

Policies for the National Squad 2023

Objective

1. Recruit Athletes who display high performance in recent clubs, national or international events and Athletes who display high potential to prepare for international competitions in the coming years (2023 and 2024).
2. Create opportunities for selected Athletes to experience different conditions and play against players with varying experience.
3. Administer National Squad practices to determine deserving Athletes as well as the best combinations to take part in the coming international tournaments (“Target Tournaments”).
4. Create a platform to instill synergy between Athletes from different local clubs (including independent Athletes).

Target Tournaments

1. 2023 World Bowls Championship
2. 14th Asian Lawn Bowls Championship
3. 12th Asia Under 25 Lawn Bowls Championship
4. World Champion of Champions 2023
5. World Bowls Indoor Championships 2023
6. Japan Open 2023
7. Lion City Cup 2023
8. 15th Asian Lawn Bowls Championship
9. 13th Asia Under 25 Lawn Bowls Championship
10. Japan Open 2024
11. SEA Games 2025
12. Any other events upon invitation from hosting country

Eligibility Criteria to the National Training Squads (including Development Squad)

1. Athletes who display potential to be developed into a top Athlete (e.g. good physical attributes, mentality, teamwork, competitive spirit on top of playing ability) with success sustainability are the Selection Committee’s top priority. Athletes who fulfill this point and not the others may be included in the development squad.
2. The following factors will be considered together with point (1) of the eligibility criteria:
 - a. National ranking;
 - b. Athletes who achieved podium results in national competitions in recent years;
 - c. Athletes who achieved podium results in international competitions in recent years.
3. Must be Singaporean or PR.
4. Due to limited slots in the National Training Squad and Development Squad, the Selection Committee’s decision is final.
5. Athletes must adhere to the revised World Anti-Doping Code effective from 1 January 2021.

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Practice Plan

1. Squad practice will be held on Tuesday and Thursday evenings from 7:00pm – 10:00pm at the designated green as communicated by the High Performance Committee. The coach and assistant coach will organize the training sessions mainly focused on certain skill sets or teamwork. Minimum total training hours to fulfill is 24 hours per month.
2. Athletes are required to perform individual basic skill practices for at least 8 hours per month (included as part of the 24 hours per month as referenced in point 1 above) and additional fitness training. The Coach must agree with each individual their fitness and training schedule and these practices can be held at the location of each individual's choice. Squad Athletes are required to keep a detailed log and submit it at least every week to the High Performance Committee (see current Committee members in Appendix B).
3. Individual sessions at various bowling greens in Singapore are highly encouraged and should be documented in the log accordingly.
4. Hours utilized to participate in Bowls Sg sanctioned tournaments and in local club competitions are considered as part of the individual match training hours. Athletes are encouraged to join all their club competitions, whenever possible. Match training hours must be documented and can contribute to the total training hours (in point 1) by a maximum of 8 hours per month.
5. Athletes may also be required to attend ad-hoc training courses provided by Sport Singapore such as Mental Preparation etc.

Arrangement of Practices

1. All Athletes are to attend all the practice sessions except when physically not possible.
2. Athletes can only miss practice sessions due to health reasons or work / school commitments. They will also need to inform the coach or his/her deputy in his/her absence as early as possible.
3. Assignment of practices will be arranged by the Coach or his/her deputy according to the group / individual objectives determined by the High Performance Committee.
4. If the High Performance Committee agrees that an individual has a valid reason for long-term absence, a training plan must be submitted and agreed with the Coach. Progress reports must be submitted and recorded as required in the training plan.
5. All Athletes must fulfill the required number of practice hours and if unable to attend squad training they must be made up and recorded within the month.
6. The High Performance Committee will advise any Athlete when attendance at squad practice is compulsory and indiscipline will be recorded for non-attendance.

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Competency Test

1. Competency requirements will be determined by Bye-Laws.
2. The grouping and scheduling of these competency tests will be arranged by the Coach or his / her deputy.

Selection for International Competitions

Selection decisions for the shortlisted international competitions will largely depend on the following:

1. Practice performance including competency test and softer skills like positional expertise, teamwork and attitudes.
2. Potential driven criteria for development purposes determined by Selection Committee.
3. Performance in past international competitions.
4. Performance in national competitions.
5. Once selected, Athletes must be available for at least 80% of their team training.

Additional criteria may be imposed by SNOC depending on competitions. Decision from SNOC will be final.

Squad Member's Commitment

1. Members must try their best to attend all the practice sessions as well as all activities arranged by Bowls SG, including but not limited to international tournaments, development events and roadshows etc.
2. Members must do their utmost to develop the sport in Singapore.
3. Members must do their utmost to welcome and integrate new joiners into the squad.
4. Members must be onboard of Bowls Singapore's core values and coaching Philosophy of developing Confidence, Sportsmanship, Teamwork, Respect and Growth.
5. Members will not object to playing with or against other squad members (teamwork).
6. Members will not object to playing in any position in the team during the practice / competitions.
7. Members must always maintain discipline, demonstrate good sportsmanship and etiquette
8. Members must inform the Bowls SG management committee of any potential and current conflict of interests immediately.
9. Members will not accept any interview or communication with media / any other organisations (including international competition organisers) without prior approval of Bowls SG management committee.
10. In overseas practices and competitions, members will:

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- Not withdraw from the competition, leave the team or any events without prior approval from the team manager or the coach.
 - Follow the arrangements and instructions for transportation and accommodation.
 - Be punctual.
 - Report immediately to the Team Manager / coach of any incidents out of the norm.
11. Understand that this Agreement can be amended at any time as approved by the Management Committee.
 12. Athletes must adhere to the revised World Anti-Doping Code effective from 1 January 2021 at all times.

Bowls Singapore's spexCarding and Disbursement Policy for Athletes

1. Athletes may be offered spexCarding status based on spexCarding guide issued by Sports SG which is updated on an annual basis.
2. Similar to the past, selection of Athletes for spexCarding stats and its subsequent decision for the disbursement lie with the High Performance Committee. The High Performance Committee will reference the terms indicated in this Selection Policy for the decision on each Athlete (e.g. attendance, Bowls Singapore core values, competition results etc.).
3. Special dispensary may be given in circumstances that does not allow Athletes to fulfill the requirements and will be clearly explained in the documentation for spexCarding disbursement.
4. High Performance Committee's decision is final.

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APPENDIX A – MAJOR GAMES SELECTION

Selection Committee will take into account the following factors:

1. In accordance with SNOC selection policy, results in any sanctioned International tournament after November 2020
2. Results at the 2022 Commonwealth Games
3. Results of National tournaments in the past 2 years
4. Only Singapore Citizens are eligible, and should not be holding dual citizenship if they are above 21 years old, at the time of nomination.
5. Selection shall be based not only on the sports performance of an athlete, but also on his ability to serve as an example to the sporting youth of his country and to add positively to the psychological strength and teamwork of the team.

In addition to the above selection criteria, the original Selection Policy for National Squad applies where many of the criteria overlaps. The original Selection Policy has been acknowledged and signed by all eligible athletes currently in the National Training Squad since the start of the financial year.

Last but not least, SNOC's selection decision is final. All Athletes are to adhere to the terms of agreement provided by SNOC in SportSync.

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APPENDIX B – HIGH PERFORMANCE COMMITTEE & APPEAL PANEL

1. Edmund Lin – Vice President, High Performance
2. Rodger Kimpton – Head Coach
3. John Wong – Assistant Coach

Some key criteria of High Performance Committee as per Constitution:

1. The Selection Committee / High Performance Committee is responsible for:
 - 1.i. Selection of players into the National Team Training Squad to participate in training in preparation of international competitions.
 - 1.ii. Confirm the training aims, details and schedules.
 - 1.iii. Base on the selection criteria set in Policies for the National Squad 2023, the National Team shall be selected by the High Performance Committee and endorsed by the Management Committee.
2. The National Team Selection Committee / High Performance Committee will comprise of not more than Five (5) members and not less than Three (3) members.
3. To be eligible for appointment as member of the National Team Selection Committee / High Performance Committee, the person must:
 - 3.i. Be with at least Ten (10) years of lawn bowling experience
 - 3.ii. Have no tracked record of discipline problem in any lawn bowls game.
 - 3.iii. Not be a member of the Training Squad
4. In the absence of a High Performance Committee, proposals for National Team will be made by the Executive Committee
5. The Management committee together with a representative of Sport Sg will act as the Appeal panel should there be any appeal arising from a selection or disciplinary incident. Any Management Committee members with potential conflict of Interest will recuse themselves from the Appeal Panel.