



ATHLETE SELECTION POLICY

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1 Background

1.1 Singapore Cycling Federation

1.1.1 The last few years has been a period of much change for the sport and in the Federation, since its establishment in 1958. Formerly known as the Singapore Amateur Cycling Association (SACA), a new name was acquired in July 2011. Preceding this in April 2011, the SCF was accorded charity status under the Charities Act. To reflect the new name and enhanced responsibilities, the SCF has adopted a new logo and complemented it with a series of icons derived from it.

1.1.2 The SCF remains focused on its key objectives, which are to encourage, promote, organize, develop and control the art and pastime of Cycling in Singapore.

1.2 National Federation

1.2.1 The Singapore Cycling Federation (SCF) is the national federation for cycling recognized by the world body Union Cycliste Internationale (UCI) and it's affiliated to the Asian Cycling Confederation (ACC). SCF is thus responsible for licensing of competitive athletes, sanctioning of local cycling events, and compliance with UCI international regulations in competitions world-wide involving Singapore-registered athletes and Singapore-registered teams. SCF thus represents the cycling disciplines of road (including Time Trial), track, mountain bike (MTB) and BMX cycling.

1.3 National Sports Association

1.3.1 SCF is the National Sports Association (NSA) recognized by the Singapore Sports Council (SSC). SCF is responsible to SSC on matters ranging from high participation cycling events that promote the sport, high performance cycling including Singapore's national cycling teams, and industry development through events, sponsorship and facilities developments. The SSC also oversees the management, administration and operations of SCF in accordance with the Code of Governance for NSAs.

1.3.2 SCF is also recognized by the Singapore National Olympic Committee (SNOC) for the purposes of cycling representation in international competitions such as the Southeast Asia (SEA) Games, Asian Games, Commonwealth Games, and the Olympic Games. SCF provides information to SNOC on athlete performance related to selection for these major international competitions.

1.4 SCF Management Committee

1.4.1 SCF is a society registered with the Registrar of Societies in Singapore. SCF is thus governed by a constitution approved by ROS. The overall management of SCF

activities is currently performed through the volunteer services of the SCF Management Committee, and a core team of paid staff.

- 1.4.2 The present SCF Management Committee was voted in at the Annual General Meeting held on 7 September 2012.

2 Vision and Mission

- 2.1 SCF's VISION is to provide the opportunity for anyone in Singapore to develop cycling as a Core Life Skill.

- 2.2 To fulfil this vision, the SCF's Mission is as follows:

- a. The promotion of the major disciplines of Cycling namely Road, Mountain Bike, BMX and Track.
- b. To promote the concept of "Cycling for All" (this is one of the UCI's missions statements)
- c. To promote a Safe Cycling environment through encouraging the use of appropriate safety equipment and cycling habits.
- d. To start them young.
- e. To provide athletes the opportunities to upgrade their skill levels.
- f. To achieve International success for Singapore Cycling.

3 Introduction

- 3.1 In November 2013, the SCF appointed an interim General Manager to, among other things, focus on the development of an Athlete Selection Policy, in consultation with a Task Force comprising the SCF's President, 3 Vice Presidents, the Hon Secretary and the Sports and Technical Manager.

- 3.2 The development of SCF's Athlete Selection Policy took into account guidance provided in the UCI's Constitution as well as Rule 13 of SCF's Constitution on "National Athlete Selection."

- 3.3 It is intended that the Athlete Selection Policy serve as a robust, transparent and fair document for all stakeholders to ensure the best possible athletes are selected to represent Singapore at international competitions.

4 Scope of the policy

- 4.1 The Policy serves as a guiding document for the selection of national athletes and their participation in international competitions held in Singapore as well as UCI and

IOC/OCA/Commonwealth Games Federation/SEA Games Federation/SNOC-sanctioned regional and international competitions (including Major Games - Olympics, Commonwealth Games, Asian Games, SEA Games).

- 4.2 This Selection Policy applies to athletes entering the Singapore National, National Under 23 and Junior Squads and for athletes seeking selection to the following events (men's and / or ladies') at competitions as highlighted in para 4.1 above.

Road

Road Race

Individual Time Trial

Team Time Trial

Track (Sprint Events)

Individual Sprint

Team Sprint

Kilometer

Keirin

Track (Endurance Events)

Individual Pursuit

Team Pursuit

Points Race

Madison

Scratch Race

Track (Combined Event)

Omnium

Mountain Bike

Cross Country Olympic

Cross Country Marathon

Enduro

Downhill

Four cross

BMX

BMX Supercross

BMX Racing

BMX Freestyle

Note that events in **bold** are part of the UCI's Olympic programme.

- 4.3 This Selection Policy remains in force until amended or revoked by the SCF's Management Committee.

5 Policy Development

- 5.1 The Athlete Selection Policy was drafted by an appointed Task Force involving SCF's secretariat staff and members of the Management Committee. To ensure that the policy is robust and can stand scrutiny, views were also taken from relevant stakeholders including SSC and SNOC.
- 5.2 This strategy document has been presented to SSC, as per the requirement stipulated in SCF's Constitution.

6 Policy Implementation

- 6.1 SCF's Management Committee will take the lead to implement the Athlete Selection Policy. Relevant Management Committee members of affiliated clubs and national-level coaches will also perform secondary roles to ensure that the SCF deliver and deploy the policy in a fair and transparent manner.
- 6.2 The primary determinant of the success of the policy would be its general acceptance by stakeholders of its efficacy. However, relevant other key performance indicators can also be identified to measure the effectiveness of the efforts of the "Athlete Selection Policy" Task Force. This would include the management and deployment of the policy through transparent and fair processes, the quality of the composition of the Selection and Appeals Committees and their adherence to stipulated governing rules and guidelines.
- 6.3 A strong sense of awareness and understanding, by all Management Committee members, staff and stakeholders will be crucial to underpin SCF's efforts towards the implementation of a fair and transparent policy. In other words, there is a need to ensure that everyone in the cycling fraternity takes responsibility and accountability and work towards full compliance.

7 Guiding Principles

- 7.1 The SCF's Athlete Selection Policy is centred upon the following:
 - a. It must be in line with existing UCI and SCF Constitutional (and bye-laws) requirements.
 - b. It must receive the approval of SSC and be consistent with the Code of Athlete Management (COAM).
 - c. Where necessary, the Management Committee will take pro-active steps to enhance the policy and ensure it remains robust, fair and transparent.

8 **Selection Guidelines**

- 8.1 The SCF's Management Committee (MC) shall have primary and final responsibility for all selection criteria and individual selection decisions.
- 8.2 The SCF MC may appoint, at its discretion, a Committee of up to five but no less than three National Selectors ("Selectors") whose task will be to select the best possible athletes or teams to represent Singapore (Road, Track, Mountain Bike and BMX)
- 8.3 The Selection Committee may also recommend National Team Rankings and National Athletes for specific international competitions, if necessary.
- 8.4 The Selection Committee will take into consideration the respective competition's eligibility criteria (including minimum performance standards) and take into account exceptional circumstances such as but not limited to, an athlete returning to competition after injury, past and on-going behavioural issues and adherence to the SCF's Athlete Agreement.
- 8.5 The Selection Committee would use the following as a guide to determine the number of athletes for each of the four disciplines. However, the Selection Committee may, at its discretion (for e.g. the fulfilment of competition registration requirements) either increase or reduce the numbers.
- a. Road - **up to 10 athletes each** for the National, National U23 and Junior Squads (men's and ladies')
 - b. Track - **up to 6 athletes each** for the National, National U23 and Junior Squads (men's and ladies')
 - c. BMX - **up to 6 athletes each** for the National Elite and Junior Squads (men's and ladies') i.e. up to 6 athletes each for the BMX Supercross, BMX Racing and BMX Freestyle disciplines
 - d. MTB - up to **6 athletes each** for the National Elite and Junior Squads (Mountain Bike) (men's and ladies) - i.e. up to 6 athletes each for the Cross Country Marathon (XCM)/Cross Country Olympic (XCO) AND Downhill (DH)/ Enduro/Four Cross (4X) disciplines
- 8.6 Selection into the National, National U23 or Junior Squads would be over a period of one calendar year or training year. This tenure will be reviewed by the SCF Management Committee to ensure eventual alignment to the time frame for the UCI point accumulation system. In order to be eligible for selection, all athletes must also comply with the following UCI / ACC/ IOC/ OCA / SNOC or SSC Rules:

- a. Statement of Anti – Doping Policy
 - b. Equipment Rules - apparel, bicycle
 - c. age, minimum performance standards and other entry/eligibility requirements
 - d. Team Membership Agreement (SNOC)
- 8.7 An athlete (Singapore citizen) who aspires to be considered for the National, National U23 or Junior Squads must either be an affiliated club member of SCF, an independent non-affiliated rider or an athlete who is studying/living abroad and is a member of that club or university/college/school team. All obligations of the athlete to his/her respective clubs (e.g. payment of membership fees, submission of club documents, forms) must be completed prior to the current year's National Championships or at a date specified by the SCF MC. However, athletes who face challenges in fulfilling the latter requirement should provide their reasons in failing to do so or to seek prior assistance from the SCF Secretariat office, within a reasonable time frame of at least 30 days in advance.
- 8.8 Athletes must compete at the respective National Championships or any other competition as announced or deemed fit by the Management Committee, in order to be eligible for selection into the Singapore National, National U23 or Junior Squad.
- 8.9 For UCI, ACC or IOC/OCA/SEA Games Federation/Commonwealth Games Federation or SNOC events, the SCF Selection Committee will only consider eligible athletes who are already selected into the National, National U23 or Junior squads and who have achieved the pre-qualifying criteria (or minimum performance standards) as set by the UCI,ACC, IOC/OCA/SEA Games Federation/Commonwealth Games Federation or SNOC. The SCF shall also make ad-hoc/one-off selection of athletes should they be able to fully self-fund their participation in an organised competition e.g. participation in the Asian Cycling Championship. However, in such cases, the athlete or his coach/team manager must submit adequate justification of the credentials of the athlete(s) including their past competition and training results, training programme.
- 8.10 All officially recorded detailed results attained and published at UCI international competitions and Championships, UCI sanctioned events or SCF endorsed competitions/events must be submitted to SCF's MC within 14 days after the end of the event or by any other deadline as stipulated by the SCF.
- 8.11 Selection trials may also be held in accordance with the UCI Rules for the respective disciplines, where applicable, and where the Chief Commissaires' and/or Selection Committee's decision will be final. The selection trials can be organised on the

recommendation of the Selection Committee to identify athletes for specific regional, international competitions or Major Games, subject to financial viability.

- 8.12 All athletes selected into the Singapore National, National U23 and Junior Squads must sign and comply with SCF's Athlete Agreement. A copy of the athlete agreement is distributed to all athletes at the time of their appointment.
- 8.13 If a selected athlete is unable to compete, it will be the responsibility of the Selectors/Selection Committee to select a replacement either from the reserves list, through a selection trial or by any other form deemed suitable by the selectors/Selection Committee.
- 8.14 Athlete Reserve(s) Policy

To ensure that SCF fulfils its international participation requirement at assigned UCI or IOC/OCA/Commonwealth Games Federation/SEA Games Federation/SNOC sanctioned events and where possible, a reserve list of athletes (and where the number of reserves will be determined by the Selectors/Selection Committee) will be lodged with UCI and the organizing committee or be kept strictly for use by the selectors/Selection Committee. This will ensure that in the event Singapore's first choice athlete is not able to participate in the competition due to medical or unforeseen reasons, the second or third reserve can be called upon to represent Singapore.

9 Selection Process and Criteria

Extracted from SCF's Constitution

"13(b) Selection Process: Before initiating selection, the ASC will formulate an objective selection process, including but not limited to the selection criteria, communication methods and selection trials. This selection process will be endorsed by the Management Committee and approved by SSC before being announced publicly before the selection trials."

Selection Process

- 9.1 Athletes must first be selected into the National, National U23 and Junior Squads before they can be considered for participation in regional or international competitions (reference to para 8 above).
- 9.2 Other non- UCI Events and Races

The SCF Selection Committee will not determine participation in other International Competitions and/or events not listed on the UCI Calendar. Athletes may enter

these events through personal application on the condition that the competition is registered and sanctioned by SCF in order to retain their Eligibility status or not contravene any UCI Rules on athlete participation.

- 9.3 National, National U23 or Junior Squad athletes must fulfil the following in order to be considered for the 4 Major Games (Olympics, Commonwealth Games, Asian Games, SEA Games including Pre-Games Test events), the Youth Olympic Games, Asian Youth Games, UCI-sanctioned events including the World Championship, the World Junior Championship, UCI/ACC-sanctioned events including the Asian Championship, Asian Junior Championship, SEAsian Championship or SEAsian Junior Championship:
- a. UCI/IOC qualification/eligibility requirements;
 - b. UCI/ACC/OCA qualification/eligibility requirements;
 - c. UCI/Commonwealth Games Federation qualification/eligibility requirements;
 - d. UCI/ACC/SEA Games Federation qualification/eligibility requirements;
OR
 - e. UCI/ACC qualification/eligibility requirements.
- 9.4 The minimum performance standards/qualification or eligibility requirements will be set by the respective host country/organising committee in consultation with the UCI/IOC/OCA/SNOC or any other governing authority. The SCF will endeavour to obtain these as soon as they are available and communicate it to relevant members of the cycling fraternity and affiliates. This will minimally be in the form of a SCF Circular as well as a posting on the SCF website.
- 9.5 The first Individual place will be awarded to the highest ranked athlete from the results of the past 2 years' National Championship, Asian Cycling Championship or personal best times in the current season/year or if a National Championship has not been organised during the current season/year, it will be based on the immediate past season's/year's results. The second individual place (and subsequent places) will be selected at the discretion of the Selection Committee after having taken into account such performance indicators that the committee considers appropriate (e.g. Objective criterion e.g. placing, distance and time achieved at the National Championship and other relevant information e.g. athlete's familiarity or level of competency of the competition terrain).
- 9.6 The actual list of events will be dependent on the decision of the host country in consultation with the UCI/ACC and IOC/OCA/Commonwealth Games Federation/SEA Games Federation. For selection purposes, the Selection Committee will use the information provided in para 4.2 as a guide. The SCF will also endeavour obtain the final list of events as soon as they are available and communicate it to relevant

members of the cycling fraternity and affiliates. This will minimally be in the form of a SCF Circular as well as a posting on the SCF website.

- 9.7 The Selection Committee will also take into account exceptional circumstances such as but not limited to, an athlete returning to competition after injury, ongoing behavioural issues and adherence to the SCF's Athlete Agreement before making a final decision on the selection of athletes into the National, National U23 and Junior Squads.
- 9.8 If an athlete is unable to attend a selection trial (Road, Race, BMX, Mountain Bike) or competition (Road, Race, BMX, Mountain Bike) they have been nominated or qualified for, they must provide documentary evidence of the extenuating circumstances to the Selectors or penalties and/or sanctions may apply. The Selectors will consider any documentary evidence and determine at its discretion whether any penalties or sanctions will be imposed.
- 9.9 Subject to this Selection Policy, the decision of the Selectors will be final. No reasons need be given for any selection or other decision of the Selectors. This shall not prevent, limit or restrict the Selectors changing the selection of any team, individual or official at any time in their discretion, having regard to all the circumstances.

Selection Criteria

- 9.10 Selection of the National, National U23 and Junior Squads will be based on the following:
- a. The primary determinant of the selection of athletes will be from the results of the National Championships (Road, Race, BMX, Mountain Bike) and the Asian Cycling Championship or Selection Trials (Road, Race, BMX, Mountain Bike)
 - b. The number of athletes selected for a particular competition or Major Games is dependent on the funding available, among other things. As a guide, the Selection Committee will also make reference to para 8.5.
 - c. Athletes must fulfil the minimum performance standards as imposed by the SCF (see para 9.11 below).
 - d. likelihood or potential to successfully represent Singapore i.e. apart from a podium finish, other measures of success include the athlete's ability to achieve a National record timing, a personal or season best timing or any other pre-agreed goals endorsed by the SCF Management Committee.
 - e. Other factors will be considered - including the athlete's ability to cope with training demands , consistency in ability to perform at a personal best,

season best level, other technical factors or competition demands (shortlisted athletes and the type of terrain he or she would be most suited for / can excel in e.g. flat, rolling, mountains, technical).

- f. The SCF Selection Committee will take into account circumstance such as but not limited to, an athlete returning to competition after injury, past and ongoing behavioural issues and adherence to the SCF Athlete Agreement. This will include the athletes' character, demeanour and performance during training and competitions at the National Championship, Asian Cycling Championship, SEA Games etc (for example, the athlete failing to comply with the competition rules and regulations, or failure to adhere to the instructions of the SCF Management Committee members, coaches, team manager or any other assigned person of authority).
- g. Selection to the National U23 or Junior Squads will also be open for those athletes who were not originally selected for the National Squad. However, this will be dependent on their ability to fulfil age or other eligibility requirements at the National U23 or Junior levels. In other words, a cyclist whose age fall in the U23 band (19 to 22 years of age) or Junior squad band (17 to 18 years of age) can be considered for National Open/Elite selection, depending on the relevant eligibility criteria of the competition/event or host country. If the younger athletes do not get selected into the National Open/Elite Squad, they can then also be considered at the National U23 or Junior levels. However, they will also be subjected to other eligibility criteria at these two levels.
- h. Eligible athletes selected into the National U23 or Junior Squads are those athletes who demonstrate ability or potential to raise their performance to National Team standards and successfully represent Singapore in selected Asian and International UCI sanctioned events.

Minimum SCF Performance Standards

9.11 The SCF will impose the following minimum performance standards to serve as guide in the selection of athletes into the National, National U23.

Category	Road	
	Men	Ladies
National	National open/elite road race championships top 5	National open/elite road race championships top 3

	and/or National Individual Time Trial open/elite top 3 and/or Top 10 in the team selection trials	and/or National Individual Time Trial open/elite top 3 and/or Top 3 in the team selection trials
National U23, Junior	National Road Race Championships top 5 and/or National Individual Time Trial top 3 and/or Top 10 in the national development selection trials	National Road Race Championships top 3 and/or National Individual Time Trial top 3 and/or Top 3 in the national development selection trials

Category	Track*	
	Men	Ladies
National	To be considered in the national squad (National Elite/U23/Junior), an athlete must have:	
National U23, Junior	<p>a) participated and achieved a Top 12 placing in an Asian Cycling Championship / Asia-Pacific regional Championship in the past four years and continue to be actively training with evidence of a training programme with clear goals and objectives OR</p> <p>b) participated and achieved a Top 5 placing in the SEA Games in the past four years or in at least one SEAsian regional Open/U23/Junior Championship e.g. the Malaysian Open Track Championship in the past two years and</p>	

	<p>continue to be actively training with evidence of a training programme with clear goals and objectives OR</p> <p>c) participated and achieved a timed performance at a recognised regional or international competition which is equal to or better than the fifth placing time achieved at a SEAsian regional Open/U23/Junior Championship e.g. the Malaysian Open Track Championship in the past two years and continue to be actively training with evidence of a training programme with clear goals and objectives</p>
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** NOTE: As the SCF does not organise a National Championship due to the lack of a Velodrome, the minimum performance standards are benchmarked against results in regional Championships held in South East Asia.*

Category	Mountain Bike	
	Men	Ladies
National Elite XCM/XCO	<p>National open/elite category, championship top 10</p> <p>And/or</p> <p>Other competitions recognised by the SCF open/elite category, championship top 10</p> <p>And/or</p> <p>Top 10 in the selection trials</p>	<p>National open/elite category, championship top 10</p> <p>And/or</p> <p>Other competitions recognised by the SCF open/elite category, championship top 10</p> <p>And/or</p> <p>Top 10 in the selection trials</p>

National Elite DH/Enduro/4X	<p>National open/elite category, championship top 10</p> <p>And/or</p> <p>Other competitions recognised by the SCF open/elite category, championship top 10</p> <p>And/or</p> <p>Top 10 in the selection trials</p>	<p>National open/elite category, championship top 10</p> <p>And/or</p> <p>Other competitions recognised by the SCF open/elite category, championship top 10</p> <p>And/or</p> <p>Top 10 in the selection trials</p>
Juniors XCM/XCO	<p>National open/elite/junior category, championship top 10</p> <p>And/or</p> <p>Other competitions recognised by the SCF open/elite/junior category, championship top 10</p> <p>And/or</p> <p>Top 10 in the selection trials</p>	<p>National open/elite/junior category, championship top 10</p> <p>And/or</p> <p>Other competitions recognised by the SCF open/elite/junior category, championship top 10</p> <p>And/or</p> <p>Top 10 in the selection trials</p>
Juniors DH/Enduro/4X	<p>National open/elite/junior category, championship top 10</p> <p>And/or</p>	<p>National open/elite/junior category, championship top 10</p> <p>And/or</p> <p>Other competitions</p>

	<p>Other competitions recognised by the SCF open/elite/junior category, championship top 10</p> <p>And/or</p> <p>Top 10 in the selection trials</p>	<p>recognised by the SCF open/elite/junior category, championship top 10</p> <p>And/or</p> <p>Top 10 in the selection trials</p>
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Category	BMX	
	Men	Ladies
National Elite	<p>National open/elite category, championship top 5</p> <p>And/or</p> <p>Other competitions recognised by the SCF open/elite category, championship top 5</p> <p>And/or</p> <p>Top 5 in the selection trials</p>	<p>National open/elite category, championship top 5</p> <p>And/or</p> <p>Other competitions recognised by the SCF open/elite category, championship top 5</p> <p>And/or</p> <p>Top 5 in the selection trials</p>
Juniors	<p>National junior category, championship top 3</p> <p>And/or</p> <p>Other competitions recognised by the SCF national junior category, championship top 3</p> <p>And/or</p>	<p>National junior category, championship top 3</p> <p>And/or</p> <p>Other competitions recognised by the SCF national junior category, championship top 3</p> <p>And/or</p> <p>Top 3 in the selection trials</p>

	Top 3 in the selection trials	
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10 Selection Trials

- 10.1 Selection into the National, National U23 or Junior squads will primarily be based on minimum performance eligibility requirements (e.g. as per those stipulated by the UCI, ACC, Organising Committee or SNOC). Where necessary, the SCF shall organise one or more selection trials to identify and select the best athlete(s) into the National, National U23 or Junior Squads. This will, however, be subject to sufficient funding and / or approval for the relevant Government authorities.
- 10.2 In the event that a selection trial cannot be organised (e.g. resource constraints, approval not granted by relevant authorities), selection would be based on the most recent National Championship and most recent Asian Cycling Championship / Major Games' results.

11 Responsibilities of athletes

- 11.1 When selected, athletes must maintain a level of fitness commensurate with that of an elite athlete. If a member of the team has a loss of fitness, form or suffers an injury or illness that prevents the athlete from competing at the level required at international competitions he/she may at the discretion of the Selectors be removed from the National, National U23 or Junior Squads.
- 11.2 It is the athlete's (and personal coach or personal Team Manager, where applicable) responsibility to update SCF as to the results of participation in competitions and to file the appropriate documentation. All carded athletes must do a monthly update of competition results onto SSC's ICAN portal.
- 11.3 If a selected athlete through his/her misconduct (past and or present time) brings SCF or the sport of cycling into disrepute, he/she may be removed from the National, National U23 or Junior Squads and sanctions may be imposed on that athlete.
- 11.4 Any athlete may be ineligible for selection to or continued involvement in the National, National U23 or Junior Squads if he/she:
- a. breaches or fails to observe this Selection Policy;
 - b. breaches or fails to comply with SCF's Athlete Agreement or any other agreement between SCF and an athlete;
 - c. unable to meet the required performance standard due to illness or injury as advised by a medical practitioner.

- 11.5 Any athlete may be removed from the National, National U23 or Junior Squads by the SCF Selection Committee in consultation with relevant SCF Management Committee member, Sports/Technical Manager or coaching staff if the athlete has failed to sustain his or her performance and attitude to a satisfactory level despite ample training opportunities being given to achieved agreed performance goals.
- 11.6 All selected athletes are not permitted to bring or air personal or performance-related grievances on selection matters to the press/media or on other forms of social media. Athletes should instead first go through the proper channel of appeal or consult the SCF Management Committee if they find that they had been aggrieved or been treated unfairly.
- 11.7 As an SCF selected athlete, the onus is on the athlete to keep all information shared by the SCF in confidence. This is especially with regards to the athlete announcing or informing the public or media of his/her participation in a competition or Major Game (e.g. the SEA Games, the Asian Games) without first obtaining any official written confirmation either from the SCF or SNOC.

12 Selection Committee

12.1 Extracted from SCF's Constitution:

"13(a) Athlete Selection Committee: The Management Committee shall form an athlete selection committee comprising persons who are proficient and competent to make decisions relating to athlete selection (the "Athlete Selection Committee" or "ASC")."

- 12.2 The Selection Committee will comprise individuals with the necessary pre-requisites as specified above.
- 12.3 The SCF's Management Committee (MC) shall have primary and final responsibility for all selection criteria and individual selection decisions.
- 12.4 The SCF MC may appoint, at its discretion, a panel of five or three National Selectors ("Selectors") whose task will be to select the best possible athletes or teams to represent Singapore (Road, Track, Mountain Bike and BMX) at the National, National U23 and Junior levels.

13 Appeals Process

13.1 Extracted from SCF's Constitution:

"13(c) Appeals Committee

(i) The Management Committee will form an independent appeals committee responsible to deliberate fair queries and appeals/ protests lodged by athletes (the "Athlete Appeals Committee" or "AAC"). The AAC will comprise individuals not involved in the original athlete selection committee, with the following composition:

(1) a coach (if any);

(2) a Management Committee member selected by the Management Committee by way of majority vote;

(3) a representative from an independent body;

(4) a representative from SSC; and

(5) a representative from SNOC (if participation is for multi-sports Major Games).

(ii) The AAC will formulate a set of criteria to pre-qualify appeals. From the outset, the AAC will assess if the established selection process was implemented fully and properly.

(iii) The AAC will deliberate fair appeals from non-selected athletes as well as athletes injured during selection trials, and submit its findings and recommendations concurrently to the Management Committee, SSC and SNOC."

13.2 The Appeals Committee of either 3 or 5 members comprised from the above (para 13.1 refers), must be formed before a Selection Committee sits to deliberate on the selection of athletes for a particular competition or event.

13.3 For all appeals pertaining to decisions made on the selection of the National or Development Teams, an official appeal must be made in writing and addressed to the President, Singapore Cycling Federation no more than 3 days following the announcement. Failing which no appeal will be entertained.

14 Code of Conduct - Members of Selection and Appeals Committee

14.1 Extracted from SCF's Constitution

"13(d) No Personal or other Interests: Members of the ASC and/or the AAC must declare any personal interest, e.g. relation to an athlete. In such instance, that member will abstain from involvement when the particular athlete is being assessed. The Management Committee will endeavour to disclose any material matter, e.g. selection of coaches, venue providers, equipment suppliers, etc. where there may be potential conflict of interest. In the event of any dispute, any complaint shall be settled in accordance with Rule 9" of SCF's Constitution (Dispute and Disciplinary Committee).

15 Communication

15.1 The SCF shall clearly communicated details of the SCF Athlete Selection Policy and make it available to all stakeholders through existing platforms e.g. SCF's website, SCF office notice board.

15.2 Where appropriate, other methods of communication with specific dates and venue location will be announced e.g. announcement of formation of Selection or Appeals Committee, announcement of Selection or Appeals Committee recommendation.