



## Policy Document – Performance & Pathways

<b>Policy</b>	Performance Enhancement Grants (PEGs)
<b>Responsible to</b>	GMP&P
<b>Date Released</b>	Updated September 2 2009
<b>Reference</b>	V 3.0

### Revision History

Date	Version	Comments
1/1/2009	1.0	Initial release of SNZ PEGS Policy
2/9/2009	2.0	Updated to align with new SPARC PEGS policy
3/9/2009	3.0	SPARC amendments to reflect new guidelines

### Purpose of this Policy:

- To provide a guideline for the provision of Performance Enhancement Grants (PEGs) for swimmers.

### Objectives:

- PEGs are awarded by SPARC from PEGs Qualifying Event performances for athletes to prepare adequately for the next PEGs Qualifying Event.
- PEGs provide financial support to elite swimmers to enable them to dedicate time to training and competing, in order to maximise their sporting potential. Swimming New Zealand works with SPARC to ensure the best opportunities for its international swimmers.

### Overview of PEGS Policy:

#### PERFORMANCE ENHANCEMENT GRANTS (PEGs) PROGRAMME

SPARC has reviewed its approach to the PEGs programme and confirm the following changes:

- New categories and increased annual payment levels for athletes, as shown below:

<b>Olympic Long Course (LC) and Olympic Open Water Events</b>	
	<i>PEG Payment (before taxes)</i>
Gold Medallist	\$60,000
Medallist	\$55,000
4 <sup>th</sup> -6 <sup>th</sup> Placing	\$47,500
7 <sup>th</sup> -8 <sup>th</sup> Placing	\$40,000
9 <sup>th</sup> -12 <sup>th</sup> Placing	\$25,000
13 <sup>th</sup> -16 <sup>th</sup> Placing	\$20,000

<b>Non Olympic Long Course Swimming Events  (50m Fly, Back and Breast, 800m Free (M) and 1500m Free (W))  Non Olympic Open Water Events  (5km &amp; 10km)</b>	
Medalist	\$15,000

**PEGs Qualifying Events:**

The PEGs Qualifying Events for Swimming New Zealand through to the 2012 Olympic Games are as follows:

	2009	2010	2011	2012
Swimming	FINA World Championship (LC)	Commonwealth Games *	FINA World Championship (LC)	Olympic Games
Open Water	FINA World Championship	FINA Open Water World Championship	FINA World Championship	Olympic Games

**\* Proposal for Commonwealth Games PEGs**

Following the 2010 Commonwealth Games, results will be assimilated to form virtual world rankings. Commonwealth Games times achieved only in a discipline's final (lead off relay swimmers times will not be considered from a relay event) will be inserted into FINA's world rankings (limited to the top two swimmers per country). Athletes that qualify as top 16 in the ranking list, will determine PEGs through to the 2011 FINA World Championships (LC).

2. Analysis of PEGs indicates that many athletes in the 13<sup>th</sup>-16<sup>th</sup> category do not progress beyond that point. The 13<sup>th</sup>-16<sup>th</sup> Placing category will be paid for a maximum of two years. Unless progress is made to a better category (12<sup>th</sup> or better) swimmers will be ineligible to receive a PEG.
3. Multi-year PEGs have been introduced to provide long term support to athletes with a history of medal winning success on the world stage. An athlete must have an Individual Performance Plan (IPP) signed off by their NSO and SPARC. The IPP must target medal success at the next Olympic Games and should include objectives and key performance milestones to deliver a medal winning performance at these Games. The athlete will be required to complete the components of their IPP and achieve their NSO performance targets to continue to receive the PEG.
4. Targeted sports will no longer have the opportunity to apply for discretionary PEGs for their athletes. However each targeted sport is given a discretionary fund where they can support athletes that do not meet the PEGs criteria (or top up payments to athletes receiving PEGs). The annual discretionary fund for Swimming New Zealand will be \$20,000.
5. NSOs will retain the PEGs earned by retiring or non-selected athletes that have previously competed in small teams or relays in cases where the retiring athletes are being replaced by equal or similar quality athletes. For example the PEG earned by a retiring athlete from a relay could be retained by Swimming New Zealand to support the athlete that replaces the retiring or non-selected athlete.

PEGs awarded to athletes following the 2008 Olympic Games, will be increased and back paid to 1 July 2009 (July, August and September payments) to reflect the new PEGs levels

***Payment Details:***

- PEGS are paid in monthly instalments to the recipients.

***Qualification for PEGS***

- PEGS are awarded based on performances at the PEGs Qualifying Events outlined above.

***Review and Terms of Reference for PEGS***

- New Zealand LC Championships / Trials will be the review point for assessing ongoing PEGs payments. If a swimmer does not compete and offers no reasonable explanation for their absence at the trials then this swimmer may lose their PEGS funding at the discretion of the GMPP.
- Selection to the qualifying event will guarantee continuation of PEGS payments to the next qualifying event.
- Adjustments to PEGs funding (at the discretion of the GMPP) may be made for those swimmers that did not meet their performance target (e.g. failed to meet the qualification time for the World Championships, Commonwealth Games or Olympic Games), to ensure ongoing acceleration of targeted swimmers.