

## Policy for the Distribution of Georgina Hope Foundation Swimmers Support Scheme Funds

|                      |   |
|----------------------|---|
| Reference Number:    | GHFSSS 2018-2020  |
| Responsible Officer: | Chief Strategist, High Performance  |
| Approval Date:       | 14 June 2018  |
| Approval Authority:  | Georgina Hope Foundation Swimmers Support Scheme Administration Committee |
| Reviewed:            | May 2018  |

### Purpose

The purpose of this Policy is to outline the methodology for the determination and processing of payments to swimmers through the Georgina Hope Foundation Swimmers' Support Scheme (GHFSSS).

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

### Review

In accordance with the Rules of Incorporation of the GHFSSS, the Administration Committee will meet no less than bi-annually to assess whether the payment methodology is meeting the Foundation objectives.

### Policy Statement

The GHFSSS has been established through the generosity of Hancock Prospecting and provides funding 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 GHFSSS is established as an Incorporated Association in the State of Western Australia. In accordance with the Association's Rules, the GHFSSS 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 funding as required.

There is an expectation that 70% of a Swimmers funding is used by the Swimmer to support their daily performance environment and competition preparation. This would 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 Funding – quarterly payments to assist elite Olympic program swimmers in meeting their training, recovery, competition, rehabilitation or medical costs.
2. Olympic Open Water Program Base Funding – quarterly payments to assist elite 10km open water swimmers in meeting their training, recovery, competition, rehabilitation or medical costs.
3. Paralympic Program Base Funding – quarterly payments 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 the annual senior international benchmark event.
5. Extenuating Circumstances Support – funding to support targeted Swimmers whose performance is adversely affected in the lead up to or at the Australian Championships and/or the designated international benchmark event by an extenuating circumstance.

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

The financial support for the Olympic Open Water Program funding will be provided by Swimming Australia during the 2018-19 and 2019-20 financial years.

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

It should be noted that if Hancock Prospecting withdraws its financial support for the GHFSSS at any time, neither the GHFSSS or Swimming Australia are obliged to fulfil the swimmer funding obligations as outlined in this policy.

## Swimmer Requirements

Payments to swimmers are subject to the Swimmer meeting the GHFSSS performance and eligibility criteria. Payments will be made dependent on the Swimmer:

- meeting the performance standards listed under funding categories 1, 2, 3 or 4 below, or being granted support under the Extenuating Circumstances funding category. Swimmers will only be eligible to receive funding under one category in any one period;
- signing and abiding by a Swimming Australia Swimmer Agreement;
- actively contributing to the development of a Swimming Australia endorsed Individual Athlete Performance Plan and continuing to train and perform at a level deemed appropriate by the National Head Coach and/or relevant Program Manager;
- accepting and complying 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;
- complying with the Swimming Australia Anti-Doping Policy;
- being 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 funding.

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

## Policy Operation

### 1. Olympic Pool Program Base Funding

Swimmers will be assessed off their domestic performances at the annual senior benchmark team selection trial events in 2018 and 2019. In 2018, performances at both the Commonwealth Games Selection Trials and Pan Pacs Selection Trials will be considered. Performances at the World Championships Selection Trials will be considered in 2019.

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

#### OPP Tier 1

In Olympic events only, based on a swimmer achieving:

- a performance in the final at the selection trials that equals or betters the Tier 1 Olympic Pool Program GHFSSS qualifying time\* (equivalent to the time that qualified as 8<sup>th</sup> in to the final at the previous FINA World Championships, a.k.a the SAL 'A' qualifying time); or
- a medal, as an individual or as a relay final swimmer, at the previous benchmark event. For 2018 this is the 2017 FINA World Championships and for 2019 this is the 2018 'Virtual' World Championships<sup>1</sup>.

#### OPP Tier 2

In Olympic events only, based on a swimmer achieving:

- a performance in the final at the selection trials that equals or betters the Tier 2 GHFSSS qualifying time\* (equivalent to the time that placed 16<sup>th</sup> in the heats at the previous FINA World Championships); or
- qualification for the senior benchmark event team (2018 – Pan Pacific Championships Team, 2019 FINA World Championships Team)

\* The Tier 1 & Tier 2 Olympic Pool Program GHFSSS Qualifying Times for are provided at Appendix 1 for reference.

#### OPP Tier 3

- A member of the Swimming Australia Youth Transition Squad.

Swimmers meeting the performance and eligibility criteria for Olympic Pool Program Base Support will be eligible to receive funding for Quarter 1 (July – September), Quarter 2 (October – December), Quarter 3 (January – March) and Quarter 4 (May – June) in the relevant financial year. The only exception to this is for Youth Transition Squad Members who must be a current member of the Squad to receive GHFSSS support.

Quarterly payments amounts are as detailed below.

| OPP Base Support Level | Quarterly Payment Amount |
|------------------------|--------------------------|
| Tier 1                 | \$8,000                  |
| Tier 2                 | \$5,000                  |
| Tier 3                 | \$3,500                  |

<sup>1</sup> As there is no international benchmark competition in 2018, international benchmark performances will be assessed off a two per nation Virtual World Championships. Times recorded in the A final at the 2018 Commonwealth Games, Pan Pacific Championships, Asian Games, European Championships and South American Games will be combined to create a Virtual World Championship final.

## 2. Olympic Open Water Program Base Funding

Swimmers will be assessed off their performances during the annual senior benchmark team selection process.

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

### OOWP Tier 1

- In Olympic events (10km) only, based on swimmer achieving selection in the benchmark event team (2018 – Pan Pacific Championships Team, 2019 FINA World Championships Team).

### OOWP Tier 2

- In the Olympic event (10km) only, based on a swimmer achieving a top 16 finish in a FINA Open Water World Cup event that forms part of the Swimming Australia senior benchmark team selection process (as outlined under the selection criteria on the Swimming Australia web site).

### OOWP Tier 3

- A member of the Swimming Australia Youth Transition Squad.

Swimmers meeting the performance and eligibility criteria for Olympic Open Water Program Base Support will be eligible to receive funding for Quarter 1 (July – September), Quarter 2 (October – December), Quarter 3 (January – March) and Quarter 4 (May – June) in the relevant financial year. The only exception to this is for Youth Transition Squad Members who must be a current member of the Squad to receive GHFSSS support.

Quarterly payments amounts are as detailed below.

| OPP Base Support Level | Quarterly Payment Amount |
|------------------------|--------------------------|
| Tier 1                 | \$8,000                  |
| Tier 2                 | \$5,000                  |
| Tier 3                 | \$3,500                  |

## 3. Paralympic Program Base Funding

Swimmers will be assessed off their domestic performances at the annual senior benchmark team selection trial events in 2018 and 2019. In 2018, performances at Para Pan Pacs Selection Trials will be considered. Performances at the World Championships Selection Trials will be considered in 2019.

To be eligible to receive Paralympic Program Base Support payments under the GHFSSS, swimmers will be required to meet the following performance criteria.

### PP Tier 1

In Paralympic events only, based on a swimmer achieving:

- a performance at the selection trials that equals or betters the Tier 1 Paralympic Program GHFSSS qualifying time\* (equivalent to the time that ranked 3<sup>rd</sup> in the previous year's World Para Swimming rankings; or
- a gold medal, as an individual or as a relay final swimmer, at the previous Para benchmark event. As Australia did not send a team to compete at the rescheduled 2017 World Para Swimming Championships, and there is no international benchmark competition in 2018, the three per nation World Para Swimming rankings recorded between 1 July & 1 November in 2017 and in 2018 will be used to measure performance i.e. a number 1 ranking equals a gold medal.

## PP Tier 2

In Paralympic events only, based on a swimmer achieving:

- a performance at the selection trials that equals or betters the Tier 2 Paralympic Program GHFSSS qualifying time\* (equivalent to the time that ranked 7<sup>th</sup> in the previous year's World Para Swimming rankings 3/nation); or
- qualification for the senior benchmark event team (2018 – Pan Pacific Para Championships Team, 2019 Para Swimming World Championships Team).

\* The Tier 1 & Tier 2 Paralympic Program GHFSSS Qualifying Times for 2018-19 are provided at Appendix 2 for reference.

Swimmers meeting the performance and eligibility criteria for Paralympic Program Base Support will be eligible to receive funding for Quarter 1 (July – September), Quarter 2 (October – December), Quarter 3 (January – March) and Quarter (4 May – June) in the relevant financial year.

Payment 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 (2018 – Virtual World championships, 2019 – FINA World championships). International Performance Incentive funding of \$170,000 per annum will be distributed on a shares basis for performances at the benchmark event 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.

2018 Open Water Swimming Share Allocation

For Open Water Swimming, the development of a Virtual World Championships is not possible, therefore the following share allocation will be made for performances in the Olympic 10km event in 2018.

| 2018 Pan Pacific Championships Result (Open Water) | Shares | Maximum Payment Amount |
|--|--------|------------------------|
| Individual Gold                                    | 5      | \$15,000.00            |
| Individual Silver                                  | 3      | \$9,000.00             |
| Individual Bronze                                  | 1      | \$3,000.00             |

**Paralympic Program**

International Performance Incentive funding to recognise performances in Paralympic events only at the annual senior international benchmark event. 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.

2018

As there is no international benchmark competition in 2018, the three per nation World Para Swimming rankings recorded between 1 July & 1 November in 2018 will be used to measure performance i.e. a number one world ranking equals a gold medal.

**5. Extenuating Circumstances Support**

Funds 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.

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

The Panel may engage other professionals as required.

The Panel will consider the following factors:

- The nature of the extenuating circumstance 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/ Paralympic High Performance Manager/Open Water Program Lead 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?

Following a review of cases by the Panel, the Chief Strategist, High Performance will confirm if the affected Swimmer has been approved for support, and if so, at what level and under what conditions. These approved cases will be submitted to the High Performance Committee and GHFSSS Administration Committee for noting.

Upon being approved for Extenuating Circumstances Support, a Swimmer can remain eligible for support 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 Individual Athlete Performance Plan.

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

- Rehabilitation and recovery targets will be agreed to between the National Head Coach/Paralympic High Performance Manager/Open Water Program Lead, the Swimmer and their home coach. These targets will be monitored monthly by the Swimming Australia Performance Support Manager.
- Swimmers may receive cash 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 Support be

terminated.

- The Swimmer will be granted a 'Right of Appeal' should such a recommendation be made, however the decision of the GHFSSS Administration Committee will be final.

### **Athlete Management System**

Whilst engagement with the AMS is not a requirement to be eligible for GHFSSS support, 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 – GHFSSS Olympic Pool Program Qualifying Times for 2018-19 & 2019-20

Appendix 2 – GHFSSS Paralympic Program Qualifying Times for 2018-19



## Appendix 1 – GHFSSS Olympic Pool Program Qualifying Times for 2018-19 & 2019-20

| OLYMPIC EVENTS    | MEN      |          | WOMEN    |          |
|-------------------|----------|----------|----------|----------|
|                   | Tier 1   | Tier 2   | Tier 1   | Tier 2   |
| 50m Freestyle     | 21.77    | 22.18    | 24.59    | 25.04    |
| 100m Freestyle    | 48.31    | 48.80    | 53.20    | 54.49    |
| 200m Freestyle    | 1:46.28  | 1:47.40  | 1:56.34  | 1:58.66  |
| 400m Freestyle    | 3:46.14  | 3:48.82  | 4:06.48  | 4:13.38  |
| 800m Freestyle    | 7:50.97  | 7:56.71  | 8:30.66  | 8:40.68  |
| 1500m Freestyle   | 14:59.32 | 15:07.38 | 16:20.98 | 16:53.74 |
|                   |          |          |          |          |
| 100m Backstroke   | 53.76    | 54.51    | 59.82    | 1:00.59  |
| 200m Backstroke   | 1:56.11  | 1:58.34  | 2:07.64  | 2:11.67  |
|                   |          |          |          |          |
| 100m Breaststroke | 59.24    | 59.95    | 1:06.81  | 1:07.43  |
| 200m Breaststroke | 2:08.80  | 2:11.00  | 2:23.81  | 2:28.59  |
|                   |          |          |          |          |
| 100m Butterfly    | 51.31    | 51.96    | 57.64    | 58.66    |
| 200m Butterfly    | 1:55.58  | 1:56.71  | 2:07.82  | 2:09.21  |
|                   |          |          |          |          |
| 200 IM            | 1:57.81  | 2:00.23  | 2:10.45  | 2:13.03  |
| 400 IM            | 4:15.69  | 4:19.15  | 4:37.14  | 4:43.61  |

## Appendix 2 – GHFSS Paralympic Program Qualifying Times for 2018-19

| MEN | 50 FREE |        | 100 FREE |         | 200 FREE |         | 400 FREE |         | 50 BACK |         | 100 BACK |         |
|-----|---------|--------|----------|---------|----------|---------|----------|---------|---------|---------|----------|---------|
|     | Tier 1  | Tier 2 | Tier 1   | Tier 2  | Tier 1   | Tier 2  | Tier 1   | Tier 2  | Tier 1  | Tier 2  | Tier 1   | Tier 2  |
| S1  |         |        |          |         |          |         |          |         | 1:15.37 | 1:53.26 | 2:35.53  | 3:54.62 |
| S2  |         |        |          |         | 4:10.77  | 4:51.82 |          |         | 54.19   | 59.89   | 1:57.05  | 2:13.27 |
| S3  | 43.49   | 50.87  |          |         | 3:33.64  | 4:46.04 |          |         | 48.32   | 59.32   |          |         |
| S4  | 40.48   | 41.82  | 1:27.42  | 1:37.81 | 3:10.83  | 3:53.22 |          |         | 46.29   | 49.07   |          |         |
| S5  | 34.59   | 36.21  | 1:17.34  | 1:19.68 | 2:51.77  | 3:05.12 |          |         | 39.28   | 43.48   |          |         |
| S6  |         |        | 1:06.45  | 1:09.50 |          |         | 5:16.18  | 5:37.37 |         |         | 1:20.95  | 1:24.50 |
| S7  | 28.62   | 29.36  |          |         |          |         | 4:53.48  | 5:10.78 |         |         | 1:14.45  | 1:20.22 |
| S8  |         |        | 1:00.46  | 1:01.69 |          |         | 4:36.42  | 4:48.19 |         |         | 1:08.67  | 1:11.90 |
| S9  | 26.01   | 26.67  |          |         |          |         | 4:22.78  | 4:31.39 |         |         | 1:05.72  | 1:06.32 |
| S10 | 23.94   | 25.39  | 52.58    | 55.50   |          |         | 4:12.79  | 4:20.62 |         |         | 1:01.33  | 1:03.55 |
| S11 | 27.28   | 28.25  |          |         |          |         | 4:54.30  | 5:29.92 |         |         | 1:14.64  | 1:18.36 |
| S12 |         |        | 55.00    | 56.66   |          |         |          |         |         |         | 1:02.01  | 1:07.06 |
| S13 | 24.61   | 25.59  |          |         |          |         | 4:17.24  | 4:33.33 |         |         | 1:02.48  | 1:09.25 |
| S14 |         |        |          |         | 1:58.60  | 2:00.63 |          |         |         |         | 1:02.24  | 1:04.31 |

| MEN | 50 FLY |        | 100 FLY |         |      | 50 BREAST |         | 100 BREAST |         |      | 150 IM  |         | 200 IM  |         |
|-----|--------|--------|---------|---------|------|-----------|---------|------------|---------|------|---------|---------|---------|---------|
|     | Tier 1 | Tier 2 | Tier 1  | Tier 2  |      | Tier 1    | Tier 2  | Tier 1     | Tier 2  |      | Tier 1  | Tier 2  | Tier 1  | Tier 2  |
| S1  |        |        |         |         | SB1  |           |         |            |         | SM1  |         |         |         |         |
| S2  |        |        |         |         | SB2  | 58.83     | 1:25.10 |            |         | SM2  |         |         |         |         |
| S3  |        |        |         |         | SB3  | 50.25     | 54.08   |            |         | SM3  | 3:10.12 | 3:53.65 |         |         |
| S4  |        |        |         |         | SB4  |           |         | 1:39.59    | 1:58.73 | SM4  | 2:41.20 | 3:04.15 |         |         |
| S5  | 39.20  | 44.23  |         |         | SB5  |           |         | 1:37.30    | 1:46.93 | SM5  |         |         |         |         |
| S6  | 32.72  | 34.09  |         |         | SB6  |           |         | 1:26.58    | 1:29.30 | SM6  |         |         | 2:49.55 | 3:03.07 |
| S7  | 30.75  | 31.96  |         |         | SB7  |           |         | 1:22.57    | 1:25.76 | SM7  |         |         | 2:40.56 | 2:46.70 |
| S8  |        |        | 1:04.06 | 1:05.81 | SB8  |           |         | 1:13.07    | 1:15.25 | SM8  |         |         | 2:30.15 | 2:32.68 |
| S9  |        |        | 1:01.76 | 1:02.43 | SB9  |           |         | 1:09.46    | 1:12.61 | SM9  |         |         | 2:21.00 | 2:26.54 |
| S10 |        |        | 58.39   | 1:00.79 | SB10 |           |         |            |         | SM10 |         |         | 2:13.11 | 2:17.12 |
| S11 |        |        | 1:07.60 | 1:15.58 | SB11 |           |         | 1:23.66    | 1:27.60 | SM11 |         |         | 2:36.73 | 2:51.46 |
| S12 |        |        | 59.21   | 1:00.72 | SB12 |           |         | 1:12.96    | 1:14.82 | SM12 |         |         |         |         |
| S13 |        |        | 58.68   | 1:01.51 | SB13 |           |         | 1:09.25    | 1:13.38 | SM13 |         |         | 2:19.45 | 2:24.01 |
| S14 |        |        | 58.65   | 1:00.36 | SB14 |           |         | 1:08.19    | 1:08.93 | SM14 |         |         | 2:15.43 | 2:17.44 |

| WOMEN | 50 FREE |        | 100 FREE |         | 200 FREE |         | 400 FREE |         | 50 BACK |         | 100 BACK |         |
|-------|---------|--------|----------|---------|----------|---------|----------|---------|---------|---------|----------|---------|
|       | Tier 1  | Tier 2 | Tier 1   | Tier 2  | Tier 1   | Tier 2  | Tier 1   | Tier 2  | Tier 1  | Tier 2  | Tier 1   | Tier 2  |
| S1    |         |        |          |         |          |         |          |         |         |         |          |         |
| S2    |         |        |          |         |          |         |          |         | 1:26.37 | N/A     | 3:16.48  | N/A     |
| S3    |         |        | 1:41.53  | 2:04.60 |          |         |          |         | 55.52   | 1:06.39 |          |         |
| S4    | 41.23   | 43.89  |          |         |          |         |          |         | 52.53   | 1:01.14 |          |         |
| S5    |         |        | 1:26.46  | 1:29.88 | 3:03.95  | 3:36.73 |          |         | 46.33   | 48.49   |          |         |
| S6    | 34.27   | 36.18  |          |         |          |         | 5:33.64  | 5:58.07 |         |         | 1:30.92  | 1:39.23 |
| S7    |         |        | 1:15.20  | 1:19.01 |          |         | 5:39.93  | 5:46.15 |         |         | 1:27.36  | 1:30.61 |
| S8    | 31.23   | 33.99  |          |         |          |         | 4:58.27  | 5:21.83 |         |         | 1:17.99  | 1:24.13 |
| S9    |         |        | 1:03.52  | 1:05.67 |          |         | 4:51.06  | 5:02.86 |         |         | 1:10.96  | 1:17.51 |
| S10   | 28.26   | 28.82  | 1:01.43  | 1:02.78 |          |         | 4:34.09  | 4:48.36 |         |         | 1:11.29  | 1:13.95 |
| S11   | 31.06   | 33.12  | 1:10.53  | 1:15.64 |          |         | 5:40.76  | 5:48.39 |         |         | 1:21.99  | 1:29.13 |
| S12   |         |        | 1:03.08  | 1:08.88 |          |         |          |         |         |         | 1:14.52  | 1:20.77 |
| S13   | 28.24   | 28.78  |          |         |          |         | 4:45.32  | 4:57.13 |         |         | 1:08.98  | 1:13.37 |
| S14   |         |        |          |         | 2:06.48  | 2:16.90 |          |         |         |         | 1:10.77  | 1:15.14 |

| WOMEN | 50 FLY |        | 100 FLY |         |      | 50 BREAST |         | 100 BREAST |         |      | 150 IM  |         | 200 IM  |         |
|-------|--------|--------|---------|---------|------|-----------|---------|------------|---------|------|---------|---------|---------|---------|
|       | Tier 1 | Tier 2 | Tier 1  | Tier 2  |      | Tier 1    | Tier 2  | Tier 1     | Tier 2  |      | Tier 1  | Tier 2  | Tier 1  | Tier 2  |
| S1    |        |        |         |         | SB1  |           |         |            |         | SM1  |         |         |         |         |
| S2    |        |        |         |         | SB2  |           |         |            |         | SM2  |         |         |         |         |
| S3    |        |        |         |         | SB3  | 59.54     | 1:04.54 |            |         | SM3  |         |         |         |         |
| S4    |        |        |         |         | SB4  |           |         | 2:01.56    | 2:26.04 | SM4  | 3:00.98 | 3:29.87 |         |         |
| S5    | 48.41  | 50.99  |         |         | SB5  |           |         | 1:47.34    | 1:57.72 | SM5  |         |         | 3:54.83 | 4:46.38 |
| S6    | 37.44  | 41.92  |         |         | SB6  |           |         | 1:45.03    | 1:50.87 | SM6  |         |         | 3:08.57 | 3:15.29 |
| S7    | 37.11  | 39.13  |         |         | SB7  |           |         | 1:35.48    | 1:43.77 | SM7  |         |         | 3:06.43 | 3:21.71 |
| S8    |        |        | 1:18.61 | 1:21.36 | SB8  |           |         | 1:24.27    | 1:31.43 | SM8  |         |         | 2:44.13 | 3:06.96 |
| S9    |        |        | 1:09.58 | 1:10.61 | SB9  |           |         | 1:18.59    | 1:22.61 | SM9  |         |         | 2:40.27 | 2:42.19 |
| S10   |        |        | 1:07.15 | 1:10.64 | SB10 |           |         |            |         | SM10 |         |         | 2:30.81 | 2:27.08 |
| S11   |        |        |         |         | SB11 |           |         | 1:26.61    | 1:40.65 | SM11 |         |         | 3:07.67 | 3:18.89 |
| S12   |        |        |         |         | SB12 |           |         | 1:21.95    | 1:27.65 | SM12 |         |         |         |         |
| S13   |        |        | 1:05.51 | 1:10.13 | SB13 |           |         | 1:17.21    | 1:26.43 | SM13 |         |         | 2:26.62 | 2:40.51 |
| S14   |        |        | 1:08.06 | 1:10.39 | SB14 |           |         | 1:17.70    | 1:23.93 | SM14 |         |         | 2:28.57 | 2:41.40 |