

WAIS Athlete Benefits Policy

Owner: Finance and Operations
Manager

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1. Purpose

To ensure resources directly allocated to athletes are aligned to achieve WAIS goals in a fair and reasonable manner that recognises the diversity of athlete requirements.

2. Background

WAIS supports athletes across a range of sports and at varying performance levels within a sports high performance pathway. WAIS focusses its resources on the delivery of a multidisciplinary Daily Training Environment (DTE) and towards supporting athletes for competition purposes. The DTE and competition support requirements for an athlete are not only determined by their sport and current level of performance but also their own unique personal attributes.

WAIS believes that athletes in the pathway to national senior team representation have a responsibility and obligation, where capable, to make a financial contribution to their long term sporting aspirations.

The term 'WAIS athletes' within this document refers to athletes who hold a current WAIS scholarship.

3. Standards

- 3.1 WAIS athletes will only be eligible to receive benefits from WAIS during the period that an athlete is on scholarship and during scholarship transition periods.
- 3.2 All benefits and contributions to WAIS athletes must be outlined in their individual Athlete Performance Enhancement Plans (APEP).
- 3.3 All athlete benefits provided are to be allocated and accounted for per athlete during the budgetary exercise.
- 3.4 If prioritisation of available resources is required, a top down approach will be applied in determining the proportion of benefits allocated to an athlete classification.
- 3.5 Capping of any specific benefit category amounts will be established only when required for budget management reasons.
- 3.6 Any approved proportional or capped benefit amounts will be set by athlete category unless otherwise approved by the Executive Director.
- 3.7 Approval of financial contributions and payments to WAIS athletes are to be in accordance with the WAIS Financial Management Manual.
- 3.8 IASP Grants athletes are not eligible for WAIS clothing

4. Authorities

- 4.1 The Performance Team Directors (PTDs) recommend any proportional allocations and or capping of benefits.
- 4.2 The Finance and Operations Manager (FOM) is responsible for certifying athlete benefits allocations in the annual budget in alignment with this Policy.
- 4.3 The Executive Director (ED) approves any athlete category proportional or capping levels.
- 4.4 The ED approves any exceptional circumstances requests.
- 4.5 The FOM is responsible for the annual review of this Policy.

5. Processes and Procedures

The total value of athlete support established in the annual budgetary process is the resultant annual benefits expected to be derived by WAIS athletes during a specific financial year. The total value of athlete support is split into four generic groupings: Training; Competition; Scientific, Medical and Clinical; and Personal.

The processes and procedures established for WAIS athlete benefits and contributions are stated underneath, within their respective generic grouping of total value of athlete support.

5.1 Training

- 5.1.1 **Professional, Contracted and Specialist Coaching** – WAIS employs and/or contracts coaching staff based on the NSO agreements in place. The benefits attributed to athletes are quantified by the apportioned cost of these coaching services. No provision of coaching services is rendered where there is no NSO agreement in place. Any benefits received by WAIS athletes for coaching services provided outside of WAIS employment must be approved by the respective PTD.
- 5.1.2 **Program Management and Administration** – The WAIS organisational structure identifies the management and administration resources provided to support WAIS athletes. The allocation of management and administration resources to WAIS athletes is quantifiable through the apportionment of time spent by Performance Enhancement Division human resources and overheads.
- 5.1.3 **Training and Competition Equipment** – WAIS athletes are not necessarily entitled to financial support from WAIS to purchase personal sporting equipment that may be required to train and/or compete. Consideration will be made for financial contribution requests from athletes to purchase specialised equipment in order to enhance performance in DTE and/or competition on an exceptions basis only. The PTDs will recommend to the Executive Director any exceptions as part of the annual budgeting process.
- 5.1.4 **WAIS Clothing** – Refer to 'Staff and Athlete Clothing Policy'.
- 5.1.5 **Training and Competition Clothing** – Refer to 'Staff and Athlete Clothing Policy'.
- 5.1.6 **Venue Hire and Facility Access** – If WAIS is responsible for providing access to DTE facilities, then Venue Hire and Facility Access costs incurred by WAIS in the provision of the DTE are apportioned between WAIS athletes according to usage as agreed in the APEPs.
- 5.1.7 **Training Interventions** – specific training interventions identified in the APEPs such as Altitude Camps attended by WAIS athletes and coached by WAIS employed staff will be considered as a project. These interventions will be fully costed and any capping of WAIS contributions considered following completion of the sport program draft budget.

5.2 Competition

5.2.1 **Domestic Travel** – WAIS supports domestic travel benefits for selected events as identified in the approved APEP. Benefit level per athlete category is outlined underneath:

WAIS Athlete Scholarship Category	WAIS Contribution **
Podium	100%
Podium Ready	100%
Commonwealth Gold	100%
Podium Potential	100%
International	100%
Developing	70%
Emerging	50%

** WAIS contribution applies to the amount of out of pocket expenses.

5.2.2 **International Travel** – WAIS supports international travel benefits for selected events as identified in the approved APEP. Benefit level per athlete category is outlined underneath:

WAIS Athlete Scholarship Category	WAIS Contribution **
Podium	100%
Podium Ready	100%
Commonwealth Gold	100%
Podium Potential	100%
International	100%
Developing	70%
Emerging	50%

** WAIS contribution applies to the amount of out of pocket expenses.

5.3 Scientific, Medical and Clinical

- 5.3.1 **Athlete Career Education, Performance Analysis, Physiology, Psychology, Nutrition, Strength and Conditioning** – The allocation of service staff (employed or consultant) towards WAIS athletes is based on approved APEPs. The cost allocation to an athlete is quantified through the apportionment of time spent by human resources and overheads required to deliver the agreed services.
- 5.3.2 **Electrocardiography** – Refer to 'WAIS Sports Medicine Policy'.
- 5.3.3 **Haematology** – Refer to 'WAIS Sports Medicine Policy'.
- 5.3.4 **Medical Screening** – Refer to 'WAIS Sports Medicine Policy'
- 5.3.5 **Physio Screening** – Refer to 'WAIS Sports Medicine Policy'
- 5.3.6 **Clinical Gap Payments (including Medical Consults, Physio Consults and MRIs)** – Refer to 'WAIS Sports Medicine Policy' and 'WAIS Clinical Gap Policy'.
- 5.3.7 **Massage and Pilates/Yoga** – as agreed in the APEP.

5.4 Personal Financial Support

- 5.4.1 **Direct Athlete Financial Support** – Refer to 'WAIS PAFS Policy'.