



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.
- **Age Requirements:** To be eligible to participate in the Asian Games Aichi-Nagoya 2026, Rugby 7s athletes must be born on or before 1st October 2008

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

See **Appendix 1** for **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.

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.

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

- Athletes who have currently achieved at least **6th placing** e.g., time/distance/score/mark of the 2022 Asian Games. For team sports, they should currently be ranked 6th among the Asian Games countries.
- 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 international competitions sanctioned by the International and/or Regional controlling bodies, 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 May 2025 up to 31 July 2026, or before the Organising Committee's Entry-By-Name deadline (to be confirmed, whichever is earlier), as the nominations have to be submitted to the SNOC Appeals Committee for approval before the deadline. NSAs may follow the SNOC selection window period (1 May 2025 - 31 July 2026), 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.
- 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."

Other Considerations

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

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

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:

- Injury or illness.
- Equipment failure.



- Travel delays.
- Bereavement; and
- Such other circumstances as the selectors may consider relevant.

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.

Replacement Policy

Replacement athletes must have been nominated from the long list and selected by SNOG for the respective event. Additionally, athlete replacements after the Entry By Name deadline are subject to approval by the Games Organising Committee in accordance with their late athlete replacement policy.

1.7 Appeals

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 (Appeal Board Chair, Appeal Board Member 1 & Member 2) 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 Declaration of Conflict of Interests

See Appendix 3 for Declaration of Conflict of Interests

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



Appendix 1 – Selection Milestones

- (A) Singapore Rugby National Team: **Rugby Sevens**
- (B) Competition: **Asian Games (Aichi-Nagoya, Japan - 19 September to 4 October 2026)**
- (C) Selection Milestones:

	<u>Stage & Selection Criteria</u>	<u>Milestones: Events & Eligibility</u>	<u>Communication Channel</u>	<u>Selection Panel</u>
	Stage 1: Selection of athletes to wider training squad.	Open trials: M7s & W7s February/March 2026 to April 2026 Open Trials will comprise of 2 parts: - 1. Strength & Conditioning and Skills Testing 2. Games	**Athletes wishing to be considered for selections should be nominated through their clubs. Athlete will be informed by Team Manager of their selection via email.	Men's Team <ul style="list-style-type: none"> • 7s Head Coach/Men's Head Coach • Men's Asst Coach • Auxiliary Selector 1 Women's Team <ul style="list-style-type: none"> • 7s Head Coach • Women's Head Coach • Asst Coach • Auxiliary Selector 1
	Stage 2: Selection to close training squad from which teams for tournaments will be chosen	6 months from Asian Games	The Head Coach to inform those Athletes who are not selected to explain the reasons and actions to improve for the future.	<ul style="list-style-type: none"> • Technical Director • Head Coach • Asst Coach • Auxiliary Selector(s)
	Stage 3: Selection of Athletes for Asian Games (13 Athletes)	March 2026 – Final Squad of 13 Before April 2026 – SRU's Appeal to SNOC deadline	The GM will appeal to SNOC	<ul style="list-style-type: none"> • Men's/Women's Head Coach • Technical Director • High Performance Manager

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



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">Primary - 5 core skills (catch-pass, evasive running, tackle, ruck/maul, kicking)Secondary - specialist skills required for her primary and auxiliary position (restart kicks, restart aerial skills, scrum engage, conversion kicks, lineout throws, lineout aerial skills)	
			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>RESPECT 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 & protocols and is respectful of staff and match officials.</p> <p>INTEGRITY 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>TEAM PLAYER & LEADERSHIP 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 - the team comes first.</p> <p>COACHABILITY 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>GRIT The athlete performs under pressure and demonstrates mental toughness in training and games. He/She possesses a work ethic 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 A - Selection Template 7s

National Team Selection Rubrics explanation Grading from 1 to 3: Grade 1 being can perform the skill, Grade 2 being can perform the skill under pressure, Grade 3 being can perform the skill on both sides under pressure			
RED - 40 & Below	Below Target		
AMBER - 41 to 55	Meets Target		
GREEN 55 & Above	Above target		
PLAYER DETAILS			
Name	Player 1	Player 2	Player 3
Weight	104	100kg	102kg
Age			
Club			
Position	1.3	2	1-Mar
Score	Score	Score	Score
Character & Attitude	3	3	2
Team Player/Leadership qualities	3	3	1
Integrity	3	2	1
Coachability	3	2	2
Grit	3	2	1
BASIC RUGBY SKILLS	Score	Score	Score
Passing	1	2	1
Catching	2	2	2
Tackling	2	1	1
Kicking	2	2	2
Running	2	3	1



Micro Unit Skills (Ruck/Maul)	2	2	2
FUNCTIONAL/POSITIONAL SKILLS	Score	Score	Score
Unit Skills	3	3	2
Team Skills	3	3	2
Positional Role/Skills	3	3	2
Functional Roles	3	2	3
TACTICAL AWARENESS AND LAWS	Score	Score	Score
Game Sense x 2 of Grading point due to weightage (Includes decision making skills)	4	4	4
Understanding and application of laws	2	2	2
AEROBIC			
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
STRENGTH			
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
Total Score	63	51	39

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



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	196cm	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
Individual Skills		
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

Declaration of Conflict of Interest

Article 1- Declaration of Interests

- 1.1 Every **SRU Staff (Members of the Selection and Appeals Panels)** shall declare in writing the nature and extent of any relationship, arrangement, contract or agreement, which may result in a conflict of interest, real or perceived. The declaration to be made by the SRU Staff shall be in the form annexed as Schedule "A" to these guidelines (the "Declaration").
- 1.2 Every SRU Staff shall file an updated Declaration. If at any time following the filing of his or her Declaration there occurs any material change in the information contained in the Declaration given by the SRU Staff, either by way of addition or deletion, that SRU Staff shall file a supplementary Declaration describing such change, as soon as reasonably possible.

Article 2 - Disclosure of Conflicts and Participation

- 2.1 Every SRU Staff who has any interest in any matter or thing before rendering a decision, shall orally disclose the nature and extent of his or her interest to the General Manager and Head of Rugby, and provide a written Declaration, if requested by the General Manager.
- 2.2 Every SRU Staff, who is interested in a matter, shall not participate in any decision regarding that matter.

The disclosure required by the SRU Staff shall be recorded in, or annexed to, any minutes related to meetings at which such disclosure was made or the minutes of the next meeting following such disclosure.

I have read and understood the Singapore Rugby Union's guidelines regarding the declaration of conflict of interest.

I hereby declare to the best of my knowledge information and belief that there are no circumstances I am aware of that may be construed as a direct or indirect conflict of interest.

I hereby declare that I have a conflict of interest or a perceived conflict of interest.

The following is a comprehensive written submission of the complete nature of this actual or perceived conflict of interest.

Full Name: _____

Signature: _____

Date: _____