



TRI NZ HIGH PERFORMANCE 2018 ELITE MIXED TEAM RELAY SQUAD SELECTION POLICY

1. Introduction

- 1.1. **Scope:** This selection policy (the “**Selection Policy**”) explains how Tri NZ will select Athletes for:
- (a) the Tri NZ elite mixed team relay squad (the “**MTR Squad**”);
 - (b) the team (the “**WCH Team**”) that will represent New Zealand in the 2018 Elite Mixed Team Relay World Championships race, to be held in Hamburg in July 2018 (the “**WCH Event**”); and
 - (c) all other mixed team relay teams to be fielded by Tri NZ during the period covered by this Selection Policy (“**Other MTR Teams**”).
- 1.2. **Aim:** The primary aim of Tri NZ in selecting the:
- (a) MTR Squad is to ensure a targeted group of athletes can maximise performances at the Tokyo 2020 Qualification events
 - (b) WCH Team is for the WCH Team to challenge for a top 5 performance at the WCH Event; and
 - (c) Other MTR Teams is to develop targeted athletes in MTR events which can enhance their performance potential in this discipline.
- 1.3. **Application:** This Selection Policy is issued by the Tri NZ Board with effect from 15th May 2018. This Selection Policy applies to:
- (a) all Athletes who wish to be considered for selection to the MTR Squad, the WCH Team and/or the Other MTR Teams; and
 - (b) Tri NZ, the Selectors and the Selection Advisors, in undertaking their role and responsibilities in considering selections to the MTR Squad, the WCH Team and the Other MTR Teams.
- 1.4. **Status:** This Selection Policy overrides all other correspondence, discussions, and representations (whether written or oral) by Tri NZ, the Selectors or the Selection Advisors regarding selection to the MTR Squad, the WCH Team and any Other MTR Team. This Selection Policy forms part of the Team Agreement.
- 1.5. **Definitions:** Clause 8 of this Selection Policy sets out the meaning of certain words used in this Selection Policy.
- 1.6. **Period of Selection Policy:** This Selection Policy will apply for the period starting on 15 May 2018 and ending on the date that is notified by Tri NZ.

2. Selection to the MTR Squad

- 2.1. **Team Selection Requires MTR Squad Selection:** Any Athlete wishing to be considered for selection to the WCH Team or any Other MTR Team must first be selected to the MTR Squad, and be a current member of the MTR Squad on the Relevant Selection Date.
- 2.2. **Application to join MTR Squad:** Any Athlete that wishes to be considered for the MTR Team must complete an Athlete Application Form and sign the Team Agreement and it will be a requirement of the admission of any Athlete to the MTR Squad, that he or she has signed the Team Agreement.
- 2.3. **Deadline for WCH Team Consideration:** In order to be considered for the WCH Team, Athletes must submit signed copies of the Athlete Application Form and Team Agreement to the HPD by 30 May 2018.
- 2.4. **Selection to the MTR Squad:** Athletes will be selected to join the MTR Squad by the Selectors for the 2018 Season on the advice of the Selection Advisors in accordance with the process set out in the Selectors' Terms of Reference. In deciding on the Athletes to select to the MTR Squad, the Selectors, must:
 - (a) apply the selection criteria in Schedule 2;
 - (b) consider any Extenuating Circumstances in accordance with clause 5;
 - (c) consider any Other Factors in accordance with clause 6; and
 - (d) in all other respects, comply with this Selection Policy.
- 2.5. **Timing of Selection:** Selection to the MTR Squad can be made by the Selectors at any time during the period of this Selection Policy. However, only those Athletes who are selected to join the MTR Squad on or before 11 June 2018 can be selected for the WCH Team.
- 2.6. **Selection Notification:** Athletes that have been selected to the MTR Squad will be notified in writing by the Tri NZ Chair of Selection, or if that person is unavailable, by the TriNZ CEO.
- 2.7. **Conditions:** Tri NZ may select an Athlete to join the MTR Squad, subject to conditions. For example, conditions of selection may include those noted below or any other conditions specified by the Selectors:
 - (a) recovery from injury to the satisfaction of the Selectors, after consultation with Tri NZ, by a specified date;
 - (b) meeting a specified performance or testing requirement.
- 2.8. **Satisfying Conditions:** If selection of an Athlete is conditional, the specified conditions must be met to the satisfaction of the Selectors before that Athlete's selection to the MTR Squad is made unconditional. If they are not met, then the Athlete will cease to be a member of the MTR Squad.

2.9. **Removal from MTR Squad:** An Athlete may be removed from the MTR Squad (by notice in writing) by the Selectors (on the advice of the Selection Advisors) if:

- (a) he or she breaches the Team Agreement; or
- (b) the Selectors otherwise believe that the Athlete no longer meets the criteria set out in Schedule 2.

2.10. **Selection for 2018 Season:** Selection to the MTR Squad will be for the duration of the 2018 – 2019 season from May 2018 until March 2019 only. The MTR Squad will be re-selected in April 2019.

3. Selection to the WCH Team

- 3.1. **WCH Team Composition:** The WCH Team will consist of four Primary Athletes and up to two Reserves. For the avoidance of doubt, Tri NZ is not obliged to select any Reserves for the WCH Team.
- 3.2. **Process of Selection to the WCH Team:** Consideration to represent New Zealand in the WCH Event is a four step process:
 - (a) **Step 1 – Selection to the MTR Squad:** Any Athlete wishing to be considered for the WCH Team must first be selected to, and be a current member of, the MTR Squad in accordance with clause 2.
 - (b) **Step 2 - Eligibility:** All Athletes wishing to be considered for selection to the WCH Team must be a must meet the eligibility requirements set out in Schedule 1 on the WCH Selection Date.
 - (c) **Step 3 - Selection to Team:** Selection to the WCH Team will be made from the pool of Athletes in the current MTR Squad at the WCH Selection Date.
 - (d) **Step 4 – Selection to Race:** The final decision as to which members of the WCH Team will compete at the WCH Event (and the order in which they will compete) will be made by the Selection Advisors at their discretion with the presumption being that the Primary Athletes will compete.
- 3.3. **WCH Event Qualification Criteria:** New Zealand must qualify quota places in the WCH Event in accordance with the ITU Rules. The securing of a quota place in the WCH Event by any particular Other MTR Team does not guarantee that any member of that Other MTR Team will be selected to compete in the WCH Event.
- 3.4. **Number of Quota Places:** Quota places will be obtained through ITU World Rankings. New Zealand will be given a maximum quota of one WCH Team to compete in the WCH Event based on ITU Criteria.
- 3.5. **No Obligation:** Tri NZ is not obliged to select a WCH Team to represent New Zealand at the WCH Event even if New Zealand is permitted under the ITU Rules to fill a quota place available.
- 3.6. **Selection:** Tri NZ will decide if it will select Athletes to the WCH Team, and if it does, it will do so by the WCH Selection Date.
- 3.7. **WCH Selection Date:** The WCH Selection Date is 11 June 2018.
- 3.8. **Selectors:** The Selectors shall decide on the WCH Team to be selected in accordance with the process set out in the Selectors' Terms of Reference.
- 3.9. **Selection Criteria and Factors:** In deciding on the Athletes to select to the WCH Team, the Selectors, must:
 - (a) apply the selection criteria in Schedule 3;

- (b) consider any Extenuating Circumstances in accordance with clause 5;
 - (c) consider any Other Factors in accordance with clause 6; and
 - (d) in all other respects, comply with this Selection Policy.
- 3.10. **Notification:** All Eligible Athletes who are members of the current MTR Squad as at the WCH Selection Date, will be informed by the Tri NZ Chair of Selection, or if that person is unavailable, by the TriNZ CEO, whether or not they have been selected to the WCH Team.
- 3.11. **Conditions:** Tri NZ may select an Athlete to join the WCH Team, subject to conditions. For example, conditions of selection may include those noted below or any other conditions specified by the Selectors:
- (a) recovery from injury to the satisfaction of the Selectors, after consultation with Tri NZ, by a specified date;
 - (b) meeting a specified performance or testing requirement.
- 3.12. **Satisfying Conditions:** If selection of an Athlete to the WCH Team is conditional, the specified conditions must be met to the satisfaction of the Selectors before that Athlete's selection is made unconditional. If they are not met, then the Athlete will immediately cease to be a member of the WCH Team.
- 3.13. **Replacement Athlete:** If prior to the WCH Selection Date, a Selected Athlete does not satisfy a requirement of their selection (under clause 3.12), the Selectors may, in their sole discretion, select another Athlete in accordance with this Selection Policy.
- 3.14. **Announcement of the NZ WCH Team:** The Tri NZ Chair of Selection, or if that person is unavailable, the TriNZ CEO shall, within reasonable time of the WCH Selection Date, publicly announce the WCH Team.
- 3.15. **Final Decision on who Races at the WCH Event:** If the WCH Team contains Reserves, the Selection Advisors will have the final decision, at their discretion, as to which members of the WCH Team will compete in the WCH Event, and in what order (based on all available data and the selection criteria set out in Schedule 3). WCH Team members will be informed by the Selection Advisors as soon as reasonably practicable after the final decision has been made.

4. Other MTR Teams

- 4.1. **Other MTR Team Composition:** The Selection Advisors will decide on the composition of each Other MTR Team. For the avoidance of doubt, Tri NZ is not obliged to select any Reserves in relation to any Other MTR Team and is not obliged to enter an Other MTR Team into any particular Other Event.
- 4.2. **Process of Selection to an Other MTR Team:** The Selection Advisors will determine who is selected to participate in any Other MTR Team. Consideration to represent New Zealand in an Other MTR Team is a four step process:
- (a) **Step 1 – Selection to the MTR Squad:** Any Athlete wishing to be considered for an Other MTR Team must first be selected to, and a current member of, the MTR Squad in accordance with clause 2;
 - (b) **Step 2 - Eligibility:** All Athletes wishing to be considered for selection to an Other MTR Team must meet the eligibility requirements set out in Schedule 1 on the Relevant Selection Date;
 - (c) **Step 3 - Selection to Other MTR Team:** The selection to each Other MTR Team will be made from the pool of Athletes in the current MTR Squad at the Relevant Selection Date.
 - (d) **Step 4 – Selection to Race:** The final decision as to which members of the Other MTR Team will compete at the relevant event (and the order in which they will compete) will be made by the Selection Advisors at their discretion.
- 4.3. **Selection Criteria and Factors:** In deciding on the Athletes to select to an Other MTR Team, the Selection Advisors, must:
- (a) apply the selection criteria in Schedule 2;
 - (b) consider any Extenuating Circumstances in accordance with clause 5;
 - (c) consider any Other Factors in accordance with clause 6; and
 - (d) in all other respects, comply with this Selection Policy.
- 4.4. **Notification:** All Athletes who have been selected to join an Other MTR Team will be informed by the Tri NZ Chair of Selection, or if that person is unavailable, by the TriNZ CEO.
- 4.5. **Conditions:** The Selection Advisors may select an Athlete to join an Other MTR Team, subject to conditions. For example, conditions of selection may include those noted below or any other conditions specified by the Selectors:
- (a) recovery from injury to the satisfaction of the Selectors, after consultation with Tri NZ, by a specified date;
 - (b) meeting a specified performance or testing requirement.

- 4.6. **Satisfying Conditions:** If selection of an Athlete to an Other MTR Team is conditional, the specified conditions must be met to the satisfaction of the Selectors before that Athlete's selection is made unconditional. If they are not met, then the Athlete will immediately cease to be a member of the Other MTR Team.
- 4.7. **Replacement Athlete:** If prior to the Relevant Selection Date, a Selected Athlete does not satisfy a requirement of their selection (under clause 4.5), the Selectors may, in their sole discretion, select another Athlete in accordance with this Selection Criteria.
- 4.8. **Final Decision on who Races at the Other Event:** If the Other MTR Team contains Reserves, the Selection Advisors will have the final decision, at their discretion, as to which members of the Other MTR Team will compete in the Other Event, and in what order (based on all available data and the selection criteria set out in Schedule 3). Other MTR Team members will be informed by the Selection Advisors as soon as reasonably practicable after the final decision has been made.

5. Extenuating Circumstances

- 5.1. **Application:** The Relevant Decision Makers may, in their sole discretion, consider and place weight upon any Extenuating Circumstances when considering an Athlete for selection to the MTR Squad, the WCH Team or an Other MTR Team under this Selection Policy.
- 5.2. **Notification:** An Athlete who wishes the Relevant Decision Makers to take Extenuating Circumstances into account in considering that Athlete's potential selection, must advise the Chair of Selectors or the HPD (in the case of an Other MTR Team) of the specific Extenuating Circumstances in writing, with as much advance notice as possible, and:
- (a) if the Extenuating Circumstances prevent an Athlete from competing or performing in a race, then ideally 7 days and no later than 2 hours prior to the relevant race;
 - (b) if the Extenuating Circumstances occur during a race then as soon as practicable but no later than 24 hours after of the completion of the race;
 - (c) if the Extenuating Circumstances occur at any other time, then as soon as practicable after it occurs.
- 5.3. **Where no Notification:** If the Chair of Selectors or the HPD (as relevant) is not notified of any Extenuating Circumstances in accordance with clause 5.2, then the Relevant Decision Makers may choose not to consider such circumstances.
- 5.4. **Injury/Illness:** If the Extenuating Circumstances are injury or illness, Athletes may be required by the Relevant Decision Makers to provide a medical certificate and/or to undergo an examination by a health practitioner(s) nominated by the Relevant Decision Makers and to provide that opinion and/or report to the Relevant Decision Makers. Any failure to agree to such a request may result in the Relevant Decision Makers being unable to consider the injury or illness as an Extenuating Circumstance.
- 5.5. **Verification:** If the Extenuating Circumstances are circumstances other than injury or illness, the Relevant Decision Makers may request evidence to verify the existence and details of the Extenuating Circumstances.

6. Other Factors

- 6.1. **Demonstration:** In considering any Athlete for selection to the MTR Squad, an Other MTR Team or the WCH Team, the Relevant Decision Makers must, in their sole discretion, be satisfied that each Athlete has demonstrated:
- (a) the commitment to incorporate the specific training stimulus for MTR within their weekly training programme and to maintain an appropriate level of fitness, training and competition to compete in MTR to the best of their ability; and
 - (b) a strong team ethic, including, having shown a commitment to attend targeted MTR Tri NZ training camps, to promote Tri NZ in a positive manner, and having complied with the terms of the Team Agreement.
- 6.2. **Opportunity to be Heard:** If the Relevant Decision Makers consider that an Athlete, who they are considering for selection to the MTR Squad, the WCH Team or an Other MTR Team, has not or may not have demonstrated the requirements in clause 6.1, the Relevant Decision Makers shall, prior to any selection:
- (a) inform the Athlete of the specific requirement in clause 6.1 which the Relevant Decision Makers consider has not or may not have been demonstrated;
 - (b) give the Athlete an opportunity to respond, including an opportunity to provide evidence demonstrating they have satisfied the requirements.
- 6.3. **Actions:** If, having received and considered the Athlete's response in clause 6.2(b), the Relevant Decision Makers consider the specific requirement has not, in their discretion, been met or a satisfactory response given, the Relevant Decision Makers may:
- (a) decide not to select that Athlete;
 - (b) require the Athlete to take specific steps to satisfy the requirements before the Relevant Selection Date;
 - (c) select the Athlete but with conditions relating to that requirement; or,
 - (d) select the Athlete.

7. Other Terms

- 7.1. **MTR Squad Non-Selection Appeal:** An Athlete may appeal to Tri NZ against their non-selection to the MTR Squad or the WCH Team in accordance with the Tri NZ Selection Appeals Policy.
- 7.2. **Final decision as to members of the WCH Team who will race:** The Selection Advisors' decision in relation to which members of the WCH Team will compete in the WCH Event (and in which order) will be final with no right from any Athlete or coach to appeal.
- 7.3. **Inconsistency:** In the event there is any inconsistency between this Selection Policy and any other policy or agreement, this Selection Policy shall prevail.
- 7.4. **Higher Standard:** If this Selection Policy imposes a higher qualification standard or a lesser number of participants than stated by the rules of the WCH Event or any Other Event, this shall not be regarded as an inconsistency.
- 7.5. **Amendment:** This Selection Policy may be amended from time to time by the Selectors, provided the prior approval of the Tri NZ Board has been obtained.
- 7.6. **Notice:** Tri NZ will give as much notice as possible of any amendment to this Selection Policy to persons it considers may be affected by any such amendment.

8. Definitions

In this Selection Policy the following definitions apply:

- 8.1. **2018 Season** means MTR events starting in June 2018 and ending in March 2019 to incorporate any Oceania Continental events.
- 8.2. **Athlete** means a person seeking selection to the MTR Squad, WCH Team or any Other MTR Team.
- 8.3. **Athlete Application Form** means the form athletes are required to fill out for consideration for selection to the MTR Squad.
- 8.4. **DFSNZ** means Drug Free Sport New Zealand.
- 8.5. **Eligible Athlete** means an Athlete who meets the eligibility requirements in Schedule 1 unless specified otherwise.
- 8.6. **Extenuating Circumstances** means the inability of an Athlete to compete or perform to an optimum level due to factors which occur to them (during a race, event, in testing or at any other time) including, but not limited to, the following:
 - (a) Injury or illness;
 - (b) Travel delays;
 - (c) Equipment failure;
 - (d) Bereavement or personal misfortune; and/or
 - (e) Any other factors reasonably considered by the Selectors to constitute extenuating circumstances.
- 8.7. **Good Standing** means the Athlete must be a current registered member of Tri NZ and/or of a club affiliated to Tri NZ, and not be subject to any sanction or disciplinary action from Tri NZ or their club.
- 8.8. **High Performance Programme** - Carded athletes within TriNZ's Elite programme.
- 8.9. **HPD** means the Tri NZ High Performance Director.
- 8.10. **ITU** means the International Triathlon Union being the international federation of Tri NZ.
- 8.11. **MTR** means Mixed Team Relay.
- 8.12. **MTR Critical Success Factors** means the success factors set out in the table in Schedule 2.
- 8.13. **MTR Squad** has the meaning given to it in clause 1.1(a).

- 8.14. **Other Event** means any MTR event in which Tri NZ fields an elite team during the period of this Selection Policy.
- 8.15. **Other MTR Teams** has the meaning given to it in clause 1.1(c).
- 8.16. **Primary Athlete** means an Athlete that is selected to a Team to be one of the 4 Athletes that it is expected will compete in the WCH Event or Other Event.
- 8.17. **Relevant Decision Maker** means:
- (a) the Selectors in relation to the MTR Squad and the WCH Team; and
 - (b) the Selection Advisors in relation to any Other MTR Team.
- 8.18. **Relevant Selection Date** means the WCH Selection Date in respect of the WCH Event and such date as may be notified by the HPD to Athletes in respect of any Other Event.
- 8.19. **Reserve** means an athlete that is selected for a Team as a reserve Athlete.
- 8.20. **Selected Athlete** means the Athletes which Tri NZ selects to join a Team, including any Reserves and those selected subject to any conditions.
- 8.21. **Selection Policy** has the meaning given to it in clause 1.1.
- 8.22. **Selectors** means the members of the Tri NZ Elite Selection Commission appointed by the Tri NZ Board in accordance with Selectors' Terms of Reference. The names of each of the current Selectors are on the Tri NZ website.
- 8.23. **Selection Advisors** means the HPD, TriathlonNZ coach and one external performance consultant (this may be a Tri NZ Lead coach). The names of each of the current Selection Advisors are on the Tri NZ website.
- 8.24. **Selectors' Terms of Reference** means the terms of reference of the Tri NZ Elite Selection Commission dated June 2015, and as amended by the Tri NZ Board.
- 8.25. **Team** means the WCH Team or any Other MTR Team.
- 8.26. **Team Agreement** means the agreement that must be completed by any Athlete wishing to take their place in the MTR Squad.
- 8.27. **Tri NZ** means Triathlon New Zealand Incorporated.
- 8.28. **Tri NZ CEO** means the chief executive of Tri NZ from time to time, and in the event that there is no chief executive, any member of the Tri NZ Board.
- 8.29. **Tri NZ Chair of Selection** is the chair person, from time to time, of the Selectors.
- 8.30. **Tri NZ Selection Appeals Policy** means the Selection Appeals Policy set out in Schedule 4.

- 8.31. **Tri NZ Board** means the Board of directors of Tri NZ.
- 8.32. **WCH Event** has the meaning given to it in clause 1.1(b).
- 8.33. **WCH Selection Date** means the applicable date specified in clause 3.7 by which Tri NZ will select and notify Athletes to join the WCH Team.
- 8.34. **WCH Team** has the meaning given to it in clause 1.1(b).

SCHEDULE 1

Eligibility for Selection to a Team

1. **Eligibility:** The Relevant Decision Makers may only consider an Athlete for selection to a Team who is an Eligible Athlete as at the Relevant Selection Date. An Athlete will only be an Eligible Athlete if, on the Relevant Selection Date, the Athlete:
 - (a) is a current member of the MTR Squad; and
 - (b) has signed the Team Agreement and is in compliance with the Team Agreement; and
 - (c) has provided their name and contact details to the DFSNZ for the purposes of out of competition drug testing by DFSNZ; and
 - (d) is a member of Good Standing of Tri NZ; and
 - (e) in the case of the WCH Event, meets the eligibility requirements of the ITU Rules for the WCH Event; and
 - (f) in the case of any other event, meets the eligibility requirements (including, if relevant the ITU Rules) for that event;
 - (g) has demonstrated to the satisfaction of the Selectors they are not suffering any physical or mental impairment that would prevent them from competing in the WCH Event to the best of their ability; and
 - (h) has in the view of the Selectors or the Selection Advisors (as the case may be) not acted in such a manner so as to bring the Athlete, the sport, Tri NZ or the ITU into public disrepute; and
 - (i) to Tri NZ's knowledge, has not used or administered any substance which, if it had been detected as being present in the Athlete's body tissue or fluids, would have constituted doping, or used any prohibited method or committed any other doping offence as defined in Tri NZ's, ITU's or WADA's regulations.
2. **No Selection:** If an Athlete does not meet all of the eligibility requirements specified in clause 1 by the Relevant Selection Date, the Athlete cannot be considered by Tri NZ for selection to the Team, unless there are exceptional reasons agreed by the Relevant Decision Makers.

SCHEDULE 2

MTR Squad Selection Criteria - 2018

1. What information will be utilized to inform the decision?

Data/Objective Informants (primary decision)

- (a) Performance of Athletes in past events – ie MTR events, World Cups and WTS events (utilizing data from Sprint Distance and MTR races only).
- (b) Athletes daily training overview and race specific training (including any information relating to Sprint Distance and MTR) - collected through Individual Performance Plans (**IPPs**), and Training Peaks.
- (c) Commitment to targeted MTR training sessions that contribute to overall MTR performance.
- (d) Alignment of athlete to MTR Critical Success Factors(see table below).

Subjective/Selection Informants (secondary decision)

- (e) Athletes engagement and contribution to an overall team performance based on:
 - Alignment to an overall team performance in the WCH Event;
 - Skills of the athlete to contribute to a team performance; and
 - Willingness to contribute to team performance planning meetings and engaging in performance technology projects.
- (f) Assessment and rating of Athlete within the MTR Critical Success Factors (See table below).

2. **Alignment to overall team performance:** Alignment to overall team performance will be assessed as follows:

- (a) The extent to which the Athlete has shown engagement and commitment to targeted MTR training sessions;
- (b) Willingness to race in any order as required to deliver a team outcome;
- (c) Commitment to team planning and race strategy meetings.

3. **Skills:** Skills will be assessed as per the points noted with the MTR Critical Success Factors.

Critical Success Factors Ranking

6 - World class athlete in this area Full mastery of all aspects of this key performance area (**World or Olympic Titles**)

5 - Excels in most but not all key skills. No significant development needs in any key skill. (**Multiple WTS podiums**)

4 - Excels in some but not all key skills. One or two subtle or complex key skills to develop (**Top 8 WTS**)

3 - Performs well in the more important/critical key skills. Two or more subtle or complex key skills to develop.

2 - Performs adequately in few key skills but has significant development needs in several skills.

1 - Performs inadequately in the key skills and has significant development needs in several skills.

0 - New to the role – skill not yet developed

Technical	Ranking	Tactical	Ranking
<p>Overall</p> <ul style="list-style-type: none"> Transition speed T1 and T2 Knowledge of the rules of the mixed relay triathlon <p>Swim</p> <ul style="list-style-type: none"> Beach starts: ability to run in to the water. Podium start – raw speed first 10 strokes <p>Bike</p> <ul style="list-style-type: none"> Appropriate bike set-up to perform and run off the bike Cornering speed Bike-run cadence similar Aero position <p>Run</p> <ul style="list-style-type: none"> Run Pace judgment Hip extension, stride length. <p>Equipment</p> <ul style="list-style-type: none"> Adoption and execution of new technology to increase performance -ie speed plates, TT bars, TT setup ... 		<p>Overall</p> <ul style="list-style-type: none"> Regular exposure to racing that aligns to format of MTR <p>Swim</p> <ul style="list-style-type: none"> Start position Drafting in the open water, <p>Bike</p> <ul style="list-style-type: none"> Knowing when/how to break away Drafting, following a wheel, positioning <p>Run</p> <ul style="list-style-type: none"> Knowing when/how to break/accelerate 	
Physical		Psychological	
<p>Overall</p> <ul style="list-style-type: none"> Age of the Athlete to deliver a medal outcome in Tokyo Pre-race, during-race, post-race nutrition principles being applied Ability to recover from International travel Males medalists in final position significantly faster Transition speed Current Specificity of Training Execution of Recovery protocols <p>Swim</p> <ul style="list-style-type: none"> Raw swim speed and aggression Wetsuit versus no wetsuit capability <p>Bike</p> <ul style="list-style-type: none"> Females: 37.3 kph and Males: 40.1 kph Females: 209-211W (4.1-4.2 w/kg) and Males: 325W 		<p>Overall</p> <ul style="list-style-type: none"> Team mindset and commitment to MTR Accountability for own performance improvement Self-resilience, confidence 7+1 Learned habits of medallists: <ul style="list-style-type: none"> daily environment simple, effective tight support team, proven routines, demanding competition, healthy thriving/uninjured, event details known, 	

<p>(4.6 w/kg)</p> <ul style="list-style-type: none"> ● Swim – Bike capability (power production 6 – 8 minutes in TT position) <p>Run</p> <ul style="list-style-type: none"> ● Females at least 4.9 m/s and Males 5.6 m/s (3min 20sec – 2.38sec / km) ● Run pace judgement ● Be able to sprint finish and top end speed 		<ul style="list-style-type: none"> ○ habitual learning. ○ +1 = performance capable in any circumstance. <ul style="list-style-type: none"> ● PCDE's: commitment, coping with pressure, focus and distraction control, goal-setting, imagery, quality practice, realistic performance expectations, self-awareness, planning & organization skills, ● Quick decision making 	
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SCHEDULE 3

WCH Team Selection Criteria

1. Performance of Athletes in lead up events since 1 February 2018 – ie MTR events, World Cups and WTS events (utilizing data from Sprint Distance and MTR races only).
2. Athletes daily training overview and race specific training (including any information relating to Sprint Distance and MTR) - collected through IPPs and Tri NZ's Training Peaks account.
3. Commitment to targeted MTR training sessions set by the High Performance Programme that contribute to overall MTR performance.
4. Athletes engagement and contribution to an overall team performance based on:
 - (a) Alignment to an overall team performance in past events – MTR events, World Cups and WTS events.
 - (b) Athletes Racing programme and commitment to not race the WTS event preceding the WCH Event.
 - (c) Skills of the athlete to contribute to a team performance.
 - (d) Willingness to contribute to team performance planning meetings and engaging in performance technology projects.
5. Review Athlete's achievement of MTR Critical Success Factors (see table in Schedule 2) to contribute to a team performance.
6. Developing the potential of an Athlete for the High Performance Programme.
7. An Athlete's attendance, attitude, and conduct at past competitions, training sessions, training camps, trials and other events.
8. Any other information the Selectors consider relevant.

SCHEDULE 4



Elite Teams

Selection / Non Selection Appeals Policy

This Selection/Non Selection Appeals Policy (**Policy**) sets out the procedures that must be followed for any appeal against a decision by the Selectors regarding an Athlete's Selection or non-Selection to the MTR Squad or WCH Team.

Any Athlete who is eligible for consideration under the specific terms of the Selection Policy may appeal against their Selection or non-Selection in accordance with the procedures set out below:

1. A Selection Appeal may be made on any one or more of the following grounds:
 - (a) The Selection Policy was not properly followed and/or implemented;
 - (b) The Athlete was not afforded a reasonable opportunity to satisfy the Selection Policy;
 - (c) The Selection decision was affected by bias;
 - (d) There was no material on which the Selection decision could be reasonably based, or the Selection decision could not be reasonably based on the material available.

2. The procedure for a Selection Appeal shall then be as follows:
 - (a) An Athlete wishing to appeal must give written notice of appeal ("Notice of Appeal") to the Tri NZ CEO within 48 hours of being notified of the Selectors' decision, stating:
 - (i) Full name and contact details;
 - (ii) Tri NZ membership (TRIBE) number;
 - (iii) The Selection or non-Selection they are appealing against;

- (iv) The grounds of Selection Appeal, with reference to those listed in clause 1, above;
 - (v) A brief explanation of their case on those grounds and of how they meet the Selection Policy (further evidence to be called during the procedure below).
- (b) The Notice of Appeal must be accompanied by a deposit of \$100 which is to be paid into a nominated Tri NZ bank account, fully refundable if the Selection Appeal is successful.
- (c) Within 48 hours of receipt of Notice of Appeal, the Tri NZ CEO shall:
- (i) Acknowledge receipt of the Selection Appeal with the Athlete;
 - (ii) Advise the Selectors' that a Selection Appeal has been received;
 - (iii) Make arrangements for the Tri NZ Ombudsman to process and hear the Appeal.
- 3.** The role and powers of the Tri NZ Ombudsman are as follows:
- (a) The Tri NZ Ombudsman is tasked with examining whether the Selectors' correctly applied the Selection Policy in relation to the grounds of Selection Appeal. Hence, they will:
- (i) Review the Selection process in person, by telephone or by videotelephony as soon as possible and in any event no later than 10 days after the date the Notice of Appeal is received by the Tri NZ CEO; and
 - (ii) Conduct any hearing on a confidential and without prejudice basis - in particular, the content of any matters discussed during such hearing may not be used by either party in respect of any further selection/Selection matters; and
 - (iii) Hear the views and position of both the Athlete and the Selectors prior to making a decision.
- (b) The Athlete and the Selectors may elect to have legal or other representation for the purposes of any hearing. The parties may call such evidence as they think fit.
- (c) The Ombudsman will be provided with the support of a Tri NZ Executive to assist with administration, independent of any of the Selectors.
- 4.** Following review of Selection Appeal, the Tri NZ Ombudsman may:
- (a) Make recommendation to the Tri NZ Board for changes it may wish to consider to the decision of the Selectors, within the broader context of governing rules and claims of other athletes; or

- (b) Refer the case back to the Selectors for reconsideration on the grounds of fresh evidence which could have materially affected the decision making of the Selectors; or
- (c) Dismiss the Selection Appeal.

5. Following the Tri NZ Ombudsman's review:

- (a) The Tri NZ Board will adopt as the outcome of the Selection Appeal the Ombudsman's decision, as described in clause 3.2, above.
- (b) In the event that the Athlete wishes to have the decision of the Tri NZ Ombudsman reviewed then the Athlete must file an Application for Appeal with the Sports Tribunal of New Zealand (Sports Tribunal) and serve a copy of such Application for Selection Appeal upon the Tri NZ CEO within 5 days of the date of being notified of the Tri NZ Ombudsman's decision. A copy of such Application for Selection Appeal to the Sports Tribunal shall at the same time be served upon the Secretary General of the NZOC.
- (c) Such Selection Appeals shall be determined by the Sports Tribunal in accordance with its Rules.
- (d) Any party to any decision of the Sports Tribunal under this Policy may appeal such decision to the Court of Arbitration of Sport (CAS) in accordance with its rules.
- (e) The decision of CAS will be final and binding on the parties.
- (f) No party to a Selection Appeal may institute or maintain proceedings in any Court or Tribunal other than as specified in this Agreement.