

# WAIS Athlete Benefits Policy

**Owner:** Performance Team Directors

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## PURPOSE

To ensure resources provided directly to WAIS athletes are allocated in a manner consistent with both WAIS Guiding Principles and Organisational Purpose and in-line with the WAIS Operational Philosophy.

### 1. BACKGROUND

The WAIS Operational Philosophy is to provide high quality Daily Training Environments (DTE's) for athletes. The coaching and support within the DTE should optimise athlete's availability to train and compete and ultimately maximise competition performance in the international arena. WAIS supports athletes across a range of sports and at varying performance levels within a sports high performance pathway. The training and competition support requirements for an athlete are not only determined by their sport and current level of performance but also their specific needs and individual attributes.

WAIS believes that athletes in the pathway to Olympic or Paralympic success 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.

### 2. STANDARDS

- 2.1** 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.
- 2.2** If prioritisation of available resources is required, a top down approach will be applied in determining the proportion of benefits allocated to an athlete category.
- 2.3** Capping of any specific benefit category amounts will be established when required for budget management reasons.
- 2.4** Any approved proportional or capped benefit amounts will be set by athlete category unless otherwise approved by the Chief Executive Officer (CEO).
- 2.5** Approval of financial contributions and payments to WAIS athletes are to be in accordance with the WAIS Financial Management Manual.

### 3. AUTHORITIES

- 3.1** The Performance Team Directors (PTDs) recommend any proportional allocations and/or capping of benefits.
- 3.2** The CEO approves any athlete category proportional or capping levels and any exceptional requests.
- 3.3** The Corporate Services Manager (CSM) is responsible for certifying athlete benefits allocations in the annual budget are in accordance with this Policy.
- 3.4** The PTDs are responsible for the annual review of this Policy.

## 4. BENEFITS, PROCESSES AND PROCEDURES

The athlete benefits covered by this policy are:

### 4.1 Medical and Physiotherapy services

WAIS strives for an optimal clinical operating model which embraces equally evidence-based prevention and holistic management of injuries and illnesses in order to maximise athlete availability.

Clinical Gap for the purpose of this policy is defined as the difference between actual cost and rebate provided by either Medicare and/or a Private Health Insurer, or personal injury and accident insurance provided by the Athletes sporting association. The clinical service providers referred to within this document include Sports Physicians, Physiotherapists and Soft Tissue Therapists. The Clinical Gap Payments do not apply to medical and musculoskeletal screenings, electrocardiographs or haematology investigations (refer to the Sports Medicine Policy for standards pertaining to screening and testing required by the athlete scholarship Terms and Conditions).

WAIS strongly recommends that athletes obtain private health insurance that provides cover for hospital, physiotherapy and remedial massage as a minimum for themselves.

#### 4.1.1 Medical services

WAIS Sports Physicians provide an immediate 'No out of pocket payment' for medical servicing to all WAIS athletes.

**4.1.1.1** WAIS Sports Physicians who provide this service are outlined on the 'WAIS Medical Provider' list (available on request from the Performance Enhancement Coordinator).

#### 4.1.2 Injury Prevention

**4.1.2.1** The WAIS sport nominated Physiotherapist will provide embedded physiotherapy service to program athletes at arranged times for the purpose of injury prevention, designed around the results of musculoskeletal screening results and the demands of the sport including known risk factors for injury.

**4.1.2.2** Service will be prioritised according to athlete categorisation.

**4.1.2.3** There will be no charge to the individual athlete for this service.

#### 4.1.3 Clinical Gap Standards

WAIS will only consider reimbursement to athletes for treatments provided by approved WAIS providers or by providers who have been approved prior to treatment by the CMO in exceptional circumstances;

**4.1.3.1** Treatments referred by or approved by a WAIS Sports Physician are eligible for reimbursement.

**4.1.3.2** WAIS will only consider reimbursement requests if all receipts, tax invoices, Medicare and private health care claims are provided.

**4.1.3.3** Gap Payments must be submitted no later than eight weeks after the treatment has been provided. Reimbursement requests received later than eight weeks after the treatment date will not be considered unless exceptional circumstance is presented and approved by the PTD.

**4.1.3.4** Clinical Gap contributions are payable for the following treatments and services;

- 4.1.3.4.1** Sports Physician consultations and treatments - provided by a WAIS approved Sports Physician where applicable
- 4.1.3.4.2** Physiotherapy consultations and treatments - provided by a WAIS approved Sports Physiotherapist with the exception of for Emerging International athletes who do not qualify for this unless exceptionally approved by the relevant Performance Team Director
- 4.1.3.4.3** Specialist consultations and treatments - referred by a WAIS Sports Physician
- 4.1.3.4.4** Emergency Treatment – for an injury or illness occurring during the WAIS supported DTE.
- 4.1.3.4.5** Medical Imaging - referred by a WAIS Sports Physician; and for a medical condition resulting from or relating to the DTE.
- 4.1.3.4.6** Surgery and injections - If an athlete is referred for surgery or an injection by a WAIS Sports Physician the athlete must consult with their PTD to confirm whether WAIS will contribute to any out of pocket expenses for the recommended procedure.
- 4.1.3.4.7** Sports massage – by a WAIS approved soft tissue therapist.
- 4.1.3.4.8** WAIS reserves the right to vary the amount reimbursed and to set a maximum rate for each service provided.
- 4.1.3.4.9** Exemptions to any treatment or service capping amounts can be sought from a PTD.

#### **Clinical Gap Authorities**

- 4.1.3.4.10** The PTDs are responsible to monitor the progress of benefits received by WAIS athletes during the financial year.

## **5.2 Training**

- 5.2.1 Professional, Contracted and Specialist Coaching** – WAIS employs and/or contracts coaching staff based on the National Sporting Organisation (NSO) agreements in place. Any benefits received by WAIS athletes for coaching services provided outside of WAIS employment must be approved by the PTD during the budgetary process and outlined in the IAPP or by exception during the operational year.
- 5.2.2 Training and Competition Equipment** – WAIS athletes are not 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 CEO any exceptions as part of the annual budgeting process. WAIS will (in sports that require it) invest in training or competition equipment that is used by WAIS athletes as a group.
- 5.2.3 Training Interventions** – specific training interventions identified in the IAPPs (e.g. altitude training 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.

## **5.3 Competition Travel**

WAIS staff may be required to book travel on an athlete's behalf. When approved travel is booked and paid for by WAIS, the athlete may receive an invoice for the remaining outstanding

amount in accordance with this policy. Parents of athlete's who are minors will be notified of estimated costs prior to WAIS booking the travel.

- 5.3.1 Domestic Travel** – WAIS supports domestic travel benefits for nominated events as identified in the approved sport program budget and as outlined at the annual Induction Meeting. For IASP athletes travel to nominated events will be identified and funding approved in their IAPP sign off meeting with the PTD. The domestic travel benefit includes costs incurred for air fares and ground costs (accommodation and ground transport). Benefit level per athlete category is outlined below:

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.

- 5.3.2 International Travel** – WAIS supports international travel benefits for selected events as identified in the approved Sport Budget and as outlined at the annual Sport Induction meeting. For IASP athletes travel to nominated events will be identified and funding approved in their IAPP sign off meeting with the PTD. International travel benefit includes costs incurred for air fares and ground costs (accommodation and ground transport). Benefit level per athlete category is outlined below:

WAIS Athlete Scholarship Category	WAIS Contribution *
Podium	\$1500
Podium Ready	\$1500
Commonwealth Gold	\$1500
Podium Potential	\$1500
International	\$1500
Developing	\$1200
Emerging	\$1000

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

- 5.3.3 Registration, Competition and Venue Entry Fees**– are allocated at the discretion of the sports PTD and subject to budget approval.

## 5.4 Performance Services

- 5.4.1** The quantity of service provision per athlete is prioritised by the position of the sport program in the pathway, athlete categorisation and identification of need in the IAPP.

The allocation of service staff (employed or consultant) towards WAIS athletes is determined by the PTD's during operational planning and budget process.

- 5.4.2 Medical and Physiotherapy Screening and Monitoring** – WAIS will cover the full cost of any screening or monitoring for all scholarship categories subject to compliance with the 'WAIS Sports Medicine, Medication and Injections Policy'.

## **5.5 Personal Athlete Financial Support (PAFS)**

WAIS undertakes a responsibility to provide personal financial support to its scholarship athletes who are experiencing financial hardship at a time in their competition year that is placing their training for, and/or performance in, international events in jeopardy.

### **5.5.1 PAFS Eligibility**

- 5.5.1.1** PAFS provision is specifically targeted at athletes who would no longer be able to train or compete in the desired event if funding could not be provided.
- 5.5.1.2** Eligibility guidelines are used to assess each application with consideration given to the athlete's scholarship status, financial circumstances, employment status and living arrangements.
- 5.5.1.3** Each application is viewed in isolation and in consultation with the NSO. All contributing variables will be taken into account and subject to the annual budget allocation. For subsequent applications from an individual athlete a 24 month plan for financial independence is required.
- 5.5.1.4** Athletes may be required to attend an interview with WAIS regarding their PAFS application and management of financial assistance.
- 5.5.1.5** Athletes granted PAFS are not required to submit receipts or reimbursement statements (WAIS assumes complete honesty on the part of the athlete applicant).
- 5.5.1.6** The athlete must demonstrate a planned approach to their personal financial circumstance for their competition year. A PAFS Plan is located on the WAIS website under Athlete Forms and must be completed by the athlete in conjunction with the coach at the beginning of the financial year. IASP scholarship athletes will meet with the appropriate PTD. In the event of an unplanned or sudden change of circumstance, it is the athlete's responsibility to inform their head coach or PTD (for IASP scholarship athletes) and Athlete Wellbeing and Engagement Advisor of any major financial implications.
- 5.5.1.7** The athlete must adhere to the PAFS application process and provide all necessary documentation, allowing sufficient time frame for assessment.
- 5.5.1.8** The athlete must have exhausted all other avenues to personal financial support including Direct Athlete Individual Support (DAIS), government allowances, NSO/AIS funding and other scholarships.
- 5.5.1.9** The athlete must demonstrate they are currently adhering to all the requirements of their scholarship.
- 5.5.1.10** The amount of PAFS awarded is based on the individual circumstance of the athlete as per the information detailed in the PAFS General Information Form.
- 5.5.1.11** An athlete who has misused their PAFS may be in breach of the WAIS Athlete Code of Conduct and will be liable for sanction under the code.

## **5.6 Athlete Relocation funding**

WAIS will provide relocation support to scholarship athletes who have graduated to train in the sports National Program or a Professional franchise following the pathway recommended by their NSO.

### **5.6.1 Eligibility**

- 5.6.1.1** WAIS Athletes are eligible to receive funding assistance up to \$2000 for relocation expenses encountered during the permanent change of training environment. Examples of expenses include short term accommodation costs, removal costs, accommodation set up costs.
- 5.6.1.2** Athletes are to claim from their NSO or professional team first, prior to requesting WAIS support.
- 5.6.1.3** Funds can be accessed up to six months from the date of arrival at the new location, or for any expenses incurred leading up to the shift.
- 5.6.1.4** Athlete will discuss with the PTD during the WAIS exit interview what expenses are likely to occur.
- 5.6.1.5** Athlete will submit receipts using the standard WAIS Reimbursement Request form together with receipts

## **5.7 WA Connect Grant**

The WA Connect Grant (WACG) provides athletes that have graduated to a national or professional program with financial assistance to stay connected with friends, family and their sport (normally a WA club program). Travel costs will be reimbursed up to a maximum of \$1500 per annum for confirmed recipients. Athletes in WAIS sport programs can apply through the relevant PTD and athletes not from a WAIS sport program can apply through the Individual Athlete Program. Please refer to the relevant selection policies on the WAIS website.

## **5.8 Personal Development Assistance Funds (PDAF)** WAIS undertakes a responsibility to provide personal Development Assistance Fund to contribute to their career and/or personal development.

### **5.8.1 Eligibility**

- 5.8.1.1** WAIS Athletes are eligible to apply for funding assistance up to \$200 for training courses that will assist them to secure casual and part time employment or for short courses that contribute to career and personal development. Examples of training courses may include Responsible Service of Alcohol (RSA), Barista course, First Aid, CPR & resuscitation, TAFE short courses, sport coaching course.
- 5.8.1.2** Funds can be used to contribute to the cost of training courses completed during the funding period and as approved by Athlete Wellbeing and Engagement Advisor.
- 5.8.1.3** Reimbursement will not exceed \$200. There are limited funds available.