



Policy Name: National High Performance Program (NHPP) - Compound 2014

Responsibility Archery Australia Inc High Performance Committee

Effective 1 July 2014

Policy Number 1070

Version Version 1

CONTENTS

	Page
Glossary	2
Introduction	3
About the NHPP	3
Eligibility for the NHPP	3
Selection and Review of Membership	4
Movement between Tiers	4
Requirements & Expectations of athletes in the NHPP	5
Support	5
Non-compliance with the NHPP	6
Appeal Process	6
Amendments to the NHPP Policy	6
Appendixes:	
A) Summary of the NHPP Tiers – Compound	7
B) Performance Requirements for NHPP – Compound	8
C) Application Process	9
D) Appeal Process	11
E) Equipment Support	12
F) Injured Athletes	13
G) Returning from Retirement or extended leave of absence	14
H) Quarterly Review of Membership	15

GLOSSARY OF TERMS

AA – Archery Australia

HPC – High Performance Committee

HPM – High Performance Manager

HPPTS – High Performance Program Tier Score

NHPP – National High Performance Program

PTP – Personal Training Program

QRE – Qualifying and Ranking Event

NATIONAL HIGH PERFORMANCE PROGRAM (NHPP) POLICY - COMPOUND

Introduction

The NHPP for Compound Archery is a review of the program that has been in operation since 2012/13 but better reflects the Australian Government's Winning Edge Strategy and to ultimately produce Compound archery **Champions** at major events including the **World Target Championships**.

The purpose of the NHPP is to provide a system and support for Archery Australia's High Performance Athletes in a structured, fair and transparent manner that enables the athletes to be the best Archers that they can be.

The ultimate objective of the NHPP is to win medals at World Championships, Olympic Games and World Cups by supporting identified athletes within the program via the Athlete Development Pathway.

The program is based in Brisbane and managed on a day-to-day basis by Archery Australia's High Performance Manager (HPM) and National Coach who report to the Archery Australia Board via Archery Australia's High Performance Committee. The NHPP is decentralized thereby allowing athletes from all of Archery Australia's Regional Governing Bodies to participate from their home cities.

It is important to note that only individuals who are current members of the Senior and/or Youth NHPP and have been for the 6 months immediately preceding final team selection are eligible for Senior Australian team selection for World Championships, World Cups and Olympic and Commonwealth Games or any other identified international event.

About the NHPP

The NHPP consists of four tiers that athletes are able to progress through as they further develop their skills and performances. The entrance criteria for each of these tiers has been designed to align with the Australian Governments Winning Edge Strategy meaning that athletes are eligible to receive more support as they progress through the tiers. The table below (Table 1) provides a brief summary of each Tier whilst Appendix A provides full details of each Tier including the number of positions available and the allocation of support and resources that athletes in each Tier are eligible to receive.

Table 1

World Class – Tier 1	Athletes who have demonstrated their ability to challenge or have actually achieved a recent podium position in top International Competition.
International – Tier 2	Athletes who in the opinion of the HPC are competitive in international competition and have the potential to progress to World Class within the next two years.
National – Tier 3	Athletes who in the opinion of the HPC are competitive at the National Level and are ready for international exposure under direction of the High Performance Unit.
Development – Tier 4	Athletes who in the opinion of the HPC are considered to be emerging and have the potential to progress through the tiers in the coming years due to demonstrated commitment.

Eligibility for the NHPP

To be eligible for the NHPP an athlete must meet all of the criteria detailed below and submit a full and complete application to Archery Australia. For full details of the application process including dates applications are accepted and the forms that must be completed please refer to Appendix C.

To be eligible for the NHPP athletes must:

- Comply with World Archery and IOC eligibility requirements
- Be an Australian citizen
- Be a current financial affiliate of AA
- Meet the Performance Requirements (see Appendix B)
- Agree to the Archery Australia Team Agreement and Code of Conduct and associated documents
- Be in “Good Standing” with Archery Australia

Selection & Review of Membership

Archery Australia’s High Performance Committee (HPC) will review the membership of the NHPP on a quarterly basis. At this time they will (a) review applications to join the NHPP and (b) review the performances and compliance of existing NHPP athletes. Once this process is complete all athletes will receive formal correspondence confirming the outcome of their application and/or their current status in the NHPP. Please refer to Appendix C for further details on applying for the NHPP and to Appendix H for full details about the quarterly review of each NHPP athlete’s performance and compliance.

Movement between Tiers

Archery Australia’s HPC will review the status of each athlete in the NHPP on a quarterly basis. A major part of this review will be determining each athletes Tier allocation for the following quarter. After the HPC has confirmed (a) the athletes compliance with the NHPP over the previous three months and (b) the athletes eligibility to remain a member of the NHPP the athlete will be allocated to a Tier based on their performances over the previous three months. Refer to Appendix B for Performance Requirements.

Where there are a limited number of positions available in a Tier and more athletes eligible for the Tier than there are positions, the HPC will use official Archery Australia rankings to determine which athletes will be allocated to the positions available in that Tier. Should there be a tie between two athletes in the rankings the HPC will review the previous month’s rankings and so on until they can split the two tied athletes.

Athletes who do not achieve the performance requirements for their Tier but have been in full compliance with the NHPP will be relegated down one Tier level irrespective of their scores. For the avoidance of doubt an athlete can only move down one tier each quarter.

Athletes who do not achieve Tier 4 Performances for two consecutive quarters will be removed from the NHPP. These athletes can re-apply to enter the NHPP in the future when they meet all the requirements as detailed in the NHPP Policy.

Should an athlete not meet the performance and/or compliance requirements due to injury/illness the process detailed in Appendix F will be applied.

Should a former High Performance athlete who has recently returned to the sport after an extended absence not meet the performance requirements the process detailed in Appendix G will be applied.

Should an athlete not meet performance and/or compliance requirements for any reason other than injury and returning to the sport after an extended absence and wish to apply for special consideration they must do so in writing to the HPM by no later than the last day of the quarter for which they are not compliant or have not met the performance requirements. This request should provide details as to why the athlete believes they should be given special consideration. This request will be taken into consideration by the HPC when it undertakes its quarterly review of the athlete’s membership in the NHPP. The HPC will form an opinion as to the appropriate tier the athlete should be allocated having regard to the athlete nominated circumstances, and any other matter considered relevant by the HPC. The HPC has an unfettered discretion to allocate an athlete to any tier having formed an opinion to do so.

For the avoidance of doubt, tier positions will be allocated to athletes in the following order:

1. Injured / extended absence / special consideration athletes who HPC approve will be allocated to a Tier
2. Athletes who have not met the Performance Requirements of their current Tier will be relegated down one Tier level (if they have met all other compliance requirements)
3. Remaining athletes will be allocated based on their performances over the last three months

Requirements and Expectations of athletes in the NHPP

The NHPP will only invest in athletes with demonstrated outstanding potential and/or recent international performances. The expectation is that all NHPP athletes will always demonstrate professionalism, a strong commitment to success and continual/constant improvement.

This will be demonstrated by:

- Strong competition history
- History of progression
- Developing and refining the required technical skills
- Developing and refining physical resilience
- Developing and refining a strong mental capacity and resilience
- Developing and refining the required physical attributes

Athletes who choose to accept a position in the NHPP will be required to comply with all reasonable requests and instructions that are given to them by any staff member of the High Performance Unit including Archery Australia appointed service providers.

As a minimum all athletes in the NHPP are expected to:

- Demonstrate ethical behavior and compliance with all Archery Australia codes and policies
- Complete and comply with all activities, exercises and instructions given by support service providers
- Report all injuries to Archery Australia's High Performance Unit immediately and within one week of incurring the injury submit medical documentation as detailed in Appendix F
- Engage with Archery Australia via the NHPP Unit and its service providers in a timely and professional manner
- Be available to participate in all mandatory NHPP activities
- Meet the performance requirements each quarter
- Strong commitment to the sport and Archery Australia
- Co-operate and work effectively as a team member

Support

Archery Australia has limited resources and funds available for the NHPP; as such, investment of these resources will only be given to those athletes who show a strong commitment to the NHPP and their own personal success and are likely to meet the goals of the NHPP and Archery Australia. The amount of performance funding shall be determined quarterly by the HPC based on athlete numbers and available funding.

Due to limited resources it is not possible for Archery Australia to provide the same level of support to all athletes in the NHPP and priority will be given to those athletes in the higher Tiers in line with the Australian Government's Winning Edge Strategy.

Equipment Support may be provided to eligible athletes. Details including a summary of eligibility and how to apply for equipment support can be found in Appendix E. As funding is limited and athletes can move between Tiers it should be noted that there may be a situation when an athlete's application for funding may be denied even though they are eligible, as it will depend on available resources and priorities.

All support applications will be assessed by the HPC and applicants will be advised in writing of the outcome. Athletes who disagree with the outcome may appeal the decision as detailed in Appendix D.

Non-compliance with the NHPP

Athletes who fail to comply with the NHPP expectations and requirements will receive formal notification of their non-compliance. Continual failure to comply with the requirements and expectations of the NHPP will likely result in tier reallocation or expulsion from the NHPP.

Should an athlete accrue three notifications of non-compliance within any six month period the matter will be elevated to Archery Australia's HPC who will review the various infringements and use their discretion in determining whether the athlete will be relegated to a lower Tier or removed from the program.

Should an athlete feel that there are exceptional circumstances for their non-compliance with the NHPP and wish for this to be taken into consideration a written application must be received by Archery Australia's High Performance Manager within 7 working days of the athlete receiving notification of their third offence.

Should the athlete wish to appeal the decision of the HPC they may do so by following the Appeal Process detailed in Appendix D.

Appeal Process

If an athlete does not agree with Archery Australia's High Performance Committee's decision regarding their (a) application to join the NHPP; (b) the quarterly review of their status in the NHPP; and/or (c) any decision regarding a funding/support application that they have submitted, they may formally appeal the decision. Refer to Appendix D for full details of the Appeal Process. There shall be no right to a further review or appeal following the completion of the appeal process as detailed in Appendix D.

Amendments to the NHPP Policy

Archery Australia's High Performance Committee will formally review this policy annually although the Committee reserves the right to amend this document and conditions at any time.

Amended Criteria will always be issued to all current NHPP members and the Archery Australia website will always contain the current version of the NHPP Policy document.

Summary of the NHPP Tiers - Compound

Full details of each of the following items is provided in the various appendixes of the NHPP policy document.

	Tier			
	1 – World Class	2 - International	3 - National	4 - Development
Performance Requirements (refer to Appendix B)	Men – 695 + results at World Events** Women – 685 + results at World Events**	Men – 690 Women – 680	Men – 680 Women – 670	Men – 670 Women – 660
Maximum available spots	Men – 3 Women – 3	Men – 3 Women – 3	Men – 3 Women – 3	Men – no limit Women – no limit
Eligible for Equipment Support	Yes	Yes	Yes	Yes
Receive Personal Training Program	No	No	No	No
Eligible to attend NHPP training opportunities	Yes	Yes	Yes	Yes
Eligible for World Championship and Olympics selection*	Yes	Yes	No	No
Eligible for World Cup selection*	Yes	Yes	Yes	No

*Refer to AA's Team Selection Policy for full details regarding eligibility for team selection for international tournaments.

**Refer to Appendix B for full details regarding what results are required at which World Events.

Please note that where the term 'eligible' has been used it means that an athlete is able to apply/nominate for the listed support/activity it does not mean that they will automatically be granted the support/funding that they are seeking. Please refer to the specific section of the NHPP – Compound Policy document for the full details of each item listed above for the rules and process for applying etc.

Performance Requirements for NHPP - Compound

To be eligible for entry into the NHPP an athlete must shoot a minimum of three Tier 4 HPPTS or higher. The HPPTS must all be achieved within the same three month period immediately preceding the application e.g. for applications submitted 30 September 2013 the HPPTS must be shot between 1 July - 30 September 2013.

Once a member of the NHPP an athlete is required to meet the performance requirements as detailed below each quarter. For the avoidance of doubt that means that an athlete must, as a minimum shoot three HPPTS every quarter that they are a member of the NHPP.

High Performance Program Tier Scores (HPPTS)

Open Compound	Men	Women
World Class Tier 1	695 <u>and</u> top 16 individual placing at World Championship / Olympics in past 12 months OR 695 <u>and</u> top 8 individual placing at an Outdoor World Cup in past 12 months OR 695 <u>and</u> top 4 team placing at World Championship / Olympics in past 12 months OR 695 <u>and</u> top 2 team placing at an Outdoor World Cup in past 12 months	685 <u>and</u> top 16 individual placing at World Championship / Olympics in past 12 months OR 685 <u>and</u> top 8 individual placing at an Outdoor World Cup in past 12 months OR 685 <u>and</u> top 4 team placing at World Championship / Olympics in past 12 months OR 685 <u>and</u> top 2 team placing at an Outdoor World Cup in past 12 months
International Tier 2	690	680
National Tier 3	680	670
Development Tier 4	670	660

HPPTS must be shot in a tournament (domestic or international) or QRE. Once an athlete is a member of the NHPP they must shoot three HPPTS within each three month period commencing 1 January, 1 April, 1 July and 1 October.

The HPPTS for Compound is based on FITA 50/720 rounds. For 144 arrow Rounds, these scores will be converted to 720 scores using the official Archery Australia Rating Tables. The Archery Australia Rating Tables can be found on the Archery Australia website at <http://www.archery.org.au/>

An athlete who meets all of the eligibility requirements for membership to the NHPP will be allocated into the highest Tier possible based on their best three HPPTS shot over the previous three months and their AA ranking. Please refer to page 4 and 5 of the NHPP Policy document for further details about Tier allocation.

The High Performance Committee reserves the right to regularly review and amend HPTTS at any time to ensure an environment of constant improvement.

Application Process

Membership of the NHPP is reviewed on a quarterly basis. Athletes who wish to be considered for the NHPP must submit their application within the timeframe detailed below. The quarterly review will be undertaken on the first working day of the quarter with Athletes notified within 7 working days of the outcome of their application.

Application Timelines

Quarter	Dates	Applications Open	Applications Close	Notify Outcome
Quarter 1	1 January – 31 March	15 December	31 December	10 January
Quarter 2	1 April – 30 June	15 March	31 March	10 April
Quarter 3	1 July – 30 September	15 June	30 June	10 July
Quarter 4	1 October – 31 December	15 September	30 September	10 October

How to apply

Athletes wishing to apply for the NHPP should firstly get a copy of the NHPP Policy – Compound and review it carefully paying special attention to the performance requirements, eligibility requirements and expectations of athletes in the program. The program is demanding and requires dedication, commitment and time. Only athletes who are willing to make that commitment should apply.

There are several documents that must be completed and submitted by the application closing date. Please refer over the page to the 'Athlete Application Checklist' to ensure that all application requirements have been met. Incomplete or late applications will not be accepted.

Where to find the application forms

All of the relevant forms and documents required to apply for the NHPP are on the Archery Australia website and can be accessed via the following link: www.archery.org.au

Where to send your application

It is preferred that all applications be submitted electronically via email and sent to hppadmin@archeryaustralia.org. If for any reason an athlete is not able to submit their application by email they can fax the application to +61 7 3352 7026.

Athlete Application Checklist**Item**

- | | |
|--|--------------------------|
| Meet Performance Requirements (Appendix B) | <input type="checkbox"/> |
| Meet Eligibility Requirements (detailed in Appendix H) | <input type="checkbox"/> |
| Read and signed Athlete Code of Conduct* | <input type="checkbox"/> |
| Read and signed Athlete Team Agreement* | <input type="checkbox"/> |
| Completed the Athlete Application Form* | <input type="checkbox"/> |
| Submit application within specified timelines | <input type="checkbox"/> |

*all of these forms and documents are available for download under the High Performance Section on the Archery Australia Website <http://www.archery.org.au/>

Appeal Process

An Athlete who objects to a decision made by the HPC can appeal the decision solely on the grounds that the decision made was as a result of a failure by HPC to properly follow the processes as set out in this Policy.

An athlete who wishes to appeal a decision made in regards to the NHPP Policy must notify Archery Australia's High Performance Manager (HPM) in writing within seven days of having received notification of the decision that they wish to appeal. Upon receipt of the athletes notification of appeal the HPM will send out full details regarding the appeal process as set out by Archery Australia's Appeals Committee.

Equipment Support

Archery Australia via its equipment sponsor is able to provide limited equipment support to athletes in all Tiers of the NHPP. Athletes wishing to receive equipment support are required to complete and submit the *'Equipment Request Form'* and the HPC will review the application and determine the outcome. Where resources are limited priority will be given to those in higher Tiers. Dependent on what support is being sought the equipment will either be gifted or loaned to the athlete by Archery Australia. Athletes who do not take appropriate care of their equipment will not be continually issued with more.

Injured Athletes

Injured Athletes in the NHPP

Athletes who are members of the NHPP and get injured/ill are required to notify the National Coach immediately. They are also required to provide the following information as soon as practical but no later than 1 week after the injury/illness has first presented:

- Diagnosis and prognosis of injury/illness – AA expect a letter from treating Doctor
- Details of individual rehabilitation program
- Contact details of the treating Doctor and permission to contact the Doctor to discuss athletes injury/illness

Long term injury/illness in the NHPP

Athletes who are not able to meet the performance requirements for a quarter due to their injury/illness or who are not able to shoot/obtain their 'usual' performance standards due to an extended period of injury/illness can apply to the HPC for special consideration. To do this an athlete must supply the following information for consideration by the HPC:

- Diagnosis and prognosis of injury/illness – AA expect a letter from treating Doctor
- Details of individual rehabilitation program
- Contact details of the treating Doctor and permission to contact the Doctor to discuss athletes injury/illness

The HPC when reviewing the application will review the medical information and ensure that the athlete has met all of the other NHPP eligibility and compliance requirements prior to and during their injury/illness. If the HPC determines that all is in order the athlete's position in the NHPP will be placed on hold. Therefore the Athlete will remain in the same Tier and be eligible to receive the same level of support that they were in the previous quarter. The maximum period of time that an athlete's position in the Tier system can be frozen is 6 months. After 6 months if the Athlete is still injured/ill upon receipt of updated medical details the athlete will remain in the NHPP but will be placed in Tier 4 for a maximum period of an additional nine months. If the athlete is still unable to meet the NHPP performance requirements (Appendix B) after this nine months they will no longer be eligible to remain a member of the program. At such time that the athlete is able to meet the performance requirements they will be encouraged to re-apply for the NHPP.

Returning from Retirement or extended leave of absence

The HPC at its discretion can include former high performance athletes in its program who are returning to Archery after an extended break/retirement even though they have not met the required performance standards. These athletes will be placed in Tier 4 and must be able to prove that they were able to meet the required performance standards (Appendix B) prior to their retirement/absence from the sport.

An athlete will only be admitted under this method to the NHPP for a maximum of six months. It is expected that within six months the athletes' performance will improve to a level where they are able to meet the required performance standards. Failure to meet the required performance standards within 6 months will see the athlete removed from the NHPP until such time that they are able to meet the Performance Requirements as detailed in Appendix B of this document.

Quarterly Review of Membership

This NHPP Quarterly Review Checklist will be used each quarter by the HPC to review the status of each athlete in the NHPP and what their Tier allocation shall be for the following quarter.

Expectations and Requirements	
Current and New applicants:	
Comply with World Archery and IOC requirements	<input type="checkbox"/>
Australian Citizen	<input type="checkbox"/>
Current AA financial affiliate	<input type="checkbox"/>
Signed AA Team Agreement	<input type="checkbox"/>
Signed AA Code of Conduct	<input type="checkbox"/>
In "Good Standing" with AA	<input type="checkbox"/>
Meet Performance Requirements	<input type="checkbox"/>
Current NHPP Members only:	
Compliance with instructions issued by support services	<input type="checkbox"/>
Reported all injuries	<input type="checkbox"/>
Participation in mandatory NHPP activities	<input type="checkbox"/>
Co-operating and working effectively as a team member	<input type="checkbox"/>
Met all Performance Requirements	<input type="checkbox"/>
Engage with all AA staff and its service providers in a timely, professional manner	<input type="checkbox"/>