



High Performance Programme (HPP)

Athletes Selection Policy (Version 2025)

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. Member – Ms Michelle Evelyn Chow
- iii. Member – Mr Chew Yi Heng
- iv. 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.
- f) Athletes meeting National Age Group Squad timings will be permitted to race in the Elite wave at local sanctioned races but must have draft legal endorsement.

- g) Athletes may race in races subject to the eligibility criteria depending on the squad; additionally the athlete must have raced in an elite wave at a local sanctioned race before they can race in overseas races.

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 - SPEG Program	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: Asia Junior/U23 Cup Asia Junior/U23 Championships Asia Sprint Cup / Championships Asia Cup / Championships SEA Sprint Cup / Championships SEA Cup / Championships SEA National Championships Singapore National Championships Elite Wave at local sanctioned races	Junior/U23/Elite: Asia Junior/U23 Cup SEA Sprint Cup / Championships SEA National Championships Singapore National Championships Elite Wave at local sanctioned races	Youth: Asia Youth Cup / Championships SEA Youth Cup/Championships SEA National Championships Singapore National Championships Elite Waves at local sanctioned races National AG Squad: Singapore National Championships Asian Age Group Championships World Age Group Championships Elite Waves at local sanctioned races
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) <u>For National Age group Squad</u> Within 15% of winner's time in your Age Group
NPS	80 to 85%	70 to 75%	65 to 70%	NAG - 60 to 69% Youth – 60 to 79%
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

- SS (Super Sprint) Triathlon: (300m Swim / 6.6km Bike / 1.8km Run)
- SS (Super Sprint) 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 the National Records (individual disciplines). It also allows entry into the HPP, for athletes whom had display significant potential in a certain discipline.

%	Men											National Performance Standards (16 years old and above)	%
	Swim				Run					Combined			
	500m	750m	800m	1500m	1500m	2500m	3000m	5000m	10000m	750m/5km	500m/2.5km		
100%	5:06	7:39	8:10	15:31	3:52	7:22	8:29	14:45	31:16	22:24	12:28	National Records	100%
95%	5:21	8:02	8:35	16:18	4:04	7:44	8:54	15:29	32:50	23:31	13:05	Ideal	95%
90%	5:36	8:25	8:59	17:04	4:15	8:06	9:20	16:14	34:24	24:39	13:42		90%
85%	5:51	8:48	9:24	17:51	4:27	8:28	9:45	16:58	35:57	25:22	14:19	HPP A	85%
80%	6:06	9:11	9:48	18:37	4:38	8:50	10:11	17:42	37:31	26:53	14:56		80%
75%	6:22	9:34	10:13	19:24	4:50	9:12	10:36	18:36	39:05	28:10	15:34	HPP B	75%
70%	6:37	9:57	10:37	20:10	5:02	9:34	11:02	19:11	40:39	29:08	16:11	HPP D	70%
65%	6:52	10:20	11:02	20:57	5:13	9:56	11:27	19:55	42:13	30:15	16:48	NAG / Youth	65%
60%	7:08	10:43	11:26	21:43	5:25	10:19	11:53	20:39	43:46	31:22	17:27		60%

%	Women											National Performance Standards (16 years old and above)	%
	Swim				Run					Combined			
	500m	750m	800m	1500m	1500m	2500m	3000m	5000m	10000m	750m/5km	500m/2.5km		
100%	5:23	8:03	8:36	16:34	4:32	8:47	9:57	17:36	36:28	25:39	14:10	National Records	100%
95%	5:39	8:27	9:02	17:24	4:47	9:14	10:27	18:29	38:17	26:56	14:53	Ideal	95%
90%	5:55	8:51	9:28	18:13	4:59	9:40	10:57	19:22	40:07	28:13	15:35		90%
85%	6:11	9:15	9:54	19:03	5:13	10:06	11:27	20:14	41:56	29:29	16:17	HPP A	85%
80%	6:27	9:40	10:20	19:53	5:26	10:33	11:56	21:07	43:46	30:47	17:00		80%
75%	6:43	10:04	10:45	20:43	5:40	10:59	12:26	22:00	45:35	32:04	17:51	HPP B	75%
70%	6:59	10:30	11:11	21:32	5:54	11:26	12:56	22:53	47:24	33:23	18:25	HPP D	70%
65%	7:16	10:52	11:37	22:22	6:07	11:52	13:26	23:46	49:14	34:38	19:08	NAG / Youth	65%
60%	7:32	11:16	12:03	23:12	6:21	12:18	13:56	24:38	51:03	35:54	19:50		60%

%	Men											National Performance Standards (13 to 19 years old)	%
	Swim							Run					
	50m	100m	200m	400m	750m	800m	1500m	800m	1500m	3000m	5000m		
	0:23	0:50	1:50	3:53	7:40	8:11	15:45	1:55	4:03	8:51	15:35	National U17 Records	
100%	0:24	0:53	1:57	4:10	8:08	8:41	16:37	2:02	4:16	9:15	NA	National U15 Records	100%
95%	0:25	0:56	2:03	4:23	8:32	9:07	17:27	2:08	4:29	9:43	16:22	HPP A	95%
90%	0:26	0:58	2:09	4:35	8:57	9:33	18:17	2:15	4:42	10:11	17:09		90%
85%	0:28	1:01	2:15	4:48	9:21	9:59	19:07	2:20	4:54	10:38	17:56	HPP B	85%
80%	0:29	1:04	2:20	5:00	9:46	10:25	19:56	2:26	5:07	11:06	18:42	HPP D	80%
75%	0:30	1:06	2:27	5:13	10:10	10:51	20:46	2:33	5:20	11:34	19:29	Youth	75%
70%	0:31	1:09	2:32	5:25	10:34	11:17	21:36	2:39	5:33	12:02	20:16		70%
65%	0:32	1:12	2:38	5:38	10:59	11:43	22:26	2:45	5:46	12:29	21:03		65%
60%	0:34	1:14	2:44	5:50	11:23	12:09	23:16	2:51	5:58	12:57	21:49		60%

%	Women											National Performance Standards (13 to 19 years old)	%
	Swim							Run					
	50m	100m	200m	400m	750m	800m	1500m	800m	1500m	3000m	5000m		
	0:26	0:56	2:00	4:14	8:08	8:40	16:34	2:19	4:51	10:48	18:48	National U17 Records	
100%	0:27	0:59	2:05	4:20	8:20	8:54	17:31	2:20	4:58	10:56	NA	National U15 Records	100%
95%	0:28	1:02	2:11	4:33	8:45	9:21	18:24	2:27	5:13	11:29	19:45	HPP A	95%
90%	0:30	1:05	2:17	4:46	9:10	9:47	19:16	2:34	5:28	12:02	20:41		90%
85%	0:31	1:08	2:24	4:59	9:35	10:14	20:09	2:41	5:43	12:34	21:38	HPP B	85%
80%	0:32	1:11	2:30	5:12	10:00	10:41	21:01	2:48	5:58	13:07	22:34	HPP D	80%
75%	0:34	1:14	2:36	5:25	10:25	11:08	21:54	2:55	6:13	13:40	23:30	Youth	75%
70%	0:35	1:17	2:43	5:38	10:50	11:34	22:46	3:02	6:27	14:13	24:27		70%
65%	0:36	1:20	2:49	5:51	11:15	12:01	23:39	3:09	6:42	14:47	25:23		65%
60%	0:38	1:23	2:55	6:04	11:40	12:28	24:31	3:16	6:57	15:18	26:20		60%

Athletes' Commitments

Athletes are required to:

- Sign and comply with the provisions of the "HPP Athlete's agreement" at all times.
- Complete an annual "Pre-participation Evaluation (PPE)" medical questionnaire
- PPE medical examination and a ECG Test to be completed once every 2 years.
- Submit an updated Athlete Profile: To include coach's details, race results over last 24 months, weekly/monthly training program/schedule
- Submit a "Yearly Performance Indicator (YPI) Competition Plan": to include key races and training, with race/training targets.
- Complete Draft-Legal Endorsement: Exempted if have compete in a draft-legal race in the last 12 months, or have received exemptions from TAS.
- Submit Coaches Assessment
- Create a SportSync Account (www.sportsync.sg), and update their profile, details and race performance as accurately as possible.

- i) Complete the Safe Sport Module for Athletes under the SportSG-ED. (To submit E-Certificate)
- j) Complete Anti Doping Education Course either from TRI, ADS or ADEL (To submit E-Certificate)
- k) Compete in all local races and selection races sanctioned or organized by TAS.
- l) Compete in all National Championships races by TAS
- m) Attend any training, and specific competitions as required by TAS.
- 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 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

Only A, B and D squad athletes plus Youth Squad are permitted to wear the TAS Tri suit. Athletes in the National Age Group Squad may wear the TAS AG Tri suit.

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
- Senior Carding (18 years and above), Youth Carding (13 to 19 years old)
- 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	E1 / ET1 (Top 8 placing at World level) (Top 8 WR at end of season/year) E1P / ET1P (Potential Top 8 World within 4 years) (Top 25% where <32)	S1 (Top 8 placing at World level) S1P (Potential Top 8 World within 4 years) (Top 25% where <32) S2

	in the next 1-2 years.	E2 / ET2 (Top 6 placing at Asian level) (Top 6 AR at end of season/year) E2P/ET2P (Potential Top 6 Asia within 4 years) (Top 25% where <24)	(Top 3 placing at Asian Level) (Top 6 AR at end season/year) S2P (Potential Top 3 Asia within 4 years) (Top 10% where <30) S3 (Potential Top 3 Asia > 4 years)
		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.	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	Sports Medicine Consultation		
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 and performance data profile given (at least 3 performance data)
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.

SGP National Championships Series Races Prize Money

- TAS will endeavour to provide the following prize money at our national Championships race.
- 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