

Policies for the National Squad 2025 & 2026

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 (2025 and 2026).
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. Asian Lawn Bowls Championship
2. Asia Under 25 Lawn Bowls Championship
3. World Champion of Champions
4. World Bowls Indoor Championships
5. World Bowls Junior Championships
6. Japan Cup
7. Lion City Cup
8. Mahsuri Cup
9. SEA Games (Major Games)
10. World Bowls Championships
11. Commonwealth Games (Major Games)
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. Must be able to demonstrate sufficient fitness and endurance to compete in 4 consecutive games in a day without fatigue affecting performance.
3. 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.
4. Must be Singaporean or PR.
5. Due to limited slots in the National Training Squad and Development Squad, the Selection Committee’s decision is final. See Appendix B for the make-up of the Selection Committee.
6. Athletes must adhere to the WADA revised World Anti-Doping Code effective

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2021.

7. Athletes selected on 2 or more previous occasions who have not demonstrated sufficient success may be disregarded for selection at the discretion of the Selection Committee
8. Members of the Bowls Singapore Board are not eligible for the National Squad selection, except for the Chairperson of the Athlete Commission.

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 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 4 hours per month.
3. Individual sessions at various bowling greens in Singapore are highly encouraged.
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 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 Bowls Singapore or 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 as early as possible.
3. Assignment of practices will be arranged by the Coach 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 at another time during 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 for the whole player group from time to time by the High-Performance committee
2. The grouping and scheduling of these competency tests will be arranged by the Coach.

Selection for International Competitions

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

1. Practice performance including competency test, physical fitness and softer skills like positional expertise, teamwork and attitudes.
2. Potential driven criteria for development purposes determined by High Performance 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 on Major Games. Decision from SNOC will be final. See Appendix A for Major Games Selection (Commonwealth Games 2026).

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 organizations (including international competition organizers) 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 and produce certificates of completion for Sport Singapore Safe Sports Policy and training requirements.
 13. Athletes must adhere at all times to the WADA revised World Anti-Doping Code effective from 1 January 2021 and produce certificates of completion for the relevant course(s).
 14. Athletes must understand and adhere to the Code of Conduct posted in the Bowls Singapore official website 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 (COMMONWEALTH GAMES 2026)

1. Nomination Criteria

- This set of nomination criteria is for the purpose of nominating athletes for selection by SNOC for Major Games (SEA Games and Commonwealth games).
- NSAs should state clearly in the nomination forms (sent to NSAs about 6 months before the Games) the justification for the athletes to be selected.
- Athletes must be Singapore Citizens, and should not be holding dual citizenship if they are above 22 years old, at the time of nomination.
- Minimum national training attendance of 80% with effect from 30 September 2025 or from the date of joining the National Team, whichever is later.
- Participation in all National Team trials, training camps, competitions, sports science test regimes and related activities as required by Bowls Singapore.
- Competition results and/or international rankings that meets the following standards:
 - SEA Games: Top 3 athletes / teams amongst Southeast Asia Games countries
 - Commonwealth Games: e.g. top 6 athletes/team amongst Commonwealth Games countries
- 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.
- Only results from competitions and trials that are organised, sanctioned or recognized by Bowls Singapore, Asian Lawn Bowls Federation and World Bowls and that are achieved during the period from 1 January 2025 to 31 March 2026, will be considered for the criteria stated above.
- Only international rankings from World Bowls that are current as of 2025 will be considered for the criteria stated above.
- An athlete(s) who marginally fall short of the criteria stated above may be considered for nomination to SNOC if the athlete(s) demonstrates potential and commitment to win a medal at the respective games, as evidenced by:
 - Performance trends in sanctioned competitions over the past 15 months
 - Individual / team performances against players that have fulfilled the criteria
 - Consistent top 3 rankings in regional competitions
- If the number of eligible athletes satisfying the criteria stated above exceeds the number of available quota places for an event, the athlete(s) with the best medal prospect at the respective games will be nominated/selected.
- Further to paragraph 2.5 above, the following factors will be considered if the athletes concerned are deemed to have similar medal prospects:
 - Head-to-Head results.
 - International Ranking.

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- Performance at the last edition of the respective games.
- Age and future major games prospect.

2. De-selection

- De-selection of athletes by Bowls Singapore may be made due to:
 - Medical reasons - is unable to perform to the required standard due to illness or injury, as certified by qualified medical personnel;
 - Performance compliance – demonstrates a lack of commitment and failure to meet training, preparation, or fitness standards;
 - Policy compliance - breaches or fails to observe the selection policy, constitutional requirements, or international federation laws and regulations;
 - Disciplinary action - is subject to disciplinary proceedings or has committed conduct violations that breach team protocols or behavioural standards;
 - Eligibility issues - becomes ineligible for selection due to medical, disciplinary, or other regulatory reason; and/or
 - Force majeure - encounters exceptional circumstances beyond the athlete's control that prevent participation.

3. Withdrawal and Replacement

- Once nominated or selected, athletes must provide valid reasons (including but not limited to injury, illness, or bereavement) with appropriate supporting documentation to Bowls Singapore if they intend to withdraw from nomination or selection.
- Once a withdrawal is accepted by Bowls Singapore, no further appeals or changes can be made for the athlete to be reinstated to the squad or team.
- Athletes who withdraw without valid reasons may be subject to disciplinary action as determined by the Bowls Singapore.
- Bowls Singapore reserves the right to nominate a replacement athlete or team to SNOC, or not to make any replacement, at its sole discretion.
- Replacement athletes must:
 - Meet all original selection criteria and eligibility requirements;
 - Be medically cleared and ready to compete; and
 - Possess valid documentation as per the organiser's requirements
 - For athlete replacements after the Entry-by-Name deadline, replacement athletes must have been previously nominated by Bowls Singapore and selected by SNOC for the respective event and are subject to approval by the Games Organising Committee in accordance with their late athlete replacement policy.

All dates in this timeline are subject to change based on schedules and requirements set by SNOC and the Games Organising Committee. Athletes are advised to monitor for updates or modifications to these dates.

4. SNOC Selection Criteria

Subject to the other considerations listed at paragraph 3 below, the following criteria shall be applied in the selection process:

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- Athletes who have currently achieved at least 6th placing e.g. time /distance /score / mark of the 2022 Commonwealth Games applies to the sports in the Open Allocation system. For team sports, they should currently be ranked 6th among the Commonwealth Games countries.
- Athletes and teams who have met the Glasgow 2026 standards under Qualification sports.
- The Glasgow 2026 Games will adopt a hybrid system (open allocation sports and qualification sports):

No	Open allocation sports (maximum: 35 athletes)	Qualification sports
1	<i>Aquatics – Swimming</i>	<i>Basketball 3 x 3</i>
2	<i>Athletics</i>	<i>Basketball 3 x 3 (Wheelchair)</i>
3	<i>Artistic Gymnastics</i>	<i>Netball</i>
4	<i>Bowls</i>	<i>Para Athletics</i>
5	<i>Boxing</i>	<i>Para Bowls</i>
6	<i>Cycling (Track)</i>	<i>Para Cycling (Track)</i>
7	<i>Judo</i>	<i>Para Powerlifting</i>
8		<i>Para Swimming</i>
9		<i>Weightlifting</i>

There is a cap of 35 athletes by the Commonwealth Games Federation from the Open allocation sports. If there are more than 35 athletes meeting the SNOC/CGS Selection Criteria of 6th placing of the previous Commonwealth Games, SNOC/CGS will compare the achievements for selection based on merit. eg. 4th placing precedes 6th placing. There may be a case of athletes meeting the SNOC/CGS Selection Criteria but missing out on selection due to this cap.

- Athletes/Teams who miss the qualifying standard marginally but show potential to equal or surpass it in time for the Games.
- All achievements submitted for consideration should have taken place at NSA sanctioned championships and trials, but NSAs may submit the achievements from overseas championships and meets of athletes studying in overseas tertiary institutions. However, these have to be properly accredited and sanctioned to be accepted.
- All achievements should be achieved from 1 March 2025 up to the Entry by Name deadline, which is likely to be in April/May 2026. NSAs may follow the SNOC selection window period (1 March 2025 - 31 May 2026, subject to the Entry By Name deadline), on the condition that including these results (if achieved before their NSA selection policy publication date) does not affect other athletes' nomination or non-nomination status.
- 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.

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5. Other Considerations

In addition to the above selection criteria, the following “qualities” of the athletes will be taken into consideration:

- a. Attitude and behavior towards coaches, teammates, fellow athletes, officials and sports administrators, whether in relation to sporting matters or otherwise.
- b. General conduct and character which may affect the reputation, image, values or best interests of the athlete or the sport.
- c. Past disciplinary record;
- d. Current skill level and fitness;
- e. Level of commitment and attendance.
- f. Potential for future development;
- g. Ability to demonstrate team spirit and work well with teammates and officials; and
- h. Such other non-performance related qualities as the selectors may consider to be relevant.

6. Extenuating Circumstances

In consideration of the performance and “qualities” of athletes, the selectors may at their discretion consider extenuating circumstances. For this purpose, “extenuating circumstances” mean an inability of the athlete to compete in and/or attend event, training camps or other required attendances arising from:

- a. Injury or illness.
- b. Equipment failure.
- c. Travel delays.
- d. Bereavement; and
- e. Such other circumstances as the selectors may consider relevant.

7. Selection and Appeals

- The SNOC (CGS) Selection Committee will meet to discuss the nominations from NSAs and select athletes/teams for the 2026 Commonwealth Games.
- NSAs can submit appeals to the SNOC Appeals Committee for athletes/teams who are not selected at the Selection Committee and/or athletes/teams who are already in the ‘Long List’. The SNOC Appeals Committee will not deliberate the decisions made by the SNOC Selection Committee. In the appeals, NSAs must provide new information that meets the selection criteria, information which had not been previously submitted to the SNOC Selection Committee.

In addition to the above selection criteria, the original Selection Policy for National Squad applies where many of the criteria overlaps.

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 PANEL

Members for High Performance Committee:

1. Edmund Lin – Vice President, High Performance
2. Rodger Kimpton – Head Coach
3. Bernard Foo – Senior 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 2025, the National Team shall be selected by the High-Performance Committee and endorsed by the Management Committee.
 - 1.iv. Selection of athletes to be nominated for major games such as SEA Games and Commonwealth Games (See Appendix A).
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. Have at least Ten (10) years of lawn bowling experience or another relevant specialized knowledge
 - 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 Management Committee

Appeals Panel:

An appeal in respect of any non-selection may be lodged by the athlete concerned, or by an Bowls Singapore affiliate if the athlete is below 21 years old and is a member of the affiliate, on the following grounds:

- The criteria for selection were not adhered to.
- The athlete was denied a fair and equal opportunity during the selection process.
- New evidence of performance or considerations that emerged after the initial selection but still meets the NSA's selection criteria.

The appeal must be submitted in writing to the Bowls Singapore Secretariat at bowlssg.hweekhoon@gmail.com within 15 calendar days following the announcement of the selection decision. An administrative fee of \$150 must be paid to Bowls Singapore (UEN No. S97SS0166H) via "PayNow" or other approved payment methods. The fee is refundable if the appeal is successful.

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The Appeals Committee will convene and render a decision within 30 days of appeal receipt.

All appeals will be reviewed by Bowls Singapore Appeals Committee, which will either make the final decision or, depending on the NSA's structure, recommend a decision to Bowls Singapore Board for final approval. The Appeals Committee or Bowls Singapore Board may:

- Dismiss the appeal and uphold the decision by the selectors; or
- Accept the appeal and select the athlete (contingent upon available quota and team composition requirements). If needed, provide a recommendation for policy review.
- The decision made by the Appeals Committee or Bowls Singapore Board is final. No further appeal will be entertained (Note: Board members in the Selection Committee should recuse themselves from this decision-making process).
- Members of the Appeal Committee will be in accord with the Constitution of Bowls Singapore subject to the bandwidth of the members of the Appeal Committee at the time of the receipt of the appeal.