



# SELECTION POLICY FOR SINGAPORE RUGBY NATIONAL TEAMS

This Policy sets out the processes by which the additional athletes for the Singapore Rugby National Teams will be selected, including Selection Milestones, Eligibility & Selection Criteria, Composition of Selection Panels & Appeals



## 1.1 Objectives & Structure

This policy sets out the processes by which athletes are selected for the Singapore Rugby National Teams. It is intended that the entire selection framework be transparent and accountable to all stakeholders based on a defined and communicated selection criteria and that there be a fair and objective process for selection based on a defined scoring systems.

The Appendixes issued from time-to-time for the applicable Singapore Rugby National Team shall comprise:

- Appendix 1 - Selection Milestones
- Appendix 2 – Selection Rubric

## 1.2 Eligibility

Athletes shall be eligible for selection for any of the Singapore Rugby National Teams if they meet the criteria below:

- Citizenship (for Olympic events (i.e. SEA Games/Asian Games): Athlete must be a national of the Singapore at the time of selection and hold a valid Singapore passport; or
- Minimum World Rugby standards for participation (for applicable Asia Rugby or World Rugby events): All athletes are subject to the World Rugby Regulation 8 on Eligibility; and
- Other requirements (if any): Athlete must be a member in good standing of SRU and not subject to any disciplinary action or investigation.
- Athlete must be playing at Elite level of competition and clock 50% of game time for their team.
- **7's players will have to attend 15s trials in order to be considered for 7's National Teams**

- NOTES:
1. Does not apply to age grade players.
  2. Players who fail to qualify due to injury will be assessed on a case by case basis.
  3. Eligible players who reside overseas will be assessed on a case by case basis.

## 1.3 Nominations / Request for Consideration

Unless otherwise directed by SRU, nominations should be made through the athlete's club/school.

If an athlete wishes to be considered for selection but is unable to participate in the selection events due to extenuating circumstances, he/she may submit a request to be considered through his/her club/school representative (or where he/she is not represented by a club/school, on his/her own) accompanied by all relevant material supporting her request (e.g. videos, testimonials).

The classification of such extenuating circumstances and the selection of such athletes will be considered on a case-by-case basis by the Selection Panel.

At any stage in the selection process, the selectors may in their discretion select a person who is not otherwise under consideration. This may occur in circumstances such as illness, newly available athletes or otherwise but in such selections, the selectors will always apply the selection criteria set out in this policy.

## 1.4 Selection Milestones & Selection Panel



See **Appendix 1** for **Selection Milestones & Selection Panel**

## 1.5 Selection Criteria

Rugby is a team sport that requires a wide range of individual skills that combine to form effective units. In the selection of athletes who will compete together as a team, it is the combination of individuals who work together which will make up the Singapore Rugby National Team appropriate to the competition. Apart from the Selection Rubric and as part of the selection exercise, an athlete's projected ability to advance the team and contribute to the relevant team's success will be taken into consideration for selection to each tournament.

It is the Selection Panel's duty to apply the criteria in the **Selection Rubric** and consider complementarity, compatibility and continuity in selecting the athletes for the relevant Singapore Rugby National Team.

See **Appendix 2** for **Selection Criteria**

## 1.6 Removal from Selected Squad or Team

Any selected athlete may be removed from the selected training squad and/or Singapore Rugby National Team if he/she she:

- breaches or fails to observe this selection policy, the SRU Constitution or the World Rugby Laws & Regulations;
- by reason of illness or injury is unable to perform to the required standard in the opinion of the coaching staff;
- breaches or fails to fulfil a requirement of the SRU, World Rugby or related international Federation's Anti-Doping Policy;
- breaches or fails to comply, fulfil and observe the requirements in the team code of conduct and/or protocols; and/or
- is ineligible for selection as advised by the SRU (for medical, disciplinary and/or any other reasons).

Any athlete may be removed from the squad by the selectors in consultation with the Head Coach or the Technical Director as circumstances may require including where the athlete has failed to sustain his/her performance and attitude to a satisfactory level, provided that the required performance levels had first been discussed with the athlete and he/she had been given the opportunity to rectify such issues.

## 1.7 Appeals

The sole basis for appeal by a non-selected athlete is that the Selection Panel did not comply with any aspect of this Selection Policy, there shall be no right of appeal against a Selection Panel's decision which is made in accordance with the Selection Rubric.

Written notice of the appeal should be lodged within 48 hours of the team announcement to:

General Manager  
Singapore Rugby Union  
301 Lorong 6 Toa Payoh  
Toa Payoh Swimming Complex  
Singapore 319392

An appeal must be made in writing with appropriate and sufficient documentation and must be accompanied by a deposit of S\$300.00, payable to "Singapore Rugby Union". If the appeal is not sustained, the deposit will be forfeited.

The Appeal Board shall be convened in accordance with SRU's Constitution. The General Manager shall notify the appellant of the outcome of the appeal. The decision of the Appeal Board shall be final.

## Appendix 1 – Selection Milestones (Will differ for each team)

(A) EG: Singapore Rugby National Team: **Singapore Sevens (Men's & Women's)**

(B) Competition: **SEA Games 2019; 6<sup>th</sup> to 8<sup>th</sup> Dec 2019**

(C) Selection Milestones:

<u>Stage &amp; Selection Criteria</u>	<u>Milestones: Events &amp; Eligibility</u>	<u>Communication Channel</u>	<u>Selection Panel</u>
<b>Stage 1:</b>  Selection of athletes to wider training squad.	Open trials: M15s & W15s- April 2019 M7s & W7s- June 2019 U20 M7s & U20 G7s-June 2019  <b>Open Trials will</b> comprise of 2 parts  1. S&C & Skills Testing 2. Games	**Athletes wishing to be considered for selections should be nominated through their clubs.  Athlete will be informed by TM of their selection via email.	Technical Director SWS Head Coach SWS Asst Coach Auxiliary Selectors
<b>Stage 2:</b>  Selection to closed training squad from which teams for tournaments will be chosen	<b>1 month out from tournament</b> Athletes in wider training squad	The Head Coach inform those Athletes who are not selected to explain the reasons and actions to improve for the future.	Technical Director SWS Head Coach SWS Asst Coach Auxiliary Selectors
<b>Stage 3:</b>  Selection of Athletes for SEA Games 2019  (12 Athletes)	<b>By Sep 2019</b>	As above.	Technical Director SWS Head Coach SWS Asst Coach

\*\*Athletes who are not currently affiliated with any club/school at the time of selection may apply to the Technical Director to be considered under 1.3 of this Selection Policy.

### **Training Schedule & Expectations**

- 1 x weekday field trainings per week
- Twice a month 4 session block Weekend Training Camps/Game (15s – Apr to Jun, 7s -Jun to Dec, U207s -Jun to Aug, U19 Oct-Dec)
- 3 x Strength & Conditioning per week in a Team or at athlete's own time



**Appendix 2 – Selection Rubric (StanDard policy for ALL teams, \* 7's & 15's will differ)**

Stage			Criteria	Descriptors
1	2	3	<b>Technical</b>	The athlete will be evaluated on her ability to perform the following: <ul style="list-style-type: none"> <li>• Primary - 5 core skills (catch-pass, evasive running, tackle, ruck/maul, kicking)</li> <li>• Secondary - specialist skills required for her primary and auxiliary position (restart kicks, restart aerial skills, scrum engage, conversion kicks, lineout throws, lineout aerial skills)</li> </ul>
			<b>Tactical/ Game Sense</b>	The athlete will be evaluated on her decision making which reflects tactical awareness and/or game sense in a match situations. She should possess the ability to translate her technical skills to the Game and demonstrate a sound knowledge of the laws.
			<b>Physical</b>	The sport of rugby is not a measured or timed event. However, an athlete's ability to perform at an elite level will be influenced significantly by her physical condition. Testing may be conducted before or between the various stages of selection. The athlete will be assessed on the following during testing, games and trainings on her Speed, Aerobic & Anaerobic Fitness, Agility, Strength, Power.
			<b>Character</b>	<p><b>RESPECT</b> The athlete shows respect for her teammates, opponents and the rules of the Game - she plays and trains with desire, a positive attitude and a competitive spirit. She demonstrates a high regard for the team's values, processes &amp; protocols and is respectful of staff and match officials.</p> <p><b>INTEGRITY</b> The athlete does what is right even if the choice is unpopular or personally costly. She is consistent in her words and actions and is honest to others and herself.</p> <p><b>TEAM PLAYER &amp; LEADERSHIP</b> The athlete is a positive influence on her teammates, making her and people around her better and more productive. The athlete is mindful of remarks made to others that may affect the team and does not engage in behavior that is divisive amongst team members or staff. She places the team's needs above her own and is committed to the cause - <b>the team comes first.</b></p> <p><b>COACHABILITY</b> The athlete is open and embracing of new ideas as well as criticism. The athlete has a growth-mindset - she sees herself as fluid, a work in progress.</p> <p><b>GRIT</b> The athlete performs under pressure and demonstrates <b>mental toughness</b> in training and games. She possesses a <b>work ethic</b> that reflects her determination to be the best version of herself every day and go the distance.</p>
			<b>Commitment</b>	The athlete is committed to team trainings, meetings, fitness and gym sessions (team or individual) and makes herself available for identified events.



Appendix 2 - Selection Policy for Singapore Rugby National Teams

<b>National Team Selection Rubrics explantaion - Grading from 1 to 3: Grade 1 being can perform the skill, Grade 2 being can perform the skill under pressure, Grade 3 being can perform the skill on both sides under pressure</b>			
<b>RED - 40 &amp; Below</b>	Below Target		
<b>AMBER - 41 to 55</b>	Meets Target		
<b>GREEN 55 &amp; Above</b>	Above target		
<b>PLAYER DETAILS</b>			
<b>Name</b>	<b>Player 1</b>	<b>Player 2</b>	<b>Player 3</b>
<b>Weight</b>	104	100kg	102kg
<b>Age</b>			
<b>Club</b>			
<b>Position</b>	1.3	2	1-Mar
<b>Score</b>	<b>Score</b>	<b>Score</b>	<b>Score</b>
Character & Attitude	3	3	2
Team Player/Leadership qualities	3	3	1
Integrity	3	2	1
Coachability	3	2	2
Grit	3	2	1
<b>BASIC RUGBY SKILLS</b>	<b>Score</b>	<b>Score</b>	<b>Score</b>
Passing	1	2	1
Catching	2	2	2
Tackling	2	1	1
Kicking	2	2	2
Running	2	3	1
Micro Unit Skills (Ruck/Maul)	2	2	2
<b>FUNCTIONAL/POSITIONAL SKILLS</b>	<b>Score</b>	<b>Score</b>	<b>Score</b>
Unit Skills	3	3	2



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Team Skills	3	3	2
Positional Role/Skills	3	3	2
Functional Roles	3	2	3
<b>TACTICAL AWARENESS AND LAWS</b>	<b>Score</b>	<b>Score</b>	<b>Score</b>
Game Sense X 2 of Grading point due to weightage (Includes decision making skills)	4	4	4
Understandig and application of laws	2	2	2
<b>AEROBIC</b>			
Speed - based on current test, YoYo?	3	2	1
Speed Eundrance- for 7's only - MSA?	2	1	1
1km time X 4-6 (XV) MSA?	2	1	2
<b>STRENGTH</b>			
Bench Press 1 RM, 1.5 X BW	3	2	1
Squat 1 RM, 2 X BW	3	2	1
Chin Up - Max 1min (Min 6)	3	1	1
Deadlift - 1 RM 1.2 X BW	3	1	1
<b>Total Score</b>	<b>63</b>	<b>51</b>	<b>39</b>

<b>ONLINE COMPONENTS</b>			
Rugby Ready	YES/NO	YES/NO	YES/NO
Laws			
Keep Rugby Clean			
Key Factor analysis			
Functional Role analysis			
Concussion Management (General Public)			





Appendix 2 - Selection Policy for Singapore Rugby National Teams

a) Note that for 7's the selection rubrics is similar to 15s, with the exception of fitness (Targets below), functional role & positional role requirements.

b) Non Negotiable for National Team Selection

Test	Current (W7's Senior Squad)	Targets (W U20 7's )	Current (M7's Senior Squad)	Targets (M U20 7's )
Speed 10m	1.96	<1.9 (<2)	<1.7	<1.8
Speed 30m	4.62	<4.62 (<5)	<4.5	<4.6
Back Squat	1.4xBW	1.5-1.75xBW (1xBW)	1.5 X BW	1.4 X BW
Bench Press	0.7xBW	1-1.25xBW (0.75-1XBW)	1.4 X BW	1.3 X BW
Broad Jump	196cm	200+cm (190+cm)	220cm-275cm	220cm-275cm
1.6KM Time Trial	6:50sec 3.5m/s	4m/s	>4,8m/s	>4,8m/s

Skill Requirements	W7's	M7's
<b>Individual Skills</b>		
Passing	8m left and right	12m left and right
Tackle	Turnover tackle	Turnover tackle
Kicking	25m, master foot	35m, master foot
Functional Roles (FR's)	Perform at least 4 FR's	Perform at least 5 FR's
Positional Role	Perform at least 2 positional roles	Perform at least 3 positional roles
Game Sense (Decision Making Skills)	50% correct decisions made	75% correct decisions made
Basic Moves	Understands and can execute basic moves under pressure	Understands and can execute basic moves under pressure
Patterns of play	Understands and can perform basic patterns of play	Understands and can perform basic patterns of play
Team Skills (Kick Off, Receive Kick Off, Set Pieces)	Understands and can perform Team Skills under pressure	Understands and can perform Team Skills under pressure