old at the time of nomination
- b) At least 18 years of age as of 31 December 2022
- c) Paid up member of TAS, and in good standing
- d) Signed current TAS athlete agreement
- e) Member of the National Squad or National Development Squad
- f) Draft Legal Endorsed (exempted if had raced in a WT race in the last 24 months)

## **3. Submission of Nominations**

3.1 The selection panel will consist of the following:

- a) General Manager TAS (Chair) – Eugene Ong
- b) TAS Exco Representative – Denise Wong
- c) TAS MC Representative - Michelle Evelyn Chow
- d) TAS High Performance Committee Representative – James Middleditch
- e) Technical Director TAS – Eugene Lee
- f) Technical Official Representative – Omar Bakar

3.2 The selection panel shall approve the selection policy, and shall decide on the athletes to be nominated in accordance to the criteria as set out in the policy.

3.3 The panel shall seek the approval of the TAS Management Committee before submitting the nominations. (Please refer to Appendix A for key dates and timeline)

3.4 The Singapore National Olympic Council (SNOC) is the governing body which sets the qualifying standards and criteria, selects the athletes for the Games, and considers any appeal cases which TAS may submit. Final decision for participation at the Games will be at the sole discretion of SNOC Selection Committee

## **4. Process**

4.1 Selection events:

- a) Any standard distance races and/or time trials sanctioned or organized by TAS
- b) Any standard distance draft legal races sanctioned by World Triathlon or member National Federation

- c) Any time trial races (1500m swim, 10km run, 5km run) sanctioned by the appropriate governing body.
- d) Official times must be sent to TAS: [eugene.ong@triathlonsingapore.org](mailto:eugene.ong@triathlonsingapore.org)

#### 4.2 Qualifying Criteria (Individual events):

- a) Triathlon - 3<sup>rd</sup> placed time of the 2019 SEA Games: Men (2:03:18), Women (2:23:58), (Note: Official recorded time adjusted to add Men 6:08 and Women 7:25 to run times, due to run course being shorter by estimated 1.5km)
  - Or marginally off 5%: Men (2:09:28), Women (2:31:10), but achieved at least 2 out of 3 target times set in point 4.3
- b) Duathlon - 3<sup>rd</sup> placed time of the 2019 SEA Games: Men (1:53:05), Women (2:14:20)
  - Or marginally off 5%: Men (1:58:44), Women (2:21:03), but achieved 2 out of 2 target times set in point 4.3

#### 4.3 Target Times:

- a) Triathlon (range between overall fastest time to top 3 slowest time),
  - 1500m Swim - Men (20:57 to 21:19), Women (21:38 to 24:00)
  - 10km Run - Men (36:33 to 40:55), Women (42:01 to 49:28), (Note: Official recorded time adjusted due to run course being shorter by estimated 1.5km)
  - Combined - Men (57:30 to 1:02:14), Women (1:03:39 to 1:13:28)
- b) Duathlon (range between overall fastest time to marginal 3% of top 3 slowest time),
  - 10km Run - Men (33:48 to 35:06), Women (38:16 to 42:34)
  - 5km Run - Men (17:06 to 18:04), Women (19:47 to 23:22)

#### 4.4 For the individual events, a quota of 2 athletes per gender may be considered for selection.

To be considered:

- a) Athletes who had achieve the qualifying criteria set out in point 4.2 at any selection events before the end of the qualifying window, automatically qualifies to be nominated for the 2021 SEA Games.
- b) Should there be more than 2 athletes, TAS will consider other factors such as:
  - number of times qualifying criteria had been achieved
  - quality of the selection events in which qualifying criteria had been achieved
  - comparison with other SEA competitors if any
- c) In addition to the above, the following qualities of the athletes will also be assessed:
  - Attitude and behavior
  - General conduct and character
  - Past disciplinary record
  - Current Skill level and fitness
  - Level of Commitment and attendance
  - Potential for future development
  - Ability to demonstrate team spirit and work well with team mates
  - Such other non-performance related qualities as TAS may consider to be relevant

#### 4.5 In a scenario where an athlete achieve the qualification criteria for both Triathlon and Duathlon events, TAS reserve the rights to decide which event the athlete shall be nominated for, with discussion with the athlete and coach involved.

4.6 Important Note: All results achieved at the time trials, physical and hybrid races conducted or sanctioned by TAS in 2021 will be taken into consideration.

## **5. Conditions and Commitments**

5.1 Athletes are required to:

- i. signed and comply with the provisions of the TAS and SNOC athletes agreement at all times.
- ii. make themselves available and participate in all related activities designated by SNOC and TAS, wearing the appropriated Team attire/Uniform as advised by TAS.
- iii. not act in a manner as to bring SNOC, TAS or the athlete into public disrepute.
- iv. provide a training plan, for at least a 6 months leading up to the Games. The plan should include full training load of at least 20 hours per week, training and competition targets towards peak performance at the Games, endorsed by TAS.
- v. attend any team training, specific competitions and time trials as advised by TAS, and wearing the team uniform as required.
- vi. 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.
- vii. keep TAS updated on any changes to their health and fitness, or training plan. They are to immediately inform TAS of any illness or injury that could reasonably impact their ability to perform at Games, and more importantly, the impact on their overall health and well-being.

5.2 A breach in the above may result in an athlete being withdrawn nomination rights, remove from the Team and/or face disciplinary actions.

### **Addendum**

In view of the Covid-19 pandemic, SNOC will assess nominations based on a wider parameter.

Triathlon Singapore's addendum to our selection Policy:

- Inclusion of results from time trials (1500m Swim, 10km Run, 5km Run) as data points to support athlete's assessment to show potential to equal or surpass their performance in time for the Games
- Results from the 2019 SEA Games as gauge to athletes standing to set the target times

To our discretion, Triathlon Singapore will consider looking at data points from the past 24 months (from closing date of the qualifying window), before making our decision on the final nomination of athletes.

### **Contact details**

Athletes who have any queries may contact,

Name: Eugene Ong

Telephone: +65 6227 7577, +65 9276 5765

Email: [eugene.ong@triathlonsingapore.org](mailto:eugene.ong@triathlonsingapore.org)

## **Appendix A: Timeline**

8 August 2021	Announcement of postponement of 2021 SEA Games
8 December 2021	Announcement of Dates
13 December 2021	Long List through SportSync
14 January 2022	Long List Deadline
21 January 2022	Nomination Deadline
15 February 2022	Selection Comm Meeting
16 February 2022	Start of Appeal
23 February 2022	Appeal Deadline
8 March 2022	Appeal Committee Meeting
10 March 2022	NSA Entry By Name
TBC	Entries-By-Name Deadline

## **Appendix B: Appeal Process**

**Right of Appeal** - An athlete who fails to be selected for nominations may appeal against the decision. The appeal shall be conducted as a process to inquire if the decision made had properly adhere to the selection process and criteria set out in the selection policy, and not as a re-selection process

**Appeal Panel** – The appeal panel shall consist of the following:

- (i) A Representative from TAS MC, with no known conflict of interest.
- (ii) An invited official from another organization, independent from TAS.
- (iii) An invited official from another NSA

**Notice of Appeal** – Within 48 hours of any official announcements, an athlete who wishes to appeal must put forth in writing to : General Manager TAS, Email: [eugene.ong@triathlonsingapore.org](mailto:eugene.ong@triathlonsingapore.org)

Any appeals received after 48 hours will not be entertained.

The 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. (via bank transfer to TAS’s UEN S92SS0052C). Failure to receive payment will result in the appeal being null and void.

**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** – The appeal panel may decide on the following:

- I. That there are irregularities in the selection process, and makes recommendation to the MC for a decision.
- II. That an unfair selection decision had been made by the selection panel, failing to abide by the required selection guidelines and/or selection criteria, and makes recommendation to the MC for a decision
- III. That there is no basis to the appeal and the decision of the selection panel be upheld

The final decision of the hearing will be made by the TAS MC, on the recommendation of the appeal panel, and announced no later than 24 hours after the hearing.  
Regardless of the decision, the appeal panel may also stipulate that all or part of the appeal bond be refunded to the appellant.