

SOUTH AFRICAN ORIENTEERING FEDERATION

SEASONAL POLICY 2019



DEVELOPMENT - GROWTH - EXCELLENCE

1 OVERVIEW

The policy aims to support the international development of:

- i) Athletes who show the most likelihood of meeting SAOF's performance targets in the current season, and
- ii) Athletes who show strong indications of potential to do so in future seasons.

The Seasonal Policy document is administered by the High Performance Manager in consultation with the Selection Committee. This responsibility devolves to the Vice President Technical when no High Performance manager is appointed. It should be noted that no High Performance Manager was appointed for the 2018/2019 season and thus any references to High Performance Manager in this document means Vice President Technical.

This policy will be updated on an annual basis to reflect competitions, tours and training camps in the forthcoming season.

2 PURPOSE OF POLICY

This policy is intended to

- Provide squad members with a clear understanding of the process, details of and requirements for selection to teams, tours or training camps for the forthcoming season.
- Provide the selectors with a clear understanding of the teams, tours and training camps for which selection must be made for the forthcoming season.

3 GENERAL

All teams will be selected and entered by the South African Orienteering Federation.

Athlete funding for competitions and camps is subject to availability of funds. Funds may be distributed through various incentive policies in accordance with the SAOF's HPSP targets.

Some selections may be made on a self-funding basis.

In all cases the criteria for selection will follow the general Selection Policy document (i.e. the primary areas for consideration will be international performance record, demonstrated potential for high performance, and current form).

The SAOF's High Performance Strategic Plan (HPSP) will act as a guide for selection strategy, with the objective of achieving the targets laid out in the plan.

For the various competitions, tours or training camp, the main races to be used as an indicator of current form are listed below.

In addition, where any other criteria are being treated as particularly important for a particular competition or camp, this information is given below.

4 ATHLETE AVAILABILITY

All Junior and Senior National Squad members will be required to indicate availability for a list of competitions, tours and training camps for the upcoming season during the Squad application process.

Any changes to availability must be indicated in writing as soon as possible to the chairperson of the SAOF Selection Committee and the High Performance Manager.

5 COMPETITIONS AND TRAINING CAMPS

Further competitions and training camp selections may be added at shorter notice.

5.1 World Cup Races (various in 2019)

National Squad members will only be considered for selection upon application for specific World Cup races by the athlete. Selection is subject to the athlete attaining qualification criteria for the selected World Cup races as determined by the IOF.

Athletes should expect to be self-funded unless otherwise notified at a later date.

Confirmation of selection will be on a case-by-case basis prior to each World Cup race.

For further details:

orienteering.org/calendarresults/foot-orienteering/world-cup/

5.2 World Championships, Norway (12-17 August 2019)

The World Championships event program changed from 2019 onwards. Odd years shall be organized with forest based competitions and even years shall be organized as urban based competitions.

South Africa can only field at maximum the following number of athletes:

Forest Based Events	Male Competitors	Female Competitors
Middle Qualification	3	3
Middle Final	Per qualification	Per qualification
Long Distance	1	1
Team Relay	1 team of 3 runners	1 team of 3 runners

Urban Based Events	Male Competitors	Female Competitors
Sprint	3	3
Knock out Sprint	Currently 3	Currently 3
Sprint Relay (one team)	2	2

From 2019, the Selection Committee will thus select athletes for Specific events. This will likely include designated reserves for specific events, whilst non-travelling reserves may also be selected at the Selection Committee's discretion. The WOC Team Coach in consultation with the Team Manager will be responsible for confirming the final Relay teams shortly before the events based on the available team athletes at the Championships and their current form at the time.

Some athletes and slots for various events at WOC may be pre-selected earlier in the season than the final team announcement date. If so, such pre-selection may be subject to demonstrating continued fitness levels through the remainder of the season.

Form during the selection period may be used to select any athlete for any discipline. The main indicators of current form will be the 2018 South African Championships and performance in WOC in 2018, if applicable.

Other results between September 2018 and the final selection date will be considered. The selectors may request a selection race(s) (either an existing designated event or a new specifically run competition) to help them in the selection process. If this is to occur, relevant participants from the squad will be notified no less than 30 days beforehand. Such a selection race will have a notable bearing on selection.

Athletes will be required to perform 3000m tests on a track on multiple occasions during the season, on dates to be determined by the National Coach in conjunction with the High Performance Manager. These tests will be used for fitness monitoring, will be a strong indicator for selection decisions for the Sprint Distance event and athletes will also be expected to achieve certain benchmarks in order to be selected for WOC.

Some athletes may be pre-selected. If so, such pre-selection may be subject to demonstrating continued fitness levels until the event.

Athletes should expect to be self-funded unless otherwise notified at a later date.

Final confirmation of all selections will take place by the 28 May 2019, or if the number of applications equals the number of slots available to South African orienteers, by 31 March 2019.

For further details: <http://www.woc2019.no/>

5.3 Junior World Championships, Denmark (6-12 July 2019)

A total of up to 6 men and 6 women may be selected. Non-travelling reserves may be selected at the Selection Committee's discretion.

The main indicators of current form will be 2018 South African Championships and performance in JWOC in 2018, if applicable. Other results between September 2018 and the final selection date. The selectors may request a selection race(s) (either an existing designated event or a new specifically run competition) to help them in the selection process. If this is to occur, relevant participants from the squad will be notified no less than 30 days beforehand. Such a selection race will have a notable bearing on selection.

Form during the selection period may be used to select any athlete for any discipline.

Athletes will be required to perform 3000m tests on a track on multiple occasions during the season, on dates to be determined by the National Coach in conjunction with the High Performance Manager. These tests will be used for fitness monitoring and may be used as additional evidence for selection or de-selection. Athletes will be expected to achieve certain benchmarks in order to be selected for JWOC.

Some athletes may be pre-selected. If so, such pre-selection may be subject to demonstrating continued fitness levels until the event.

Athletes should expect to be self-funded unless otherwise notified at a later date.

Final confirmation of all selections will take place by the 4 May 2019.

It should be noted that the selection date has moved later than in previous years. This has been done in order to allow for the qualification TT (see 6.2) to occur. Juniors squad members that are interested in attending JWOC are encouraged to make travel plans early on the basis that their default competition will be the JWOC tour. It should be noted that any athlete can attend the JWOC tour ie any junior or youth squad member can plan to compete at the tour.

For further details: <http://jwoc2019.dk/>

5.4 National Training Camp North West/ Magaliesberg (6-7 April 2019 to be confirmed)

The total number of athletes selected for the National Training Camp may be subject to various logistical and financial constraints. The High Performance Manager will advise on the final number of slots available at a later date. Non-travelling reserves may be selected at the Selection Committee's discretion.

If selection is necessary, this will be done so as to best fit the development of short, middle and long-term strategic goals as encapsulated in the SAOF's HPSP. Selection will be made based on judgments of which athletes would benefit most

from training and which athletes would be able to best use this experience to achieve HPSP goals.

Selected athletes will be required to advise the High Performance Manager of any medical issues prior to the camp. Issues that would prevent the athlete from training effectively on the camp will require the athlete to stand down from the camp in favour of a reserve.

Some athletes may be pre-selected.

Athletes should expect to be self-funded unless otherwise notified at a later date.

Final confirmation of invitation and if necessary, selection, will take place by a date to be confirmed. Importantly, this camp is subject to the finalization of various logistical matters, and regrettably there is no guarantee that the camp will proceed.

5.5 Other training camps and tours can be considered if motivated

5.6 Other International MTB-O, Ski-O and Trail-O Competitions

Given that the major focus of Orienteering in South Africa is for Foot-O, there is little administrative infrastructure for other disciplines of orienteering such as MTB-O, Ski-O and Trail-O. International competitions in such disciplines do take place however, and there is development potential for South African athletes to represent the country in such fields.

Any South African athlete who is a member of a SAOF club may apply to the Selection Committee to participate in any competitions in these disciplines where they will be representing the SAOF. The Selection Committee will consider such requests on a case by case basis, determining if selection is in the best interest of the SAOF and the competitor.

Selection is subject to the athlete attaining qualification criteria for the designated races as determined by the IOF.

Athletes should expect to be self-funded unless otherwise notified.

At the date of this document selection to represent South Africa and participate in a World Championship in any of these disciplines is not yet possible.

6 BENCHMARKS

The SAOF Selection Policy document indicates that selections (to both squads and teams) will be made based on relative performance to certain benchmarks. The assessment against a benchmark may be made both relative to other athletes, as well as to that specific athletes' prior performance.

The purpose of the benchmarks is to allow assessment of both technical performance and physical fitness levels.

6.1 Technical performance benchmarks

Ranking systems allow for comparison of performance both relative to other athletes and over time. Possible ranking systems that can be considered include:

- World ranking points (gained through participation in World Ranking Events);
- Rankings in terms of attackpoint (gained through registration on www.attackpoint.org);
- Performance log (for example in Gauteng points are awarded in both a short course and color coded log system); or
- For championships, the athletes' performance based on time relative to others on the same course (i.e. percentage to winners time across all classes on the course)

Each of these options have pros and cons, often caused by the relatively small number of athletes and events in South Africa, which can result in skewed outcomes. Benchmarking against certain athletes assists with some of these problems. Benchmark athletes include those that compete regularly and have been consistent in their performance on an annual basis over the years. The benchmark athletes are likely to be top performing athletes within their age class (a general benchmark) in addition to top performing athletes within the M/W21 age group (the top South African athletes). Athletes who do not complete regularly against these athletes will be assessed relative to their peers (who would have been racing against the benchmark athletes).

6.2 Physical fitness performance benchmarks

The running of a 3000m time trial has been in existence for the national squads since 2011. As such, it forms the most useful benchmark to assess physical fitness for both squad and team purposes. A 3000m time trial, run within 3 months before a specific competition or 1 month before the selection date whichever is the longer period, will be used as a determination for inclusion in a team (referred to as the qualification TT).

6.3 Benchmarks for Seniors

Athletes in the senior squad are likely to be able to gain ratings across all the benchmarks set out in 6.1 above. Inclusion into the senior squad can occur if the athlete shows;

- a good performance relative to the top South African athletes; and
- as it relates to a developing athlete, improvement in performance over the past year/compared to previous years measured against general benchmark athletes; or
- as it relates to a developed athlete, maintaining their performance compared to previous years.

Selection for a senior team can only occur if the athletes' performance is within a narrow margin of the top South African athletes.

Senior athletes are expected to already be able to run a fast 3000 m time trial. In order to be selected for a senior team their qualification TT must either;

- be within 10 seconds of their personal best (PB), or
- for men be at or under 10 minutes (at altitude) or 9 min 45 sec (at sea level); or
- for ladies be at or under 12 min (at altitude) or 11 min 42 sec (at sea level).

6.4 Benchmarks for Juniors

Inclusion into the junior squad can occur if the athlete shows acceptable performance relative to general benchmark athletes. In order to make these relative comparisons, in addition to completing in their age groups at championship events, junior squad members should, as a minimum, be competing at the following levels in colour coded events: Men-Blue, Ladies-Green. Furthermore, athletes who wish to be selected for JWOC team should be running as follows: Men-Brown events, Ladies -Blue events for long events and Brown for middle distance events.

First time JWOC

In order to be selected for the JWOC team for the first time, an athlete must deliver an acceptable performance relative to benchmark athletes. The benchmark athletes are likely to not fall within the M21 category.

Squad members should also be showing a trend of improving their own time trials (subject to reasonable explanations for deviations).

Second time JWOC

In order to be selected for the JWOC team for a second time, the athlete must show improvement in both technical and physical form. That means they must show relative improvement compared to the general benchmark athletes, and

they should be showing improvement relative to M21 athletes. As it relates to their qualification TT, it should either;

- be within 10 seconds of their personal best (PB), or
- for men be at or under 10 min 30 sec (at altitude) or 10 min 14 sec (at sea level); or
- for ladies be at or under 12 min 30 sec (at altitude) or 12 min 11 sec at sea level.

6.5 Benchmarks for Youth

Youth squad members should, as a minimum, have delivered good relative performances:

- in U16 (or above) age group championship events;
- green colour coded event/s; and
- men's or ladies short course events (i.e. not the novice courses)

- APPENDIX 1: Contact Information

Vice President Technical

Paul Wimberley

Tel: 082 550 7793

Email: technical@orienteering.co.za

High Performance Manager

Vacant

Email: high_performance@orienteering.co.za

SAOF Selection Committee 2018/19

Margaret Archibald

Michele Botha - Chairperson

Timothy Chambers

Nicholas Mulder

Carl Holmes

Email: selection_committee@orienteering.co.za

Date: 28 November 2018

APPENDIX 2: SQUAD MEMBERSHIP APPLICATION FORM

Please complete to the best of your abilities and mark 'unknown' or 'not applicable' where necessary. Closing date for applications is 5 December 2018.

I hereby apply for membership of the following squad: Senior Junior

PERSONAL INFORMATION

Name : _____
 Gender : Male Female
 Date of Birth : YYYY - MM - DD
 Current Address : _____

 Cell No : _____
 Email Address : _____
 Occupation : _____

ORIENTEERING INFORMATION

South African Club : _____
 Other Clubs : _____
 Years of Orienteering : _____
 Orienteering Coach : _____
 Athletics Coach : _____
 Training Log URL : _____

RECENT PEFORMANCES

Please list your 3 best performances in the last 12 months, rate them out of 10 and explain why.

1. Race: _____ Rating: _____
 Detail: _____
 _____ Placing: _____
2. Race: _____ Rating: _____
 Detail: _____
 _____ Placing: _____
3. Race: _____ Rating: _____
 Detail: _____
 _____ Placing: _____

ORIENTEERING GOALS

Please describe your orienteering goals (abilities and performances) for 2019

Please describe your orienteering goals for 2020-2021

Please describe your longer term orienteering goals (2022 and beyond)

CONSIDERATION FOR SELECTION

Please indicate for which of the following events and camps you would like to be considered for selection in, or would like to attend in 2019.

WOC Norway	<input type="checkbox"/>	Which Rounds?: _____
World Cup events	<input type="checkbox"/>	
JWOC Denmark	<input type="checkbox"/>	
National Training Camp North West	<input type="checkbox"/>	

Any specific comments as to your availability/non-availability?: _____

Please indicate which of the following events you would like to target as goals beyond 2018.

WOC Denmark 2020-urban only	<input type="checkbox"/>
JWOC Turkey 2020	<input type="checkbox"/>
WOC Czech Republic 2021-forest only	<input type="checkbox"/>
JWOC Portugal 2021	<input type="checkbox"/>
WOC Great Britain 2022 –urban only	<input type="checkbox"/>
Others	<input type="checkbox"/> Specify: _____

TRAINING PLAN 2019

Please outline your training plan for 2019. Please consider the hours of training per week, your method of training (road, trail, orienteering, x-training, mental, general fitness strength / flexibility, mental training)

If you attended JWOC/ WOC in the 2018 (or prior to that), please outline what you will be doing differently (if anything) this time to try improve your results (consideration physical, technical and /or mental preparation)

TIME TRIALS

Please include details of your 3000m TT:

Lifetime PB: _____ (achieved in which year) _____ and under what conditions (altitude/ sea level)

PB for 2018: _____ achieved at attitude / sea level (delete whichever is n/a)

If you were in the Junior or senior squad in 2018

a) Did you achieve the target times you included in your application of the year (all, some, or none). _____

b) Explain why you achieved/ did not achieve some / all of your goals in 2018

What is your target time for 2019 for the TT's

Target time Jan 2019: _____

Target time Mar 2019: _____

Target time for Qualification TT _____

Target time June 2019: _____

Target time Sep 2019: _____

and what you will be doing to specifically assist you in achieving each of these goals

COMPETITION PLAN 2019

Please state international, national, provincial and other major events you plan on competing in.

FULFILLMENT OF PREVIOUS SQUAD RESPONSIBILITIES

To the extent that you were a member of one of the national squads in 2018 please explain how you fulfilled your responsibilities, or to the extent that you did not fulfil those responsibilities, please explain why you were unable to, and why you believe that such non-fulfilment of those responsibilities should not prejudice your current application.

REQUESTS FOR ASSISTANCE

Please indicate any areas where you believe your current training or competition plan is deficient and indicate what assistance you require. This is for the benefit of the HP Manager in improving the HP structure and support facilities and is not considered in the selection process.

AGREEMENT

I certify that all information given in this application is complete and true. I will notify the South African Orienteering Federation (SAOF) Selection Committee of any changes to this information as contained herein. I acknowledge that the Selection Committee requires the foregoing personal information as part of the selection process for the national squad and team. The SAOF is committed to keeping my personal information confidential and, except as provided herein, it will not be sold, rented, traded, or disclosed to anyone else.

I hereby acknowledge that I have read and agree to abide by the SAOF Code of Conduct for Athletes, including anti-doping rules as laid out by the IOF and IOC. I also agree to abide by the SAOF Selection Policy, including any appeals on the process or decisions.

Signature: _____ Date: _____

Signature of parent or guardian if applicant is under the age of 18 years:

Signature: _____ Date: _____

All applications must be received by the Chairperson of the SAOF Selection Committee no later than the 5 December 2018. The application must either be given in person or alternative emailed to the address below. Squad selections will be announced by the 27 December 2018

By hand to: Michele Botha.
The Chairperson of the SAOF Selection Committee

By email to: selection_committee@orienteering.co.za