



**High Performance Programme (HPP)
Athletes Selection Policy
(Version 2024)**

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 performance-based support, 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 TRI 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 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 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 is a tool to identify and select athletes into the various Squads. The AP also allows for monitoring of an athlete to see if they are on track for their progression or are meeting targets to remain within the HPP.
- b) There will be 5 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 National Age Group Squad: Tri/Dua/Aqua
 - HPP Youth Squad: Tri/Dua/Aqua
 - HPP Development Squad (D Squad): Tri/Dua/Aqua
 - HPP National B Squad: Tri/Dua/Aqua
 - HPP National A Squad: Tri/Dua/Aqua
- c) An athlete may enter the HPP at any level, or promote to the next level, at any time of the year, as long as the requirements are met. Only results from sanctioned/approved races or time trials will be considered.
- d) For TAS verification and consideration, athlete will need to submit a nomination email with the official race result to TAS upon meeting the requirement. The "Critical Success Factors" of the athlete will also be considered, and final selection will be at the sole discretion of the TAS HPE Committee.
- e) An athlete may belong to 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 just in A squad for Aquathlon only.

Squads	HPP National A Squad	HPP National B Squad	HPP D Squad	HPP Youth Squad / National Age Group Squad
Description	Elite athletes training towards: - Medals at Major Games - World Triathlon Rankings	Bridge for athletes into HPP National A Squad	Bridge for athletes into the HPP National B Squad	Bridge for athletes into the HPP D Squad Youth Squad (13 to 19 years) National AG Squad (20 and above)
Age	16 Years old and above	16 Years old and above	16 Years old and above	13 Years old and above
Race Eligibility	Junior/U23/Elite: All races	Junior/U23/Elite: Asian Junior/U23 Cup Asian Junior/U23 Championships Asian Sprint Cup / Championships Asian Cup / Championships Regional Sprint Cup / Championships Regional Cup / Championships Regional National Championships Singapore National Championships	Junior/U23/Elite: Asian Junior/U23 Cup Asian Junior Championships Asian U23 Sprint Championships Asian Sprint Cup Regional Sprint Cup / Championships Regional National Championships Singapore National Championships	Youth/U23 : Asian Youth/Junior Cup Asian Youth/Junior Championships Regional National Championships Singapore National Championships National AG Squad: Singapore National Championships Asian Age Group Championships World Age Group Championships
Benefits	All local sanctioned race entry fees @100%	All local sanctioned race entry fees @100%	All local sanctioned race entry fees @50%	All local sanctioned race entry fees @50%
Entry Criteria	Qualifying times: (5% off SEA Bronze Medal Time) <u>Triathlon</u> Standard – 2:07:41(M), 2:25:26(W) Sprint – 1:02:56(M), 1:10:53(W) SS – 0:24:48(M), 0:26:26(W) <u>Duathlon</u> Standard – 2:03:28(M), 2:21:35(W) Sprint – 0:57:33(M), 1:09:36(W) SS – 0:22:24(M), 0:25:44(W) <u>Aquathlon</u> Sprint – 0:16:28(M), 0:18:27(W)	Qualifying Time: (5% off A Squad timings) <u>Triathlon</u> Standard – 2:14:06(M), 2:32:40(W) Sprint – 1:06:05(M), 1:14:26(W) SS – 0:26:02(M), 0:27:45(W) <u>Duathlon</u> Standard – 2:09:39(M), 2:28:36(W) Sprint – 1:00:26(M), 1:13:05(W) SS – 0:23:31(M), 0:27:01(W) <u>Aquathlon</u> Sprint – 0:17:18(M), 0:19:23(W)	Qualifying Times: (5% off B Squad timings) <u>Triathlon</u> Standard – 2:20:49(M), 2:40:19(W) Sprint – 1:09:24(M), 1:18:09(W) SS – 0:27:20(M), 0:29:08(W) <u>Duathlon</u> Standard – 2:16:08(M), 2:36:02(W) Sprint – 1:03:27(M), 1:16:44(W) SS – 0:24:41(M), 0:28:22(W) <u>Aquathlon</u> Sprint – 0:18:10(M), 0:20:21(W)	Qualifying Times: (5% off D Squad timings) <u>Triathlon</u> Standard – 2:27:51(M), 2:48:20(W) Sprint – 1:12:52(M), 1:22:03(W) SS – 0:28:42(M), 0:30:35(W) <u>Duathlon</u> Standard – 2:22:56(M), 2:43:48(W) Sprint – 1:06:37(M), 1:20:34(W) SS – 0:25:55(M), 0:29:47(W) <u>Aquathlon</u> Sprint – 0:19:05(M), 0:21:22(W) For National Age group Squad Within 15% of winner's time in your Age Group
Required	Mandatory races: World Multisport Championships Asian Sprint Championships 1 Regional National Championship 1 other World Triathlon Race All SGP National Championships	Mandatory races: Asian Sprint Championships 1 Regional National Championships All Singapore National Championships	Mandatory races: 1 Regional National Championships All Singapore National Championships	Mandatory races: All Singapore National Championships

- Super Sprint Distance: Triathlon (300m Swim / 6.6km Bike / 1.8km Run), Duathlon (1.6km Run / 6.6km Bike / 0.8km Run)

Benchmark Times: (Bronze Medal Time of last SEA Games)

Events	Men	Women
Triathlon (Standard)	2:01:35	2:18:30
Triathlon (Sprint)	0:59:56	1:07:30
Triathlon (Super Sprint)	0:23:37	0:25:10
Duathlon (Standard)	1:57:36	2:14:49
Duathlon (Sprint)	0:54:48	1:06:17
Duathlon (Super Sprint)	0:21:20	0:24:31
Aquathlon (Sprint)	0:15:41	0:17:34

National Performance Standards (NPS)

A tool to measure an athlete's potential, and their development in the swim and run disciplines. It allows athletes to view where they are currently positioned against world's best practices (in Triathlon) and National Records (individual disciplines). It also allows entry into the HPP, for athletes whom had display significant potential in a certain discipline.

%	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 A 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	Youth / NAG Squad	11:25	20:38	32:03

%	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 A 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	Youth / NAG Squad	10:42	20:38	31:20

%	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 A 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	Youth / NAG Squad	7:08	10:19	17:27

%	Women			NPS (13 to 19 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 U15 Record	1:57	4:16	6:13
90%	2:19	5:27	7:46	Ideal	2:09	4:42	6:51
80%	2:31	5:56	8:27	Youth 16-19	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	Youth 13-15	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) medical questionnaire
- c) PPE medical examination and a ECG Test to be completed once every 2 years.
(Exempted for Carded athletes)
- d) Submit a Yearly Performance Indicator (YPI) Plan: to include key races which they will compete in, with their race targets.
- e) Submit a training plan: to include training schedule, training mileage, training targets
- f) Submit an updated Athlete's profile: To include coaches' details, achievements over the last 12 months.
- g) Complete Draft-Legal Endorsement, or receive exemptions from TAS.
- h) Submit Coaches Assessment
- i) Create a SportSync Account (www.sportsync.sg), and update their profile, details and race performance as accurately as possible.
- j) Complete the Safe Sport Module for Athletes under the SportSG-ED. (To submit E-Certificate)
- k) Complete Anti Doping Education Course either from TRI, ADS or ADEL (To submit E-Certificate)
- l) Compete in all local races and selection races sanctioned or organized by TAS.
- m) Compete in all National Championships races by TAS
- n) Attend any training, and specific competitions as required by TAS.
- o) 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 TRI approved race suit
Competition – Swim Course recce	TAS TRI approved race suit or any 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 producing their own TAS TRI approved race suit:

- Please submit the visual to TAS for approval first before production.
- Please ensure that your race suit complies with World Triathlon’s specifications and guidelines

	World Triathlon Championships World Multisport Championships Asian Triathlon Championships Asian Multisport Championships Age Group World Championships	World Triathlon World Cup World Triathlon Continental Cup World Triathlon 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 World Triathlon 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 and in TAS HPP

- Has an athlete profile in SportSync
- Has an annual training and competition plan (YPI) including key performance indicators (KPIs) in SportSync and with an identified primary coach.
- 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)	
		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 top 6 in Asian Junior/Youth Championships within 2 years)	
		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 period coverage. Sports Medicine Consultation	Eligible for Full Pay Unrecorded Leave (FPUL), Training Leave (TL) and Training Leave Extended (TLE), subject to prevailing MINDEF policies.	Full support – SSI / NSA
E2 E2P	\$4,800 (individual) \$48,000 (team)	Up to \$3,000 per month			
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

How to apply:

1. Carding Application exercise Opens
2. TAS will send an invitation email to qualified athletes via sportSync, or
3. Athletes can request for an invitation, with justifications given
4. 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.
- 5. Email to TAS their YPI (for the calendar year)
- 6. Email to TAS their athlete's agreement

SpexTag Disbursement Policy

Athletes are to submit the following:

1. Training Report for H1 of Financial Year (April to September, or October to March) – To include your training activities, weekly volume for the 6 months period, and training attendance. (Please specify any injury if any)
2. Training Plans for H2 of Financial Year (October to March, or April to September) – To include your likely training activities, weekly volume for the 6 months period.

Overseas Training and Competition - funding Model

HPP athletes are expected to self-fund for their overseas training and competition. The TAS funding model is a scheme that will provide subsidies to participating athletes to defray their travelling costs. Subsidies are given in the form of incentives, and quantum is dependent on race type, level of competition and athlete's performance.

Objective:

- Unlock grants to provide performance incentives for HPP athletes
- Encourage athletes to go for more overseas competition so that they can get the appropriate race experience and also attain relevant data points.
- Reward athletes accordingly for their performance achievements

To be eligible for performance incentives, athletes must be willing to participate in TAS Funding Model. Each athlete can only apply to participate in TAS funding Model for up to 3 races. Any additional race will be subject to TAS approval

Funding process:

On a per trip basis, athlete to donate the equivalent amount of their travel expenses (include airfare, transport, meals, hotels, insurance, entry fees, Visa) to TAS. This amount will be kept in a personal eWallet, for athletes to claim back for their travel. (Note: All Donations are eligible for 2.5 times tax deductible)

If an athlete donates an amount more than their expenses for that race, the balance amount will remain in their eWallet for the athlete to claim on future races or other expenses, like equipment etc.

TAS will make travel arrangements for all athletes (unless otherwise stated or agreed with the athletes individually)

All other relevant expenses like meals, visa, tests, insurance, bike maintenance etc, will be arranged by the athlete, and then claim from their eWallet. All claims must be supported by receipts, and will be reimbursed back to the athlete within 2 weeks of submission.

All Performance Incentives will be paid out within 30 days after the completion of the race.

Funding for Team Official:

Where TAS appoint a Team Official to travel with the Team, Funding model applies for the appointed Team Official at 100%.

Where athlete self appoint a Team Official (endorsed by TAS), Funding model applies for the self appointed Team Official at 50%.

Performance Incentives:

% of donations (travel expenses) received from athlete for the race.

World Triathlon Races (Elite/U23/Junior/Youth/Age Group)

Performance	20 or more starters	5 to 19 Starters	Below 5 Starters
Top 3 (Podium)	100%	80%	60%
Within 8% of winner's time	80%	60%	60%
Complete Race and met race target	50%	50%	50%

National Federation Sanctioned Races (Elite)

Performance	20 or more starters	5 to 19 Starters	Below 5 Starters
Top 3 (Podium)	80%	60%	60%
Within 8% of winner's time	60%	50%	50%
Complete Race and met race target	30%	30%	30%

National Federation Sanctioned Races (Age Group)

Performance	20 or more starters	5 to 19 Starters	Below 5 Starters
Top 3 (Podium)	50%	50%	50%
Within 8% of winner's time	25%	25%	25%

SGP National Championships Series Races Prize Money

- Athletes must be paid up members prior to the race
- Singaporean or PR

Performance	Elite	Age Group (Open)
Top 5	1 st - \$500 2 nd - \$400 3 rd - \$300 4 th - \$200 5 th - \$100	1 st - \$500 2 nd - \$400 3 rd - \$300 4 th - \$200 5 th - \$100