

## Policy for the Distribution of Hancock Prospecting Swimmers' Support Scheme Funds 2020-21

Reference Number:	HPSSS 2020 - 2021
Responsible Officer:	Chief Strategist, High Performance
Approval Date:	July 2020
Approval Authority:	Hancock Prospecting Swimmers' Support Scheme Administration Committee
Reviewed:	June 2020

### Purpose

The purpose of this Policy is to outline the methodology for the determination and processing of investments to swimmers through the Hancock Prospecting Swimmers' Support Scheme (HPSSS).

The Policy has been developed jointly between Swimming Australia and the Australian Swimmers' Association and has been approved by the HPSSS Administration Committee.

### Review

The HPSSS Administration Committee will meet no less than bi-annually to assess whether the payment methodology is meeting the desired objectives.

### Policy Statement

The HPSSS has been established through the generosity of Mrs Rinehart and Hancock Prospecting and provides investment to support elite swimmers in their training and competition environments, to assist them in pursuing educational opportunities, and to provide relief in cases of extenuating circumstances.

The HPSSS is governed by an Administration Committee that will oversee the management of the Scheme, review the performance of the Scheme on an ongoing basis to ensure its objectives are being satisfied, review relevant policies and make decisions on the allocation of the investment as required.

There is an expectation that 70% of a swimmers investment is used by the swimmer to support their daily performance environment and competition preparation. This could include but is not limited to gap payments after private health insurance rebates for physio, massage, medical, psychology S&C etc. Other acceptable expenses include training fees, and travel and accommodation for camps and competitions, if not covered by another source.

The payment methodology is structured around five categories:

1. Olympic Pool Program Base Investment – quarterly investments to assist elite Olympic program swimmers in meeting their training, recovery, competition, rehabilitation or medical costs.
2. Olympic Open Water Program Base Investment – quarterly investments to assist elite 10km open water swimmers in meeting their training, recovery, competition, rehabilitation or medical costs.
3. Paralympic Program Base Investment – quarterly investments to assist elite Paralympic program swimmers in meeting their training, recovery, competition, rehabilitation or medical costs.

4. International Performance Incentive Program – a one off annual payment to recognise performances in Olympic and Paralympic events only at senior international benchmark events.
5. Extenuating Circumstances Support – investment to support targeted swimmers whose performance is adversely affected in the lead up to or at the designated senior benchmark event Selection Trials and/or the designated international benchmark event by an extenuating circumstance. Please note that extenuating circumstances support will not be offered in the 2020-21 financial year as there will not be any benchmark events or selection trials due to Covid-19.

Swimming Australia may, at its discretion, provide an additional financial contribution to support the HPSSS investment distribution policy or establish additional swimmer payment schemes that are outside of the HPSSS. Any such additional swimmer investment shall be funded from Swimming Australia's general revenue sources.

The HPSSS Administration Committee will be informed of the establishment of any additional payment schemes, the distribution of investments to individual swimmers and any amendments to the schemes.

It should be noted that if Hancock Prospecting withdraws its financial support for the HPSSS at any time, neither the HPSSS nor Swimming Australia are obliged to fulfil the swimmer investment obligations as outlined in this policy.

## Swimmer Requirements

HPSSS investment to swimmers are subject to the swimmer meeting the HPSSS performance and eligibility criteria. Swimmers will only be eligible for HPSSS payments if they:

- meet the performance standards listed under investment categories 1, 2, 3 or 4 below, or are granted support under the Extenuating Circumstances investment category. Swimmers will only be eligible to receive investment under one of these categories in any one period;
- sign and abide by a Swimming Australia Swimmer Agreement;
- actively contribute to the development of a Swimming Australia endorsed Individual Athlete Performance Plan (IAPP) and continuing to train and perform at a level deemed appropriate by the National Head Coach and/or relevant Program Manager;
- accept and comply with the Safe Sport Framework, Ethical Framework, Team Member's Code of Conduct, Team Behaviour Standards and any other relevant policy statements as agreed between Swimming Australia and the Australian Swimmers' Association;
- comply with the Swimming Australia Anti-Doping Policy;
- are internationally classified (Para athletes only);
- are a financial member of Swimming Australia with no outstanding debts.

## Anti-Doping

A swimmer recording a confirmed anti-doping rule violation (as a result of three confirmed 'strikes', a positive test, or any other method as described in the Swimming Australia Anti-Doping Policy) will be dealt with under the provisions of the Swimming Australia Anti-Doping Policy i.e. the swimmer will be subject to a financial penalty at the discretion of the Swimming Australia Board under Clause 10.12.4 (as set out in in the Swimming Australia Anti-Doping Policy) which provides the ability to withhold some or all sport related investment.

For clarity, swimmers serving a sanction for an anti-doping rule violation will not be eligible to receive HPSSS investment during their period of ineligibility.

## Policy Operation

### 1. Olympic Pool Program Base Investment

Swimmers will be assessed off their athlete categorisation level which is dictated by their performances at international benchmark events and selection trials.

To be eligible to receive Olympic Pool Program Base Investments under the HPSSS, swimmers will be required to meet the following performance criteria.

#### OPP Tier 1

Be currently Categorised at Level 1 or 2 under the Swimming Australia Athlete Categorisation Criteria 2020 – 2024 (those athletes that have medalled or made a final at the most recent international Benchmark Event).

#### OPP Tier 2

Be currently Categorised at Level 3 under the Swimming Australia Athlete Categorisation Criteria 2020 – 2024 (those athletes that have medalled at the previous international Benchmark Event or demonstrated a qualification trajectory for the next International Benchmark Event).

Swimmers meeting the performance and eligibility criteria for Olympic Pool Program Base Support will be eligible to receive investment for Quarter 2 (October – December 2020), Quarter 3 (January – March 2021) and Quarter 4 (April – June 2021).

Quarterly investment amounts are as detailed below.

OPP Base Support Level	Quarterly Payment Amount
Tier 1	\$8,000
Tier 2	\$5,000

### 2. Olympic Open Water Program Base Investment

Swimmers will be assessed off their athlete categorisation level which is dictated by their performances at international Benchmark Events and during the selection process for the Dolphins Team.

To be eligible to receive Olympic Open Water Program Base investment under the HPSSS, swimmers will be required to meet the following performance criteria.

#### OOWP Tier 1

Be currently Categorised at Level 1 or 2 under the Swimming Australia Athlete Categorisation Criteria 2020 – 2024 (those athletes that have medalled or finished in the Top 10 of the 10km race at the most recent International Benchmark Event).

#### OOWP Tier 2

Be currently Categorised at Level 3 under the Swimming Australia Athlete Categorisation Criteria 2020 – 2024 (those athletes that have finished in the top 10 in 5km Event at the most recent World Championships, finished 11<sup>th</sup> – 20<sup>th</sup> in the 10km race at a World Championships or Olympic Games and continues to demonstrate a team qualification trajectory for the next Benchmark Event).

Swimmers meeting the performance and eligibility criteria for Olympic Open Water Program Base investment will be eligible to receive investment for Quarter 2 (October – December 2020), Quarter 3 (January – March 2021) and Quarter 4 (April – June 2021).

Quarterly investment amounts are as detailed below.

OPP Base Support Level	Quarterly Payment Amount
Tier 1	\$8,000
Tier 2	\$5,000

### 3. Paralympic Program Base Investment

Swimmers will be assessed off their athlete categorisation level which is dictated by their performances at international Benchmark Events and the qualification trials.

To be eligible to receive Paralympic Program Base investment under the HPSSS, swimmers will be required to meet the following performance criteria.

#### PP Tier 1

Be currently Categorised at Level 1 under the Swimming Australia Athlete Categorisation Criteria 2020 – 2024 (those athletes that have won a medal in a Paralympic Event at the most recent benchmark event).

#### PP Tier 2

Be currently Categorised at Levels 2 or 3 under the Swimming Australia Athlete Categorisation Criteria 2020 – 2024 (those athletes that were on the 2019 World Para Swimming World Championships Team and did not medal or have demonstrated a team qualification trajectory in the last 12 months at designated competitions).

Swimmers meeting the performance and eligibility criteria for Paralympic Program Base Investment will be eligible to receive investment for Quarter 2 (October – December 2020), Quarter 3 (January – March 2021) and Quarter 4 (April – June 2021).

Investment amounts for each quarter are indicated in the table below.

PP Base Support Level	Quarterly Payment Amount
Tier 1	\$4,500
Tier 2	\$2,500

### 4. International Performance Incentive Program

#### Olympic Program including Open Water 10km Event

International Performance Incentive funding recognises performances in Olympic events only at the annual senior international benchmark event (2021 Tokyo Olympic Games). International Performance Incentive funding of \$170,000 per annum will be distributed on a shares basis for performances at the 2021 Tokyo Olympic Games up to 8<sup>th</sup> place.

International Performance Incentive Program shares will be available for qualifying performances as follows.

BME Result	Shares	Maximum Payment Amount per Performance*
Individual Gold	10	\$30,000.00
Individual Silver	7.5	\$22,500.00
Individual Bronze	5	\$15,000.00
Individual 4 <sup>th</sup> -8 <sup>th</sup>	1	\$3,000.00

Relay Gold (final)	2	\$6,000.00
Relay Silver (final)	1.5	\$4,500.00
Relay Bronze (final)	1	\$3,000.00
Relay Gold (heat only)	1	\$3,000.00
Relay Silver (heat only)	0.75	\$2,250.00
Relay Bronze (heat only)	0.5	\$1,500.00

\*These amounts are not guaranteed but represent the maximum amount an athlete can receive for the designated performance, regardless of the share allocation.

The available funding of \$170,000 will be divided by the total number of shares allocated to determine the value of a single share. The value of a single share will be multiplied by each swimmer's share allocation and funds paid accordingly.

### Paralympic Program

International Performance Incentive funding to recognise performances in Paralympic events only at the annual senior international benchmark event (2021 Paralympic Games). International Performance Incentive funding of \$50,000 per annum will be distributed on a shares basis for podium performances at the benchmark event.

International Performance Incentive Program shares will be available for qualifying performances as follows.

BME Result	Shares
Individual Gold	10
Individual Silver	7.5
Individual Bronze	5
Relay Gold (final)	2
Relay Silver (final)	1.5
Relay Bronze (final)	1

The available funding of \$50,000 will be divided by the total number of shares allocated to determine the value of a single share. The value of a single share will be multiplied by each swimmer's share allocation and funds paid accordingly.

### 5. Extenuating Circumstances Investment

Investments are allocated to support targeted swimmers whose performance is adversely affected in the lead up to or at the benchmark event selection trials by an extenuating circumstance. Please note that due to Covid 19, there will not be any benchmark events or selection trials in the 2020 – 21 Financial year and therefore no extenuating circumstances investment offered.

For the purposes of this clause, "extenuating circumstances" means:

- injury or illness
- equipment failure (where applicable)
- travel delays
- bereavement or disability arising from death or serious illness of an immediate family member, and/or
- any other factors reasonably considered by the Chief Strategist, High Performance in consultation with the National Head Coach (for Olympic Program cases) or the General Manager – Paralympic and Open Water Programs (for Paralympic or Open Water cases), at their absolute discretion, to constitute extenuating circumstances.

### Assessment of Extenuating Circumstances

Following the annual benchmark event selection trials, the Chief Strategist, High Performance will convene a panel to assess swimmers who may be considered for support due to an extenuating circumstance. The Panel will be made up of the following representatives:

- Swimming Australia Chief Strategist, High Performance
- Swimming Australia General Manager – Performance Support and Innovation
- Swimming Australia National Head Coach (for Olympic Program cases)
- Swimming Australia General Manager – Paralympic and Open Water Programs (for Paralympic or Open Water Program cases)
- Swimming Australia Chief Medical Officer
- Australian Swimmers Association General Manager
- Swimming Australia Physiotherapist Lead (if required)

The Panel may engage other professionals as required.

The Panel will consider the following factors:

- The nature of the extenuating circumstance(s) and its impact on performances and/or a swimmer's ability to train
- The duration over which the swimmer has experienced the extenuating circumstance(s)
- The prognosis for full recovery

To be considered for Extenuating Circumstances Support, **Swimming Australia must be aware of the extenuating circumstance prior to the competition**, either through direct written communication with the National Head Coach (for Olympic Program cases) or the General Manager – Paralympic and Open Water Program (for Paralympic or Open Water cases) or through regular records kept by the swimmer in the Athlete Management System (AMS) that document:

- what the injury/illness is?
- when the injury/illness occurred?
- the period of time training has been impacted?
- the injury/illness treatment and management program undertaken?
- what additional support Swimming Australia has been able to provide?

Within four weeks of the conclusion of the Selection Trials, swimmers will be required to provide a written submission to the Extenuating Circumstances Assessment Panel to support their request for Extenuating Circumstances Investment. The submission should include details of the extenuating circumstance(s) and how it has affected their preparation for and performance at the Selection Trials. In their submission swimmers should also provide supporting information from their coach and any medical professional they have consulted to corroborate their claim.

Following a review of cases by the Panel, the Chief Strategist, High Performance will confirm if the affected swimmer has been approved for investment, and if so, at what level and under what conditions.

Upon being approved for Extenuating Circumstances investment, a swimmer can remain eligible for four quarters (one full year) provided they, in the view of the Chief Strategist, High Performance, meet any set performance targets and maintain active progress against their IAPP.

Extenuating Circumstances investment is provided to approved athletes under the following provisions.

- Rehabilitation and recovery targets will be agreed to between the National Head Coach (for Olympic Program cases) or the General Manager – Paralympic and Open Water Program (for Paralympic or Open Water cases), the swimmer and their home coach. These targets will be monitored monthly by the relevant Program General Manager.
- Swimmers may receive direct investment or support in the form of expense reimbursement for the continued injury/illness rehabilitation up to the equivalent level of their highest performance within the 12 months immediately prior to the extenuating circumstance occurring. Continued support will be dependent upon maintaining progress as per the plan.

- Should a swimmer fail to adhere to the agreed management process and meet the performance targets, or the prognosis for full recovery is unfavorable, the Chief Strategist, High Performance may recommend to the Extenuating Circumstances Assessment Panel that their eligibility for Extenuating Circumstances Investment be terminated.
- The swimmer will be granted a 'Right of Appeal' should such a recommendation be made, however the decision of the HPSSS Administration Committee will be final.

### **Athlete Management System**

Whilst engagement with the AMS is not a requirement to be eligible for HPSSS investment, Swimming Australia strongly encourages all swimmers in the high performance pathway to regularly enter daily training and wellness data. The AMS provides the swimmer, their coach, their support staff and Swimming Australia staff with crucial information regarding injury/illness, training load and general wellbeing, which can assist in preventing injuries and illnesses arising or ensure an early intervention to prevent the issue from progressing further.

Further information on the AMS and its benefits is available on request.

### **Attachment**

Appendix 1 – Swimming Australia Athlete Categorisation Criteria 2020 - 2024

Athlete Category	Description
1	<p><i>AIS</i> Athletes have won a medal at an Olympic/Paralympic Games, World Championships or agreed BME in the previous 24 months and must be considered capable of winning a medal at the next Olympic/Paralympic Games</p>
	<p><i>SA</i></p> <ul style="list-style-type: none"> <li>An athlete who medalled in an Olympic or Paralympic event (individual or as a relay team member), at a World Championships (Long Course), Olympics or Paralympics in the previous 18 months (inclusive of 2 benchmark events).</li> </ul> <p><b>And has a demonstrated medal trajectory towards the next international benchmark event (Olympics, Paralympics, or World Long Course Championships)</b></p>
2	<p><i>AIS</i> Athlete who have placed 4-8<sup>th</sup> at the most recent Olympic/Paralympic Games, World Championships or agreed BME and must be considered capable of progression to PODIUM level and targeting a medal at the next Olympic/Paralympic Games.</p>
	<p><i>SA</i></p> <ul style="list-style-type: none"> <li>A <b>Pool</b> athlete (Individual or relay team member), who placed 4<sup>th</sup> – 8<sup>th</sup> in Olympic event, at a World Championships (Long Course) or Olympics in the previous 18 months (most recent benchmark event).</li> <li>An <b>Open Water</b> athlete that placed 4<sup>th</sup> – 10<sup>th</sup> in the 10km race at a World Championships or Olympics in the previous 18 months (most recent benchmark event)</li> <li>A <b>Para</b> athlete (Individual or relay team member), who placed 4<sup>th</sup> or 5<sup>th</sup> in a Paralympic event at a World Championships or Paralympics in the previous 18 months (most recent benchmark event).</li> </ul> <p><b>And has demonstrated medal performance trajectory at the next BME</b></p>
3	<p><i>AIS</i> Athlete who has achieved agreed performance benchmarks which, alongside international competition performances, reliably indicate the ir future potential for podium success. Athletes must be considered capable of progression to at least PODIUM READY level within the agreed sport specific matrix timeframes.</p>
	<p><i>SA</i></p> <ul style="list-style-type: none"> <li>An <b>Olympic</b> or <b>Para</b> athlete that could progress to a final or medal performance at the next Senior BME or has done so within the last 12 months.</li> <li>An <b>Open Water</b> athlete who finishes in the top 10 of the 5km Open Water Race at the most recent World Championships or 11<sup>th</sup> – 20<sup>th</sup> in the 10km Race at a World Championship or Olympics in the previous 18 Months (most recent Benchmark Event).</li> </ul> <p><b>And demonstrated team qualification trajectory when it matters at designated competitions (not limited to but may include; Commonwealth Games, World Junior Championships and World University Games) within the last 12 months</b></p>
4	<p><i>AIS</i> Athletes have progressed through a reliable confirmation phase and placed within a dedicated national development program. Athlete must be considered capable of progression to at least PODIUM POTENTIAL level within the agreed sport matrix timeframes.</p>
	<p><i>SA</i></p> <ul style="list-style-type: none"> <li>A <b>Pool</b> athlete who has not been selected onto the current senior BME but has demonstrated a team qualification trajectory in the last 24 months.</li> <li>A member of the <a href="#">SA Youth Transition Squad</a></li> <li>The highest placed male and female finishers in the 10km event at the annual <b>Open Water</b> benchmark qualifier event that did not qualify for the benchmark team and/or an Open Water Benchmark team member that doesn't meet the requirements of levels 1, 2 or 3 and has demonstrated a team qualification trajectory in the last 24 months.</li> <li>A <b>Para</b> athlete that is a member of current <a href="#">SA National Para Development Squad</a>.</li> </ul>
5	<p><i>AIS</i> Athletes that have been identified by an NSO via a valid and reliable TID profiling method (Agreed in advance and with future podium potential characteristics identified) and are going through a set time-limited period of talent confirmation.</p>
	<p><i>SA</i></p> <ul style="list-style-type: none"> <li>A Junior pool Benchmark Team member who has swum a time at the Junior Benchmark Event that is equivalent of Top 8 in the World at the most recent senior Benchmark Event plus 5%, demonstrated individual assessment progression and favorable technical/tactical race analysis comparison against World best benchmarks.</li> <li>A Junior Open Water Benchmark Team Member who places in the top 20 at the Junior Benchmark Event</li> </ul>