



SINGAPORE
ICE SKATING
ASSOCIATION

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

Version 1: 10 March 2026
Version 2: 29 July 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 Competition & Event Regulations, Article 9) and meet all ISU and SISA residency requirements (ISU Communication 2526) 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 in accordance with clause 3.3. 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 Appeal Panel	A panel comprising of up to five, but no less than 3 independent parties 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 – by application

	Description	Requirements
2.1.1	Athletes who are living in Singapore, who want to compete internationally and want to prioritize their training.	a. Athletes who are: i. Fully committed to centralised training, with full attendance at all scheduled training sessions. ii. Committed to attending all team camps and competitions as scheduled by the National Coach
2.1.2	Athletes who wish to remain connected to the program but cannot meet full local training requirements due to overseas residence	a. Athletes who are doing academic studies/programme or internships outside of Singapore. Must be registered with a recognized local club (proof required). i. Athlete and athlete's coach must be in communication with National coach. ii. Athletes overseas are expected to train a minimum of six (6) training* sessions per week. Where this is not achievable due to the athlete's academic schedule or limited access to training, the athlete must notify the National Coach in writing, with the National Coach providing a supplementary self-training programme. iii. Athletes overseas are expected to return to centralised training whenever back in Singapore. iv. Athletes must apply to SISA Board in writing accompanied by supporting documents at least six (6) months before they graduate if they want to remain overseas. The Board will determine the application in consultation with the National Coach. Valid reasons include, but are not limited to, continuation of a degree programme, postgraduate studies, or a structured internship.
2.1.3	Athletes who wish to remain connected to the program but cannot meet full local training requirements due to National Service	i. SISA recognizes that National Service may limit an athlete's ability to follow SISA's training plans. ii. 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. iii. Number of sessions per week must be communicated and agreed upon with the National Coach ahead of time. iv. Athletes are expected to return to the National Squad training whenever NS schedule allows.

* Training program developed by a qualified short track coach and sighted by the Singapore National Coach.

2.2 Development Squad – by application

- 2.2.1 Athletes who wish to be connected to the program but cannot meet the National Squad qualification.
- 2.2.2 Athletes can be based locally or overseas.
 - a. Singapore-Based athletes are expected to join a minimum of five (5) training sessions per week.
 - b. 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 and are expected to return to centralised training whenever back in Singapore.

3. SQUAD QUALIFICATION

3.1 General

- 3.1.1 Be an individual member of good standing with SISA.
 - a. Have no outstanding financial obligations or debts owed to SISA, and not be subject to bankruptcy proceedings or declared bankrupt.
 - b. Must not be subject to any active disciplinary suspension imposed by SISA or any other relevant sporting authority.
 - c. Not be the subject of any pending investigation by the Safe Sport Commission, and have no ongoing litigation, legal proceedings, or other adversarial legal claims against SISA.
- 3.1.2 Age:

National Squad	15 – 25 years old Athletes above the age of 25 who continue to meet the Time Standard and squad obligations may apply for an age exemption, which will be considered by the SISA Board on a case-by-case basis, taking into account the athlete's performance trajectory, contribution to the programme and historical disciplinary records.
Development Squad	13 – 16 years old

- 3.1.3 Must be a Singaporean or a Singapore PR with ISU Clearance Certificate. Applicant above 21 years old shall not hold dual citizenship.
- 3.1.4 Adhere to [ISU Residence & Citizenship Rule](#) (Competition & Event Regulations, Article 8.)

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	<54s	<46s
Development Squad	<57s	<49s

- 3.3.1 Achieve the Time Standard in the 500m event at either of the following:

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

3.3.2 In addition, the Selection Panel may consider an athlete's performance across other distances (1000m and 1500m), competitive ranking at ISU or SISA Nominated Qualifying Events, and demonstrated performance trajectory over the preceding season. Where an athlete narrowly misses the Time Standard but demonstrates exceptional improvement or competitive ranking, the Selection Panel may exercise discretion to admit the athlete, with written reasons provided.

4. SQUAD OBLIGATIONS

4.1 Attendance & Training Commitment

4.1.1 Attendance at all National Coach programmed and approved training sessions is mandatory.

4.1.2 Training load, rest days, time off, fatigue management and recovery periods are determined by the National Coach.

4.1.3 Athletes are expected to communicate proactively with the National Coach regarding any factors affecting their ability to train, including physical fatigue or other concerns. Where an athlete raises a welfare concern, the National Coach and SISA High Performance Team will work with the athlete to determine an appropriate course of action, which may include a modified training load. Absences arising from documented welfare concerns that have been communicated in accordance with clause 4.2 will not automatically constitute a violation of this policy. Unapproved absences where no welfare concern has been raised will be treated as a violation.

4.1.4 Injury or illness-related absences require medical confirmation

4.1.5 Unapproved absences constitute a violation of this policy. **Failure to attend training for three (3) or more consecutive times without approval by the National Coach will result in 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 (2) consecutive weeks of National training without prior written approval from SISA High Performance Team. Requests for extended absences must be submitted at least four (4) weeks in advance, or as soon as practicable in the case of unforeseen circumstances and must include the reason for absence and a proposed training plan for the period of absence.
- 4.4.3 Athletes are required to attend all National Coach-designated team camps yearly, unless approved by the 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. A reduced training load may be approved by the National Coach upon written request.
- 4.5.2 Reduced training may be approved during weeks with three (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 and / or National Coach approved training 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 (clauses 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

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

4.9 Review

- 4.9.1 Review every three months.
- 4.9.2 Continued inconsistency may result in removal from the squad and/or eligibility for the following season.
- 4.9.3 Athletes who fail to meet the above obligations may be subject to warnings, reclassification, or removal.

5. ATHLETES SUPPORT

	National Squad	Development Squad
Representation at Major Games (SEAG, WYOG, AWG, WOG)	Yes (Subject to respective Major Games policy)	No
Representation at ISU Events (Jr World Cup, World Tour, World Jr, World)	Yes (Subject to SISA ST Competition Selection Policy)	No
Representation at International Events (Remaining Competition on ISU Calendar)	Yes (Subject to SISA ST Competition Selection Policy)	Limited (Subject to SISA ST Competition Selection Policy)
Website Profiling	Yes	
Squad/Competition Attire	SGP Racing Suit and Squad Uniform	
Competition/Training camp Co-Funding Support	Eligible Athletes under the spexPotential/spexScholarship will not be entitled to duplicated Squad funding.	Limited
HPSI Travel Insurance	Yes – approved competition with flight tickets purchased under HPSI approved travel agent via SISA	
HPSI Sport Science Support (Strength & Conditioning, Medical Insurance, Psychology, Physiology, Nutrition)	Yes (Subject to carding status)	
HPSI Medical Insurance	Yes (Subject to carding status)	
HPSI spexTAG	Yes (subject to carding status)	
National Training Program	Yes	
School & Sports Scholarship Opportunities (spexSchemes, ISU Junior Scholarship, Peter Lim Scholarship, School Scholarships)	Yes	Limited
School Awards Opportunities (School's Annual Awards, Colors Award etc)	Yes	
Singapore Sports School (SSP) admission Opportunities	Yes – subject to SSP admission criteria.	

6. WARNING & CONSEQUENCE FRAMEWORK

Strike 1	Written notification. Athlete* and National coach meeting within seven (7) days of notification. A performance improvement plan will be developed and agreed upon within 14 days.
Strike 2	Final written warning. Athlete* and SISA High Performance Team formal meeting within seven (7) days.
Strike 3	Removal/Reclassification from the National or Development Squad for the remainder of the season. The athlete may reapply for the squad the following season, however, the athlete's compliance history and severity of violation(s) will be taken into account by the Selection Panel as part of the reapplication process and subject to the standard application process.

** For athletes aged 18 years and below, a parent or legal guardian shall accompany the athlete.*

7. ACKNOWLEDGMENT & AGREEMENT

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

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

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

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

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

8. GUIDELINES

- 8.1 The SISA Board has overall and final responsibility for all selection criteria and individual selection decisions.
- 8.2 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 athletes based on the performance criteria outlined in this policy for the SISA National / Development Squad. Panel members must declare any conflicts of interest prior to each selection round, and any member with a conflict of interest in relation to a specific athlete must recuse themselves from deliberations concerning that athlete.
- 8.3 The composition of the Squads will be published on the SISA website.

9. SELECTION APPEAL PROCEDURE

- 9.1 For all appeals regarding an athlete's 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 three (3) working days of the announcement. Appeals submitted outside the stipulated timeframe will not be entertained.
- 9.2 The grounds on which an appeal can be made to SISA are based on:
- The relevant policy has not been properly followed and/or implemented; and/or
 - The decision was affected by actual bias

10. SELECTION PANEL

Dr Helen Chai	SISA Advisor, Assistant Dean and Director, Executive Education, 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			
PREFERRED INTERVIEW DATE & TIME <i>(Please circle your preferred interview date and time. Interviews will only be conducted if deemed necessary by the SISA HPE Team.)</i>		12 / 13 August 11am / 12pm / 1pm / 2pm / 3pm / 4pm / 5pm	

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 coach: _____ (for overseas-based skaters)
- ☐ Completion of Personal Statements

Application (tick ONE only)

National Squad

Development Squad

☐ Local

☐ Local

☐ Overseas Based

☐ Overseas Based

☐ National Service

* 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
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Please submit completed application to administration@sisa.org.sg

PERSONAL STATEMENTS

The purpose of this submission is to allow the SISA High-Performance Team to understand the motivations and aspirations of all applicants.

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?