



NATIONAL ATHLETE SUPPORT STRUCTURE SELECTION POLICY 2018/2019

Able-bodied and Para- athletes.

Athletics Australia (AA) runs a high performance (HP) program whose purpose is sustained success on the international stage. A key component of the HP program is the identification and support of named athletes who have the potential to contribute directly to the Australian Institute of Sport's (AIS's) Australia's Winning Edge (AWE) targets. These athletes are supported through our National Athlete Support Structure (NASS) program. This document outlines the 2018/19 NASS levels and how and when athletes will be selected.

The content of NASS program and the benefits that athletes will receive at each level will be published separately and will depend on the resources available to Athletics Australia and the support of our partners in the AIS/SIS/SAS network. Some benefits may only be available to athletes based in Australia.

The document starts by outlining the overall program and then describing each level.

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| 1. Program Outline | The purpose of the NASS. |
| 2. NASS Programs | The programs and levels of NASS. |
| 3. Membership Requirements | Requirements for athletes to be eligible for NASS membership. |
| 4. Eligible Performances | Requirements for valid competition performances. |

The next sections detail selection rules for the various levels of the NASS program.

- 5. Gold & Medal Levels**
- 6. Podium Ready Level**
- 7. World Class Level**
- 8. International Level**
- 9. Commonwealth Level**
- 10. Development Level**
- 11. Emerging Level**
- 12. Team NASS**

The remaining sections add more detail to how the selection process works:

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| 13. Selection Panel | NASS selection panel members. |
| 14. Capacity | An athlete's capacity to meet the Aims of the program are critical to inclusion on the NASS program. This section outlines how AA defines "Capacity". |
| 15. Matrix Performance Standards | Required <u>to be considered</u> for certain program levels. |
| 16. Review Process | How to have a NASS selection decision reviewed. |
| 17. Frequently asked questions | Answers some common questions about the NASS program. |

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1. PROGRAM OUTLINE

1.1 Aims

High Performance is one of the deliverables of Athletics Australia's Strategic Vision for Athletics by 2030.

Specifically the plan states that for High Performance "Success is measured against our international peers and is based on selecting the best athletes and closing the gap between their performances and the podium through enhancing coaching and support systems and by improving domestic competition."

The NASS program is AA's implementation of one aspect of this deliverable and as such it is designed to contribute to AIS's Australia's Winning Edge (AWE) aims of being a top 5 nation at the Olympics and Paralympics; the top nation at the Commonwealth Games and producing 20 World Champions each year.

Therefore, the aims of AA's NASS program (Aims) are:

- **To achieve medals, supported by additional top eight places, at the Olympic Games and IAAF World Athletics Championships; and**
- **To achieve gold medals, supported by additional silver and bronze medals, at the Paralympic Games and World Para Athletics World Championships; and**
- **To finish the top nation on the Commonwealth Games athletics medal table.**

Any decision by AA under this policy will be for the purpose of furthering one or more of these Aims.

1.2 Philosophy

Membership of the NASS is offered by Athletics Australia (AA) as an investment in an athlete to help them to meet the Aims of the program. Membership is not offered as a reward for past success.

As far as practically possible the program will be targeted and delivered consistently across States, across the sport's Event Groups and across the able-bodied and Para programs.

AA believe that the keys to success in athletics are (in order):

- Athletes
- Coaches
- Support services (eg medical services and the sports sciences)
- Facilities
- Competition structure

In this document the phrase "Daily Training Environment" (DTE) jointly refers to the Support Services and Facilities.

1.3 Stakeholders and Partners

Australia's Winning Edge (AWE) provides investment in AA through the AIS as Australia's strategic high performance sport agency with responsibility and accountability for leading the delivery of Australia's international sporting success.

The NASS program is consistent with the priorities and targets outlined in AWE.

The NASS program is resourced by AA with the valued support of our partners including the Australian Institute of Sport (AIS), Commonwealth Games Association (CGA), the Australian Paralympic Committee (APC), the Australian Olympic Committee (AOC), the state institute / academy of sport network, and the partners, sponsors and supporters of Athletics Australia.

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1.4 Limitations

The benefits offered to members of the NASS program are limited by AA's resources and the associated constraints of our partners such as the AIS and the SIS/SAS network. Resourcing priorities may impact the number of athletes supported, particularly at the lower levels of the program, and/or the benefits offered to NASS athletes may be restricted at certain times. Jurisdictional priorities may impact resourcing however every effort will be made to achieve full alignment of the program across Australia. Additional conditions for access to support and services, induction requirements and/or the need to be in good standing with the organisation may be applied by our partners, which links with the eligibility criteria set out in section 3.1).

1.5 Selection & Membership Dates

The NASS program membership will run from 1 October 2018 to 30 April 2019, with a review after the 2019 Australian Track & Field Championships.

Subject always to the eligibility criteria set out in section 3.1, Athletes can only be added to the program or moved between levels at a NASS selection meeting. Athletes can only be deselected at a selection meeting or if their eligibility for program membership changes (see section 3.1.10).

1.5.1 2018/19 Enhanced NASS Selection & Membership Dates

Athletes will be added or de-selected at one of two NASS Selection meetings (the exact dates of the selection meetings will be published on the AA web site as early as possible.):

- 1.5.1.1 A selection meeting held on 27 September 2018. In this case, athlete membership will start at the latter of the start of the program (1 October 2018) or the date when they have successfully completed any required assessments and returned all of the requested paperwork (see section 3.1). In general, membership will be offered until 30 April 2018.
- 1.5.1.2 A selection meeting held immediately after the Australian Track & Field Championships. In this case athlete membership starts as soon as they have successfully completed any required assessments and returned all of the requested paperwork (see section 3.1). In general, membership will be offered until after the major Championships in 2019.
- 1.5.1.3 Athletes will be informed in writing if they have been deselected from the program as soon as practical following the selection meeting. The end date of their membership will depend on the exact dates of selection meeting but typically membership will end on either 30th April (post-Nationals selection meeting) or 30th September (post-major Championships selection meeting).

1.5.2 Team NASS Selection & Membership Dates

- 1.5.2.1 Again, subject to satisfactory completion of all eligibility requirements in section 3.1, athletes will be added to Team NASS immediately after their selection to a relevant Australian team (see sections 2.1 and 12 for confirmation about relevant teams).
- 1.5.2.2 The day after the relevant Championships / Games conclude, Team NASS athletes will automatically become Squad level members until the next National Championships at which point their membership will end.

2. PROGRAM STRUCTURE

2.1 NASS Programs

The NASS is split into two main programs:

Enhanced NASS This program is targeted at athletes with the most realistic chance to meet the Aims of the NASS program; now or in the future.

Team NASS This program is targeted at athletes who do not meet the membership criteria of the Enhanced NASS program but who, nevertheless, are selected to represent Australia in major global Championships.

The **Podium Benchmark** events are the **Olympic Games, IAAF World Athletics Championships, Paralympic Games** and **World Para Athletics World Championships**.

ENHANCED⁽¹⁾	AA Category⁽²⁾	Criteria
	Gold	Gold medallist at the most recent Podium Benchmark Event with the capacity to realistically sustain this level of performance at the next Podium Benchmark Event
	Medal	Silver or Bronze medallist at the most recent Podium Benchmark Event with the capacity to realistically sustain this level of performance at the next Podium Benchmark Event .
	Podium Ready	Fourth to eighth place at the most recent Podium Benchmark Event with the realistic capacity to reach the Podium level within two years .
	World Class	Athletes with the realistic capacity to reach the Podium Ready level in an individual event within two years .
	International	Athletes with the realistic capacity to reach the World Class level in an individual event within two years .
	Commonwealth	Athletes who do not satisfy the criteria above but who have the realistic capacity to win a gold medal at the 2018 Commonwealth Games . Note: the Commonwealth level will be reviewed after the 2018 Commonwealth Games.
	Development	Athletes with the realistic capacity to reach the International level in an individual event within two years .
	Emerging	Athletes with the realistic capacity to reach the Development level in an individual event within two years .

TEAM	Senior	Athletes selected to represent Australia in identified senior championships.
	Junior	Athletes selected to represent Australia in identified U20 championships.
	Squad	Identified athletes with the potential to represent Australia in 2018/19.

(1) To be included on any Enhanced program level, Para-athletes must have an international World Para Athletics classification AND must be in a class / event likely to be included in the 2020 Paralympic Games program.

(2) Refer to the FAQ (section 17) to see how the AA levels align with the AIS AWE categorisation levels.

3. MEMBERSHIP REQUIREMENTS

3.1 Eligibility

3.1.1 In order to be eligible for membership of the NASS athletes must:

3.1.1.1 Satisfy all relevant International Association of Athletics Federations (IAAF), International Olympic Committee (IOC), World Para Athletics (WPA) and Commonwealth Games Federation's (CGF) eligibility and nationality rules; and

3.1.1.2 Hold Australian citizenship at the time of invitation to the NASS and throughout the NASS year (although, in exceptional cases, at the discretion of the HPD, athletes who are undergoing the process of transfer of allegiance to Australia and can demonstrate the progress of this transition AND agreed release from their origin IAAF or World Para Athletics member federation, may be considered for "services only" NASS membership) and

3.1.1.3 Be a registered member of Athletics Australia through their Member Association; and

3.1.1.4 In the case of Para-athletes, hold an international WPA classification of "review" or "confirmed" status; and

3.1.1.5 In the case of Para-athletes, be in a class and event likely to be included on the 2020 Paralympic Games program; and

3.1.1.6 In the case of able-bodied athletes, membership is only offered for events that are likely to be contested at the 2020 Olympic Games; and

3.1.1.7 Complete AA documentation (which will include signing an agreement that details your obligations upon receipt of NASS) and data collection requirements as requested. Initial requirements will be made clear in the letter offering program membership; and

3.1.1.8 Complete ASADA e-learning modules, the National Integrity in Sport Unit (NISU) Anti-Match fixing module and any additional integrity education requirements and updates as requested from time to time; and

3.1.1.9 Agree to a preparation plan (focusing on three gap to podium priorities) developed with the athlete's assigned Athlete Performance Advisor (APA) and Personal Coach; and

3.1.1.10 Maintain regular contact with the assigned APA providing updates on training status, competition plans and any injuries or illness that impact upon the athlete's ability to train or to reach the Aims of the NASS program. For Australian based athletes, this process will normally include at least two Major Review meetings annually with the athlete's coach and services providers; and

3.1.1.11 Be and remain in 'good standing' with AA and at all times comply with AA's Code of Conduct and conduct themselves in a way that does not bring themselves, their sport or the National Team into disrepute. AA may consider past and present behavioural conduct in determining whether an athlete is in 'good standing'. If AA determines that an athlete is not in 'good standing' with AA, in its absolute discretion AA may choose not to invite that athlete to be a member of the NASS; and

3.1.2 Athletes whose performance in 2018/2019 is likely to be affected by a known performance limiting factor or planned absence* from the sport will only be included on the Enhanced NASS in exceptional circumstances (where the High Performance Director considers that it is in the best interests of Aims of the program). To assess their medical status and suitability for addition to the Enhanced NASS all members will be required to complete a medical form and, if deemed necessary by AA's Chief Medical Officer, undergo further examination. Any falsification of the medical forms will lead to immediate removal from the Enhanced NASS.

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(* A performance limiting factor is any known issue that is likely to prevent an athlete from meeting the Aims of the program. Examples include pre-existing injuries, known degenerative illnesses, employment that does not allow for high performance preparation, etc. A planned absence from the sport is any pre-planned extended period of time when an athlete is unable to prepare and/or compete at the level required to meet the Aims of the program. Each case will be judged on an individual's circumstances such as their event, age, etc but as a rough guideline breaks of over three months will not be allowed. Examples of planned absences include pregnancy, extended study or travel breaks, elective surgery unrelated to athletics performance, etc.)

If an athlete's eligibility for the program changes Athletics Australia may end their membership at their sole discretion either as soon as practical after the athlete's status has changed, or at the end of the NASS membership period (30 April). Example of how an athlete's eligibility might change include, but are not limited to, a change of nationality, a change to a Para-athlete's classification or the classifications to be contested at the next Paralympic Games, an anti-doping violation, a violation of AA's Code of Conduct, etc.

3.2 Progression between the Enhanced NASS program levels

3.2.1 Athletes are expected to show consistent progression up through the Enhanced NASS levels. Once an athlete reaches a level they are not expected to drop back to a lower level. However, it is possible for a **World Class** athlete to continue to improve while the rest of the world improves at a quicker pace. It is also possible for an athlete's Commonwealth status to change quickly. For these reasons only the following program level changes are allowed within the program:

2017/2018 level	Allowed program level(s) for 2018/2019
Gold, Medal, Finalist (Podium Ready), World Class	World Class or higher
International Commonwealth	International, Commonwealth or higher
Development	Development or higher
Medical	Equivalent of their previous highest level of the NASS program or World Class , whichever is lower.

3.3 Year-on-year Progression

Year on year progression refers to an athlete continuing to close the gap to the podium in their relevant event, in addition to personal improvement.

3.3.1 Athletes are expected to show progression in their personal best every year that they are on the Enhanced NASS program (or if at **Gold** level maintain the criteria for **Gold**). Athletes who fail to progress for two consecutive years, regardless of injuries or other circumstances, should expect to be de-selected from the program. However, at its own discretion, AA may choose to retain an athlete who doesn't progress their PB within two years if it has good reason to believe that the athlete may still meet the Aims of the program due to their personal circumstances, the nature of their event, or similar reasons.

3.3.2 Athletes are expected to progress to the next level of NASS within three years. Athletes that aren't promoted within this timescale, regardless of injuries or other circumstances, should expect to be de-selected from the program. However, at its own discretion, AA may choose to retain an athlete who doesn't progress to the next level within three years if it has good reason to believe that the athlete may still meet the Aims of the program due to their personal circumstances, the nature of their event,

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or similar reasons.

3.3.3 There is no limit to the time that athletes may be on the Team NASS or the number of times that they may exit and then return to the Team NASS program.

3.3.4 For the avoidance of doubt, the comments in this section (3.3) refer to the maximum time an athlete should normally expect to remain on any level of the Enhanced NASS program before being seriously considered for de-selection.

3.4 Age restrictions

3.4.1 The following criteria (3.4.3 to 3.4.5) will apply to all able-bodied athletes.

3.4.2 The same criteria (3.4.3 to 3.4.5) will be used as guidelines (as opposed to rules) for selection of Para-athletes. Younger Para-athletes than suggested may be considered for the NASS program when, in the opinion of the selectors, membership at an earlier age is in the best interests of the athlete concerned and the program as a whole.

3.4.3 Due to IAAF competition regulations, U18 athletes (any athlete aged 16 or 17 years on 31 December 2018) may only be considered for inclusion on the **Development** level of the NASS and may be members in any event within this level, except they will not be considered in the Decathlon, 10,000m, Marathon and the Walks, and male youth athletes may not be members in the Throws.

3.4.4 Athletes younger than 16 years on 31 December 2018 will not be considered for membership of the NASS program.

Support for athletes in the age groups mentioned above is available through the Local Targeted Talent Program (LTTP) delivered by the AA state member association in partnership with AA. Further information about the LTTP is available on state member association websites.

4. ELIGIBLE PERFORMANCES

To be recognised for the purposes of this Policy competition performances must meet the following criteria:

4.1 Performances must be achieved during competitions organised or authorised by IAAF or WPA or their Area Associations or their National Member Federations. Results achieved at university or school competitions must be certified by Athletics Australia or the National Federation of the country in which the competition was organised.

4.2 Performances must be achieved during an official competition organised in conformity with IAAF / WPA Rules.

4.3 Performances achieved in Australia must be in a competition sanctioned by Athletics Australia as an Athletics Australia "National Permit Meeting". A current list of all "National Permit" meetings will be available on the Athletics Australia website. In the case of Para-athletics performances must be achieved at WPA sanctioned events which will also be published on the Athletics Australia website.

4.4 Performances achieved in mixed events, on the track and completely in the Stadium, shall not be accepted.

4.5 Wind-assisted performances, beyond legal readings recognised by the IAAF / WPA, will not be accepted. For the Combined Events in events where the wind velocity is measured, the average (based on the

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algebraic sum of the wind velocities, as measured for each individual event, divided by the number of events) shall not exceed 2 metres per second.

- 4.6 Hand-timed performances in 100m, 200m, 400m, 800m, 110m/100m Hurdles, 400m Hurdles and 4x100m relay will not be accepted.
- 4.7 Indoor performances for all field events and for races of 400m and longer, will be accepted.
- 4.8 Performances set at altitude, at or over 1,000m, will not be accepted for field events, combined events or for distances of 400m or below.
- 4.9 For individual events, at least three athletes and for relays, at least two teams, must be bona fide competitors in the event.
- 4.10 If the status of performance remains unclear for technical reasons after applying points 4.4 to 4.9 above the selectors will be guided by the IAAF / WPA General and Specific conditions for a World Record (eg IAAF rule 260 and WPA rule book Chapter 5).

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5. GOLD & MEDAL LEVELS

5.1 Limitations

5.1.1 There are no limitations on the number of qualified athletes who can be invited onto the **Gold** or **Medal** levels.

5.2 New members of **Gold** and **Medal** levels in 2018/19 – Individual events

5.2.1 Athletes will be invited to be a member of the **Gold** level if they win an individual event at the 2017 IAAF / WPA World Championships **and** the selectors consider that they have the realistic capacity to win a medal (of any colour) at the 2020 Olympic / Paralympic Games.

5.2.2 Athletes will be invited to be a member of the **Medal** level if they place second or third in an individual event at the 2017 IAAF / World Para Athletics World Championships **and** the selectors consider that they have the realistic capacity to win a medal (of any colour) at the 2020 Olympic / Paralympic Games.

5.2.3 Membership is not offered as a reward for past success, however, results at the most recent benchmark event are the best predictor of future success at the same level.

5.3 New members of **Gold** and **Medal** levels in 2018/19 – Relay events

5.3.1 Olympic Relays:

Athletes will be invited to be a relay member of the **Gold** level if they are one of the four athletes who compete in a relay final and win the 2017 IAAF World Championships **and** the selectors consider that the SQUAD, individually and collectively, have the realistic capacity to win a medal (of any colour) at the 2020 Olympic / Paralympic Games. If a relay squad qualify for the **Gold** level then up to two “additional relay squad members” can be included at this level (See 5.3.3).

5.3.2 Athletes will be invited to be a relay member of the **Medal** level if they are one of the four athletes who compete in a relay final and win silver or bronze at the 2017 IAAF World Championships **and** the selectors consider that the SQUAD, individually and collectively, have the realistic capacity to win a medal (of any colour) at the 2020 Olympic / Paralympic Games. If a relay squad qualify for the **Medal** level then up to two “additional relay squad members” can be included at this level (See 5.3.3).

5.3.3 Additional relay squad members will be selected at the sole discretion of the selection panel and will be selected to create the most competitive relay squad possible based on applicable relay skills, team cohesiveness and compliance with the AA relay program. Results in individual events (eg 100m, 200m or 400m), while important, will not be the sole criteria for selection of a relay squad member.

5.4 Retention of 2017/18 **Gold** and **Medal** level athletes

Athletes on these levels of the 2017/18 NASS program who did not win a medal at the 2017 IAAF / World Para Athletics World Championships may be considered for retention at the same level on a case-by-case basis. Membership and membership level is at the discretion of the selectors who will decide if an athlete retains the realistic capacity to meet the Aims of the program in the future. The selectors will be guided by the following notes:

5.4.1 Selectors must take into account any outcome or process target(s) set for an athlete to remain on NASS set by one or more of their NASS Athlete Performance Advisor (APA), AA’s Head Coach or AA’s High Performance Director.

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5.4.2 Subject to 5.4.1 above, athletes who, in the selector's opinion, show the clear capacity to repeat a **Medal** performance within two years will be invited to stay on the program.

Additional guidelines:

- Athletes will not normally be retained at **Gold** or **Medal** levels for more than two consecutive Podium Benchmark Events without achieving another **Gold** or **Medal** performance.
- Where possible performances at the 2016 Olympic / Paralympic Games will be used to determine if an athlete is retained on the **Gold** or **Medal** levels.
- If an athlete did not compete at the 2016 Olympic / Paralympic Games due to a documented injury or illness then, at the selectors sole discretion, performances at the 2015 World Athletics Championships (IAAF or WPA) can be used to determine if an athlete is placed on the **Gold** or **Medal** levels.

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6. PODIUM READY

6.1 Limitations

6.1.1 There are no limitations on the number of qualified athletes who can be invited onto the **Podium Ready** level.

6.2 New Members of Podium Ready level in 2018/19 – Individual events

6.2.1. Athletes will be invited to be a member of the **Podium Ready** level if they finish 4th to 8th in an individual event at the 2017 IAAF / World Para Athletics World Championships **and** the selectors consider that they have the realistic capacity to repeat, at least, that level of performance at the 2020 Olympic / Paralympic Games.

6.2.2. Membership is not offered as a reward for past success however results at the most recent benchmark event are the best predictor of future success at the same level.

6.3 New Members of Podium Ready level in 2018/19 – Relay events

6.3.1 Olympic Relays:

Athletes will be invited to be a relay member of the **Podium Ready** level if they are one of the four athletes who compete in a relay final and finish 4th to 8th at the 2017 IAAF World Championships **and** the selectors consider that the SQUAD, individually and collectively, have the realistic capacity to reach the relay final of the 2020 Olympic Games. If a relay squad qualify for the **Podium Ready** level then up to two “additional relay squad members” can be included at this level (see 6.3.2).

6.3.2 Additional relay squad members may be selected at the sole discretion of the selection panel; the aim of such selection will be to create the most competitive relay squad possible based on applicable relay skills, team cohesiveness and compliance with the AA relay program. Results in individual events (eg 100m, 200m or 400m), while important, will not be the sole criteria for selection of a relay squad member.

6.4 Retention of 2017/18 Podium Ready level athletes

Athletes on these levels of 2017/18 NASS program who did make a final (top eight) at the 2017 IAAF / World Para Athletics World Championships may be considered for retention at the same level on a case-by-case basis. Membership and membership level is at the discretion of the selectors who will decide if an athlete retains the realistic capacity to meet the Aims of the program in the future. The selectors will be guided by the following notes:

6.4.1 Selectors must take into account any outcome or process target(s) set for an athlete to remain on NASS set by one or more of their NASS Athlete Performance Advisor (APA), AA’s Head Coach or AA’s High Performance Director.

6.4.2 Subject to 6.4.1 above, athletes who, in the selector’s opinion, show the clear capacity to repeat a **Podium Ready** performance within two years may be invited to stay on the program.

Additional guidelines:

- Athletes should normally have achieved at least one **Podium Ready** level performance since 1st September 2016 (in those events where a standard exists – see section 15).

- Athletes will not normally be retained at **Podium Ready** level for more than two consecutive Podium

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Benchmark Events without achieving another **Podium Ready** performance; note however that the selectors have the discretion to remove an athlete after only one year at this level.

- Where possible performances at the 2016 Olympic / Paralympic Games will be used to determine if an athlete is retained on the **Podium Ready** level.

- If an athlete did not compete at the 2016 Olympic / Paralympic Games due to a documented injury or illness then, at the selectors sole discretion, performances at the 2015 World Athletics Championships (IAAF or WPA) can be used to determine if an athlete is placed on the **Podium Ready** level.

- 6.5 Athletes may be considered for the **World Class** level if their capacity to repeat a **Podium Ready** performance within two years is unclear to the selectors but, in the selector's opinion, they have the clear capacity to achieve a **World Class** performance within a year **and** to achieve another **Podium Ready** performance within the following two years.

7. WORLD CLASS LEVEL

7.1 **Limitations**

- 7.1.1 No more than three athletes will be invited onto the **World Class** level in any one event. (For example the able-bodied men's 100m counts as one event and so no more than three athletes can be invited onto the **World Class** level for the able-bodied men's 100m.)
- 7.1.2 The total number of athletes invited onto the **World Class** level across all events may be capped to match the resources available to AA to run the program. A cap may be applied to able-bodied athlete numbers or Para-athlete numbers or both.

7.2 **New member of the World Class level for 2018/19**

The athletes who meet the criteria below may be considered for invitation onto the **World Class** level of the 2018/19 NASS program. Being on the consideration list does NOT guarantee being invited onto the program.

- 7.2.1 Athletes who were considered for higher levels of the program but who were not invited onto the program, subject to the rules in section 3.2.

7.2.2 Para-events:

No Matrix Performance Standards has been created for these events yet. Therefore in these events the selectors will decide which athletes, in their opinion, meet the criteria of being two years away from a **Podium** or **Podium Ready** qualifying performance. This decision will be based on the selectors' expertise and they will take into account evidence from previous Championships results and world rankings where available. Matrix Performance Standards for these events are being compiled but were not available at the time of publication. If the standards are available by the date of the relevant selection meeting they will also be used by the selectors.

7.2.3 All other events:

Athletes who achieve at least one **World Class** level performance based on the Matrix Performance Standards (section 15).

7.3 **New member of the World Class level for 2018/19 – Relay Events**

7.3.1 Olympic Relays:

Athletes may be invited to be a relay member of the **World Class** level if the selectors consider that the SQUAD, individually and collectively, have the realistic capacity to reach the relay final of the 2020 Olympic Games. If a relay squad are selected for the **World Class** level then up to six athletes may be selected in the relay squad.

Relay squad members may be selected at the sole discretion of the selection panel; the aim of such selection will be to create the most competitive relay squad possible based on applicable relay skills, team cohesiveness and compliance with the AA relay program. Results in individual events (eg 100m, 200m or 400m), while important, will not be the sole criteria for selection of a relay squad member.

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7.4 Retention of 2017/18 World Class level athletes

Athletes may be considered for retention at this level on a case-by-case basis. Membership and membership level is at the discretion of the selectors who will decide if an athlete retains the realistic capacity to meet the Aims of the program in the future. The selectors will be guided by the following notes:

- 7.4.1 Selectors must take into account any outcome or process target(s) set for an athlete to remain on NASS set by one or more of their NASS Athlete Performance Advisor (APA), AA's Head Coach or AA's High Performance Director.
 - 7.4.2 Athletes should normally have achieved at least one **World Class** level performance since 1st September 2017 (in those events where a standard exists – see section 15).
 - 7.4.3 Athletes will not normally be selected if they have been at the **World Class** level, or its equivalent, for more than three consecutive years.
 - 7.4.4 Athletes should increase their personal best (PB) every year while at the **World Class** level and should not expect to be selected if they haven't set a PB in their main event for two consecutive years.
 - 7.4.5 For the avoidance of doubt the selectors have the discretion to exit an athlete from the program at any review meeting and this may mean less than two years on any particular level.
- 7.5 Should the limitations noted in section 7.1 apply then the athletes will be selected who, in the selectors' opinion, have the most realistic capacity to achieve the overall Aims of the NASS program and reach, at least, the **Podium Ready** level within two years. The selectors will prioritise using any and all relevant information that they have available.

8. INTERNATIONAL LEVEL

8.1 Limitations

- 8.1.1 No more than three athletes will be invited onto the **International** level in any one event. (For example the able-bodied men's 100m counts as one event and so no more than three athletes can be invited onto the **International** level for the able-bodied men's 100m.)
- 8.1.2 The total number of athletes invited onto the **International** level across all events may be capped to match the resources available to AA to run the program. A cap may be applied to able-bodied athlete numbers or Para-athlete numbers or both.

8.2 New member of the International for 2018/19

The athletes who meet the criteria below will be considered for invitation onto the **International** level of the 2018/19 NASS program. Being on the consideration list does NOT guarantee being invited onto the program.

- 8.2.1 Athletes who were considered for higher levels of the program but who were not invited onto the program, subject to the rules in section 3.2.

8.2.2 Para-events:

No Matrix Performance Standards has been created for these events yet. Therefore in these events the selectors may decide which athletes, in their opinion, meet the criteria of being two years away from a **World Class** qualifying performance. This decision will be based on the selectors' expertise and they will take into account evidence from previous Championships results and world rankings where available. Matrix Performance Standards for these events are being compiled but were not available at the time of publication. If the standards are available by the date of the relevant selection meeting they will also be used by the selectors.

8.2.3 All other events:

Athletes who achieve at least one **International** level performance based on the Matrix Performance Standards (section 15).

8.3 New member of the International level for 2018/19 – Relay Events

8.3.1 Olympic Relays:

Athletes will be invited to be a relay member of the World Class level if the selectors consider that the SQUAD, individually and collectively, have the realistic capacity to reach the relay final of the 2020 Olympic Games. If a relay squad are selected for the World Class level then up to six athletes may be selected in the relay squad.

Relay squad members will be selected at the sole discretion of the selection panel and will be selected to create the most competitive relay squad possible based on applicable relay skills, team cohesiveness and compliance with the AA relay program. Results in individual events (eg 100m, 200m or 400m), while important, will not be the sole criteria for selection of a relay squad member.

8.4 Retention of 2017/18 International level athletes

Athletes may be considered for retention at this level on a case-by-case basis. Membership and membership level is at the discretion of the selectors who will decide if an athlete retains the realistic capacity to meet the Aims of the program in the future. The selectors will be guided by the following notes:

- 8.4.1 Selectors must take into account any outcome or process target(s) set for an athlete to remain on NASS set by one or more of their NASS Athlete Performance Advisor (APA), AA's Head Coach or AA's High Performance Director.
 - 8.4.2 Athletes should normally have achieved at least one **International** level performance since 1st September 2017 (in those events where a standard exists – see section 15).
 - 8.4.3 Athletes will not normally be selected if they have been at the **International** level, or its equivalent, for more than three consecutive years.
 - 8.4.4 Athletes should increase their personal best (PB) every year while at the **International** level and should not expect to be selected if they haven't set a PB in their main event for two consecutive years.
 - 8.4.5 For the avoidance of doubt the selectors have the discretion to exit an athlete from the program at any review meeting and this may mean less than two years on any particular level.
- 8.5 Should the limitations noted in section 8.1 apply then the athletes will be selected who, in the selectors' opinion, have the most realistic capacity to achieve the overall Aims of the NASS program and reach, at least, the **World Class** level within two years. The selectors will prioritise using any and all relevant information that they have available.

9. COMMONWEALTH LEVEL

9.1 **Limitations**

- 9.1.1 No more than two athletes may be invited onto the **Commonwealth** level in any one event. (For example the able-bodied men's 100m counts as one event and so no more than two athletes can be invited onto the **Commonwealth** level for the able-bodied men's 100m.)
- 9.1.2 The total number of athletes invited onto the **Commonwealth** level across all events may be capped to match the resources available to AA to run the program. A cap may be applied to able-bodied athlete numbers or Para-athlete numbers or both.

9.2 **Athletes who may be considered for places**

The athletes who meet the criteria below may be considered for invitation onto the **Commonwealth** level of the 2018/19 NASS program. Being on the consideration list does NOT guarantee being invited onto the program.

- 9.2.1 Athletes who were considered for higher levels of the program but who were not invited onto the program, subject to the rules in section 3.2.
- 9.2.2 Athletes who achieve at least one **Commonwealth** level performance based on the Matrix Performance Standards (section 15).
- 9.2.3 Para-events:

No Matrix Performance Standards has been created for these events yet. Therefore in these events the selectors may decide which athletes, in their opinion, meet the criterion of being a potential 2022 Commonwealth Games gold medallist. This decision will be based on the selectors' expertise and they will take into account evidence from previous Games results and Commonwealth rankings where available.

Athletes will only be included on NASS in events / classifications that have been confirmed on the 2022 Commonwealth program.

9.3 **Athlete selection**

- 9.3.1 The selectors will consider all athletes on the consideration list (section 9.2) and select those athletes who, in the selectors' opinion, have the realistic capacity to win a Commonwealth Games gold medal in 2018 subject to the limitations noted in section 9.1.
- 9.3.2 Should the limitations noted in section 9.1 apply then the athletes will be selected who, in the selectors' opinion, have the most realistic capacity to win a gold medal at the 2022 Commonwealth Games. The selectors will prioritise using any and all relevant information that they have available.

10. DEVELOPMENT LEVEL

10.1 Limitations

10.1.1 No more than three athletes will be invited onto the **Development** level in any one event. (For example the able-bodied men's 100m counts as one event and so no more than three athletes can be invited onto the **Development** level for the able-bodied men's 100m.)

10.1.2 The total number of athletes invited onto the **Development** level across all events may be capped to match the resources available to AA to run the program. A cap may be applied to able-bodied athlete numbers or Para-athlete numbers or both.

10.2 New member of the Development level for 2018/19

The athletes who meet the criteria below may be considered for invitation onto the **Development** level of the 2018/19 NASS program. Being on the consideration list does NOT guarantee being invited onto the program. Where the criteria is not specific, the Head Coach, Paralympic Performance Manager and/or Selection Panel (as the case may be) will make decisions using any and all relevant information that they have available.

10.2.1 Athletes who were considered for higher levels of the program but who were not invited onto the program, subject to the rules in section 3.2.

10.2.2 Able-bodied athletes nominated for consideration by the Head Coach in consultation with the National Junior High Performance Manager.

10.2.3 Para-athletes nominated for consideration by the Paralympic Performance Manager.

10.2.4 In addition to athletes nominated by the Head Coach, in consultation with the National Junior High Performance Manager, able-bodied athletes who achieved any of the following criteria in 2017/18 may be considered:

10.2.4.1 Set an Australian record in either the U20 or U18 age group. The record must be in an event contested at the IAAF World U20 Championships and with the same weight implements and/or hurdle height/spacing used at those Championships (or relevant age equivalent for U18 athletes).

10.2.4.2 Finish top eight at the 2018 IAAF World U20 Championships.

10.2.4.3 Be in the top 16 of the 2018 World U20 ranking lists on 1 September 2018. AA will only consider the ranking lists of events contested at the IAAF World U20 Championships and for the same weight implements and/or hurdle height/spacing used at those Championships

10.2.5 The selectors may select those athletes who, in the selectors' opinion, have the most realistic capacity (using the guidelines in section 14) to achieve the overall Aims of the NASS program and reach, at least, the **International** level within two years.

10.2.6 For athletes currently competing in Junior age groups, the selectors will consider if athletes, in the selectors' opinion, have realistic capacity to achieve the overall Aims of the NASS program competing with senior implements, hurdle heights and race distances (as relevant).

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10.3 Retention of 2017/18 Development level athletes

Athletes may be considered for retention at this level on a case-by-case basis. Membership and membership level is at the discretion of the selectors who will decide if an athlete retains the realistic capacity to meet the Aims of the program in the future. The selectors will be guided by the following notes:

- 10.3.1 Selectors must take into account any outcome or process target(s) set for an athlete to remain on NASS set by one or more of their NASS Athlete Performance Advisor (APA), AA's Head Coach or AA's High Performance Director.
- 10.3.2 The time that an athlete spends on the **Development** level is much more subjective than the other levels. Age specific factors apply (such as transitioning from school to work or university); event specific factors apply (such as transitioning to new weight implements, hurdle height/spacing or race distances); some events mature slowly and some events mature quickly; etc.
- 10.3.3 The selectors will endeavour to keep an athlete on the **Development** level until:
 - 10.3.3.1 they are selected for a higher level of the program or
 - 10.3.3.2 it is clear to the selectors that the athlete does not have the capacity to meet the Aims of the program; or
 - 10.3.3.3 retaining an athlete for another period will block membership of another athlete who, in the selectors opinion, has more potential to meet the Aims of the program.
- 10.3.4 For the avoidance of doubt the selectors have the discretion to exit an athlete from the program at any review meeting and this may mean less than two years on any particular level.
- 10.4 Should the limitations noted in section 10.1 apply then the athletes will be selected who, in the selectors' opinion, have the most realistic capacity to achieve the overall Aims of the NASS program and reach, at least, the **International** level within two years. The selectors will prioritise using any and all relevant information that they have available.

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11. EMERGING LEVEL

11.1 **New member** of the **Emerging level** for **2018/19**

The NASS Emerging program aims to bridge the gap that exists between the WU20 Championships, the Development level of NASS and ultimately medals and top 8 performances at benchmark events (Olympics/Paralympics/World Championships).

The Emerging program will include engagement with the relevant National Junior Coach (NJC) throughout the year including the attendance at two camps for all athletes and personal coaches. The first to be held at the AIS Saturday 15 December – Tuesday 18 December together as a squad, the second event specific camp across various states during January and February. Personal coaches will only be required across the weekend dates but welcome across the whole camp if available.

The NASS Emerging athlete and personal coach will benefit from their engagement in their SIS/SAS in a similar way other NASS athletes and personal coaches have experienced. The Para NASS Emerging program will be discretionary and limited in selection.

- 11.1.1 Athletes who have met junior international performance levels and were identified by the Junior High Performance Manager, Junior High Performance Coaching Coordinator and/or National Junior Coaches may be considered for invitation onto the **Emerging** level of the 2018/19 NASS program. Being on the consideration list does NOT guarantee being invited onto the program. Where the criteria is not specific, the Head Coach, Paralympic Performance Manager and/or Selection Panel (as the case may be) will make decisions using any and all relevant information that they have available.
- 11.1.2 The selectors may select those athletes who, in the selectors' opinion, have the most realistic capacity (using the guidelines in section 14) to achieve the overall Aims of the NASS program and reach, at least, the **Development** level within two years.

12. TEAM NASS LEVELS

- 12.1 Subject always to satisfying the eligibility criteria under section 3.1, Athletes will be added to the Team NASS levels immediately after their selection to the Australian team in the competitions listed below (points 12.2 and 12.3). The day after the relevant Championships / Games athletes will automatically become **Squad** level members until the next National Championships.
- 12.2 **Senior Level:** eligible competitions are:
 - Olympic Games
 - Paralympic Games
 - IAAF or WPA World Championships
 - IAAF World Indoor Championships
 - Commonwealth Games
- 12.3 **Junior Level:** eligible competitions are:
 - World U20 Championships
- 12.4 **Squad level:** **Senior** and **Junior** level athletes will automatically become **Squad** level athletes the day after their relevant Championships / Games until the next NASS selection meeting, again subject to athletes satisfying the eligibility criteria under section 3.1.

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12.5 For the avoidance of doubt, selection at the following competitions does NOT qualify athletes for Team NASS support:

- FISU World University Games
- IAAF World Cross Country
- IAAF World Relay Championships
- IAAF World Marathon/Half Marathon
- IAAF World Race Walking Team Championships
- any U18 championships
- OAA Oceanic Area/Regional Championships
- any other Australian representative competition

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13. SELECTION PANEL

- 13.1 **Gold, Medal, Podium Ready, World Class, International, Commonwealth and Development** levels will be selected by the High Performance Director supported by the Head Coach, the Paralympic Program Manager and the National Junior High Performance Manager. This group will consult AA's Chief Medical Officer and appropriate statisticians. An independent observer, selected by the AA **Manager – Legal Compliance & Governance**, will be present at the selection meetings. In addition, where possible, a representative of the AIS will be present at the selection meetings.
- 13.2 The High Performance Director, in consultation with AA's CEO, may vary the NASS selection panels (in 13.1 and 13.2 above) should circumstances require, for example if one of the named selectors is ill or otherwise unavailable.

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14. CAPACITY

The capacity of an athlete to perform in the future depends on their physical potential and their processes. Outstanding physical potential may be sufficient to produce occasional outstanding results, however this must be combined with world class processes in order to excel at major championships and over many years.

Athletics Australia have limited resources and so we will invest the most resources into those athletes most likely to meet the Aims of the program – in other words those with the highest capacity.

Across the board we will only invest in athletes with outstanding physical potential. Our expectations for an athlete's processes varies with their training age and experience within the sport. For example we expect that **Podium** athletes will always demonstrate world class processes; we have lower expectations for new athletes on the **Development** level – although we do expect these athletes to improve their processes quickly.

PHYSICAL POTENTIAL

- Competition History
- Training Age
- Year-on-year Progression
- Technical Skills
- Physical Resilience
- Mental Resilience
- Physical Attributes

PROCESSES

- Coaching Quality
- Daily Training Environment
- Planning – short, medium and long term
- Engagement with AA, the NASS and the AIS/SIS/SAS network.
- Professionalism
- Training Commitment
- Sport Commitment
- Access to Competition Equipment (eg Pole Vaulters and Wheelchair racers)

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15. MATRIX PERFORMANCE STANDARDS

Matrix Performance Standards are not qualification standards whereby achieving the standard determines selection. Matrix Performance Standards are used to;

- a) Identify athletes on the consideration list at the **World Class, International and Commonwealth** levels of the program. Being on the consideration list does NOT guarantee being invited onto the program.
- b) Guide the selection panel with respect to the retention of existing NASS members at the Podium Ready, World Class and International levels of the program.

Podium Ready, World Class and International standards were created in conjunction with the AIS Research and Innovation department. The Commonwealth standards match the 2018 AA Commonwealth Games “A” standards.

Senior implements and hurdle height/spacing is assumed for all events, unless otherwise noted.

Men

	100m	200m	400m	800m	1500m	5000m	10000m
Podium Ready	9.99	20.24	45.02	1:44.28	3:34.41	13:06.62	27:28.05
World Class	10.20	20.72	45.78	1:47.04	3:38.28	13:12.56	27:41.68
International	10.33	20.93	46.42	1:48.35	3:43.83	13:18.49	28:36.72
Commonwealth	10.15	20.44	45.50	1:46.50	3:37.50	13:22.60	27:54.00

	110mH	400mH	3000mSC	Marathon	20kW	50kW
Podium Ready	13.34	48.52	8:15.18	2:09:13	1:21:25	3:45:30
World Class	13.50	49.28	8:22.03	2:11:09	1:22:58	3:47:04
International	13.74	50.21	8:28.87	2:13:05	1:24:32	n/a
Commonwealth	13.56	49.35	8:32.00	n/a	n/a	n/a

	HJ	LJ	TJ	PV	SP	DT	JT	HT	Decathlon
Podium Ready	2.30	8.19	17.09	5.74	20.79	65.26	82.46	77.85	8286
World Class	2.24	7.98	16.82	5.52	20.20	63.34	78.90	76.26	7864
International	2.21	7.82	16.54	5.35	19.82	61.45	76.83	74.66	7650
Commonwealth	2.28	8.09	16.69	5.60	20.00	61.90	80.80	72.70	8000

Women

	100m	200m	400m	800m	1500m	5000m	10000m
Podium Ready	11.01	22.76	50.15	1:59.23	4:03.98	15:02.81	31:25.48
World Class	11.20	23.00	51.16	2:01.40	4:10.00	15:21.65	31:58.74
International	11.30	23.11	52.09	2:04.80	4:13.16	15:24.65	32:18.09
Commonwealth	11.26	23.10	52.10	2:01.00	4:08.10	15:22.00	32:15.00

	100mH	400mH	3000mSC	Marathon	20kW
Podium Ready	12.74	54.66	9:24.82	2:28:11	1:29:36
World Class	13.06	56.44	9:42.39	2:30:39	1:31:20
International	13.25	57.17	9:59.97	2:33:07	1:32:53
Commonwealth	13.01	56.10	9:42.00	n/a	n/a

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	HJ	LJ	TJ	PV	SP	DT	JT	HT	Heptathlon
Podium Ready	1.95	6.76	14.35	4.62	19.14	62.96	62.22	73.25	6381
World Class	1.93	6.60	13.90	4.40	17.76	60.19	58.64	68.91	5964
International	1.90	6.45	13.68	4.24	16.58	58.11	55.46	67.80	5791
Commonwealth	1.92	6.65	13.90	4.50	17.70	59.90	60.60	67.30	6000

16. REVIEW PROCESS

16.1 Introduction

- 16.1.1 Athletics Australia (AA) receives grant funding from the Australian Institute of Sport (AIS) in order to deliver an elite sport performance program known as the National Athlete Support Structure (NASS) in partnership with the AIS and the National Institute Network (NIN). In the administration of this program, AA is responsible for the management and operation of the NASS and the allocation and distribution of certain funds pursuant to the NASS. The AIS mandates certain athlete categorisation levels which are reflected in the NASS structure.
- 16.1.2 In particular, AA selects which athletes should be included on the NASS, with the list of athletes reviewed at six monthly intervals. As part of this process, AA may add new athletes to be included on the list, exclude athletes from the list, or decide that the level of an athlete on the list is altered. Any exercise of this function shall be referred in these procedures ("Procedures") as a "NASS Decision".
- 16.1.3 These procedures and the right to an appeal process are primarily intended to apply to athletes who are included within the NASS program at the date of the NASS Decision. However, in certain exceptional circumstances and at the sole discretion of AA, they may be used by an athlete not currently on the NASS program who was considered for NASS membership but not selected. In these circumstances (only), the Procedures should be read accordingly as if they applied to such athletes.
- 16.1.4 These Procedures are binding on AA and on each athlete who is seeking selection to the NASS program run by AA.
- 16.1.5 These Procedures shall be read in conjunction with Rules 1 to 15 of this document, which governs the NASS selection process (referred to in these Procedures as the "Selection Procedures"). These Procedures and the Selection Procedures are referred to collectively in these Procedures as "the Supporting Documents".
- 16.1.6 This is the only applicable appeals procedure as to how NASS Decisions are to be challenged. Affected athletes agree to submit any dispute concerning any matter connected with or arising out of NASS Decision issues to binding arbitration in accordance with the provisions of these Procedures. AA and affected athletes agree that they will not commence, continue or maintain any legal challenge to any matter falling under the jurisdiction of these Procedures, or any decision made under these Procedures, before any court of law or other dispute resolution body. AA and affected athletes will treat all decisions under these Procedures as final and binding upon each of them.

16.2 Grounds for Appeal

- 16.2.1 These Procedures shall only apply to NASS Decisions and not to any grievances in relation to the NASS generally.
- 16.2.2 The grounds upon which a NASS Decision may be reviewed are limited to the following:
- a) there has been a failure by AA to follow the relevant Selection Procedure (ie that there has been a procedural defect or procedural fairness has not been afforded to the appellant); or
 - b) the NASS Decision has been reached on the basis of an error of fact.
- 16.2.3 Note that in reaching NASS Decisions, the NASS Selection Panel act as experts.

16.3 How to Appeal

- 16.3.1 An appeal under these Procedures is commenced when an athlete affected by a NASS Decision makes a formal written appeal (the "Notice of Appeal") to AA's High Performance Director ("the HPD"). If the athlete fails to submit the Notice of Appeal within the time limit set out in Rule 16.3.2 below, he or she will automatically lose their right of appeal under these Procedures, unless in the opinion of

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the HPD (acting reasonably) it was not practical for submission to be made within the time limit.

- 16.3.2 Any athlete who wishes to appeal a NASS Decision should submit their case in writing to the HPD in the first instance. This must be done within five working days of the NASS Decision being communicated to the athlete (referred to in these Procedures as “the Notification”). In a situation where an appeal is made by an athlete not currently on the NASS program but who was considered for NASS membership but not selected, the Notice of Appeal must be made within five working days of the announcement of the decision against which the appeal is made.
- 16.3.3 The Notification from AA shall contain the following information:
- a) The effect of the NASS Decision;
 - b) the date the NASS Decision was made; and
 - c) the date the NASS Decision takes effect.
- 16.3.4 The HPD will receive the Athlete’s Notice of Appeal and consider the appealing athlete’s case. Where the HPD agrees that the NASS decision was based on an error of fact or a procedural defect, HPD may refer the NASS Decision back to the NASS Selection Panel for re-consideration. The HPD shall notify the athlete of the outcome of the NASS Selection Panel’s reconsideration of the decision within five working days of being notified by the panel of their re-considered decision.
- 16.3.5 If, the HPD does not agree that there was an error of fact or a procedural defect, then HPD shall notify the athlete within five working days of the Notice of Appeal that the appeal shall not be referred back to the NASS Selection Panel for reconsideration.
- 16.3.6 The HPD shall provide the appealing Athlete with the reasons for the decision (Reasons for the Decision). If the athlete is unsatisfied with the Reasons for the Decision he/she must then serve the HPD with a second formal written appeal (“the Second Notice of Appeal”) together with a deposit of \$500 within a further 5 working days from the date on which the Reasons for the Decision were communicated to him/her (or such other time period as AA may have indicated in the Notification or HPD Decision).
- 16.3.7 The \$500 deposit shall be returned to the athlete only in the event that the athlete’s appeal is successful (in whole or in part). Costs incurred by an athlete in relation to the appeal are to be met by the athlete in all cases.
- 16.3.8 Both the Notice of Appeal and the Second Notice of Appeal must set out the grounds of the appeal and include full details of the basis of the appeal. Each of the Notice of Appeal and Second Notice of Appeal should be as full as possible as they will form the basis of the remainder of these Procedures.
- 16.3.9 If a Second Notice of Appeal is not served within the time period set out in Rule 16.3.4 above or if the \$500 deposit is not included with the Second Notice of Appeal, the Second Notice of Appeal shall not be considered unless in the sole opinion of AA it was not reasonably practical for submission within the time limit.
- 16.3.10 Following receipt of a Second Notice of Appeal, AA shall forthwith at its sole discretion appoint an Appeals Panel in accordance with Rule 16.4 below and shall notify the athlete of the composition of the Appeals Panel.

16.4 Independent Review Panel composition

- 16.4.1 The Appeals Panel shall comprise three independent people, one of whom shall be designated by AA as Chairman. The Appeals Panel shall have the powers set out in Rules 16.5 and 16.6 below.
- 16.4.2 In determining the composition of the Appeals Panel, AA undertakes to ensure that the appeal will be conducted fairly and impartially. The Appeals Panel shall not include individuals with any connection to the athlete or the matters being considered and, for the avoidance of doubt, the Appeals Panel may not comprise employees or directors of AA.

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16.4.3 Should a member of the Appeals Panel become unable to hear the appeal following the appointment of the Appeals Panel for whatever reason, AA shall appoint a replacement member.

16.4.4 An athlete may object to the composition of the Appeals Panel by notifying AA in writing of the objection and setting out the reasons for such an objection (the notification shall be referred to as "an Objection") no later than five working days from the date of receipt of the notification of composition of the Appeals Panel in Rule 16.3.10.

16.4.5 AA shall, within five working days from the date of receipt of any Objection, notify the athlete that either:

- a) the composition of the Appeals Panel has changed (in which case AA shall provide details of the new Appeals Panel); or
- b) the composition of the Appeals Panel has not changed (in which case AA shall give reasons why it has not accepted the athlete's Objection).

16.4.6 The decision by AA on the composition of the Appeals Panel shall be final.

16.5 Appeals Panel process

16.5.1 The Appeals Panel will proceed by way of a hearing at which the athlete and AA may present written evidence and may make oral submissions. As soon as reasonably practicable, and in any event within fifteen working days from the date of receipt by AA of the Second Notice of Appeal or (if later) within seven working days from the date AA responds to the Objection under Rule 16.4.4 (as appropriate), the Chairman of the Appeals Panel shall give such directions (to both the athlete and AA) as are appropriate for consideration of the appeal, namely the date, time and place at which the Appeals Panel will hear the appeal and the timetable for the exchange of written evidence and details of any witnesses that will be called. Unless otherwise agreed, not less than seven days' notice will be given prior to the date of the hearing.

16.5.2 The athlete is entitled to attend the hearing, physically or by phone, and present his case and be accompanied by one other person who may act as the athlete's representative. Witnesses may be called and cross-examined provided this is notified to the Appeals Panel in accordance with Rule 16.5.1.

16.5.3 The Appeals Panel shall meet on the date notified to the athlete and AA under Rule 16.5.1 (or, where this becomes impracticable, such other date as the Appeals Panel may notify to the athlete and AA) and shall no later than five working days after hearing the appeal inform the athlete and AA of its decision together with written reasons for its decision.

16.5.4 The Appeals Panel must conduct any hearing as follows:

- a) is not bound by the rules of evidence and may inform itself as to any matter in such manner as it thinks fit;
- b) it will conduct its hearings with as little formality and technicality and with as much expedition as the proper consideration of the matter permits;
- c) hearings may occur in such manner as the Chairman decides, including telephone or video conferencing;

16.5.5 For the avoidance of doubt, the appellant has the burden of proof in any case and must establish that one or more grounds of appeal have been made out to the reasonable satisfaction of the Appeals Panel, in the context of the importance and gravity of the issue.

16.5.6 The decision of the Appeals Panel shall be final and binding.

16.6 Powers of the Appeals Panel

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- 16.6.1 The Appeals Panel may at its sole discretion disregard any failure by a party to adhere to these Procedures and may give such further directions as may be appropriate.
- 16.6.2 The Chairman may make such directions whether or not made at the request of the parties, for the proper conduct of the review as he or she deems may be reasonably necessary for the fair conduct of the review, including changes to the procedure set out in these Procedures.
- 16.6.3 The Appeals Panel may decide as follows:
- a) That the NASS Decision be set aside as it was based on an error of fact or was procedurally flawed and the matter of the athlete's inclusion within the NASS remitted to AA for fresh consideration;
or
 - b) That the NASS Decision be upheld and the athlete's review rejected.
- 16.6.4 The Appeals Panel may also make recommendations for the future revision and/or smoother execution of the NASS Selection and Review Process, which should be considered by AA.
- 16.6.5 Where the Appeals Panel remits the NASS Decision to AA for fresh consideration under 16.6.3 above, the decision of AA shall be final and binding and there shall be no further right of review or appeal.

16.7 Amendment

- 16.7.2 The Board of AA reserves the right to amend these Procedures at its sole discretion.

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16.8 Overview

This overview is provided to guide athletes through the appeals process and timelines. Should there be a conflict between the table below and the rules above (rules 16.1 to 16.7) the rules above must be taken as correct.

Action	Time
Athlete informed of NASS Decision in writing (the “ Notification ”)	n/a
Athlete may send a “ Notice to Appeal ” to the High Performance Director (HPD)	for a NASS Athlete, within 5 working days of the Notification ; or For an athlete not currently on the NASS program but who was considered for NASS, within 5 working days of the announcement of the decision to which the appeal is being made.
HPD informs athlete of the “ Reasons for the Decision ”	Where the matter is not referred back to the NASS Selection Committee for re-consideration, within 5 working days of receiving the athletes Notice of Appeal; or Where the matter is referred back to the NASS Selection Committee for re-consideration, within 5 working days of receiving the outcome of the NASS Selection Committee’s reconsidered decision.
Athlete may send a “ Second Notice of Appeal ” to High Performance Director along with a deposit of \$500	Within 5 working days of the Reasons for the Decision
AA notify athlete of Appeals Panel Composition (“ Notice of Composition ”)	ASAP after the Panel is comprised
Athlete may object to Appeals Panel Composition (“ Objection ”)	Within 5 working days of the Notice of Composition
Appeals Panel meet (“ Panel Meeting ”)	Within 15 working days of the Second Notice of Appeal (or possibly later if there was an Objection .)
Appeals Panel inform AA and the athlete of their decision (“ Panel Decision ”).	Within 5 working days of the Panel Meeting/Appeals Hearing .
If necessary the NASS Selection Panel meet to reconsider the athlete’s appeal based on the Panel Decision after which they will inform the athlete of their new decision.	Typically, the NASS Selection Panel will meet and inform the athlete of their decision within 5 working days.

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17. FREQUENTLY ASKED QUESTIONS (FAQ)

Q: What is “Winning Edge”?

A: Australia's Winning Edge is a collaborative effort led by the ASC with key partners in the sport sector, and builds on the National Sport and Active Recreation Policy Framework (the Policy Framework) and National Institute System Intergovernmental Agreement.

The following priorities, agreed through the Policy Framework, focus on what is needed to achieve Australia's Winning Edge.

- **Investing for success:** Investment is targeted to achieve the greatest chance of international success.
- **Planning to perform:** Planning and review processes are contemporary and provide for elevated accountability across the sector.
- **The right support:** High performance athletes have the right support at the right time along their pathway to international success.
- **Good governance and capability:** High performance sports and sector partners have the structure, workforce and leadership capacity to develop successful programs to achieve competitive results and to spend taxpayer funding effectively.
- **Evidence-based decisions:** High performance sports and sector partners have a valid and robust evidence base on which to develop winning high performance programs.

Q: Where do the Matrix Performance Standards come from?

A: The **Podium Ready, World Class and International** standards were created in conjunction with the AIS Innovations department.

The standards reflect the year-on-year progression of season's best of every top eight athlete on an event by event basis. The current standards include data from at the Olympic Games 2012, World Championships 2011, World Championships 2009 and Olympic Games 2008.

These standards are currently in a process of review to incorporate results up to and including the 2017 IAAF World Championships. If the standards are available by the date of the relevant selection meeting they will also be used by the selectors. The Matrix Performance Standards for the **Commonwealth** level match the 2018 AA Commonwealth Games “A” standards.

Q: Why are some young Para-athletes allowed on NASS but not young able-bodied athletes?

A: This is because of the much shorter time to Podium in some Paralympic events.

Q: Why would relay runners be included on the NASS when there may be athletes ranked higher in the world, in their individual event, who are not included on the NASS?

A: The NASS program is about World / Olympic / Paralympic / Commonwealth medals and top eight places. Relay squads are considered based on their capacity to meet these Aims *as a team* and not as individuals.

Q: Why are there no references to Paralympic relays in the policy?

World Para Athletics has confirmed that relays will not be included on the event program at the Tokyo 2020 Paralympic Games. Clause 3.1.1.5 of the policy that that in the case of Para-athletes, to be eligible for program membership athletes must be in a class and event likely to be included on the 2020 Paralympic Games program. Therefore options only exist for individual athletes to be supported as members of the NASS program. This will be reviewed if the Tokyo 2020 Paralympic Games event program is revised.

Q: How many dollars do you get at each level?

A: The main benefits of the NASS program come from an integrated approach between athlete/coach, the AA Athlete Performance Advisor (APA) and the local Institute/Academy of Sport. We include financial (dollar) contracts for the majority of NASS athletes however the amounts are subject to changes with AA's financial

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resources, the Australian Institute of dAIS system and any similar support or sponsorship that AA can secure. Over time AA's contract system and amounts will align with the AIS dAIS system.

The levels for 2018/19 are shown below. **These amounts MAY change due to factors such as:**

- Changes to the overall High Performance grant from AIS / ASC to AA;
- The number of athletes selected to NASS and the available budget;
- The AIS / ASC dAIS levels; and
- Changes to the AIS / ASC rules on offering direct financial support to athletes separate to the dAIS system.

Athletes will only get one grant amount, so they will not get more if they qualify for NASS in more than one individual event or in and individual event and the relays. In general the selectors will allocate the "highest paying" appropriate level.

Contract levels are subject to subject to completing AA requirements (see section 3.1), delays may cause the grant be reduced or even cancelled and ultimately will be grounds for withdrawing the offer of membership.

Athletes offered a 6-month membership (eg those selected immediately after the National Championships) will be offered half the dollar amount shown below:

INDIVIDUAL EVENTS:

ENHANCED	2018/19 contract level per annum including dAIS	
	INDIVIDUAL events	
	MAY be subject to change	
	Able-bodied	Para-athletes
Gold	\$50,000	\$50,000
Medal	\$40,000	dAIS only*
Podium Ready	\$30,000	dAIS only*
World Class	\$12,000	dAIS only*
International	\$8,000	dAIS only*
Commonwealth	\$8,000	dAIS only*
Development	\$6,000	dAIS only*

* Direct financial support only if accepted by AIS for dAIS

TEAM	Senior	Preparation award for some competitions, amount confirmed pre-departure
	Junior	n/a
	Squad	n/a

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RELAY EVENTS:

ENHANCED		2018/19 contract level per annum including dAIS	
		RELAY events	
		MAY be subject to change in 2018/19	
		Strike-four*	Other squad members
	Gold	\$25,000	\$12,500
	Medal	\$20,000	\$10,000
	Podium Ready	\$12,000	\$6,000 able-bodied athletes,
World Class		\$6,000	
International		\$4,000	

* The four athletes who compete in the relay final.

Q: How do the Athletics Australia levels align with the AIS AWE athlete categorisations?

National Sporting Organisations are required to categorise athletes in line with the AWE Athlete Categorisation 2017 – 2020 guidelines. These guidelines are national framework which will be used to inform the prioritisation of system support to athletes in support of these targets. The guidelines have been developed to provide a consistent basis, both within and across sports, to:

- a) Identify the athletes with the greatest potential to contribute to Australia's Winning Edge targets
- b) Inform the prioritisation of support to these athletes.
- c) Track their performance over time

The 2018/19 NASS categories align with the AIS AAWE categories as detailed below.

ENHANCED	AIS AWE Category	AA Category
	Podium	Gold
		Medal
	Podium Ready	Podium Ready
	Podium Potential	World Class
		International
	Commonwealth Gold	Commonwealth
Developing	Development	

Q: Is there a structure for Personal Coach support

For the 2018/19 NASS year, AA is introducing a coach support award for non AA or State Institute / Academy of Sport employed personal coaches of able-bodied athletes in **the Podium, Medal and Podium Ready** NASS levels.

NASS Personal Coach awards are offered by AA to assist personal coaches with some expenses relating to their role with relevant NASS athletes. Personal Coach awards are not offered as a reward for past success.

Award levels for 2018/19 are;

2018/19 NASS Category (able-bodied)	NASS Personal coach award
Gold	\$20,000
Medal	\$20,000
Podium Ready	\$10,000

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Further detail of the NASS Personal Coach award system will be communicated to relevant athletes and coaches.

AA will review the personal coach support awards and consider potential extensions to other NASS levels and for personal coaches of Para NASS athletes for future NASS years (as the program budget allows).

In addition to Personal Coach awards, potential support for Personal Coach costs exist through the NASS Preparation budgets managed by NASS APAs and team personal coach awards (where relevant).

Q: Where can I find updates to this document?

A: This document will be updated from time to time, new versions will be published on the AA web site.

Updates will also be mentioned in the AA Performance Newsletter which is sent to all interested parties on a regular basis. To be added to the distribution list send your name and email address to

highperformance@athletics.org.au