



High Performance Programme (HPP) Athletes Selection Policy

Version 2023

Introduction

The HPP provides an evidence-based and performance-driven approach in the development of our athletes. This Policy details and set out the general processes of identifying and selection of athletes into the HPP and maintaining their status.

Objectives of the HPP

To recognise talents into the programme with the ultimate goal of medal-winning performances at Major Games and international competitions.

Focus of the HPP

- a) Identify – Identification of talented athletes through races and/or time trials
- b) Select – Selection of athletes based on performance, aspiration and possession of required success factors to achieve the ultimate goal of the HPP.
- c) Support – Customised funding model to provide different level of support for different classification of athletes, to assist athletes to progress through the athletes' pathway.
- d) Monitor – Monitoring and tracking of their progression to ensure that they are not falling behind in their expected targets.

Policy Development

This HPP is customised for aspiring athletes seeking to progress:

- As an Elite athlete in WT races for World Triathlon Ranking, Continental Ranking, Multisports Ranking (Aquathlon, Duathlon, Long Distance Triathlon).
- In the Olympic Pathway, involving the following recognised Games – Southeast Asian Games, Asian Games, Commonwealth Games, Olympic Games.

Eligibility

- a) Singapore Citizen, or Singapore Permanent Resident (with the intention to apply for Citizenship in the next 2 years).
- b) HPP License: Paid-Up Member of Triathlon Singapore.
- c) Must not have represented any other NF at Junior, U23, Elite, Pro in the same calendar year.

- d) Draft Legal Endorsement: For athletes whom have not competed in a draft-legal race in the last 12 months. (Note: Not required for Aquathlon Squad)

Assessment Window

Identifying/Qualifying: 1 January to 31 December of previous and current calendar year

Monitoring/Re-qualifying: 1 January to 31 December of current calendar year

Critical Success Factors:

In addition to physical performance, the following success factors will be individual assessed:

- Attitude & Behavior
- Professionalism
- Commitment towards high standards in training and competition
- Swim, Bike, Run Capabilities
- Technical skills
- Tactical Skills
- Mindset – Coachable, determination

Governance and Management

This selection Policy, its process and all matters to do with HPP will be governed and managed by TAS's HPE Committee, who will report to the TAS Governing Board.

The HPE Committee will be made up of the following personnel:

- i. Chairman – Mr James Middleditch
- ii. Vice – Ms Michelle Evelyn Chow
- iii. Member - Mr. Eugene Ong

Athlete Pathway (AP)

- a) The AP will be used as a tool to identify and select athletes base on their age, potential and race performance, and classify them into the various AP Squads.
- b) The AP also allows for monitoring of an athlete over a period of time in the HPP and if they are on track for their progression or are meeting targets to remains within the HPP.
- c) Under the Athlete's Pathway there will be 4 HPP squads per discipline (Triathlon/Duathlon/Aquathlon) each with a different level of performance targets, getting progressively harder, hence creating a pathway with clear incremental steps:
 - HPP Identification Squad (ID Squad) Tri/Dua/Aqua
 - HPP Development Squad Tri/Dua/Aqua
 - HPP National B Squad Tri/Dua/Aqua
 - HPP National A Squad Tri/Dua/Aqua
- d) An athlete is eligible to enter the HPP Squads at any level and at any time of the year, as long as the requirements are met at any National Federation or WT sanctioned race or TAS organised time trials. Non-NF sanctioned races/time trials or personal timings will not be considered. Athletes may enter either under Triathlon or Duathlon or via National Performance Standards (NPS) benchmark timings.
- e) An athlete is eligible to move up to the next level Squad at any time, once the requirements are met at any National Federation or WT sanctioned race.

- f) Once an athlete meets the requirements of entry into HPP or to move to the next level, they simply submit the race results and link to official race results page to TAS for verification and considerations under item g.
- g) In addition to meeting the performance requirements (for entry into the AP, remaining in that squad and/or for moving up to the next squad), the “Critical Success Factors” (above) will also be considered, and final selection will be at the discretion of the TAS HPE Committee.
- h) An Athlete may be a member of multiple squads as long as they hit the required timings for each discipline. Eg. An Athlete maybe in A squad for Triathlon and B Squad for Duathlon; or may be in B squad for all 3 disciplines, or simply in A squad for Aquathlon only.

Squads	HPP National A Squad	HPP National B Squad	HPP Development	HPP ID Squad
Description	Elite athletes training towards: - Medals at Major Games - WT Rankings Tracking towards SEA Games Medals Tracking towards WT Rankings Tracking towards AG/CG/Olympics qualification	Bridge for athletes into the HPP - National Squad Tracking towards National Squad	Bridge for athletes into the HPP – National B Squad	Bridge for athletes into the HPP Development Squad
Age	16 Years old and above	16 Years old and above	16 Years old and above	13 Years old and above
Race Categories	All WT Races (WTCS, World Cup, Continental Cup, Championships) – Junior / U23 / Elite NF Races – Elite National Champs – Elite	WT Asian Championships – Junior / U23 / Elite WT Continental Cup Races – Junior / U23 / Elite NF Races – Elite National Champs – Elite	WT Asian Cup Races (Sprint Distance) – Junior / U23 / Elite NF Races – Elite National Champs – Elite	NF Races – Elite National Champs – Elite
Benefits	Eligibility to apply for SpexCarding Eligibility to participate in Funding Model 1 x TAS WT Race Suit * 1 x TAS Cycling Kit (Jersey + Shorts) * 2 x Polo Tee All local Sanction race entry fees covered *Applicable only to Athletes who sign agreement to wear the TAS WT suit for races (current Purpose suit)	Eligibility to apply for SpexCarding – Youth Eligibility to participate in Funding Model 1 x TAS WT Race Suit @ 50% discount* 1 x Cycling Kit (Jersey + Shorts) @ 50% discount* 2 x Polo Tee All local sanctioned race fees covered * Applicable only to Athletes who sign agreement to wear the TAS WT suit for races (current Purpose suit)	Eligibility to apply for SpexCarding – Youth Eligibility to participate in Funding Model 1 x TAS WT Race Suit @ 30% discount* 1 x Cycling Kit (Jersey + Shorts) @ 30% discount* 2 x Polo Tee All local sanctioned race fees @ 50% * Applicable only to Athletes who sign agreement to wear the TAS WT suit for races (current Purpose suit)	Eligibility for Funding Model All local sanctioned race fees @ 50%
Entry Criteria	Automatic for all Carded Athletes Qualifying times: (5% off Bronze Medal Time of last SEA Games) <u>Triathlon</u> Standard – 2:07:41(M), 2:25:26(W) Sprint – 1:03:51(M), 1:12:43(W)	Qualifying Time: (5% off A Squad timings) <u>Triathlon</u> Standard – 2:14:06(M), 2:32:40(W) Sprint – 1:07:03(M), 1:16:20(W) <u>Duathlon</u> Standard – 2:09:39(M), 2:28:36(W)	Qualifying Times: (5% off B Squad timings) <u>Triathlon</u> Standard – 2:20:49(M), 2:40:19(W) Sprint – 1:10:25(M), 1:20:10(W) <u>Duathlon</u> Standard – 2:16:08(M), 2:36:02(W)	Qualifying Times: (5% off Development Squad timings) <u>Triathlon</u> Standard – 2:27:51(M), 2:48:20(W) Sprint – 1:13:56(M), 1:24:10(W)

	<u>Duathlon</u> Standard – 2:03:28(M), 2:21:35(W) Sprint – 1:01:44(M), 1:10:47(W) <u>Aquathlon</u> NPS of 80% or above	Sprint – 1:04:49(M), 1:14:18(W) <u>Aquathlon</u> NPS of 75%	Sprint – 1:08:04(M), 1:18:01(W) <u>Aquathlon</u> NPS of 70% Youth NPS of 71-80%	<u>Duathlon</u> Standard – 2:22:56(M), 2:43:48(W) Sprint – 1:11:28(M), 1:21:54(W) <u>Aquathlon</u> NPS of 60% Youth NPS of 60 -70%
Requirements to remain in squad	Minimum 3 sanctioned races per calendar year At least 1 race to hit qualifying time Attend TAS time trials	Minimum 3 sanctioned races per calendar year At least 1 race to hit qualifying time Attend TAS time trials	Minimum 2 sanctioned races per calendar year At least 1 race to hit qualifying time Attend TAS time trials	Minimum 2 sanctioned races per calendar year At least 1 race to hit qualifying time Attend TAS time trials
Expectations	WT Rankings SEA Games Medals AG / CG / Olympics Qualification	Tracking towards HPP National Squad WT Rankings	Tracking towards HPP National B Squad	Development of required success factors Tracking towards HPP Development Squad Tracking towards Elite, U23, Junior Racing

Benchmark Times: (Bronze Medal Time of Last SEA Games, Vietnam 2022)

***Timings will be reviewed after next SEA Games**

Triathlon

Standard: 2:01:35 (M), 2:18:30 (W)

Sprint: 1:00:47 (M), 1:09:15 (W)

Duathlon

Standard: 1:57:36 (M), 2:14:49 (W)

Sprint: 0:58:48 (M), 1:07:24 (W)

Aquathlon

No event in 2022 SEA Games

National Performance Standards (NPS)

- The NPS table is a tool to measure an athlete's potential, and their development in the swim and run disciplines of Triathlon/Duathlon/Aquathlon.
- It allows athletes to view where they are currently positioned against world's best practices (in Triathlon), National Records (individual disciplines) and it also allows an entry into the HPP for those who have not yet raced but display significant potential.
- The NPS can be updated at any time where new information is available. These changes will be made known to athletes in the HPP and published on TAS website.

Based on 800m Swim:

%	Women			NPS (16 years and above)	Men		
	800m Swim	5km Run	Total		800m Swim	5km Run	Total
	9:20	15:45	25:05	World's Best (Tri)	8:44	13:40	22:24
100	8:36	17:35	26:11	SGP National Records	8:09	14:44	22:53
95	9:02	18:28	27:31	Ideal	8:33	15:28	24:01
90	9:28	19:21	28:49		8:58	16:12	25:10

85	9:54	20:13	30:07		9:22	16:57	26:19
80	10:20	21:06	31:26	HPP – National Squad	9:47	17:41	27:28
75	10:45	21:59	32:44	HPP – National B Squad	10:11	18:25	28:36
70	11:11	22:52	34:03	Development Squad	10:36	19:09	29:45
65	11:37	23:44	35:21		11:00	19:53	30:53
60	12:03	24:37	36:41	Talent ID Squad	11:25	20:38	32:03

Based on 750m Swim:

%	Women			NPS (16 years and above)	Men		
	750m Swim	5km Run	Total		750m Swim	5km Run	Total
	8:45	15:45	24:30	World's Best (Tri)	8:11	13:40	21:51
100	8:04	17:35	25:39	SGP National Records	7:39	14:44	22:23
95	8:28	18:28	26:56	Ideal	8:01	15:28	23:29
90	8:53	19:21	28:14		8:24	16:12	24:36
85	9:17	20:13	29:30		8:47	16:57	25:44
80	9:41	21:06	30:47	HPP – National Squad	9:10	17:41	26:51
75	10:05	21:59	32:04	HPP National B Squad	9:33	18:25	27:58
70	10:29	22:52	33:21	Development Squad	9:56	19:09	29:05
65	10:54	23:44	34:38		10:19	19:53	30:12
60	11:18	24:37	35:55	Talent ID Squad	10:42	20:38	31:20

Based on 500m Swim, 2.5km Run:

%	Women			NPS (16 years and above)	Men		
	500m Swim	2.5km Run	Total		500m Swim	2.5km Run	Total
	5:50	7:52	13:42	World's Best (Tri)	5:27	6:50	12:17
100	5:23	8:47	14:10	SGP National Records	5:06	7:22	12:28
95	5:39	9:14	14:53	Ideal	5:21	7:44	13:05
90	5:55	9:40	15:35		5:36	8:06	13:42
85	6:11	10:06	16:17		5:51	8:28	14:19
80	6:27	10:33	17:00	HPP – National Squad	6:06	8:50	14:56
75	6:43	10:59	17:51	HPP National B Squad	6:22	9:12	15:34
70	6:59	11:26	18:25	Development Squad	6:37	9:34	16:11
65	7:16	11:52	19:08		6:52	9:56	16:48
60	7:32	12:18	19:50	Talent ID Squad	7:08	10:19	17:27

Youths

%	Women			NPS (13 to 15 years)	Men		
	200m Swim	1500m Run	Total		200m Swim	1500m Run	Total
	1:59	4:51	6:50	National U17 Record	1:50	4:03	5:53
100%	2:06	4:57	7:03	National U14 Record	1:57	4:16	6:13
90%	2:19	5:27	7:46		2:09	4:42	6:51
80%	2:31	5:56	8:27	Development Squad	2:20	5:07	7:27
75%	2:38	6:11	8:49		2:27	5:20	7:47
70%	2:44	6:26	9:10	Talent ID Squad	2:32	5:33	8:05

65%	2:50	6:41	9:31		2:38	5:46	8:24
60%	2:56	6:56	9:52		2:44	5:59	8:43
55%	3:03	7:11	10:14		2:50	6:11	9:01
50%	3:09	7:25	10:34		2:56	6:24	9:20

Athletes' Commitments

Athletes are required to:

- a) Sign and comply with the provisions of the HPP athlete's agreement at all times.
- b) Sign an Annual Pre-participation Evaluation (PPE): includes a medical questionnaire, medical examination, and a ECG Test (ECG to be completed once every 2 years)
- c) Submit a Yearly Performance Indicator (YPI) Plan: to include local and overseas races which they will compete in, with their race targets.
- d) Submit a training plan: to include training schedule, training mileage, training targets
- e) Submit an updated Athlete's profile.
- f) Submit their Coaches Assessment
- g) Compete in all National Championships races and selection trials sanctioned or organized by TAS.
- h) Attend any training, and specific competitions as required by TAS.
- i) Make themselves available and participate in all activities designated by TAS. This includes appearing at events and social media whereby their images and presence are required to achieve the objectives of TS (Minimum 2 engagement activations per year)
- j) Create a SportSync Account (www.sportsync.sg), and update their profile, details and race performance as accurately as possible.
- k) Complete the Safe Sport Module for Athletes under the SportSG-ED.
- l) Understand all doping offence as defined in ADS and WADA's Anti-Doping By-law, including the administering or usage of any prohibited substance.
- m) Keep TAS updated on any changes to their health and fitness, or training plan. They are to immediately inform TAS of any illness or injury that could reasonably impact their ability to perform, and more importantly, the impact on their overall health and well-being.
- n) Exemption may be granted to the above due to extenuating circumstances such as:
 - Injury or illness
 - Equipment Failure
 - Travel delays
 - Bereavement
 - Such other circumstances as TAS may consider to be relevant.

A breach in the above may result in an athlete being withdrawn from nomination/selection, remove from the Team and/or face disciplinary actions.

Athletes not being able fulfill their commitments should write in to eugene.ong@triathlonsingapore.org to state their reasons.

Uniform Rules

TAS Official Events	Attire
Competition – Travelling	TAS Polo Tee Pants Covered Shoes
Competition – Race	TAS WT approved race suit
Competition – Swim Course recce	TAS WT approved race suit or swimsuit

Competition – Bike Course recce	TAS Cycling Attire Approved Helmet
Competition – Race Briefing	TAS Polo Tee Covered Shoes
Competition – Podium	Race Suit or TAS Polo Tee
Functions – Local or Overseas	TAS Polo Tee Pants Covered Shoes
Functions – SNOC / SportSG	As instructed by SNOC / SportSG

Race Suit: Guidelines

Important note for athletes NOT taking the TAS WT approved race suit (current Purpose suit):

- Before the production of your race suit, please submit the visual to TAS for approval first.
- Please ensure that your race suit complies with World Triathlon’s specifications and guidelines:
https://www.triathlon.org/uploads/docs/APPENDIX_F_World_Triathlon_Competition_Rules_2022.pdf

	World Triathlon Championships World Multisport Championships Asian Triathlon Championships Asian Multisport Championships Age Group World Championships	WT World Cup WT Continental Cup WT Asian Cup NF Sanctioned Elite Races National Championships	NF Age Group Races
Race Suit – Uniform Color and Design	As per World Triathlon Catalogue	As per World Triathlon Catalogue	As approved by Triathlon Singapore
Race Suit - Final Approving Authority	World Triathlon – Technical Delegate of Race	Triathlon Singapore – As a guide, Color and Design to be as close to as per WT Catalogue	Triathlon Singapore
Race Suit – Sponsors Logos	Approved by Triathlon Singapore	Approved by Triathlon Singapore	Approved by Triathlon Singapore
Family Name	Yes	Yes	Optional
Country Code	Yes	Yes	Optional
World Triathlon Logo	Yes	Yes	Optional

SpexCarding Policy

Athletes in the HPP should endeavour to get themselves carded under the SSI’s SpexCarding Scheme. This is to ensure that they are able to receive additional support and funding.

Athlete’s eligibility:

- Must be in the TS HPP Program
- Singapore Citizens or Singapore Permanent Residents
- Accepts and adheres to the “SpexCarding Athlete Agreement”
- Accepts and adheres to “TAS HPP Athlete Agreement”
- Has an athlete’s performance profile i.e. at least 3 data points, to judge the level of carding rather than just a single data point.

Carding Framework:

	Basic Carding	Enhanced Carding	SpexScholarship
	Sports/Disciplines not in the Major Games (next 1-4 years) or that do not qualify.	Sports/Disciplines in Major Games. Athletes/teams not in Major Games but qualify for E1, E1P and E2.	SpexScholarship carding applies to athletes selected to the spexScholarship program. Additional Major Games criteria applies.
Senior	B4/BT4 Athletes/teams selected by the NSA to represent TS at an internationally sanctioned event in the next 1-2 years.	E1 / ET1 (Top 8 placing at World level) (Top 8 WR at end of season/year)	S1 (Top 8 placing at World level)
		E1P / ET1P (Potential Top 8 World within 4 years) (Top 25% where <32)	S1P (Potential Top 8 World within 4 years) (Top 25% where <32)
		E2 / ET2 (Top 6 placing at Asian level) (Top 6 AR at end of season/year)	S2 (Top 3 placing at Asian Level) (Top 6 AR at end season/year)
		E2P/ET2P (Potential Top 6 Asia within 4 years) (Top 25% where <24)	S2P (Potential Top 3 Asia within 4 years) (Top 10% where <30)
	E3 / ET3 (Top 3 placing at SEA level) (Top 3 SEAR at end of season/year)		S3 (Potential Top 3 Asia > 4 years)
	E3P/ET3P (Potential Top 3 SEA within 2 years) (Top 50% where <6)		
Youth	Athletes who are competing mainly in youth/junior events	Y+ / YT+ (Potential to qualify for Youth Major games)	
		Y / YT (Supporting Enhanced Carding), (Major Games potential within 4 years)	

Levels of Support:

Carding Level	SpexTAG	SpexGLOW	SpexMEDIC	NS Privileges	Sport Science Support
E1 E1P	\$6,000 (individual) \$60,000 (team)	Up to \$3,000 per month	Insurance with a capped amount (\$8,000) per injury and limited time	Emplacement on SAF or Home Team Sportsmen Schemes	Full support – SSI / NSA

E2 E2P	\$4,800 (individual) \$48,000 (team)	Up to \$3,000 per month	period coverage. Sports Medicine Consultation	General support for those not emplace with lower quota of Full Pay Unrecorded Leave (FPUL)	
E3 E3P	\$2,400 (individual) \$24,000 (team)	Up to \$3,000 per month	Physiotherapy support		Basic with limited overseas support when necessary – SSI / NSA
B4	-				Basic - SSI
Y+	\$1,200 (individual) \$12,000 (team)				Individual support – NYSI / NSA
Y	-				Programme based support - NYSI

Carding Period

1 April to 31 March

Carding Application Exercise:

Typically, November to January period prior to carding

How to apply:

Carding Application exercise Opens

Only athletes in TAS HPP can apply

TS will send an invitation email to qualified athletes or/

Athletes can request for an invitation, giving justifications on why they should be included

Within the stipulated date in the email, athletes must log into SportSync to:

Accept the NSA's carding invite

Accept "spexCarding Athlete Agreement"

Accept "Sport Specific Agreement"

Complete/update the carding profile

Update your athlete's achievement till date. (as accurately as possible)

Identifying their NROC coaches.

Email to TS their YPI (for the carding period)

Email to TS their athlete's agreement