



SINGAPORE
ICE SKATING
ASSOCIATION

**SHORT TRACK SPEED SKATING
SQUAD SELECTION POLICY
(2026-2027)**

(Released on 10 March 2026)

1. OPENING

1.1 Introduction

- 1.1.1 The objective of the Singapore Ice Skating Association (SISA) Squad Selection Policy is to ensure the most suitable athletes are admitted onto the squad to represent Singapore.
- 1.1.2 This Policy applies to eligible short track athletes, and members of SISA, seeking selection into the National or Development Squad and in consideration of the skater's selection and participation in ISU Events and International Competitions.
- 1.1.3 This Policy is for the 2026-2027 season and remains in force until amended or revoked by the SISA Board.
- 1.1.4 The following definitions apply throughout this policy

Eligible	Age Eligibility ISU Rule 108 and meet all ISU and SISA residency requirements (ISU Communication 2030) to be able to represent Singapore.
ISU Competition Season 2026/2027	The ISU Competition Season that commences on 1 st July 2026 and concludes on the 30 th June 2027.
ISU Events	ISU Championships ISU World Tour ISU Junior World Cup
International Competitions	All other competitions as listed in the annual ISU Communication/Calendar (https://isu-skating.com/short-track/events/)
SISA Time Standard	The benchmark race time for 500m.
SISA Nominated Qualifying events	Competitions will be informed from time to time when the suitable competition arises. Competitions where timings achieved may be used for Squad qualification.
SISA Selection Panel	A panel comprising of up to five, but no less than 3 National selectors as appointed by the SISA Board.
SISA High Performance Team	Short Track National Coach SISA General Manager SISA HP Executive

1.2 Objective

1.2.1 The intent of the squad criteria/requirements are to:

- a. Elevate and create a consistent, professional, and high-performance training environment.
- b. Align athlete behaviours with long-term athlete development and performance principles.
- c. Ensure transparency, fairness, and accountability.
- d. Protect the integrity of centralized training and team culture.

1.2.2 Squad membership is **conditional** and must be maintained through consistent adherence to the standards outlined.

1.2.3 This team is for athletes who:

- a. Want to pursue long-term development in short track speed skating.
- b. Are willing to follow evidence-based training principles.
- c. Understand that their actions affect their performance as well as the team.

1.2.4 The Short Track Program operates on the following principles:

- a. Performance is built through consistent training over time.
- b. Attendance, preparation, recovery, and communication are non-negotiable performance behaviors.
- c. Individual decisions directly impact the training environment and team outcomes.
- d. Team Singapore is invested in keeping its athletes in the sport and promoting return to sport after periods in the Squad.
- e. Squad membership is earned and maintained, not guaranteed.

2. SQUAD STRUCTURE

2.1 National Squad (Team A) – by application

2.1.1 Athlete who are living in Singapore, who wants to compete internationally and wants to prioritize their training.

2.1.2 Athletes on the squad are:

- a. Fully committed to centralized training - full attendance at training
- b. Prioritize their attendance at team camps and competitions
- c. Priority for high-performance program services, funding, grants and registrations.

2.1.3 Athletes who fail to meet the standards of Team A may be subject to warnings, reclassification, or removal.

2.1.4 Quarterly review required.

2.2 National Squad (Team B) – by application

- a. Athletes who wish to remain connected to the program but cannot meet full Team A requirements due to military service or overseas residence.
- b. Athletes on the Team B must have participated at SEA Games or Junior / Senior World Tours.

2.2.1 Athletes on Team B are subjected to:

- a. Reduced access to funding, applications and services.
- b. Not guaranteed competition selection (priority will be given to Team A athletes). *Example: For competitions in which athletes must qualify a time, even if an athlete on the Team B has a faster time than one on the Team A, if athlete on Team A's time meets selection criteria, their selection will be prioritized.*
- c. Probationary and time-limited status. Maximum duration in squad:
Athletes can only remain in the Team B for a maximum of two (2) years after which your intention must be to qualify for Team A. Continuation of Team B beyond two (2) years can be requested under special circumstances (National Service) but will be determined by the Association, Board and in consultation with the National Coach.
- d. Quarterly review required.

2.2.2 Team B: Overseas-Based Athletes

Overseas athletes refer to Singapore athletes who are attending school/internships outside of Singapore for a continuous period of one or more years.

- a. Must be registered with a recognized local club (proof required).
- b. Local club coach must be in communication with National coach.
- c. Athletes overseas are expected to train full time with a minimum of three (3) club training sessions plus two (2) additional sessions provided by the National Coach per week.
- d. Athletes overseas are expected to return to local (Singapore) training whenever back in Singapore.

2.2.3 Team B: Singapore-Based Athletes

Singapore-Based athletes refer to athletes who cannot commit to full time training due to National Service.

- a. SISA recognizes that National Service may limit an athlete's ability to follow generic training plans. Consequently, athletes undergoing National Service are expected to maintain proactive and transparent communication with the High-Performance Team to ensure training plans and commitment levels are appropriately aligned.
- b. Number of sessions per week must be communicated and agreed upon with the National Coach ahead of time.

2.3 Development Squad – by application

- a. Athletes who wish to be connected to the program but cannot meet the National Squad qualification.
- b. Athletes can be based locally or overseas.
 - i. Singapore-Based athletes are expected to join a minimum of five (5) training sessions per week.
 - ii. Overseas-Based athletes are expected to train a minimum of three (3) club training sessions plus one (1) additional session provided by the National Coach per week.

2.3.1 Limited access to funding, applications and services.

2.3.2 Not guaranteed competition selection.

2.3.3 Quarterly review required.

3. SQUAD QUALIFICATION

3.1 General

3.1.1 Be an individual member of SISA.

3.1.2 Age:

National Squad (Team A & B)	15 – 25 years old
Development Squad	13 – 16 years old

3.1.3 Adhere to Citizenship/Residence requirements and Clearance Procedure ISU Communication 2526 – Rule 109

3.1.4 Adhere to ISU Eligibility (ISU Rule 102, ISU Rule 103)

3.2 By application via Annex A

3.2.1 Applications will be reviewed, and result will be informed through the receipt of a Squad Agreement.

3.3 Time Standard (500m)

	Women	Men
National Squad Team A & B	<54s	<46s
Development Squad	<57s	<49s

3.3.1 Achieve the Time Standard at either of the following events:

- a. 2025-2026 and/or 2026-2027 events in the ISU Calendar
- b. 2026-2027 SISA Nominated Qualifying events

4. SQUAD OBLIGATIONS

4.1 Attendance & Training Commitment

- a. Attendance at all scheduled / National Coach approved alternative training sessions is mandatory.
- b. Training load, rest days, time off, fatigue management and recovery periods are determined by the National Coach.
- c. Athletes may not independently decide to miss training due to fatigue, injury, motivation, or preference.
- d. Injury or illness-related absences require medical confirmation
 - 4.1.1 Unapproved absences constitute as a violation of this policy. **Failure to attend training for 3 or more consecutive times without approval by the National Coach will receive a written warning.**

4.2 Communication Standards

- 4.2.1 All known changes to training availability (travel, academic commitments, exams, camps, personal plans) must be communicated a **minimum of four (4) weeks in advance via formal written email to the National Coach.**
- 4.2.2 Medical and injury matters must be communicated immediately, if not within 24 hours of diagnosis.
- 4.2.3 Late or missing communication is considered non-compliance.

4.3 Transparency

- 4.3.1 Athletes are expected to communicate honestly, completely, and in a timely manner regarding availability, illnesses, injuries, outside training, travel, and any factors that affect participation. Withholding relevant information or providing misleading updates, intentional or not, disrupts planning and erodes trust.
- 4.3.2 Examples include, but are not limited to:
 - a. Committing to training while knowing availability may change
 - b. Last-minute withdrawals without prior notice when notice was possible
 - c. Failing to disclose illnesses, injuries, travel, or conflicting schedules
 - d. Changing plans after commitments without direct communication
 - e. Repeated “misunderstandings” that affect training or support
- 4.3.3 Good-faith mistakes will be addressed through clarification and guidance. Repeated lapses or patterns of incomplete or misleading communication will result in a written warning.

4.4 Extended Absences

- 4.4.1 Centralized training is the foundation of the Squads.
- 4.4.2 Athletes cannot miss more than two consecutive weeks of National training.
- 4.4.3 Athletes are required to attend all National Coach-designated team camps yearly, unless approved by National Coach for absences.
- 4.4.4 Overseas or external training requests must:
 - a. Be approved in advance by the SISA High Performance Team.
 - b. Include a written training plan.
 - c. Align with squad objectives.
- 4.4.5 Unapproved extended absences will result in a written warning or loss of Squad eligibility.

4.5 Academic Periods & Exams

- 4.5.1 Athletes are expected to maintain a minimum of six (6) training sessions per week with the team during exam preparation periods.
- 4.5.2 Reduced training may be approved during weeks with 3 or more exams.
- 4.5.3 Exam schedules must be communicated with a minimum of **four (4) weeks advance notice**.
- 4.5.4 Failure to meet training or communication expectations will result in a written warning.

4.6 Independent Training

- 4.6.1 Attendance at National training sessions is mandatory
- 4.6.2 Independent or self-directed training is permitted only when:
 - a. Explicitly stated in the official training program, or
 - b. Approved by the National Coach.
- 4.6.3 Independent training does not replace squad attendance unless formally approved.

4.7 Injuries

4.7.1 Injury-related absences are managed separately from the warning system provided that:

- a. Medical documentation is submitted within 24 hours of diagnosis and;
- b. Communication requirements (clause 4.2 and 4.3) with the National Coach are met and;
- c. Athletes are responsible for facilitating direct communication between the doctor/physio and the National Coach, to collaboratively develop rehabilitation plans for the athlete.
- d. Athletes are required to adhere strictly to the prescribed plan. Any modifications or deviations must receive prior formal approval from the National Coach.

4.8 Monitoring & Compliance

- a. All athletes must log training via **TrainingPeaks**.
- b. If athlete fails to log training via TrainingPeaks for three (3) weeks, they will receive a warning.
- c. All athletes must adhere to communication standards (clause 4.2 and 4.3)

4.9 Review

- a. Review every three months.
- b. Continued inconsistency may result in removal from the squad and/or eligibility for the following season.

5. Warning & Consequence Framework

Warning 1	Written notification. Athlete/parent/coach meeting.
Warning 2	Final written warning of further non-compliance will result in removal from squad Formal Athlete/parent/coach/manager meeting
Third Violation	Removal/Reclassification from the National or Development Squad.

6. ACKNOWLEDGMENT & AGREEMENT

6.1 To confirm his/her selection in the National / Development Squad:

6.1.1 All athletes and parents must sign acknowledgment of the following policies:

- a. Squad Selection Policy 2026-2027
- b. SISA Athlete Agreement

6.1.2 All athletes and parents must abide by the rules, regulations and policies of the:

- a. International Skating Union
- b. Sport Singapore
- c. Singapore Ice Skating Association
- d. World Anti-Doping Agency and Anti-Doping Singapore

7. GUIDELINES

7.1 The SISA Board has overall and final responsibility for all selection criteria and individual selection decisions.

7.2 The SISA Board may appoint, at its discretion, a panel of up to five but no less than three National Selectors (SISA Selection Panel) whose task will be to consider athlete/s based on the performance criteria outlined below for the SISA National / Development Squad.

7.3 The Squad will be published on the SISA website.

8. SELECTION APPEAL PROCEDURE

8.1 For all appeals regarding an athletes' inclusion in the SISA National or Development Squad, an official appeal must be made in writing and addressed to the President, Singapore Ice Skating Association no more than 3 days following the announcement. Failing which no appeal will be entertained.

8.2 The grounds on which an appeal can be made to SISA are based on:

- a. The relevant policy has not been properly followed and/or implemented; and/or
- b. The decision was affected by actual bias.

9. SELECTION PANEL

Dr Helen Chai	SISA Advisor, Assistant Dean and Director, BBA Programme, NUS Business School.
Dr Ho Mun Wai	Former Programme Chair, Diploma in Sport Coaching, RP. Former, Chief, Knowledge Management and Corporate Policies, SSC.
Mr Kevin Wong	Director, Performance Consultant at E3Sports Asia

Annex A

2026-2027 SEASON SQUAD APPLICATION FORM

(PLEASE TYPE IN BLOCK CAPITALS)

MEMBER'S INFORMATION			
FULL NAME AS PER PASSPORT			
PERSONAL BEST TIME FROM 2025-2026 SEASON: Time/Competition Name	500M:	1000M:	1500M:
DATE OF BIRTH			

Application is conditional upon meeting the selection criteria and the following documents being submitted together:

- Passport
- School timetable (for student-athletes, including overseas-based student-athletes)
- Proof* of overseas club registration (for overseas-based skaters)
- Email Address of overseas club coach: _____ (for overseas-based skaters)
- Completion of Personal Statements

Application (tick ONE only)

- National Squad – Team A
- National Squad – Team B
- Development Squad

* Proof should include Name of Club, Name of training rink, Training schedule, Name of Coach(es).

Acknowledgement and Declaration:

- I hereby confirm and acknowledge that I have read the Squad Selection Policy and its related policies, rules and regulations.
- I hereby confirm that I can commit to requirements and criteria stated in the Squad Selection Policy and therefore making this application.

Signature And Name of Athlete / Date	Signature And Name of Parent / Date

Please submit completed application to National Coach (nicole@sisa.org.sg) and HPE (hpe@sisa.org.sg)

PERSONAL STATEMENTS

1. Commitment to the Program – Why do you want to be part of the Singapore National Short Track program, and what does representing the national team mean to you?

2. Understanding of Expectations – The national team program requires centralized training, attendance at training camps, and commitment to coach-led programming. What challenges do you anticipate in meeting these expectations, and how do you plan to manage them?

3. Coachability & Respect – Describe a time when a coach gave you feedback that was difficult to accept. How did you respond, and what did you learn from the experience?

4. Responsibility for Development – In the coming season, how do you see yourself improving outside of scheduled training sessions? What are some steps you can take to see these improvements

5. Commitment to Team Culture – Being part of a national team requires athletes to support teammates and contribute to a positive training environment. How do you contribute to team culture during training and competition?