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Title:	Rowing Australia National Senior Selection Policy (Men, Women and Para)
Document Type:	Policy
Business Area:	High Performance
Related Document:	
Drafted By:	JRT Partnership 09.02.2026
Responsibility:	Performance Director
Persons Consulted:	JRT Partnership
Date Adopted:	NA
Approved By:	NA
Effective Date:	NA
Review Date:	NA

ROWING AUSTRALIA

NATIONAL SELECTION POLICY – SENIOR TEAM AND SENIOR PARA TEAM

PART 1 INTRODUCTION

1.1 Objective

The objective of the Selection Policy is to select the best possible team (maximising team potential) to represent Australia with the best chance of producing podium performances and winning Gold medals at the 2028 Olympic and Paralympic Games, and the World Championships leading up to those Games.

This Selection Policy has been developed in consultation with internal and external stakeholders. It takes into consideration the findings of the review conducted following the 2024 Paris Olympic and Paralympic Games.

1.2 Application

- 1.2.1 The Selection Policy applies to all Athletes who nominate for selection in a National Team and also those who are members of a National Team.
 - 1.2.2 The Selection Policy does not apply to officials and coaches. The HPC has responsibility for and discretion in respect of the selection and removal at any time of officials and coaches, and any decision by RA in that regard is final and not subject to any approval or appeal under the Selection Policy.
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PART 2 GUIDING PRINCIPLES OF SELECTION

2.1 Mandatory Requirements

- 2.1.1 All Athletes wishing to be considered for selection must satisfy and continue to satisfy the conditions of the Nomination and Eligibility Requirements.
- 2.1.2 All Athletes seeking selection to a National Team must satisfy the requirements set out in the Selection Policy including the Selection Requirements.

2.2 Selectors' Discretion

- 2.2.1 The Selectors have discretion in selection of Athletes to, or removal of Athletes from, a National Team having regard to the Selection Criteria.
- 2.2.2 The Selectors may apply a standard which calls for a value judgment and overall assessment of the relevant criteria. In the exercise of their discretion, the Selectors are expected to bring to account those matters within the criteria that they consider to be relevant to the determination, in achieving the overall objective of the Selection Policy. When comparing Athletes' performances, the predominant function of the Selectors' discretion is to determine the relevance of each of the Selection Criteria and the weight attributable to them. For the Selectors to exercise their discretion prudently, judiciously and with sound judgment they are required to:
 - (a) act reasonably and justly;
 - (b) act in good faith and for proper purposes;
 - (c) consider the Selection Criteria; and
 - (d) consider the relevant materials and disregard irrelevant considerations.

2.3 Mandatory Selection Criteria

The Selection Criteria that must be taken into account by the Selectors in selecting rowers and coxswains for the National Team (the Mandatory Selection Criteria) are the following:

- (a) performance in trialling and competition specified in the Selection Requirements;
- (b) current national and international performances.

2.4 Additional Selection Criteria

In addition to the Mandatory Selection Criteria, the Selectors may take into account the following Selection Criteria:

- (a) past national and international performances;
- (b) the Athlete's current level of skill and physical fitness;
- (c) the Athlete's ability to tolerate and maintain a training workload appropriate to the standard of the crew or crews into which the Athlete is seeking selection;
- (d) any current or prior injury or condition, which in the view of the Selectors may impair or prevent the Athlete's performance;
- (e) the Athlete's mental tenacity and temperament as observed in current and past national and international performances;
- (f) factors relevant to crew combination, namely crew compatibility, technical compatibility, and team balance and harmony;
- (g) relevant rowing conditions in relation to any trialling or results (e.g. wind and stream effects);
- (h) coach input;
- (i) potential development of crew combinations for subsequent National Teams;
- (j) equipment breakages or malfunctions;
- (k) for lightweight and coxswains only, maintaining specified weight profiles; and
- (l) for Para Rowers only, the ability to meet all relevant international classification requirements.

For the avoidance of doubt, provided the Selectors have taken the Mandatory Selection Criteria into account, they are not bound to give a greater weighting to the Mandatory Selection Criteria than to any of the other Selection Criteria they consider relevant.

Notwithstanding anything in this Selection Policy, in selecting a reserve or reserves, the Selectors may take into account any of the Selection Criteria, including the additional criterion of "athlete versatility" (which shall mean an athlete's ability to row one or more of the following: (i) both sweep and scull; (ii) in both big and small boats; and (iii) on both bow and stroke sides). For the avoidance of doubt, in selecting a reserve, the Selectors may give precedence to "athlete versatility" over other Selection Criteria.

2.5 Selection of Coxswains

In selecting coxswains, in addition to any relevant Selection Criteria set out in sections 2.3 and 2.4, the Selectors may also take into account:

- (a) ability to steer and handle the boat efficiently under training and race conditions;
- (b) leadership of the crew in training and racing;
- (c) ability to work positively with coaches and support staff;

- (d) ability to positively influence crew dynamics;
- (e) ability to understand and support the crew's technical objectives and training program;
- (f) ability to focus on the technical development of individual crew members; and
- (g) feedback and opinions offered by rowers.

Coxswains wishing to be considered for selection in an Olympic or Paralympic team will be required to nominate for selection in the ART in the year preceding the Olympic and Paralympic Games.

2.6 Selection of Overseas Athletes

RA recognises the number of eligible Australian athletes who are attending colleges and universities in the United States and other overseas countries and the desirability of being able to include those athletes in any selection process. It also recognises that Australian athletes participating in US or overseas rowing programs (referred to in this section as Overseas Athletes) may be at a disadvantage in any Australian selection process which includes sculling or small boat trials.

Accordingly, when tasked with making a decision that involves comparing an Overseas Athlete to an Athlete based in Australia, the Selectors may, in applying the Selection Criteria, give greater selection weighting to ergometer scores and big boat performances than to performances in single sculls or smaller boats.

The Selectors may also exempt Overseas Athletes from Selection Requirements if their participation in an overseas rowing program makes it unreasonable or impractical for them to meet any such Requirement.

2.7 Post Selection Illness or Injury

If:

- (a) at the time of an Athlete's selection into a team, the Athlete is suffering from an illness or an injury, or
- (b) following an Athlete's selection into a team, the Athlete becomes ill or injured

and, due to the duration or extent of the illness or injury, the Selectors form the view that the Athlete will be unable to perform at the standard which the selectors expected of that Athlete at the time of selection, the Selectors may de-select the Athlete from the team and select a replacement Athlete.

2.8 Consideration of Data and Information

In applying any of the Selection Criteria, the Selectors may consider results and reports recorded from collated data and information including ergometer results, past race results, sports science or medical tests or considerations, training camps, ability to maintain required training loads, and weight profiles (for lightweight and coxswains).

2.9 Extenuating Circumstances

- 2.9.1 In considering the performances of Athletes at events, trials, training camps or other attendances required under the Selection Policy or the Selection Requirements, the Selectors may in their discretion give weight to Extenuating Circumstances.
- 2.9.2 Any Athlete unable to compete at events, trials, training camps or satisfy other attendances required under the Selection Policy or the Selection Requirements must advise the Performance Director of this fact in writing, including all relevant reasons. The written advice must where practicable be given no later than 24 hours prior to the commencement of the event, trial, training camp or other attendance and in all other cases within a reasonable time of becoming aware of the failure to meet the particular Requirement.

- 2.9.3 In the case of illness or injury, Athletes will be required to undergo a medical examination by a medical practitioner or other health professional nominated by RA, and must consent to the provision of information from any such practitioner or professional to the RA Principal Medical Officer, the Selectors and RA.
- 2.9.4 Where any Athlete seeks consideration of Extenuating Circumstances, a decision in each case will be made by the Selectors (or their delegate) in their sole discretion on an individual basis.

2.10 The Selection Requirements

- 2.10.1 RA shall issue Selection Requirements which set out the events Athletes may be required to attend or participate in and the events or activities which will constitute the “trailing and competition” referred to in section 2.3(a). RA may from time to time amend or update the Selection Requirements and may do so wholly or partially by way of notices posted on the RA Website or by way of emailed updates or bulletins.
- 2.10.2 Except where exemption is granted in accordance with this Selection Policy, each Athlete that nominates for consideration for selection to a National Team is required to attend and participate in the events or assessment activities specified in the Selection Requirements.
- 2.10.3 Where an Athlete is provided an exemption from an event or activity stipulated in the Selection Requirements, the Athlete will not be excluded from consideration for selection on the grounds that the Athlete failed to satisfy that activity in the Selection Requirements. However, without limiting the application of the selection and nomination criteria, and the discretion given to the Selectors under this Policy, the exemption will not entitle the Athlete to participate in further or additional trials to gain selection into a selected or priority boat, or a crew that has already achieved a benchmark or performance standard or prognostic.
- 2.10.4 On occasions, progression through the Selection Requirements will be subject to invitation by the Selectors to the next stage of the activity plan within the Selection Requirements. The Selection Requirements may specify the manner in which progression and invitation is determined. Subject to any specific directions or requirements, the Selectors will consider the Selection Criteria set out in the Selection Policy and use their discretion in inviting Athletes to progress to the next stage.
- 2.10.5 RA and the Selectors may name a Priority Boat or Priority Boats for an event or events, and may also give priority to one event over another. RA may also, as a matter of policy, elect not to send a boat or boats to an event. So far as possible, RA will advise the Athletes of any decision made under this section as soon as practicable.

2.11 Pre-Olympic and Pre-Paralympic Requirements

The requirements for consideration for nomination to an Olympic or Paralympic team may include an Athlete satisfying the Selection Requirements for an international event in the preceding season and making themselves available for selection to compete at that international event.

2.12 Non-Disrepute

Without limiting the powers of the Selectors, the RA Board may remove an Athlete from consideration for selection to the National Team, the National Squad or (if applicable) from the National Team or National Squad itself if RA determines in its sole discretion that the Athlete:

- (a) has at any time engaged in conduct (whether publicly known or not), which has brought or would have the tendency to bring the Athlete or rowing into disrepute or censure, or which would be inconsistent with, contrary to or prejudicial to:
- (i) the ARTeam Code of Conduct;

- (ii) the best interests, image or values of RA; or
 - (iii) as a result of which the Athlete's membership would not be in the best interests of a National Team; or
- (b) has at any time been convicted of a charge of any serious offence involving alcohol or drugs, or any sex offence, or any offence which is punishable by imprisonment.
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PART 3 THE HIGH PERFORMANCE COMMISSION

3.1 Powers of the High Performance Commission

Insofar as they relate to selection, the powers of the HPC include without limitation:

- (a) determining and approving changes or additions to the Nomination and Eligibility Requirements;
 - (b) determining and approving changes or additions to the Selection Requirements;
 - (c) appointing the Selectors, including the Independent Selector;
 - (d) appointing a Selector delegate or delegates to assist with the selection of overseas based Athletes and crews to the National Team, and with such powers delegated by the Selectors;
 - (e) appointing a Selection Ombudsman who will have the powers and functions specified in Part 5 of the Selection Policy;
 - (f) reviewing decisions of the Selectors referred to the HPC by the Selection Ombudsman, especially where the Selectors have applied the further Selection Criteria in section 2.4 of the Selection Policy;
 - (g) determining, at the HPC's sole and absolute discretion, minimum performance standards and/or benchmarks required by the HPC for selection;
 - (h) determining, at the HPC's sole and absolute discretion, guidelines to be followed by the Selectors in determining adjustments (if any) to the HPC's minimum performance standards and/or benchmarks for the relevant rowing conditions in relation to any trialling or results;
 - (i) approving Athletes selected by the Selectors in accordance with the Selection Policy and the applicable Selection Requirements as members of a National Squad or the National Team.
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PART 4 THE SELECTORS

4.1 Composition and Procedures of Selection Panels

- 4.1.1 The selection panel for Athletes in the Senior Rowing Team will be comprised of four Selectors as follows:
- (a) the Chair of Selectors, who shall be the current RA High Performance Director;
 - (b) the current Head Coach of the Men's National Training Centre;
 - (c) the current Head Coach of the Women's National Training Centre; and
 - (d) an Independent Selector.

- 4.1.2 The selection panel for Para Athletes will be comprised of four Selectors as follows:
- (a) the Chair of Selectors, who shall be the current RA High Performance Director;
 - (b) the current Head Coach of the Para Team;
 - (c) an additional selector appointed by RA; and
 - (d) an Independent Selector.
- 4.1.3 The Independent Selectors appointed for each selection panel and the additional selector appointed to the selection panel for Para Athletes will be chosen at the sole discretion of the HPC, having the qualifications and experience that meet the requirements of the HPC. The Independent Selectors must not be employees of RA and must not have any recent high performance coaching role with a rowing club, State or Territory rowing association or SIS/SAS.
- 4.1.4 The procedures for conducting a meeting of Selectors in relation to either of the selection panels are as follows:
- (a) the quorum for any meeting of Selectors will depend on the Athletes under consideration:
 - (i) where male Athletes are under consideration by the selection panel for the Senior Rowing Team, the quorum will be a minimum of three Selectors, which must include the Chair of Selectors, the Independent Selector for the Senior Rowing Team and the current Head Coach of the Men's National Training Centre;
 - (ii) where female Athletes are under consideration by the selection panel for the Senior Rowing Team, the quorum will be a minimum of three Selectors, which must include the Chair of Selectors, the Independent Selector for the Senior Rowing Team and the current Head Coach of the Women's National Training Centre;
 - (iii) where Para Athletes are under consideration, all four selectors on the Para selection panel are required for a quorum;
 - (b) where the Chair of Selectors believes it appropriate (for example, due to a conflict of interest), the Chair may require one or other of the Selectors not to participate in the Selectors' consideration of a particular Athlete or crew and to abstain from voting in relation to the selection or non-election of that Athlete or crew;
 - (c) a majority decision of Selectors attending a meeting of Selectors is required; and
 - (d) the Chair of Selectors shall have a casting vote in addition to a deliberative vote in the case of an equality of votes.

The Selectors are otherwise empowered to make their own rules on process, procedure and voting subject however to approval or veto by the HPC.

4.2 Powers of the Selectors

- 4.2.1 The powers of the Selectors shall include without limitation:
- (a) making all selection decisions (including decisions not to select an Athlete to, and decisions to remove an Athlete from, a National Squad or the National Team) unless otherwise expressly reserved to the RA Board or the HPC;

- (b) exempting an Athlete from the requirements of the Selection Policy or the Event & Selection Requirements, on the basis of Extenuating Circumstances or any other conditions of the Selection Requirements;
 - (c) engaging experts, including medical or health professionals to provide reports or conduct examinations of an Athlete, with further authority to provide such reports and information to RA solely for the purpose of considering selection to or removal from the National Team, a National Squad, or named crew or boat, and for the purpose of monitoring the performance and attitude of any such member or Athlete;
 - (d) requesting an Athlete to attend specific or individual sports science testing and/or medical examinations to assist the Selectors in considering any of the Selection Criteria and the Athlete's condition;
 - (e) determining, in accordance with the guidelines advised by the HPC, adjustments (if any) to the HPC's minimum performance standards and/or benchmarks for the relevant rowing conditions in relation to any trialling or results.
- 4.2.2 Subject only to the right of appeal in accordance with Part 6 of the Selection Policy and the Appeals Policy, each decision by the Selectors shall be final and binding on the Athletes and each member of any National Team or National Squad.

PART 5 THE SELECTION OMBUDSMAN

5.1 Powers of the Selection Ombudsman

5.1.1 The powers of the Selection Ombudsman shall include without limitation:

- (a) to investigate an act or omission of the Selectors or seek more information from the Selectors in relation to the exercise of their powers under the Selection Policy, in respect of which:
 - (i) a complaint or an inquiry has been made to the Selection Ombudsman;
 - (ii) the Selectors seek clarification; or
 - (iii) the Selection Ombudsman wishes to investigate of his or her own motion;
- (b) for the purpose of promoting and monitoring compliance with the Selection Policy, to observe and attend (at the Selection Ombudsman's discretion):
 - (i) event, trials and other attendances required under the Selection Policy or the Selection Requirements;
 - (ii) meetings of the Selectors (at which the Selection Ombudsman may require the Selectors to produce to the Selection Ombudsman a record or document excluding sensitive information (as defined in the Privacy Act 1988 (Cth)) within a specified period);
 - (iii) any debriefing session between an Athlete who has failed to be selected and one or more of the Selectors;
- (c) to give a recommendation to the Selectors that addresses an act or omission of the Selectors that relates to the exercise of their powers under the Selection Policy (which recommendation must be given due consideration by the Selectors).

- 5.1.2 The Selection Ombudsman is not required to investigate all complaints or inquiries. For example, the Selection Ombudsman may refuse to deal with a matter if the Selection Ombudsman considers:
- (a) it is trivial; or
 - (b) it is frivolous or vexatious or is not made in good faith; or
 - (c) it lacks substance or credibility; or
 - (d) the subject-matter of the complaint or inquiry has already been investigated or otherwise dealt with by the Selection Ombudsman.
- 5.1.3 Investigations conducted by the Selection Ombudsman will generally take place during the relevant event, trial or other attendance and must be completed by no later than 48 hours after the announcement (in accordance with the Selection Policy) of the relevant selection decision. The Selection Ombudsman is not authorised to make selection decisions.
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PART 6 APPEALS

Appeals will be addressed in accordance with the Appeals Policy. The terms of the Appeals Policy form part of the Selection Policy and apply to and are binding on all Athletes.

PART 7 GENERAL

7.1 Notification and Announcements

- 7.1.1 Subject to paragraph 7.1.2, RA will deliver a notification or announcement made under or pursuant to the Selection Policy or the Selection Requirements to an Athlete via the RA Website.
- 7.1.2 RA may, for reasons of privacy, confidentiality or convenience, give a notification or announcement to an Athlete in person. Such notification or announcement will be provided by the Chair of Selectors where it involves a decision not to select an Athlete to a National Squad or the National Team.
- 7.1.3 A notification or announcement published on the RA Website or given in person at or prior to 5pm will be deemed to have been made at 5pm on that day. A notification or announcement published on the RA Website or given in person after 5pm will be deemed to have been made at 5pm on the next day.

7.2 Amendments

Any change or addition to the Selection Policy or the Selection Requirements must be approved by the RA Board (in the case of the Selection Policy) or the HPC (in the case of the Selection Requirements) and notified to Athletes via the RA Website or such other form of communication notified to the Athletes. The change or addition will take effect at 9am on the next day following publication on the RA Website or other such communication.

PART 8 INTERPRETATION

8.1 Meaning of Expressions and Words

In this Selection Policy the following expressions, abbreviations and words shall have the following respective meanings (unless the context dictates otherwise):

Appeals Policy means the RA Appeals Policy as issued and amended by RA from time to time.

ARTeam Code of Conduct means the Code of Conduct for Australian Rowing Teams as issued and amended by RA from time to time.

Athletes include rowers and coxswains.

Extenuating Circumstances means an inability to compete and/or attend at an event, trial, training camp or satisfy any other attendance required under the Selection Policy or the Selection Requirements arising from:

- (a) injury or illness;
- (b) equipment failure;
- (c) travel delays;
- (d) bereavement; and/or
- (e) any other factors reasonably considered by the Selectors to constitute extenuating circumstances.

HPC means the High Performance Commission established by the RA Board.

Independent Selector means the person appointed to that role by the HPC in accordance with section 4.1.3.

National Squad means the national squad (if any) for formation prior to selection of Athletes in a National Team.

National Team means a national team (whether Para, non-Para or combined) selected to compete at an event.

Nomination and Eligibility Requirements means the nomination and eligibility requirements for selection set out in documentation issued and amended from time to time by the HPC.

Para Rower means a member of, or an Athlete seeking selection into, a national Para-Rowing Team.

Priority Boat means a boat nominated by the HPC to be given priority for selection over another boat or boats.

RA Website means www.rowingaustralia.com.au.

Selection Criteria means the criteria specified in sections 2.3, 2.4 and (for coxswains only) 2.5 of this Selection Policy.

Selection Policy means this Selection Policy and includes the Selection Requirements and the Appeals Policy.

Selection Requirements means a schedule prepared by the RA High Performance Director and approved by the HPC setting out the selection events and assessment activities which Athletes in the National Team and those seeking selection into the National Team must attend or participate in (as amended from time to time in accordance with this Selection Policy).

Selectors means the panel of selectors under the Selection Policy.

Selection Ombudsman means a person or persons appointed by the HPC under the Selection Policy.