



Singapore Life Saving Society

(A National Member of the Royal Life Saving Society – Commonwealth and International Life Saving Federation)

Representative Team & Selection Policy

for

2026

TABLE OF CONTENTS

1. Introduction.....	1
1.1 Key Definitions.....	1
2. Non-Representative Participation	2
2.1 Criteria for Non-Representative Participation	2
2.2 Code of Conduct for Non-Representative Participation	3
3. Representative Team Selection Policy.....	4
3.1 General Selection Criteria	4
3.2 Selection Criteria	5
3.2.1 Team Manager Criteria.....	5
3.2.2 Team Coach Criteria.....	6
3.2.3 Athletes Criteria.....	7
3.2.4 Technical Official Criteria	8
3.3 Selection Process	8
3.3.1 Representative Team Selection Panel.....	8
3.3.2 Team Manager and Team Coach Selection	9
3.3.3 Athletes Selection.....	9
3.3.4 Technical Official Selection.....	10
4. Representative Team Policy	11
4.1 Team Budget and Subsidies	11
4.2 Team Uniform	12
4.3 Non-selected Members	12
4.4 Travel Arrangements.....	12
4.5 Volunteer Commitment	13
5. Code of Conduct for Representative Teams	14
5.1 Code of Conduct for Team Manager and Team Coach.....	14
5.2 Code of Conduct for Athlete	15
5.3 Code of Conduct for Technical Officials.....	15
5.4 Social Media	16
5.5 Breach of Code.....	17
6. Roles and Responsibilities.....	18
7. Team Agreement	21

1. INTRODUCTION

The Representative Team & Selection Policy seeks to preserve and maintain the integrity, prestige and respectability of the Singapore Lifesaving Team and all teams representing Singapore and/or the Singapore Life Saving Society in the sport of Lifesaving. This document is structured as follows:

Section 1 is the introduction for this document.

Section 2 provides guidelines for participation in non-representative competitions.

Section 3 is the Representative Teams Selection Policy. The selections for Representative Teams shall be carried out in accordance to this Policy.

Section 4 is the Representative Team Policy. All selected Representative Team members shall agree to and abide by this Policy.

Section 5 is the Code of Conduct for Representative Teams. All selected Representative Team members shall agree to and abide by the relevant Code of Conduct in this section.

Section 6 is a list of Roles and Responsibilities for each role.

Section 7 is the Team Agreement to be signed by all selected Representative Team members, including reserves.

1.1 Key Definitions

Exco	Executive Committee of The Singapore Life Saving Society
ILS	International Life Saving Federation
LWC	Lifesaving World Championships
Non-representative competitions	Competitions where participants do not directly represent Singapore and/or the Singapore Life Saving Society
Representative team	A team that represents Singapore and/or the Singapore Life Saving Society in a recognised lifesaving competition
RLSS	Royal Life Saving Society Commonwealth
SERC	Simulated Emergency Response Competition
SLSS	The Singapore Life Saving Society
SNOC	Singapore National Olympic Council
WMG	World Masters Games

2. NON-REPRESENTATIVE PARTICIPATION

Non-representative competitions are competitions where participating athletes and/or organisations do not directly represent Singapore and/or the Singapore Life Saving Society. Examples of non-representative competitions are (non-exhaustive):

- Lifesaving World Championships – Masters and Interclubs
- World Masters Games – Surf Lifesaving
- Other international or overseas competitions requiring SLSS endorsement

2.1 Criteria for Non-Representative Participation

SLSS member organisations and/or participants who wish to participate in non-representative competitions shall obtain approval from SLSS prior to registration.

Steps for obtaining SLSS approval:

1. Prior to registering for the competition, interested participants shall inform the SLSS Sports Commission on their intent to participate. This includes all Athletes and all Team Officials (such as Team Managers, Coaches, Physiotherapists, etc) that will be registered. Endorsement from SLSS for the competition will be adversely affected if this notice of intent was not received.
2. The member organisation shall furnish a letter stating the following:
 - a. Each participant's name (Athletes and Team Officials) and that they are current members of the member organisation.
 - b. Acknowledge and agree to adhere to Code of Conduct for Non-representative Competitions (Section 2.2). Breach of this Code may result in disciplinary action and exclusion from future SLSS and ILS activity.
 - c. Required lifesaving awards certificate reference numbers of each participant.
 - d. Proof of current SLSS membership of the organisation.
 - e. Contact information of the Team Manager.
 - f. Signed off by the Team Manager and the Organisation Head.
3. At the time of registration, all registered **Athletes** must possess the minimum relevant lifesaving award:
 - a. For still water competitions (i.e. with pool and/or SERC events): SLSS Bronze Medallion award, or approved equivalent
 - b. For open water competitions (i.e. with ocean/beach events): SLSS Bronze Cross award, or approved equivalent
4. At the time of registration, all registered **Coaches** must possess the minimum of SLSS Lifesaving Teacher award.
5. Team Managers shall remain contactable by SLSS and are responsible for all participants under their care.

2.2 Code of Conduct for Non-Representative Participation

This Code of Conduct shall apply to all registered participants, including but not limited to athletes, team managers and coaches. Breach of this Code of Conduct may result in automatic exclusion from current or future SLSS and ILS activity and may result in further action at the exclusive discretion of SLSS.

- I fully undertake my role as an ambassador and role model for my Affiliate/Associate member organisation before, during and after any event in which I participate.
- I will uphold the highest standards of integrity and ethics, promoting fair play, honesty, and respect for fellow athletes, coaches, officials and competitors.
- I will conduct myself to the highest possible standards of behaviour at all times.
- I will be a 'good sport' and applaud all good play whether by team mates or opponents.
- I agree to be mutually considerate of the physical and mental well-being of fellow team members at all times, particularly with regard to shared accommodation and facilities and the creation of a positive and supportive team spirit.
- I agree to operate within the rules and the spirit of lifesaving sport.
- I agree to observe the Fair Play Code and Code of Conduct for Lifesaving Sport, as included in the ILS Competition Rule Book.
- I agree to respect all competitors, and treat all opponents, as I would like to be treated.
- I agree to display control, respect, dignity, and professionalism to all involved in our sport.
- I agree to respect and never openly or directly or on social media challenge the decisions of Referees and Officials.
- I agree to win with humility – lose with dignity.
- I agree to ensure strict compliance with the relevant Anti-Doping regulations at all times, including notification of any Therapeutic Use Exemption (TUE) certificates within required timelines, and any Out- of-Competition Testing processes that may be applied or requested at any time.
- I agree to comply with all applicable Laws and Regulations of the host country and of Singapore.
- I agree to responsible and respectful use of social media and will not:
 - Make comments or publish media that may be deemed as disrespectful to SLSS, competition event organisers and officials or other athletes who are or were involved in the competition.
 - Make comments or publish media that may be deemed as disrespectful of the event host organisers.
 - Make comments or publish media that may be deemed as disrespectful of other teams or their members.
 - Make comments or publish media that may be deemed as disrespectful of any competition Referee or official.
 - Make comments or publish any media that would bring SLSS into disrepute.

3. REPRESENTATIVE TEAM SELECTION POLICY

The purpose of this Selection Policy is to provide a clear guideline around how Representative Lifesaving Team(s) will be selected to represent Singapore and Singapore Life Saving Society for the year of 2026. Potential selections in the year of 2026 are for:

- Lifesaving World Championships 2026 (LWC2026)
- Danang International Lifesaving Championship 2026 (Danang 2026)
- Other such selections as determined by the Sports Commission.

3.1 General Selection Criteria

To be eligible for consideration for selection, candidates shall:

- Be a Singapore citizen if representing Singapore.
- Be a current individual member of SLSS or a member of a current SLSS Affiliate/Associate member organisation.
- Be in good standing with SLSS as well as their respective Affiliate/Associate member organisation, as applicable.
- Meet all relevant mandatory prerequisites for the relevant selection. Approval of non-SLSS equivalent lifesaving awards shall be at the sole discretion of the SLSS Examinations Panel.
- Declare any current/potential injury or condition which may impair, inhibit or prevent the athlete's performance.
- If selected (or otherwise requested), attend all relevant trainings, workshops and events associated with their selection as per the Team Agreement. Failure to do so without reasonable cause may result in their removal from the Team. Applications for reasonable cause must be submitted to the relevant Team Manager, relevant Team Coach and Sports Commission Coordinator for consideration.
- If selected, complete and pass the relevant SLSS International Lifesaving award as required by SLSS.
- If selected, agree to the Representative Team and Selection Policy, adhere to the relevant Code of Conduct and sign the Team Agreement.
- Meet such other requirements as SLSS reasonably require from time to time.



3.2 Selection Criteria

3.2.1 Team Manager Criteria

Number to be selected:	1 person for each Representative Team
Mandatory prerequisites:	<ul style="list-style-type: none"> • Current individual member of SLSS, or a member of a current SLSS Affiliate/Associate member organisation, or approved SLSS personnel. • Have demonstrated a history of adherence to SLSS policies and Code of Conduct • Have the ability to work collaboratively with others towards common goals, maintain confidentiality and resolve disputes professionally • Able to commit to all Representative team selection trials and trainings, as well as travel with the Representative team to and back for the relevant competition.
Preferred experience:	<ul style="list-style-type: none"> • Registered as Team Manager or Team Coach for a team that competed in at least one of the relevant SLSS endorsed competitions: <ul style="list-style-type: none"> • NUS Invitational Lifesaving Championships • SLSS National/Singapore Lifesaving Championships • Experience managing and/or coaching a team for lifesaving sport competitions. International experience will be favourably considered. • Ability to secure training venue(s) and equipment for Representative Team trainings and selection trials will be favourably considered.
Notes:	The Team Manager remains responsible to the SLSS Sports Commission Chair for the entire period of his/her appointment.



3.2.2 Team Coach Criteria

Number to be selected:	Up to 1 person for each Representative Team
Mandatory prerequisites:	<ul style="list-style-type: none"> • SLSS Lifesaving Teacher award. • Current Standard First Aid and CPR or higher award. • Have demonstrated a history of adherence to SLSS policies and Code of Conduct • Have the ability to work collaboratively with others towards common goals, maintain confidentiality and resolve disputes professionally • Able to commit to all Representative team selection trials and trainings, as well as travel with the Representative team to and back for the relevant competition.
Preferred experience:	<ul style="list-style-type: none"> • SLSS Lifesaving Sports Coach award preferred. • Registered Coach under the National Registry of Coaches preferred. • Registered as Team Coach for a team that competed in at least one of the relevant SLSS endorsed competitions: <ul style="list-style-type: none"> • NUS Invitational Lifesaving Championships • SLSS National/Singapore Lifesaving Championships • Experience coaching a team for lifesaving sport competitions. International experience will be favourably considered. • Coaching expertise in both Pool and Ocean/Beach will be favourably considered.
Notes:	The Team Coach remains responsible to the SLSS Sports Commission Chair for the entire period of his/her appointment.



3.2.3 Athletes Criteria

Number to be selected:	Up to 6 males and 6 females for each Representative Team
Mandatory prerequisites:	<ul style="list-style-type: none"> • Pool only competitions: <ul style="list-style-type: none"> ○ SLSS Bronze Medallion award ○ Able to swim 400m under 8 minutes • Competitions that include open water component: <ul style="list-style-type: none"> ○ SLSS Bronze Medallion and SLSS Bronze Cross awards ○ Able to swim 400m under 8 minutes ○ Able to run 90m under 30 seconds ○ Athletes that are selected for competitions that include open water component shall meet these prerequisites, regardless if they have any events in the open water component. ○ The SLSS Sports Commission shall determine whether a competition includes open water component. • Competed in and are placed overall top 15 individuals in their respective categories (Division A and Division B only) for the latest relevant SLSS endorsed competitions: <ul style="list-style-type: none"> • NUS Invitational Lifesaving Championships 2025 • SLSS Singapore Lifesaving Championships 2025 (Still Water Championships) • SLSS Singapore Lifesaving Championships 2025 (Open Water Championships) <p>Or, represented Singapore in Lifesaving Sports in relevant ILS endorsed competitions between 2018-2025.</p> • Able to commit to all Representative team selection trials, trainings and events, as well as travel with the Representative Team to and back for the relevant competition.
Notes:	<p>In addition to the main team, up to 2 male and 2 female reserve athletes may be selected for each Representative Team at the sole discretion of the Selection Panel. Reserve athletes are non-travelling members of the team and shall not receive any of the privileges of the Representative Team, including but not limited to, subsidies and titles. Reserve athletes are required to attend all trainings until the team departs for the relevant competition, and may be called up to the main team if and when required.</p>



3.2.4 Technical Official Criteria

Number to be selected:	Up to 1 technical official subsidised (for each competition)
Mandatory prerequisites:	<ul style="list-style-type: none"> • SLSS Lifesaving Sports Technical Official Level 1 or higher award. • Actively officiating or volunteering in SLSS Lifesaving Sports for 2024-2025. • Appointed Official by the relevant Competition Organising Committee.
Notes:	The Selection Panel selects up to 1 technical official to receive subsidies, if any. SLSS may at their sole discretion, endorse additional non-subsidised technical officials for appointment by the relevant Competition Organising Committee, provided they meet the mandatory prerequisites.

3.3 Selection Process

3.3.1 Representative Team Selection Panel

- The Selection Panel shall be an independent and neutral body that makes executive decisions on all Representative Team(s) selection matters for representative competitions in the calendar year of 2026.
- The SLSS Executive Committee (Exco) shall appoint in its sole discretion, up to 5 members to the Selection Panel, on the basis of previous national or international experience and involvement in lifesaving sports. The total number of members in the Selection Panel shall be an odd number. The Selection Panel is responsible to the SLSS President and shall be assisted by the SLSS Sports Commission as well as relevant SLSS staff members.
- The Convenor of the Selection Panel under the direction of the SLSS President as appropriate shall be the Singapore Representative Lifesaving Team spokesperson on team selection matters. The Convenor of the Selection Panel shall provide regular updates to the SLSS President on the work of the Selection Panel.
- The appointed Team Manager(s) and Team Coach(es) will sit with the Selection Panel. This position is an advisory role only and allows scope to discuss athlete suitability for a Team or share view on the potential athlete point accumulation capacity and team combinations via the use of an event matrix. These positions do not have voting rights.
- The period of appointment for the Selection Panel shall be for the calendar year of 2026.
- Where a member of the Selection Panel has a conflict of interest in relation to one or more candidates that has nominated for consideration for selection, the selector must declare that interest and stand aside from the process. The Exco has the right to appoint a proxy selector.
- The Selection Panel reserves the right to remove appointed/selected persons who, including but not limited to, are not performing up to reasonable standards as required of the Representative Team, breach the Representative Team and Selection Policy or the Team Agreement.
- Where there are disciplinary matters or grievances related to the Representative team, the matter shall be referred to the SLSS Disciplinary Panel. If such a Panel does not exist, members of the Selection Panel shall also form the Disciplinary Panel to hear such matters and subsequently

recommend suitable further action to be taken, if any, to the Exco. If there is any conflict of interest, the affected member shall stand aside from the process and Exco has the right to appoint a suitable replacement member in the Disciplinary Panel.

3.3.2 Team Manager and Team Coach Selection

- (a) Applicants who meet the mandatory prerequisites are invited to apply for the posts of Team Manager and/or Team Coach via the application form provided by the Selection Panel. No other methods of application shall be accepted. The Selection Panel, at their sole discretion, may conduct interview(s) and/or other means to help select the most suitable candidate for each post. Appointments for the posts of Team Manager and Team Coach will be made by the Selection Panel.
- (b) Successful applicants will be notified of their appointments by the Selection Panel Convenor.

3.3.3 Athletes Selection

- (a) Shortlisted candidates shall be the top 15 individuals in terms of overall points scored in their respective categories (Division A Men/Women and Division B Men/Women) for each of the latest relevant SLSS endorsed competitions:
- NUS Invitational Lifesaving Championships 2025
 - SLSS Singapore Lifesaving Championships 2025 (Still Water Championships)
 - SLSS Singapore Lifesaving Championships 2025 (Open Water Championships)
- (b) Individual overall point score for shortlisting purposes shall be computed using:
- 100% of points scored in individual events
 - 50% of points scored in 2 person events
 - 33% of points scored in 3 person events
 - 25% of points scored in 4 person events
- (c) In the event of a tie for 15th place for top 15 individuals of each competition, the tied individuals shall be shortlisted.
- (d) Results from Youth and Masters categories are not considered for selection shortlisting purposes. Results from competitions not listed in 3.3.3(a) are not considered for selection shortlisting purposes.
- (e) Additionally, athletes that represented Singapore in Lifesaving Sports in relevant ILS sanctioned competitions between 2018-2025 shall also be shortlisted.
- (f) Shortlisted candidates shall meet all mandatory prerequisites before the start of the selection trials.
- (g) Only shortlisted candidates shall be invited to attend the selection trials. Non-shortlisted candidates are not to participate in the selection trials. The selection trials shall consist of events relevant to the competition. There will be no protest or appeals for the selection trials. The Selection Panel may at their discretion include SERC component(s) in the selection trials, and prior notice before the start of the trials shall be given to all shortlisted candidates if this is included.

- (h) The selection trials are to be conducted by the appointed Team Manager(s) and Team Coach(es), under the supervision and approval of the Selection Panel. The Team Manager and Team Coach shall propose their method of conducting the trials for prior approval by the Selection Panel before the start of the trials. Selection trial event(s) that are not supervised and/or approved by the Selection Panel shall not be considered for team selection purposes.
- (i) The scoring system of the selection trials shall be proposed by the Team Manager(s) and Team Coach(es) for approval by the Selection Panel and made known to all shortlisted candidates before the start of the trials.
- (j) If any of the selected athletes decline the call up, the Selection Panel may, at their sole discretion, extend the selection call up to the next lower placed athlete. Reserve athletes shall be lower placed athletes from the last selected member of the respective Representative Team.
- (k) Successful candidates shall be notified of their appointments by the Selection Panel Convenor.

3.3.4 Technical Official Selection

- (a) Application and appointment for Technical Official roles will be by the relevant Competition Organising Committee. Where required, applications for technical officials for each competition shall be endorsed by SLSS before appointment. Officials who do not meet the mandatory prerequisites will not be endorsed for appointment.
- (b) The Selection Panel may, at their sole discretion, recommend up to 1 technical official per representative competition to receive subsidies, if any. The selected official shall be notified of the selection and amount of subsidy. The subsidy for technical official shall be separate from the Representative Team(s) budget.

4. REPRESENTATIVE TEAM POLICY

Appointment and admission to a Representative Team is a privilege and honour and should be treated as such. The Representative Team Policy serves as a framework to manage and maintain the integrity, prestige and respectability of the Singapore Lifesaving Team.

4.1 Team Expenses

Representative Teams are self-funded by their team members, supported with administrative, training and competition support from SLSS. The Team Budget and Team Levy shall be proposed by the SLSS Sports Commission for approval by SLSS Exco.

The Team Budget shall be used for expenses covered by SLSS, and does not include payments from team members. Unutilised amounts from this Budget shall not be reimbursed. The Team Budget shall be managed by the Sports Commission and overseen by the SLSS Secretary General. SLSS shall cover, up to the approved Budget amount, expenses related to:

- Competition registration
- Approved standard Team uniform
- Insurance
- Craft or equipment rental
- Training venue rental
- Exam fees for the required SLSS International Lifesaving award

A Team Levy shall be paid by each selected Team Members upon confirmation of appointment, which includes a non-refundable deposit. Non-payment of this deposit or Levy may result in removal from the team. The estimated cost of the trip for each Team member and the Team Levy amount shall be made known to the appointed Team Manager(s) and Team Coach(es) upon appointment, and all shortlisted candidates before the selection trials. The Levy Fund shall be managed by the appointed Team Manager and overseen by the Sports Commission. The Levy Fund shall be used to cover expenses related to:

- Flights and travel
- Accommodation up to 3 days before and after the competition period
- Visas or electronic travel authorisations (ETAs), where required
- Food and groceries that all team members consume, use or benefit from
- Training and competition related transport in the country of competition

Additional and/or optional expenses shall be covered by the respective individual team members, which shall **not** use the Budget or Levy Fund. Examples:

- Additional approved Team uniform
- Souvenirs
- Exam fees to meet pre-requisites for the required SLSS International Lifesaving award
- Food and groceries that are **not** consumed, used or benefit from by all team members
- Personal expenses

Use of the Levy Fund shall be evenly distributed between all team members, regardless of their role in the team. The Levy Fund shall not be used in any way for non-selected team members. The Levy Fund shall only be used for approved expenses related to training or competition. Use of the Levy Fund on all other types of expenses will require prior approval by the SLSS Sports Commission. The

SLSS Sports Commission reserves the right to reject all use of the Levy Fund on expenses deemed as non-training or non-competition related. Receipts or other proof of payment and details of the related expense are required for claims from the Levy Fund. The Team Manager shall submit all expense claims on behalf of the entire team.

Sponsorships, if any, shall be accepted through Exco and no members of the Team or the Selection Panel may take on sponsorships on behalf of SLSS or the Team. Personal sponsorships, if any, shall be declared to the Selection Panel and Team Manager(s) before the selection trials.

4.2 Team Uniform

The team uniform shall include, but not limited to, tracksuits, team clothes, swimwear, swim cap and ocean cap. The team uniform design shall be in accordance with relevant current Singapore National Olympic Council (SNOC) guidelines and the National Symbols Act and Regulations. The uniform design shall remain respectful to the Singapore flag and/or other National symbols depicted on the uniform. Any other logos, symbols, wordings or other forms of display not related to Singapore, SNOC, teamSingapore, SLSS, RLSS, ILS or of the relevant competition shall not be displayed on the uniforms, unless otherwise approved by the SLSS Sports Commission. Team member names are allowed to be shown on uniforms, provided the design is respectful to the spirit of the Representative Team. All uniform designs shall be approved by the SLSS Sports Commission before production. Reimbursement or claims for non-approved uniform related expenses shall not be entertained. Non-approved uniform are not to be worn or displayed at any time.

4.3 Non-selected Members

Non-selected and non-appointed members of the team, including but not limited to, family members, assistants, supporters and spectators will not receive any of the privileges of the Representative Team, including but not limited to, subsidies, uniforms and titles. Travel and accommodation expenses for non-selected members are to be paid for by the individual concerned. No expenses are to be provided for by SLSS. Non-selected members shall not represent Singapore and SLSS in any way. They may not share subsidised expenses with members of the Representative Team, for example sharing accommodation room with a selected athlete.

4.4 Travel Arrangements

The entire team, including the Team Manager, Team Coach(es) and all selected athletes are to travel to and back from the relevant competition together. The entire team is also to stay at the same accommodation during the trip. No member of the team shall travel or stay on their own.

Members of the Representative Team who require to travel separately from the team, due to acceptable reasons such as being based overseas, are to obtain approval to join/leave the team separately from the Team Manager and the SLSS Sports Commission at least 3 calendar months prior to departure from Singapore. Non-acceptable reasons for travelling separately include, but not limited to, personal or leisure travel. The affected team member shall provide in his/her application for approval to join/leave the team separately, details as required by the Team Manager and Sports Commission such as flight/travel and accommodation arrangements. The Team Manager and Sports Commission shall consider in their assessment of the application, the safety and welfare of the

affected team member and if this action compromises the relevant Representative Team(s) in any way.

Team members who are approved to join/leave the team separately shall pay an administrative fee of S\$200 for each instance. They may only join/leave the Representative Team after proper taking over/handing over by the Representative Team Manager respectively. They may not use, wear or display any Representative Team Uniform before taking over or after handing over.

Team members who are **not** approved to join/leave the team separately shall not travel or stay apart from the Representative Team. Failure to comply with this will result in immediate expulsion from the Representative Team and withdrawal of all related privileges, including but not limited to returning of all Representative Team Uniform immediately and withdrawal of all subsidies. The affected team member and the associated Club may face further action at the exclusive discretion of SLSS, which can include automatic exclusion from current or future Representative Lifesaving Team activity and all SLSS and ILS endorsed competitions and events, as well as fines of not more than S\$5,000 for the team member and not more than S\$10,000 for the associated Club.

Technical Officials are not required to travel or stay with the team due to the difference in nature of their involvement in the competitions.

4.5 Volunteer Commitment

Representative Team members have the privilege of a unique experience to compete with fellow international lifesavers while enjoying subsidies and other forms of support. As part of giving back to the Lifesaving and Lifesaving Sports community, all Representative Team members are to volunteer for at least one volunteer/sharing session as requested by SLSS. Examples of such volunteer sessions include clinics, workshops and seminars organised by SLSS.

5. CODE OF CONDUCT FOR REPRESENTATIVE TEAMS

This code of conduct applies to all members of Representative Teams (Athletes, Reserves, Managers, Coaches and Technical Officials) and as appropriate, Parent or Guardian of a Team Member under the age of 18.

5.1 Code of Conduct for Team Manager and Team Coach

- I fully undertake my role as an ambassador and role model for my Affiliate/Associate member organisation, SLSS and Singapore before, during and after any event in which I participate.
- I will uphold the highest standards of integrity and ethics, promoting fair play, honesty, and respect for fellow athletes, coaches, officials and competitors.
- I will conduct myself to the highest possible standards of behaviour at all times.
- I agree to wear SLSS Representative Team uniform whenever required and at all representative events, including Opening and Closing Ceremonies.
- I will not comment publicly or through social media about any selection decisions before, during or after the Selection process.
- I will respect all decisions made by the Selection Panel and/or the relevant SLSS officers.
- I will attend the Representative Team training sessions or give due prior notice and good reasons for non-attendance.
- I agree to provide appropriate training and competition programmes to the best of my ability, with the intention of developing talent and delivering optimal performance for the Representative Team.
- I will be fair and impartial to all Representative Team members, regardless of their Club affiliation, race, language or religion.
- I agree to safeguard the welfare, physical and mental well-being and safety of all Representative Team members.
- I will be a 'good sport' and applaud all good play whether by team mates or opponents.
- I agree to be mutually considerate of the physical and mental well-being of fellow team members at all times, particularly with regard to shared accommodation and facilities and the creation of a positive and supportive team spirit.
- I agree to operate within the rules and the spirit of lifesaving sport.
- I agree to observe the Fair Play Code and Code of Conduct for Lifesaving Sport, as included in the ILS Competition Rule Book.
- I agree to respect all competitors, and treat all opponents, as I would like to be treated.
- I agree to display control, respect, dignity, and professionalism to all involved in our sport.
- I agree to respect and never openly or directly or on social media challenge the decisions of Referees and Officials.
- I agree to win with humility – lose with dignity.
- I agree to ensure the team maintains strict compliance with the relevant Anti-Doping regulations at all times, including notification of any Therapeutic Use Exemption (TUE) certificates within required timelines, and any Out- of-Competition Testing processes that may be applied or requested at any time.
- I agree to comply with all applicable Laws and Regulations of the host country and of Singapore.

5.2 Code of Conduct for Athlete

- I fully undertake my role as an ambassador and role model for my Affiliate/Associate member organisation, SLSS and Singapore before, during and after any event in which I participate.
- I will uphold the highest standards of integrity and ethics, promoting fair play, honesty, and respect for fellow athletes, coaches, officials and competitors.
- I will conduct myself to the highest possible standards of behaviour at all times.
- I agree to wear SLSS Representative Team uniform whenever required and at all representative events, including Opening and Closing Ceremonies.
- I will not comment publicly or through social media about any selection decisions before, during or after the Selection process.
- I will respect all decisions made by the Selection Panel, the Team Manager, Team Coach and/or the relevant SLSS officers.
- I will attend the Representative Team training sessions or give due prior notice and good reasons for non-attendance.
- I agree to follow all agreed training and competition programmes.
- I will be a 'good sport' and applaud all good play whether by team mates or opponents.
- I agree to be mutually considerate of the physical and mental well-being of fellow team members at all times, particularly with regard to shared accommodation and facilities and the creation of a positive and supportive team spirit.
- I agree to operate within the rules and the spirit of lifesaving sport.
- I agree to observe the Fair Play Code and Code of Conduct for Lifesaving Sport, as included in the ILS Competition Rule Book.
- I agree to respect all competitors, and treat all opponents, as I would like to be treated.
- I agree to display control, respect, dignity, and professionalism to all involved in our sport.
- I agree to respect and never openly or directly or on social media challenge the decisions of Referees and Officials.
- I agree to win with humility – lose with dignity.
- I agree to ensure strict compliance with the relevant Anti-Doping regulations at all times, including notification of any Therapeutic Use Exemption (TUE) certificates within required timelines, and any Out- of-Competition Testing processes that may be applied or requested at any time.
- I agree to comply with all applicable Laws and Regulations of the host country and of Singapore.

5.3 Code of Conduct for Technical Officials

- I fully undertake my role as an ambassador and role model for my Affiliate/Associate member organisation, SLSS and Singapore before, during and after any event in which I participate.
- I will uphold the highest standards of integrity and ethics, promoting fair play, honesty, and respect for fellow athletes, coaches, officials and competitors.
- I will conduct myself to the highest possible standards of behaviour at all times.
- I will not comment publicly or through social media about any selection decisions before, during or after the Selection process.
- I will respect all decisions made by the Selection Panel and/or the relevant SLSS officers.
- I will attend all relevant trainings, briefings and competitions as required of my appointment.
- I agree to operate within the rules and the spirit of lifesaving sport.
- I agree to observe the Technical Officials Code of Conduct, Fair Play Code and Code of Conduct for Lifesaving Sport, as included in the ILS Competition Rule Book.

- I agree to respect all competitors, team managers, coaches, officials and volunteers as I would like to be treated.
- I agree to display control, respect, dignity, and professionalism to all involved in our sport.
- I agree to respect and never openly or directly or on social media challenge the decisions of Referees and Officials.
- I agree to comply with all applicable Laws and Regulations of the host country and of Singapore.

5.4 Code of Conduct on Social Media

Responsible and respectful use of social media is encouraged, but those who use such media must understand that any comments that they make or pictures or videos that they publish, even if they are intended as private comments or pictures, may be seen by people who may take offence at what they read or see or may cause offence to those who feature in the communication. Even if the comment or picture is not intended to cause offence, it is the person reading or seeing it who may feel offended. Privacy settings on these accounts are not infallible and comments and pictures may often be seen by anybody. Irresponsible, discourteous or offensive use of social media will be seen as a breach of this code of conduct. This in particular includes the use of accounts that are restricted to private users like email, WhatsApp and other similar encrypted messaging platforms.

Responsible use is encouraged and helps to inform those who cannot attend an event, how the team is faring in the competition. All involved in any capacity with any Representative Teams must not use social media to:

- Make comments about team selection issues.
- Make comments or publish media that may be deemed as disrespectful to SLSS, competition event organisers and officials or aspiring athletes who are or were involved in selection.
- Make comments or publish pictures that may be deemed as disrespectful about any member of the Representative Team Selection panel or the process used for selection.
- Make comments or publish media that may be deemed as disrespectful of fellow team members.
- Make comments or publish media that may be deemed as disrespectful of the event host organisers.
- Make comments or publish media that may be deemed as disrespectful of other teams or their members.
- Make comments or publish media that may be deemed as disrespectful of any competition Referee or official.
- Post any comment or publish any media that would bring SLSS into disrepute.

5.5 Breach of Code

Breach of this code of conduct may result in automatic exclusion from current or future Singapore Lifesaving Team activity and may result in further action at the exclusive discretion of SLSS. If disciplinary action is taken by SLSS, the outcome may be shared with the Athlete's respective Affiliate/Associate member organisation.

A serious breach of this Code by a team member during an event may result in the immediate suspension from the Team and the team member suspended shall take no further part in that event. The above decision shall be determined by the Team Management at the event. Any further action shall be agreed by the Disciplinary Panel after consultation with SLSS Exco and the team member advised. If the Team Manager/Coach commits a serious breach of this Code, the Team Manager/Coach shall step down immediately and a suitable candidate within the Team as appointed by the SLSS Sports Commission shall take on the role, responsibilities and duties until a replacement Team Manager/Coach is appointed by the Selection Panel.

Anyone found in breach of this Code will be given an opportunity to present their case to a formal hearing, but this does not override a suspension at an event (as described above) when a formal hearing may be delayed to after the event. Any appeal against disciplinary decisions must be made in writing to the Chair of the Disciplinary Panel within 14 days of the decision being made citing the justification for the appeal. Any appeal will be heard by an independent panel appointed by Exco at the earliest opportunity.

Declaration: The Team Member agrees to this code of conduct by signing the Team Agreement. The Team Manager is responsible to ensure each Athlete and their Parent/Guardian (if under the age of 18) has read and understands the Code of Conduct and Team Agreement. In the case of an Athlete under the age of 18, it is the entire responsibility of the Parent/Guardian to ensure that the Athlete who they are responsible for has read and understands the Code of Conduct and has given an undertaking to their Parent/ Guardian to abide by it. By signing the Team Agreement on behalf of the Young Person, the Parent/Guardian is confirming that they have taken this action.

6. ROLES AND RESPONSIBILITIES

This Section is a non-exhaustive list of roles and responsibilities for each appointed role. Failure to fulfil the respective roles and responsibilities may constitute as non-performance which may lead to removal/withdrawal from the Representative Team.

6.1 Team Manager

The appointed Team Manager's key responsibilities include, but are not limited to:

- Work with the respective Team Coach and Sports Commission to deliver the tour objectives
- To work with the Sports Commission to coordinate and deliver logistics, schedules and operational tasks as required.
- Responsible for comprehensive and time appropriate team communications.
- Work with the respective Team Coach to facilitate a team values discussion which will then be adopted and embraced for the tour.
- Lead the wider management team in ensuring that the team adopts a high-performance mentality to all aspects of the tour.
- Work with the Leadership Team to facilitate culture and values discussions with the team to establish team values for the tour, encompassing team captain voting.
- Consistently maintain and embody a high standard of integrity and respectful behaviour to all team members.
- Travel with the team to and from events as required.
- Adhere to and implement organisational and team codes of conduct and policies as outlined in the Team Agreement.
- Report any breaches of organisational, team codes of conduct and policy during camps / training / competition through the Sports Commission.
- Always ensure the wellbeing of all the team members remains the top priority.
- Communicate openly, honestly and respectfully with all team members and seek Sports Commission assistance or escalation as required.
- Assess and manage risk in all team associated activities as outlined in the Risk Management Plan.
- The Team Manager may also be invited to contribute to the Risk Management Plan as required.
- Attend Team Manager briefings and meetings as required.
- Maintain a consistent and high level of communication with key stakeholders, including but not limited to athletes, parents/carers, event organisers, key officials, SLSS Sports Commission and SLSS staff.
- Appropriate management of official team protests in competition.
- Manage finances of the team within the dedicated budget whilst on tour.
- Manage day-to-day team logistics and operations on tour.
- Assist in anti-doping testing if called upon to ensure that all athletes are supported through the testing process.
- Facilitate appropriate fundraising and/or volunteering activities relating to the team or tour.
- Complete all required team administration/documentation on time.
- Follow up to ensure that team documentation is completed on time.
- Submit accurate and timely post tour event reports, within one month following the activity to be reported on against measures outlined in the campaign plan.
- Contribute to a post event / tour debrief as an investment into continuous learning.

6.2 Team Coach

In instances where the appointed Team Manager is also assigned the Team Coach's role, this section shall apply as well.

The appointed Team Coach's key responsibilities include, but are not limited to:

- Lead and implement the technical delivery and campaign strategy for the respective Representative Team for the respective competition campaign.
- Work closely with the Sports Commission to build a meaningful high-performance system which identifies talent, develops talent, nurtures talent, and measures talent for current, emerging and developing athletes and coaches.
- Work with athletes to achieve sustained success.
- Work in partnership with the Team Manager, athletes, service support, Sports Commission & SLSS staff for the benefit of the program.
- Assist with preparation and delivery of education and training as required within lifesaving sport.
- To liaise with the Selection Panel to assist with input into the team strategy and composition recommendations.
- Work in conjunction with the Sports Commission to deliver a holistic long-term strategy and plan for sustained success on the international stage.
- Prepare the respective Representative Team for competition at the respective competition.
- Deliver meaningful and high-quality training sessions.
- In conjunction with the Sports Commission to develop and set performance targets for athletes via a Team Athlete Individual Performance Plan (IAPP's).
- Monitor athletes against set performance targets (IAPP's).
- Work towards a performance team culture which supports all team members to be the best that they can be whilst supporting the holistic needs of all.
- Contribute to a collaborative high performing environment by engaging with all team management, athletes, support staff, coaches and SLSS staff.
- Facilitate culture and values discussions with the team to establish team values for each selected team / tour, encompassing team captain voting.
- Travel with the team to and from events as required.
- Work with support staff, team management and coaches in the delivery of the team strategy for the respective competition and more broadly the ILS Lifesaving World Championships, (where appropriate).
- Communicate openly, honestly and respectfully with all team members and seek Sports Commission assistance or escalation as required.
- Report any breaches of organisational, team Codes of Conduct and Policy during trainings / events / competition.
- Identification and development of tactics to enhance the performances of team members.
- Be team orientated and contribute to the creation of a positive team culture and identity.
- Provide evidence-based feedback to Affiliate coaches as it relates to their athletes.

6.3 Athlete

Appointed athletes key responsibilities include, but are not limited to:

- Meet agreed benchmarks in their individual performance plan and positively contribute to the culture and benchmark aspirations of the respective Team.
- Maintain physical fitness, skills and readiness at a level appropriate of a National Representative Athlete.
- Work in partnership with the Team Manager, Athletes, service support, Team Coach, Sports Commission & SLSS staff for the benefit of the team and the programme.
- Uphold standards outlined in the Team Agreement.
- Attend trainings, camps, briefings and events, as required.
- Follow training programmes prescribed by the appointed Team Coach(es).
- Declare any of injuries/illness/availability issues early.
- Perform to the best of their abilities in all selected events.
- Follow ILS competition rules and event procedures.
- Report punctually for all required activities, including but not limited to marshalling, warm-ups and Team meetings.
- Respect all officials' decisions.
- Uphold highest possible conduct and behaviour at all times.
- Do not engage in behaviour that may bring disrepute to Singapore or SLSS.
- Comply with team curfews.
- Follow all safety briefings and risk controls and report unsafe conditions immediately and to prioritise personal and team safety at all times.
- Communicate clearly and respectfully with coaches, Team Managers, SLSS officers.
- Support teammates and contribute to positive team culture.
- Follow media and social media guidelines issued by SLSS.
- Attend debriefs and evaluations, and provide honest constructive feedback when requested.
- Fully comply with the Policies, Rules and any other relevant requirements from:
 - Singapore Life Saving Society
 - Singapore National Olympic Council
 - Anti-Doping Singapore (ADS)
 - World Anti Doping Agency (WADA)
 - ILS Anti-Doping Rules, Code of Conduct and Code of Fair Play
 - All other such requirements as reasonably required



7. TEAM AGREEMENT

- (a) I agree to the Representative Team and Selection Policy and agree to adhere to the relevant Code of Conduct.
- (b) I acknowledge and agree to abide by the rules and regulations set forth by the Singapore Life Saving Society and any relevant governing bodies, including the Singapore National Olympic Council, throughout my appointment period in the Representative Team.
- (c) I undertake to indemnify Singapore Life Saving Society and its officers against all claims, losses, demands, actions, suits, proceedings, costs and expenses whatsoever which may be taken or made against Singapore Life Saving Society and its officers or incurred or become payable by Singapore Life Saving Society and its officers in respect of any injury (whether fatal or otherwise) to me which may arise, howsoever caused, even due to carelessness or negligence during the course of my appointment in the Representative Team. Any injury suffered or damage or loss sustained by me during my appointment in the Representative Team which may arise as a result of my own or any other person's carelessness or acts of negligence shall not give rise to claim, for damages in tort.
- (d) I consent to the collection, use and disclosure of my personal data by Singapore Life Saving Society for purposes related to my selection, appointment and all other matters relating to the Representative Team.
- (e) I declare that all information I have provided is correct and true.
- (f) I understand that any breach of this Agreement may lead to expulsion from the Representative Team and withdrawal of all related privileges.
- (g) This Agreement shall remain in effect from the date of signing until dismissal by the Team Manager after arrival back in Singapore after completion of the Competition.

Name and Signature of candidate:	Date:
Role of candidate in the Representative Team: <i>(Please circle)</i> Team Manager / Team Coach / Athlete	
Name and Signature of Parent/Guardian: (If candidate is under 18 years old)	Date:
Name and Signature of Witness:	Date: