



## GAUTENG PROVINCIAL DISCIPLINE SELECTION CRITERIA

### OBJECTIVE

- Select a team with the greatest potential of winning
- Choose worthy representatives of each province who will conduct themselves with propriety - do their best to win the competition whilst conforming to the code of welfare for their horse and good team spirit

### ELIGIBILITY & COMPLIANCE

- Correct age group
- Appropriate qualification of horse and rider
- Medical and veterinary – condition approved
- Resident in the province and correctly registered with provincial and national bodies – rule 060/119/1
- All contracts or agreements signed by published cut off date
- Availability to attend any required clinics, get-togethers, presentations, functions etc.
- Committed to attending relevant show

### SELECTION COMMITTEE

- Chosen by the provincial federation, based on recommendation from the relevant SAEF committee
- These should be people of high repute with requisite knowledge base and experience
- Selectors must be unbiased and non-partisan
- Minimum 3 to maximum 5 selectors plus a convenor

Page 1 of 7

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- Hold office for 2 year period from when committee put in place, unless provincial federation disbands the selection committee
- Must be available to attend selection shows
- Must be available to discuss any aspects of selection with their committee

## SELECTION POLICY

- Selectors are mandated to always choose, in their opinion, the best team for the competition with the object of winning
- Position on the team is a privilege and not a right
- Selection is made on merit, but not necessarily on points attained
- Ranking from a certain date will be a starting point for making the long list – usually about 8 to 10 rider & horse combinations
- Selection will be **largely based** on the results achieved by riders at stipulated types of competition. However, results alone will not lead to automatic selection
- Rider temperament and consistency will be a consideration – team player potential is important
- Health and soundness of the horse will be considered
- Availability for the competition is essential
- Selectors shall not discuss selection process or decisions with any person other than members of the selection committee – discussions and working documents by selectors will not be published. There is an obligation to report any approach or intimidation to the selectors regarding the selection of any individual or the Chef d'Equipe

Page 2 of 7

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- **Decisions made by the selectors are final** and are subject only to the ratification by the provincial technical committee concerned
- Selectors have the right to amend or change selection policies where necessary at any time in order to fulfill the objectives of the Selection Policy as long as these changes and amendments are approved by the relevant technical committee – these alterations shall then be clearly communicated to all parties concerned and published on the relevant website
- Selectors choose the total number of team members
- The Chef d'Equipe is responsible for choosing the final team(s)

#### SELECTION PROCESS

- Selection criteria agreed and published
- Selectors obtain all relevant ranking lists
- ~~Selectors attend selection shows advertised and inform convener if unable to attend~~  
All graded shows will be taken into account from 1st February of every year until two weeks prior to closing date of the SA Showjumping Championships
  - The selectors may at their sole discretion place greater emphasis on results achieved at nominated and mandatory events
  - Placing in any head-to-head performances will be considered, but will not automatically position one athlete above another when being considered for selection
  - Competition-based factors will be taken into consideration when assessing each performance. These include, but are not restricted to:
    - The performance of the athlete or horse relative to the quality and number of competitors in the event
    - The quality of the riding by an athlete
    - The general conditions under which the performance is achieved, such as the weather and external conditions

Page 3 of 7

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- The ability to perform under the stress and pressure of a top level championship
  - The ability of athletes to prepare their horse to peak condition for a major campaign
  - The ability of athletes to contribute towards an effective team environment
  - The demonstrated ability of athletes and horses that they are suitable representatives of their province
  - Consistency of performance and form to contribute towards a team score
  - The ability and amount of experience to ride strange horses if this factor plays a part in the team competition being selected for
- Each selector compiles a list of their choice in order of merit
  - A selector must recuse himself from any discussion pertaining to a competitor where there is a personal connection either as family or coach. The convenor will have the final decision in a matter of uncertainty
  - Each selector has a vote except with regard to candidates where there is a conflict of interest
  - An appointed person shall take minutes of every meeting and selectors must retain minutes of all meetings, discussions and decisions
  - The convenor must be present at all selectors' meeting
  - The convenor checks that due process has been followed with regard to the selection criteria and any other protocols that are required
  - The responsibility for entering any required shows rests with the athlete

Page 4 of 7

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- The convenor checks that all agreements and paperwork have been properly completed and signed by due date
- The convenor shall aid the selectors in any debating process to finalise the team. The convenor shall only use a casting vote should the selectors be unable to finalise their decision
- The convenor presents the final list in order of merit to the chairman of the provincial discipline committee for authorization and signature
- The team is announced

#### **CONFIDENTIALITY**

It is vitally important for the integrity of the selection policy and those involved in its application as riders, owners, selectors or other officials, that there is at all times a high degree of confidentiality with regard to information which may have a bearing on selection.

#### **CODE OF CONDUCT**

When selecting the team, the selectors will take into consideration, not just the statistical results but also the willingness of the rider to co-operate with the development of excellence in the discipline, and maintenance and development of the reputation of the Team.

Each team rider will need to sign the Team Member Agreement before they are to compete. Selection is subject to compliance with SAEF, FEI and WADA Rules on doping for humans and doping and medication control for equines.

All riders making themselves available for selection must be prepared to contribute towards maximizing their own and their team's potential. This may include attending squad training sessions, assisting other riders through the benefit of their own experience with feedback, competition planning and communication.

Page 5 of 7

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## **VETERINARY**

There may be an official comprehensive inspection, at a date to be advised by the selectors in conjunction with the team manager / trainer/ Chef d'Équipe, which any or all horses must attend and where a blood and / or urine test may be taken. The team trainer or manager may wish for the team veterinarian to visit riders' yards during the build up to a championship in order to monitor potential team horses with regard to health, soundness and fitness. Failure to comply with this policy may influence team selection. Riders are encouraged to have their own veterinarian present during any pre-selection assessments and to encourage open communication between their own and the team veterinarian – if the team veterinarian is the rider's normal practitioner, an outside consultant may be brought in.

## **EXCEPTIONAL CIRCUMSTANCES**

In the event of exceptional circumstances such as injury or illness, or non-availability in selectors' discretion, the Selection Criteria may be waived or modified in order to enhance the likelihood of achieving the stated goals.

## **CHANGES OF CRITERIA**

The Selectors have the right to change or amend selection criteria where necessary at any time in order to fulfill the objectives of the selection policy as long as these changes are clearly communicated to all parties.

## **COMMUNICATION**

The Selection Policy document will be published on the SASJ website and is available from the SASJ provincial office. The contact person will be either the convenor of the selectors or the chairman of the provincial discipline. Matters pertaining to team selection shall always be referred to the convenor of the selectors.

## **GRIEVANCE PROCEDURE**

- In the event of any form of dispute the athlete is to follow the relevant dispute resolution process

Page 6 of 7

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- Only when all the internal dispute resolution processes of the athlete's Discipline Association have been concluded may the athlete escalate the matter to the SAEF
- A horse owner (unless also the nominated athlete for that athlete horse combination) may not raise any form of dispute with the SAEF or its members
- Appeals concerning the non-selection of athletes or horses for the Squad, Team or Individual positions will be heard by the Provincial Federation Appeal Committee. The only grounds for appeal will be a breach of the published Selection Process/Policy, which resulted in the non-selection of the appellant. The ruling of the Appeal Committee will be considered final and binding on any athlete so appealing.
- Only athletes (or a parent/guardian if the athlete is a minor) may appeal their non-selection.
- Owners of horses may not appeal any decision
- An athlete must lodge his notice of intention to appeal in writing within three (3) working days after the date of the announcement of the Squad, Team or Individual.

Page 7 of 7

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