

SNOC approved on 6 Jan 2025

**BASKETBALL ASSOCIATION OF SINGAPORE
SELECTION POLICY
33rd SOUTHEAST SEA GAMES
Thailand**

1. Purpose

The document sets out the framework for the selection of athletes to represent Singapore in the sport of 5-on-5 and 3x3 basketball in the 33rd Southeast SEA Games (herein referred to as SEA Games). This would ensure transparency, consistency, objectivity, fairness and clarity.

2. SNOC Selection Criteria

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 3rd placing e.g. time/distance/score/mark of the 2023 SEA Games. For team sports, they should currently be ranked 3rd among the SEA 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 9 January 2025 up to 5 September 2025, which is 2 weeks before the 19 September Entry by Name deadline, as the nominations have to be submitted to the SNOC Appeals Committee for approval before the deadline.

- 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.”

3. 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; **and character**
- 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.

4. Extenuating Circumstances

In consideration of the performance and “qualities” of athletes, the selectors may at their discretion give consideration to 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 to be relevant.

5. Size of Team

A pool of 24 male athletes and 24 female athletes will be selected to form the men's and women's 5-on-5 National Team training squad respectively. 12 male athletes and 12 female athletes will be selected from this pool to represent Singapore in 5-on-5 basketball for the SEA Games. A pool of 12 male athletes and 12 female athletes will be selected to form the men's and women's 3x3 National Team training squad respectively. 4 male athletes and 4 female athletes will be selected from this pool to represent Singapore in 3x3 basketball for the SEA Games.

6. Athletes' Eligibility

All shortlisted athletes must be Singapore citizens, and should not be holding dual citizenship if they are above 22 years old at the time of nomination. For the avoidance of doubt, athlete must possess a valid Singapore passport at the time of selection.

7. Selection Criteria

Each athlete will be considered against all the following criteria during the selection trials:

- Demonstrated ability or potential to compete successfully at national and international level
 - Athletic ability (e.g. speed, height, strength, agility)
 - Technical Skills
 - Tactical Understanding
 - Mental Strength
- Overall physical conditioning of the athlete
- Desire and dedication to become a national athlete
- Display a sense of team ethic
- Show respect to team management and coaches at all times
- Demonstrate desire to help promote basketball activities in Singapore
- Commitment to work hard at improving mental aspect of basketball

- Good attendance at all training and team functions
- Ability to play team orientated 5-on-5 or 3x3 competitive basketball
- Receptiveness to coaching
- Ability to accept given roles and responsibility within the team
- Commitment to off-season skill development and improvement
- Good overall image and attitude
- Ability to be a role model and ambassador of the sport

Please refer to Annex A

8. Selection Process

The National Team training squad will be formed through:

- National Team training squad trials OR/AND
- Invitation by BAS coaching staff

The National Team training squad will be formed in February 2025.

The athlete's potential to meet the selection criteria is assessed by the National Team coaches through:

- Observation and evaluation of the athlete's performance at club and school competitions (BAS organized tournaments, Singapore University Games (SUniG), Institute-Varsity-Polytechnic (IVP) etc)
- National Team training
- National Team selection trials
- Promotion from junior National Teams

Athletes in the National Team training squad will be assessed regularly on a bi-monthly basis by their respective coaches and team managers on their training progress, competition performances, discipline and attendance.

9. Selection into SEA Games Representative Team

Selection trials will be conducted, in June 2025, for both the men's and women's teams before finalizing the initial list of SEA Games representative team to be submitted to SNOC. 12 male athletes and 12 female athletes will be selected to represent Singapore in 5-on-5 basketball. 4 male athletes and 4 female athletes will be selected to represent Singapore in 3x3 basketball.

The athlete must agree to abide by the following conditions if selected to represent Singapore:

- Attend all the centralized training sessions, unless prior permission from BAS has been obtained
- Display good conduct and discipline during training and competition
- Show good progress and good performance during the period of centralized training
- Adhere to anti-doping rules
- Adhere to Athlete's Code of Conduct

The above conditions are to ensure the athletes remain committed in securing a place in the final team.

10. SEA Games High Performance Working Group (HPWG)

The SEA Games High Performance Working Group will be chaired by CEO of BAS, and consists of the following members to plan, monitor and evaluate the programmes leading up to the SEA Games:

- Selection & Development Sub-Committee Advisor
- Head Coaches
- High Performance Manager

The terms of reference for the HPWG are to:

- Review the selection criteria
- Select athletes for the National Team training squad

- Select athletes for the SEA Games representative team
- Evaluate the performance of the players
- To be able to present details and explain decisions on selections of teams whenever the situation arises.

The SEA Games HPWG can be contacted through BAS secretariat at +65 67438425 (office telephone) or email to neville_cheong@bas.org.sg.

11. Communication with Athletes

Players selected for both the initial and final lists of the SEA Games representative team will receive official notification via a formal letter issued by BAS.

12. Appeal Rights & Process

Appeals against the decision on selection or non-selection shall be lodged within 7 days of the announcement of the team selected for the SEA Games to the chairman of the SEA Games Appeal Committee. The Appeal Committee shall consist of:

- Deputy President of BAS
- Secretary General of BAS
- Assistant Treasurer of BAS

The sole ground for any appeal is that the selection policy was not properly followed. An appeal must be made in writing with appropriate and sufficient documentation and must be accompanied by a deposit of SGD 300.00, payable to "Basketball Association of Singapore". If the appeal is not sustained, the deposit will be forfeited.

The Appeal Committee shall conduct an investigation and convene a meeting to hear the appeal within 14 days of the receipt of the appeal.

The Appeal Committee will make the final decision to allow or dismiss the appeal. BAS shall notify the athlete concerned on the decision in writing to allow or dismiss an appeal. The decision of the Appeal Committee shall be final.

The Appeal Committee can be contacted through BAS secretariat at +65 67438425 (office telephone) or email to neville_cheong@bas.org.sg.

13. De-Selection

An athlete selected for the National Team training squad or SEA Games representative team may be deselected if the athlete:

- Is unable to perform to the required standard due to illness or injury, as certified by a medical doctor
- Does not meet training requirements and/or tournament preparations in the opinion of the responsible national coaches
- Breaches or fails to fulfil a requirement of the anti-doping policies of BAS, the International Basketball Federation (FIBA) or other approved agencies, if applicable.
- Failure to adhere to the BAS / SSI code of conduct and terms of agreement

When an athlete has been de-selected from the team, BAS may fill the vacant position with the athlete best able to fill the role for the team by position, as determined by the selection process described earlier.

14. Conflict-of-Interest

This section outlines the standards and procedures for disclosing and managing conflicts of interest to ensure the integrity, impartiality, and fairness of the selection process. It aims to protect the credibility of the panel and maintain public confidence in the decision-making process.

This policy applies to all members of the HPWG, Appeal Committee and any individuals involved in the decision-making or advisory capacity for the selection process.

- All panel members must promptly disclose any actual, potential, or perceived conflicts of interest. Disclosures should include sufficient detail to facilitate an informed decision on the appropriate course of action

- Where appropriate, the conflicted member may be required to recuse themselves from discussions, evaluations, and decisions related to the affected applicant(s)
- The conflicted member may be excluded from the entire selection process to maintain its integrity

All disclosures of conflict of interest will be treated with strict confidentiality to maintain the confidentiality of all information related to applicants, deliberations, and decisions.

Failure to disclose a conflict of interest may result in removal from the entire selection process

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Annex A - Assessment Rubrics Selection Criteria / Requirement / Weightage

1. Tactical Understanding (25%):

- a) Ability to play team orientated competitive basketball
- b) Ability to execute coaches' instructions
- c) Ability to understand and execute team plays
- d) Ability to read and adapt game situations
- e) Receptiveness to coaching

2. Athletic Ability (35%):

- a) Technical Skills - Basketball fundamentals
- b) Physical and physiological attributes (Positional)
- c) Mental strength - execution under pressure

3. Attendance (10%):

- a) With prior approved exemptions

4. Injury Risk/Status (5%):

- a) Determined via past injury history and isokinetic testing results

5. Versatility (8%):

- a) Ability to play multiple positions
- b) Ability to adapt

6. Input from Coaches and High- Performance Managers (12%):

- a) Assessment of athlete's attitude, contribution to team dynamics, and potential for future growth

7. Sport Science Data (5%):

- a) Game statistics
- b) Performance data

Total: 100%

This assessment rubric ensures that athletes are evaluated thoroughly across various dimensions to optimize team selection for upcoming competitions.