



Selection Policy:

Competition	Birmingham 2022, Commonwealth Games
Qualifying Window:	1 July 2021 to 31 May 2022

Date	Version	By	Remarks
18 June 2021	1	Eugene Ong	Created
27 July 2021	1.1	Eugene Ong	Updated after review from SNOC
14 Dec 2021	1.2	Eugene Ong	Updated key dates

1. Introduction

1.1 The 2022 Commonwealth Games (CG) is scheduled to be held in Birmingham, England between 28 July and 8 August 2022.

1.2 For the sport of Triathlon, there will be 3 events:

Events:	Men’s Individual	Women’s Individual	Mixed Relay Team
Dates:	29 July 2022	29 July 2022	31 July 2022
Max Quota:	6 Athletes: 3 Men & 3 Women		
Quota:	2 Men	2 Women	2 Men + 2 Women
Distance:	750m Swim 20km Bike 5km Run	750m Swim 20km Bike 5km Run	(250m Swim 7km Bike 1.5km Run) x 4

1.3 This policy set out the process and criteria for nominating athletes to represent Singapore at the 2022 Commonwealth 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).

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 16 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. 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 sprint distance races and/or time trials sanctioned or organized by TAS
 - b) Any Super Sprint races (250m swim, 7km bike, 1.5km run) sanctioned or organized by TAS
 - c) Any sprint distance draft legal races sanctioned by World Triathlon or affiliated member National Federation
 - d) Any time trial races (750m swim and 5km run) sanctioned by the appropriate governing body.
 - e) Official times must be sent to TAS within 3 days of the conclusion:
eugene.ong@triathlonsingapore.org
- 4.2 Qualifying Criteria (for Individual events):
- a) 6th placed time of the 2018 CG - Men (0:53:04), Women (0:58:19)
 - b) Marginally off 10% - Men (0:58:23), Women (1:04:09), but achieved at least 2 out of 3 target times set in point 4.3
- 4.3 Target Times (for individual events, range between fastest swim/run time overall and slowest swim/run time from top 6th placed of the 2018 CG, and 8% off):
- a) 750m Swim - Men (9:31 to 9:57), Women (9:48 to 10:35)
 - b) 5km Run - Men (15:46 to 16:29), Women (17:51 to 19:05)
 - c) Combined - Men (25:17 to 26:26), Women (27:39 to 29:40)
- 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 2022 CG.

- 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 commonwealth 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 For the Mixed Relay event, a quota of 2 athletes per gender may be considered for selection:

- a) Within the qualifying window period, TAS may organize a series of super sprint races to provide opportunities for up to 2 athletes to qualify for nomination.
- b) Target Times (range between the fastest leg time overall and slowest leg time from the top 6th placed at the 2018 CG) – Men (18:15 to 19:56), Women (19:56 to 21:56)
- c) Athletes are required to achieve the target times set out in point b above before the end of qualifying window.
- d) Up to 2 fastest athletes per gender can qualify to be nominated, provided if there are available quota after the individual event's nominations. Should there be more than 2 athletes with the same qualifying time, then the athlete's second fastest time (and subsequent times should there continues to be a tie) will be considered.
- d) A maximum total quota of 3 athletes per gender over both the individual and Mixed Relay events, should be considered.
 - I. If 1 or no athlete qualifies for the individual event, 2 athletes from mixed relay can qualify.
 - II. If 2 athletes qualifies for the individual event, 1 athlete from mixed relay can qualify. The remaining member of the mixed relay team will be selected from the 2 athletes that had qualified for the individual events.

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 (750m Swim and 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 2018 Commonwealth Games as gauge to athletes standing to set target times.

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

4 Feb 2022	Long List Process
11 March 2022	Deadline for Longlist
1 March 2022	Nomination Process
25 March 2022	Deadline for Nomination
20 April 2022	SNOC Selection Committee Meeting
20 April 2022	Appeal Process
25 April 2022	Deadline for Appeal
27 May 2022	Appeal Committee Meeting
14 June 2022	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

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.