



# SELECTION POLICY FOR SINGAPORE RUGBY NATIONAL TEAMS

This Policy sets out the processes by which the athletes for the Singapore Rugby National Teams will be selected, including Selection Milestones, Eligibility & Selection Criteria, Composition of Selection Panels & Appeals



## 1.1 Objectives & Structure

This policy sets out the processes by which athletes are selected for the Singapore Rugby National Teams. It is intended that the entire selection framework to be transparent and accountable to all stakeholders based on a defined and communicated selection criteria and that there will be a fair and objective process for selection based on a defined scoring system.

The Appendixes issued from time-to-time for the applicable Singapore Rugby National Team shall comprise:

- Appendix 1 - Selection Milestones
- Appendix 2 – Selection Rubric

## 1.2 Eligibility

Athletes shall be eligible for selection for any of the Singapore Rugby National Teams if they meet the criteria below:

- Citizenship [for Olympic events (SEA Games, Asian Games)]: Athlete must be a Singapore citizen at the time of the selection and hold a valid Singapore passport and should not be holding dual nationality if they are above 22 years old, at the time of nomination; or
- Minimum World Rugby standards for participation (for applicable Asia Rugby or World Rugby events): All athletes are subject to the World Rugby Regulation 8 on Eligibility; and
- Other requirements (if any): Athlete must be a member in good standing of SRU and not subject to any disciplinary action or investigation.
- Athletes must be playing at Elite level of competition and clock 50% of game time for their team.
- 7's players will have to attend 15s trials in order to be considered for 7's

NOTES:

1. Does not apply to age grade players.
2. Players who fail to qualify due to injury will be assessed on a case by case basis.
3. Eligible players who reside overseas will be assessed on a case by case basis.

## 1.3 Nominations / Request for Consideration

Unless otherwise directed by SRU, nominations should be made through the athlete's club/school.

If an athlete wishes to be considered for selection but is unable to participate in the selection events due to extenuating circumstances, he/she may submit a request to be considered through his/her club/school representative (or where he/she is not represented by a club/school, on his/her own) accompanied by all relevant material supporting her request (e.g. videos, testimonials).

The classification of such extenuating circumstances and the selection of such athletes will be considered on a case-by-case basis by the Selection Panel.

At any stage in the selection process, the selectors may in their discretion select a person who is not otherwise under consideration. This may occur in circumstances such as illness, newly available athletes or otherwise but in such selections, the selectors will always apply the selection criteria set out in this policy.



## 1.4 Selection Milestones & Selection Panel

### Selection Panel – 7s Head Coach, Team Head Coach, Team Asst. Coach, Auxiliary Selector(s)

See **Appendix 1** for full list of **Selection Milestones & Selection Panel**

## 1.5 Selection Criteria

Rugby is a team sport that requires a wide range of individual skills that combine to form effective units. In the selection of athletes who will compete together as a team, it is the combination of individuals who work together which will make up the Singapore Rugby National Team appropriate to the competition. Apart from the Selection Rubric and as part of the selection exercise, an athlete's projected ability to advance the team and contribute to the relevant team's success will be taken into consideration for selection to each tournament.

Pursuant to the Olympic Charter (By laws to Rules 27 and 28, paragraph 2.1), "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."

In accordance with the Singapore National Olympic Council (SNOC) selection criteria, the Singapore team must be ranked 3rd or higher among the Southeast Asian (SEA) Games countries to be eligible for selection.

Achievements submitted for consideration must:

1. Be achieved within SNOC's stipulated achievement period; and
2. Come from either: a) International competitions sanctioned by the relevant International/Regional governing bodies; or b) Overseas championships and meets of athletes studying in overseas tertiary institutions, provided these events are properly accredited and sanctioned.

Athletes/Teams who marginally fall short of the qualifying standards but demonstrate the potential to meet or exceed such standards within the requisite timeframe preceding the Games may, at the discretion of the Selection Panel, also be considered for selection.

It is the Selection Panel's duty to apply the criteria in the **Selection Rubric** and consider complementarity, compatibility and continuity in selecting the athletes for the relevant Singapore Rugby National Team.

---

See **Appendix 2** for **Selection Criteria**

## 1.6 Removal from Selected Squad or Team

Any selected athlete may be removed from the selected training squad and/or Singapore Rugby National Team if he/she has:

- breaches or fails to observe this selection policy, the SRU Constitution or the World Rugby Laws & Regulations;
- by reason of illness or injury is unable to perform to the required standard in the opinion of the coaching staff;
- breaches or fails to fulfil a requirement of the SRU, World Rugby or related international Federation's Anti-Doping Policy;
- breaches or fails to comply, fulfil and observe the requirements in the team code of conduct and/or protocols; and/or
- is ineligible for selection as advised by the SRU (for medical, disciplinary and/or any other reasons).

Any athlete may be removed from the squad by the selectors in consultation with the Head Coach or the Technical Director as circumstances may require including where the athlete has failed to sustain his/her performance and attitude to a satisfactory level, provided that the required performance levels had first been discussed with the athlete and he/she had been given the opportunity to rectify such issues.



## 1.7 Appeals

### **Appeals Panel – General Manager, High Performance Manager, Auxiliary Selector**

The sole basis for appeal by a non-selected athlete is that the Selection Panel did not comply with any aspect of this Selection Policy, there shall be no right of appeal against a Selection Panel's decision which is made in accordance with the Selection Rubric.

Written notice of the appeal should be lodged within 48 hours of the team announcement to:

General Manager  
Singapore Rugby Union  
1 Choa Chu Kang Street 53,  
Choa Chu Kang Sports Centre  
Singapore 689236

---

An appeal must be made in writing with appropriate and sufficient documentation and must be accompanied by a deposit of S\$300, payable to "Singapore Rugby Union". If the appeal is not sustained, the deposit will be forfeited.

The Appeal Board shall be convened in accordance with SRU's Constitution. The General Manager shall notify the appellant of the outcome of the appeal. The decision of the Appeal Board shall be final.

---

## 1.8 Conflict-of-Interest Policy

- All members of the Selection and Appeals Panels must disclose any conflict of interest (e.g., relationships with players, coaches, or clubs).
- Members with conflicts of interest must recuse themselves from relevant decisions (e.g. voting, participating in, or influencing the selection process).



## Appendix 1 – Selection Milestones

- (A) Singapore Rugby National Team: **Rugby Sevens**
- (B) Competition: **SEA Games 2025 (Bangkok/Chonburi/Songkhla, Thailand - 9 to 20 December 2025)**
- (C) Selection Milestones:

| <b><u>Stage &amp; Selection Criteria</u></b>   | <b><u>Milestones: Events &amp; Eligibility</u></b>   | <b><u>Communication Channel</u></b>  | <b><u>Selection Panel</u></b>  |
|--|--|--|--|
| <b>Stage 1:</b><br><br>Selection of athletes to wider training squad.                                    | Open trials:<br><br>M7s & W7s February 2025 to March 2025<br><br><b>Open Trials</b> will comprise of 2 parts: -<br><br>1. Strength & Conditioning and Skills Testing<br>2. Games | <b>**Athletes wishing to be considered for selections should be nominated through their clubs.</b><br><br>Athlete will be informed by Team Manager of their selection via email. | <b>Men's Team</b> <ul style="list-style-type: none"> <li>7s Head Coach/Men's Head Coach</li> <li>Men's Asst Coach</li> <li>Auxiliary Selector 1</li> </ul> <b>Women's Team</b> <ul style="list-style-type: none"> <li>7s Head Coach</li> <li>Women's Head Coach</li> <li>Women's Asst Coach</li> <li>Auxiliary Selector 1</li> </ul> |
| <b>Stage 2:</b><br><br>Selection to close training squad from which teams for tournaments will be chosen | 6 months from Sea Games  | The Head Coach to inform those Athletes who are not selected to explain the reasons and actions to improve for the future.   | <b>Men's Team</b> <ul style="list-style-type: none"> <li>7s Head Coach/Men's Head Coach</li> <li>Men's Asst Coach</li> </ul> <b>Women's Team</b> <ul style="list-style-type: none"> <li>7s Head Coach</li> <li>Women's Head Coach</li> <li>Women's Asst Coach</li> </ul>   |
| <b>Stage 3:</b><br><br>Selection of Athletes for SEA Games 2025<br><br>(12 Athletes)                     | 1 <sup>st</sup> September 2025 – Final Squad of 12<br><br>Before 5 <sup>th</sup> September 2025 – SRU's Appeal to SNOC deadline  | The GM will appeal to SNOC   | <ul style="list-style-type: none"> <li>General Manager</li> <li>High Performance Manager</li> <li>Auxiliary Selector 2</li> </ul>  |

**\*\*Athletes who are not currently affiliated with any club/school at the time of selection may apply to the Technical Director/7s Head Coach to be considered under 1.3 of this Selection Policy.**

*"Note: All dates provided in this timeline are subject to change based on the schedules and requirements set by the Singapore National Olympic Council (SNOC) and the SEA Games organising committee. Athletes are advised to stay informed of any updates or modifications to these dates.*



## Appendix 2 – Selection Rubric (Standard policy for ALL teams, 7's)

| Stage |   |   | Criteria             | Descriptors  |  |
|-------|---|---|----------------------|--|--|
| 1     | 2 | 3 | Technical            | The athlete will be evaluated on her ability to perform the following: <ul style="list-style-type: none"><li>Primary - 5 core skills (catch-pass, evasive running, tackle, ruck/maul, kicking)</li><li>Secondary - specialist skills required for her primary and auxiliary position (restart kicks, restart aerial skills, scrum engage, conversion kicks, lineout throws, lineout aerial skills)</li></ul>   |  |
|       |   |   | Tactical/ Game Sense | The athlete will be evaluated on her decision making which reflects tactical awareness and/or game sense in a match situations. She should possesses the ability to translate her technical skills to the Game and demonstrate a sound knowledge of the laws.  |  |
|       |   |   | Physical             | The sport of rugby is not a measured or timed event. However, an athlete's ability to perform at an elite level will be influenced significantly by her physical condition. Testing may be conducted before or between the various stages of selection. The athlete will be assess on the following during testing, games and trainings on her Speed, Aerobic & Anaerobic Fitness, Agility, Strength, Power.   |  |
|       |   |   | Character            | <p><b>RESPECT</b> The athlete shows respect for his/her teammates, opponents and the rules of the Game – he/she plays and trains with desire, a positive attitude and a competitive spirit. He/She demonstrates a high regard for the team's values, processes &amp; protocols and is respectful of staff and match officials.</p> <p><b>INTEGRITY</b> The athlete does what is right even if the choice is unpopular or personally costly. He/She is consistent in her words and actions and is honest to others and themselves.</p> <p><b>TEAM PLAYER &amp; LEADERSHIP</b> The athlete is a positive influence on his/her teammates, making his/her and people around them better and more productive. The athlete is mindful of remarks made to others that may affect the team and does not engage in behavior that is divisive amongst team members or staff. He/She places the team's needs above his/her own and is committed to the cause - <b>the team comes first</b>.</p> <p><b>COACHABILITY</b> The athlete is open and embracing of new ideas as well as criticism. The athlete has a growth-mindset – he/she sees themselves as fluid, a work in progress.</p> <p><b>GRIT</b> The athlete performs under pressure and demonstrates <b>mental toughness</b> in training and games. He/She possesses a <b>work ethic</b> that reflects her determination to be the best version of themselves every day and go the distance.</p> |  |
|       |   |   | Commitment           | The athlete is committed to team trainings, meetings, fitness and gym sessions (team or individual) and makes themselves available for identified events.  |  |



Appendix 2 - Selection Policy for Singapore Rugby National Teams

Appendix A - Selection Template

|   |                 |                 |                 |
|---|-----------------|-----------------|-----------------|
| <b>National Team Selection Rubrics explanation</b><br>Grading from 1 to 3:<br>Grade 1 being can perform the skill,<br>Grade 2 being can perform the skill under pressure,<br>Grade 3 being can perform the skill on both sides under pressure |                 |                 |                 |
| <b>RED - 40 &amp; Below</b>   | Below Target    |                 |                 |
| <b>AMBER - 41 to 55</b>   | Meets Target    |                 |                 |
| <b>GREEN 55 &amp; Above</b>   | Above target    |                 |                 |
| <b>PLAYER DETAILS</b>   |                 |                 |                 |
| <b>Name</b>   | <b>Player 1</b> | <b>Player 2</b> | <b>Player 3</b> |
| <b>Weight</b>   | 104             | 100kg           | 102kg           |
| <b>Age</b>  |                 |                 |                 |
| <b>Club</b>   |                 |                 |                 |
| <b>Position</b>   | 1               | 2               | 3               |
| <b>Score</b>  | <b>Score</b>    | <b>Score</b>    | <b>Score</b>    |
| Character & Attitude  | 3               | 3               | 2               |
| Team Player/Leadership qualities  | 3               | 3               | 1               |
| Integrity   | 3               | 2               | 1               |
| Coachability  | 3               | 2               | 2               |
| Grit  | 3               | 2               | 1               |
| <b>BASIC RUGBY SKILLS</b>   | <b>Score</b>    | <b>Score</b>    | <b>Score</b>    |
| Passing   | 1               | 2               | 1               |
| Catching  | 2               | 2               | 2               |
| Tackling  | 2               | 1               | 1               |
| Kicking   | 2               | 2               | 2               |
| Running   | 2               | 3               | 1               |



Appendix 2 - Selection Policy for Singapore Rugby National Teams

|   |              |              |              |
|---|--------------|--------------|--------------|
| Micro Unit Skills (Ruck/Maul)   | 2            | 2            | 2            |
| <b>FUNCTIONAL/POSITIONAL SKILLS</b>   | <b>Score</b> | <b>Score</b> | <b>Score</b> |
| Unit Skills   | 3            | 3            | 2            |
| Team Skills   | 3            | 3            | 2            |
| Positional Role/Skills  | 3            | 3            | 2            |
| Functional Roles  | 3            | 2            | 3            |
| <b>TACTICAL AWARENESS AND LAWS</b>  | <b>Score</b> | <b>Score</b> | <b>Score</b> |
| Game Sense x 2 of Grading point due to weightage<br>(Includes decision making skills) | 4            | 4            | 4            |
| Understanding and application of laws   | 2            | 2            | 2            |
| <b>AEROBIC</b>  |              |              |              |
| Speed - based on current test, YoYo   | 3            | 2            | 1            |
| Speed Endurance - for 7's only - MSA  | 2            | 1            | 1            |
| 1km time X 4-6 (XV) MSA?  | 2            | 1            | 2            |
| <b>STRENGTH</b>   |              |              |              |
| Bench Press 1 RM, 1.5 X BW  | 3            | 2            | 1            |
| Squat 1 RM, 2 X BW  | 3            | 2            | 1            |
| Chin Up - Max 1min (Min 6)  | 3            | 1            | 1            |
| Deadlift - 1 RM 1.2 X BW  | 3            | 1            | 1            |
| <b>Total Score</b>  | <b>63</b>    | <b>51</b>    | <b>39</b>    |

|  |        |        |        |
|--|--------|--------|--------|
| <b>ONLINE COMPONENTS</b>               |        |        |        |
| Rugby Ready                            | YES/NO | YES/NO | YES/NO |
| Laws                                   |        |        |        |
| Keep Rugby Clean                       |        |        |        |
| Key Factor analysis                    |        |        |        |
| Functional Role analysis               |        |        |        |
| Concussion Management (General Public) |        |        |        |





Appendix 2 - Selection Policy for Singapore Rugby National Teams

**Appendix B – 7's**

**a) Note that for 7's the selection rubrics, with the exception of fitness (targets below), functional role & positional role requirements.**

**b) Non Negotiables for National Team Selection**

| Test             | Current (W7's Senior Squad) | Targets (W7's U20)    | Current (M7's Senior Squad) | Targets (M7's U20) |
|------------------|-----------------------------|-----------------------|-----------------------------|--------------------|
| Speed 10m        | 1.96                        | <1.9 (<2)             | <1.7                        | <1.8               |
| Speed 30m        | 4.62                        | <4.62 (<5)            | <4.5                        | <4.6               |
| Back Squat       | 1.4xBW                      | 1.5-1.75xBW (1xBW)    | 1.5 X BW                    | 1.4 X BW           |
| Bench Press      | 0.7xBW                      | 1-1.25xBW (0.75-1xBW) | 1.4 X BW                    | 1.3 X BW           |
| Broad Jump       | syag6cm                     | 200+cm (190+cm)       | 220cm-275cm                 | 220cm-275cm        |
| 1.6KM Time Trial | 6:50sec 3.5m/s              | 4m/s                  | >4,8m/s                     | >4,8m/s            |

| Skill Requirements                                   | W7's   | M7's   |
|--|--|--|
| <b>Individual Skills</b>                             |  |  |
| Passing  | 8m left and right                                      | 12m left and right                                     |
| Tackle   | Turnover tackle  | Turnover tackle  |
| Kicking  | 25m, master foot                                       | 35m, master foot                                       |
| Functional Roles (FR's)                              | Perform at least 4 FR's                                | Perform at least 5 FR's                                |
| Positional Role                                      | Perform at least 2 positional roles                    | Perform at least 3 positional roles                    |
| Game Sense (Decision Making Skills)                  | 50% correct decisions made                             | 75% correct decisions made                             |
| Basic Moves  | Understands and can execute basic moves under pressure | Understands and can execute basic moves under pressure |
| Patterns of play                                     | Understands and can perform basic patterns of play     | Understands and can perform basic patterns of play     |
| Team Skills (Kick Off, Receive Kick Off, Set Pieces) | Understands and can perform Team Skills under pressure | Understands and can perform Team Skills under pressure |