



# Australian Canoeing

## Athlete Funding & Support Guidelines

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### Canoe Sprint, Canoe Slalom and Paracanoe 2017-2020

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These guidelines are to be read in conjunction with the **AC Athlete Categorisation Selection Policy**, the **AC Athlete Agreement** as well as the **Annual Athlete Funding Pool Supplementation** for your relevant discipline.

## 1. INTRODUCTION

- 1.1 Australia's Winning Edge 2012-2022 is our nation's game plan to move from world class to world best. A key part of this strategy is to identify our high potential athletes and ensure they receive the right support at the right time in their pathway.
- 1.2 Athlete funding forms a fundamental part of providing the appropriate level of support for targeted athletes within the framework of the Australian Canoeing (AC) Athlete Categorisation.
- 1.3 Athletes will be supported under these guidelines subject to completion of an AC Athlete Agreement and Individual Performance Plan (IPP) and in accordance with the performance standards outlined below.

## 2. ACRONYMS

**"AC"** Australian Canoeing

**"AIS"** Australian Institute of Sport

**"ATO"** Australian Taxation Office

**"dAIS"** Direct Athlete Investment Support

**"DTE"** Daily Training Environment

**"IPP"** Individual Performance Plan

**"NCE"** National Centre of Excellence

**"NPD"** National Performance Director

**"PAAS"** Paddle Australia Athlete Support

## 3. PERFORMANCE GUIDELINES

- 3.1 AC is committed to achieving the sport-specific performance targets as part of the Winning Edge strategy initiated by the Australian Institute of Sport (AIS).
- 3.2 As a condition of receiving support, athletes will be expected to contribute towards the sport's objectives in achieving medal winning performances as outlined below:
  - 3.2.1 Performance objectives for the Senior Canoe Sprint, Slalom and Paracanoe teams will be focused on results at benchmark events (i.e. World Championships & Olympic/Paralympic Games) and as such, all training and preparation is coordinated toward athletes peaking at these events.

- 3.2.2 Within the overall training plan, the World Cups will be used as high quality competition preparation for the annual Benchmark Event and long range competition experience for the Tokyo cycle 2017 - 2020.
- 3.2.3 Individual performance targets are outlined in athlete **IPP** after consultation with the coach and the National Performance Director (NPD), and are contributory toward the sports' overall objectives.
- 3.2.4 Performance measures will be fundamentally targeted at results in Olympic/Paralympic disciplines.

## 4. INDIVIDUAL PERFORMANCE PLAN

- 4.1 All athletes must have an **IPP** in place as part of AC's Winning Edge requirements. This plan is specific to each individual and will be used as a guideline toward performance objectives and measures. IPP's will be established following selection trials, and reviewed following the annual Benchmark Event and Jnr/U23 World Championships.
- 4.2 Athlete support, benefits and national high performance funding is conditional upon completion of an IPP between each Athlete, the AC NPD and/or the designated Coach.
- 4.3 The IPP contains targets/outcomes, strategies and performance indicators in key areas of performance, physical/technical development, attitude and personal excellence. The IPP includes attendance at training camps, competitions, tours, testing, monitoring and other activities as agreed with the designated Coach.
- 4.4 The IPP informs Performance Support priorities for the sport as a whole and each individual (with tiered support levels).

## 5. AC FUNDING SUPPORT

- 5.1 Athletes who *have been named in the AC Athlete Categories* have a signed **AC Athlete Agreement** in place; and subject to the funding eligibility criteria outlined in section 12 below, will be eligible to receive funding support from AC. This support will be offered in four forms:
  - 5.2.1 **International Tour Funding Support**: funding support towards domestic and international national team training camps and international competitions. The support will be commensurate with athlete categorisation, identified national performance standards and/or and national team selection as well as national team requirements
  - 5.2.2 **Paddle Australia Athlete Support (PAAS)**: direct funding grants to assist athletes with additional living costs (both domestically and internationally) throughout the year. Levels of grant allocation will be commensurate with athlete categorisation, identified national performance standards and/or national team selection.
  - 5.2.3 **Performance Incentive Funding**: Incentive funding for athletes who perform at BME and world cup events.

- 5.2.4 **Hardship Funding:** Individualised support to athletes experiencing hardship through unplanned extenuating circumstances. Allocations will be carefully considered by a panel to determine suitability.
- 5.2 AC are committed to providing athletes with direct and indirect financial support that directly impacts their ability to prepare for major BME events and ultimately the Tokyo Olympic Games.
- 5.3 As outlined in the AC Athlete Categorisation Selection Criteria, selection to a certain athlete category does not automatically entitle an athlete to receive funding/support, and athletes within the same category may not receive the same level of funding/support in total. Athletes are assessed on an individual basis and where required will be informed as to the justification around their allocated level of support, which will be heavily influenced by current training and competition commitment levels.
- 5.4 In addition to the above Funding Support, other athlete benefits & entitlements, that may be offered in accordance with categorisation levels and via agreement as part of the IPP process, include;
- 5.2.1 **Daily Training Environment:** Use of the NCE facility, gym equipment, recovery facility, access to water, coaching, and access to the NCE kitchen and other resources;
  - 5.2.2 **Performance Support** – Access to Performance Support Services (e.g. nutrition, physiology, psychology, performance analysis, biomechanics etc) in their Daily Training Environment (DTE) and at domestic/international competitions;
  - 5.2.3 **Medical Services** – Access to liaison/referral to specialist sports medical/physiotherapist network, annual medical/musculoskeletal screenings, and access to physio/massage service;
  - 5.2.4 **Personal Excellence** – Access to Personal Excellence Support including career, education, personal development, workshops and individual assessments.
  - 5.2.5 **Equipment** – For Sprint and Paracanoe programs, access to national team boats and equipment.
- 5.5 In addition to Australian Canoeing funding, State Institute and Academy of Sport (SIS/SAS) programs may provide individual athlete funding and various levels of Program Support (including financial assistance, equipment/travel support etc) to their targeted athletes as agreed under the respective program structure and athlete agreement/IPP.
- 5.6 Athletes are also eligible for other funding initiatives outlined in this document.
- 5.7 AC, the Australian government, the Australian Sports Commission, SIS/SAS programs and the AIS; expect recognition and acknowledgement for the high level of support for canoeing athletes.
- 5.8 Athletes who fail to comply with their AC Athlete Agreement or fail to maintain a standard of competitiveness relative to the performance guidelines and their agreed IPP, may receive reduced athlete benefits and may not receive their scheduled campaign funding.

## 6. INTERNATIONAL TOUR FUNDING SUPPORT

- 6.1 AC underwrites some of the costs associated with national team tours, providing funding toward international return airfares, coaching, access to training venues, accommodation, ground transportation, travel insurance, team uniform, competition accreditation and fees, boat transportation via international shipment, team meals and other incidental expenses.
- 6.2 Athletes must be selected in a Junior, U23, Senior or Paracanoe Team to receive National Team Tour Funding.
- 6.3 Subject to overall AC budgetary constraints, International Tour Contributions for AC National Canoe Slalom, Canoe Sprint and Paracanoe Teams will be allocated using the following matrix:

| Categorisation          | National Team        | National Team Tour 1 (including World Cups) | National Team Tour 2 (including World Championships) |
|-------------------------|----------------------|---|--|
| <b>Podium</b>           | Senior/<br>Paracanoe | Full (as per National program requirements) | Full (as per National program requirements)          |
| <b>Podium Ready</b>     | Senior/<br>Paracanoe | Full (as per National program requirements) | Full (as per National program requirements)          |
| <b>Podium Potential</b> | Senior/<br>Paracanoe | Full (as per National program requirements) | Full (as per National program requirements)          |
| <b>Developing</b>       | Senior/<br>Paracanoe | Part (requires athlete subsidy)             | Full (as per National program requirements)          |
|                         | U23                  | Part (requires athlete subsidy)             | Part (requires athlete subsidy)                      |
|                         | Junior               | Part (requires athlete subsidy)             | Part (requires athlete subsidy)                      |
| <b>Emerging</b>         | Senior/<br>Paracanoe | Part (requires athlete subsidy)             | Part (requires athlete subsidy)                      |
|                         | U23                  | Part (requires athlete subsidy)             | Part (requires athlete subsidy)                      |
|                         | Junior               | Part (requires athlete subsidy)             | Part (requires athlete subsidy)                      |

- 6.4 National Team Tour funding is only applied to organised National team activities/requirements and not activities outside of the team.
- 6.5 If athletes choose to remain in Europe outside of the National Team requirements, the additional cost is each individual athlete's responsibility, or, alternatively athletes may be required to provide a subsidy towards the tour, commensurate with categorization level.
- 6.6 Annual athlete subsidy levels will vary across disciplines and from year to year and will be assessed dependent on national team requirements and available funding, and will be communicated following relevant team selection each year.

- 6.7 Funding arrangements leading into the Olympic year may differ in order to prioritise resources towards Olympic and Paralympic athletes.
- 6.8 Some athletes may receive a funding contribution from their SIS/SAS, depending on their categorisation and scholarship agreement. Athletes need to approach their respective SIS/SAS to find out more about what level of support can be accessed.

## 7. PADDLE AUSTRALIA ATHLETE SUPPORT (PAAS)

- 7.1 Subject to the athlete categorisation, identified national performance standards and/or and national team selection, athlete support funding will be provided to selected AC athletes.
- 7.2 PAAS Funding will be offered at the levels based on athlete categorisation and will be determined at the end of each Domestic (April) International (October) season with payments being made quarterly thereafter (Nov, Feb, May and Aug), based on performances in the most recent categorisation.
- 7.3 From October 1 onward, the intention is for this funding to increase for Podium and Podium Ready categorized athletes, replacing the previous AC Medal Incentive Funding, with the idea of providing athletes with a more regular funding stream.
- 7.4 As outlined in Clause 5.3, selection to a certain athlete category does not automatically entitle an athlete to receive funding/support, and athletes within the same category may not receive the same level of funding/support in total.
  - 7.2.1 **Podium:** This level of funding will be offered to Podium Categorized Athletes who earn selection to the senior national team. Podium level athletes not selected for the senior national team will be assessed on a case by case basis.
  - 7.2.2 **Podium Ready:** This level of funding will be offered to Podium Ready categorised athletes who earn selection to the senior national team. Podium Ready level athletes not selected for the senior national team will be assessed on a case by case basis.
  - 7.2.3 **Podium Potential:** This level of funding will be offered to Podium Potential categorised athletes who earn selection to either the senior or U23 national team. Podium Potential level athletes not selected to a national team will be assessed on a case by case basis. Some of this funding may be allocated using dAIS Tier 7 funding.
  - 7.2.4 **Developing:** Funding may be offered to Developing categorised athletes who earn selection to a Senior or U23 national team. This funding will be dependant on the total funding pool remaining after allocating funding to the higher tiered athletes. Some of this funding may be allocated using dAIS Tier 7 funding.

## 8. PERFORMANCE INCENTIVE FUNDING

- 8.1 AC will allocate a 'Performance Incentive' fund towards athletes who are categorized as Podium or Podium Ready and demonstrate exceptional performances in the relevant year.
- 8.2 This funding pool will be dependent on available funds following the distribution of PASS funding. The level of individual support being provided to individual may fluctuate depending on the proposed performance plan and demonstrated performance impact of the grant.
- 8.3 These funds are to be specifically used towards supporting Podium and Podium Ready athletes with additional travel, equipment or other performance related expenses that will assist in their preparation towards Tokyo.
- 8.4 Athletes will be required to submit a plan to the NPD (endorsed by the Coach) to be considered for this funding, which outlines how the funds will be allocated towards enhancing an athlete's preparation.

## 9. HARDSHIP FUNDING

- 9.1 AC will allocate a special 'Hardship' fund that categorised athletes will be able to apply for in circumstances of special need. This fund will only be accessible under unplanned extenuating circumstances and must be specifically allocated towards an athlete's preparation.
- 9.2 Athletes will be required to submit a written application to the NPD to be considered for this funding, stating the extenuating circumstances, relevant supporting evidence (e.g medical documentation), as well as identified areas of support required to assist with athlete preparation.
- 9.3 Applications will be considered by a panel who will determine the suitability of the application request as well as level of support which will also be influenced by athlete categorisation and current funding received through AC, dAIS and AOC.

## 10. AIS DAIS ATHLETE INVESTMENT SUPPORT

- 10.1 The Australian Government recognises that it is becoming increasingly difficult for Australian athletes to maintain the training regime and commitment required for success, particularly at the international level. It also recognises the critical importance of investing in our current and future champions so they can focus on training in preparation for representing Australia.
- 10.2 To enable this, the Government has committed to providing targeted athletes with direct financial assistance through a **Direct Athlete Investment Support (dAIS)** scheme.
- 10.3 The AIS administers the scheme on behalf of the Australian Government.
- 10.4 The dAIS scheme has been recently reviewed and changed to include funding for targeted athletes from tier 1 through to 7.

10.5 Please note, as outlined in the AC Athlete Categorisation Selection Criteria, the AIS (dAIS) criteria may not align directly with the Athlete Categories, which are administered by AC.

## 11. AUSTRALIAN OLYMPIC COMMITTEE (AOC) MEDAL INCENTIVE FUNDING

11.1 The AOC provide Medal Incentive Funding (MIF) for the purpose of helping athletes gain selection to represent Australia at the Olympic Games and win medals. For the Tokyo Olympiad the funding is:

| Season in which result was achieved | Year in which MIF payment will be made | Gold     | Silver   | Bronze   |
|-------------------------------------|--|----------|----------|----------|
| 2016                                | 2017                                   | \$20,000 | \$15,000 | \$10,000 |
| 2017                                | 2018                                   | \$20,000 | \$15,000 | \$10,000 |
| 2018                                | 2019                                   | \$20,000 | \$15,000 | \$10,000 |
| 2019                                | 2020                                   | \$20,000 | \$15,000 | \$10,000 |

*Please note, the APC do not currently provide medal incentive funding.*

## 12. FUNDING ELIGIBILITY CRITERIA

12.1 Unless otherwise agreed with the designated Coach, and/or NPD, athletes are required to attend or complete the following activities as part of their **AC Athlete Agreement** and to be eligible for Athlete support/funding:

- a) Approved IPP in place (outlined above);
- b) Attend all scheduled National Camps and Competitions including State Championships and Domestic regattas/competitions (except in the case of injury/as agreed with coach);
- c) Attendance on international tours (as required);
- d) Physiological testing and monitoring including VO<sub>2</sub>, strength, anthropometric measures;
- e) Medical/physio/nutrition screenings and Personal Excellence education;
- f) Training sessions as agreed with the designated Coach;
- g) Promotional, community engagement and/or media activities – 3 per year as required (e.g promotional appearances);
- h) Maintain individual training records in a method as determined or agreed with head coach (e.g within the AMS); and
- i) Maintain athlete whereabouts and personal details as an anti-doping requirement.

## 13. ATHLETE PAYMENTS & TAX

12.1. Athletes seeking advice on the effects of athlete payments on their personal taxation should contact certified financial advisors and/or the Australian Taxation Office (ATO).