



# PNZ PERFORMANCE ENHANCEMENT GRANTS (PEGS) 2016 ELIGIBILITY CRITERIA

## BACKGROUND

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The PEGs programme was introduced to provide world class athletes with financial support to enable them to dedicate time to training and competing, in order to maximise their sporting potential.

PNZ receives a bulk fund for PEGS and therefore the allocation for PEGS for Levels three, four and five can only be confirmed when the number of athletes/ teams qualifying for PEGS has been finalized. PEGS allocations for Level One and Level Two will be guaranteed at the published amount.

## GUIDING PRINCIPLES FOR HIGH PERFORMANCE INVESTMENT

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The following guiding principles are relevant to PEGs:

### 1. PERFORMANCE-FOCUSSED

PNZ will invest in 'results-capable' (world class) athletes and teams to help them reach their performance potential. Support will only be offered to athletes and sports that are:

- Engaged in Para Sports & Events that will be part of the Rio 2016 Paralympic Games and PyeongChang 2018 Paralympic Winter Games.
- Engaged in regular international competition competing in the sport event the athlete was awarded the PEG for;
- Committed to performance excellence;
- Results-capable (i.e. capable of performances that place them amongst the world's best in their chosen sport/discipline);
- Prepared to train at the level required to be results-capable.

### 2. PEGS ELIGIBILITY CRITERIA

PEGs Qualifying Sports include:

- a. Only Targeted\* Paralympic Sports
- b. Other sports or athletes at the discretion of PNZ.

**2.1** PEGs Qualifying Events are to be agreed in advance between the PEGs Qualifying Sports and PNZ, and are defined as:



- a. The highest standard of world competition in the sport i.e. World Championships or Paralympic Games within a calendar year;
  - b. In specific cases, other agreed key international events within the years that do not contain World Championships or Paralympic Games.
- 2.2 PEG allocations will not apply in cases where additional events have been added to the sports 2015 Pinnacle Event programme that were **not** part of the London 2012 Paralympic Games or the Sochi 2014 Paralympic Winter Games programmes **unless** these events have been confirmed by IPC or the sport federation as part of the Rio 2016 Paralympic Games or PyeongChang 2018 Paralympic Winter Games Event programme.
- 2.3 Where an event was part of the London 2012 Paralympic Games or the 2014 Sochi Paralympic Winter Games programme and is removed from the Rio 2016 Paralympic Games or the PyeongChang 2018 Paralympic Winter Games event schedule then the PEG for this event will no longer apply.
- 2.4 Targeted Teams of four or fewer athletes that compete in Para-Sports with multiple medal opportunities per gender will be treated as an individual sport e.g. Para-Cycling team sprint, Para-Swimming relay, Para-Athletics relay.
- 2.5 PNZ will agree with team PEGs Qualifying Sports prior to PEGs Qualifying Events on the squad size eligible to be considered for PEGs payments should they achieve the appropriate performance standard. Additionally, team PEGs Qualifying Sports will be required to agree their PEGs disbursement plans prior to PEGs Qualifying Events.

### 3 TARGETED TEAM SPORTS

- 3.1. Athletes from targeted team/squads of four and greater in sports with one medal opportunity will receive a bulk team allocation. The value of the PEG will be determined by the number of athletes directly contributing to the result achieved at the pinnacle event. The sport and the PNZ High Performance Director will determine how the PEG is allocated.
- 3.2. Athletes from targeted teams of less than four in sports with one medal opportunity will receive an individual allocation based on the number of athletes directly contributing to the result achieved at the pinnacle event.

### 4 ELIGIBILITY RESTRICTIONS

- 4.1 Age group athletes/teams (including Masters) are not eligible to receive a PEGs.
- 4.2 Athletes are only eligible to receive one PEG per year.
- 4.3 Athletes who compete for New Zealand in more than one discipline or sport (e.g. Para-Swimming and Para-Shooting) will only be eligible to receive one PEG (the PEG which provides them with the highest award).
- 4.4 PNZ has the overall discretion to consider alternative options regarding allocation of PEGs based upon individual cases.
- 4.5 PEGs payments will be awarded at the sole discretion of PNZ.



## **5 FIELD SIZE**

- 5.1** Field size will be taken into account when assessing PEG's allocations. For example, a sixth placing from a field of six individuals or countries may not be approved. An individual or team must finish in the top half of their field at the PEG Qualifying Event, unless a qualification series was held to limit the field size.

## **6 AWARD**

To allow PEG recipients to dedicate time to training and competing towards their next PEG Qualifying Event, PEGs can be used by an athlete to offset any individual performance initiatives or living costs.



**Table 1: 2016 Award Levels**

Level	Criteria	
One	Gold medal result at the nominated 2015 Pinnacle Event <i>and</i> Based on multiple event results at the 2015 Pinnacle Event the athlete has demonstrated they are tracking towards multiple Gold medal results at the Rio 2016 Paralympic Games or the PyeongChang 2018 Paralympic Winter Games	\$60,000
Two	Gold medal result at the nominated 2015 Pinnacle Event <i>and</i> Athlete has demonstrated they are tracking towards a Gold medal result at the Rio 2016 Paralympic Games or the PyeongChang 2018 Paralympic Winter Games	\$50,000
Three	Silver or Bronze medal result at the nominated 2015 Pinnacle Event <i>and</i> Athlete has demonstrated they are tracking towards a Gold medal result at the Rio 2016 Paralympic Games or the PyeongChang 2018 Paralympic Winter Games	\$35,000
Four	Silver or Bronze medal result at the nominated 2015 Pinnacle Event <i>and</i> Athlete has demonstrated they are tracking towards a Podium result at the Rio 2016 Paralympic Games and ideally a Gold medal result at the 2020Tokyo Paralympic Games  Athlete has demonstrated they are tracking towards a Podium result at the PyeongChang 2018 Paralympic Winter Games and ideally a Gold medal result at the 2022 Paralympic Winter Games	\$15,000
Five	4 <sup>th</sup> – 6 <sup>th</sup> result at the nominated 2015 Pinnacle Event <i>and</i> Athlete has demonstrated they are tracking towards a Podium result at the Rio 2016 Paralympic Games and ideally a Gold medal result at the 2020 Tokyo Paralympic Games  or  Athlete has demonstrated they are tracking towards a Podium result at the PyeongChang 2018 Paralympic Winter Games and ideally a Gold medal result at the 2022 Winter Paralympic Games	\$12,000

\*PEG's funding amounts are reviewed annually and are dependent on HPSNZ Investment.

The PNZ High Performance Director must be satisfied based on the tracking data, gap to podium and rate of progression that the athlete is a genuine Gold medal or Podium potential athlete for the Rio 2016 Paralympic Games or the PyeongChang 2018 Paralympic Winter Games



## 7 PEG ALLOCATION CRITERIA

*The PEG Allocation Criteria for 2016 is as follows:*

In order to qualify for a PEG, an athlete must:

- a. Have a Performance Plan (IPP) and Campaign Plan that have been agreed to by the Sport Head Performance Coach or Programme Leader. The Sport Head Performance Coach or Programme Leader will present the approved IPP and Campaign plan to the PNZ High Performance Director for final endorsement.

*IPP's should at least, detail:*

- the athlete's performance goals, which align to the Sport Specific Programme Plan.
- a strategy to achieve the athlete's performance goals;
- performance milestones; and
- a performance monitoring process.

*PNZ must be satisfied that:*

- the athlete, the athlete's coach and any other relevant support personnel have contributed to the development of the athlete's IPP and Campaign Plan;
- the strategies in the IPP will assist the athlete to achieve their performance goals; and
- the level of commitment from the athlete, their coach and support personnel is sufficient to achieve the athlete's performance goals.

- b. Have signed a PNZ or alternative NSO 2015/2016 Athlete Agreement.

**7.1** To allow PEG recipients to dedicate time to training and competing towards their next PEG Qualifying Event, PEGs can be used by an athlete to offset any individual sporting initiatives or living costs.

**7.2** Should an athlete incur an injury, the athlete, at the discretion of the PNZ High Performance Director, based on a recommendation from medical personnel, may receive a PEG provided they are under a rehabilitation programme with the goal to return to competition and continue to demonstrate they are a Rio 2016 Paralympic Games or PyeongChang 2018 Paralympic Winter Games medal potential athlete.

**7.3** A PEG will be allocated to an individual/team that PNZ has identified as having medal winning potential at the Rio 2016 Paralympic Games or the PyeongChang 2018 Paralympic Winter Games, and as such, only athletes competing in Paralympic Games sports and events will be considered.

**7.4** PEGs will be reviewed annually. The pinnacle event and the KPI at this event (or other agreed measure/KPI) will be identified prior to the PEGs period to which it relates and must be approved by the PNZ High Performance Director. Where there is not a key pinnacle event, PNZ High Performance Director will work with the Head Performance Coach/Sport Programme Leader to identify suitable criteria based upon other agreed measure / KPIs.



- 7.5** Where there is no World Championships or Paralympic Games and an alternative event is agreed to as the pinnacle event it is expected environmental conditions be deemed suitable to allow athletes every opportunity to perform at their best. In the case that environmental conditions are deemed not to be suitable either an alternative event will be identified as a pinnacle event or the High Performance Director will present a case based on the performances achieved.
- 7.6** The PEG must be used during the calendar year that it is awarded. PNZ reserves the right to determine whether an event is sufficiently competitive for an individual/team to be eligible for PEGs.
- 7.7** The PEG support will not be awarded to individuals / teams that have not committed or do not continue to commit to a training and competition plan, endorsed by the Sport Head Performance Coach or Sport Programme Leader. Athletes must be training for and continue to meet selection criteria for PEG qualifying events.
- 7.8** PNZ acknowledges that the PEG period will vary between sports and athletes. PEGs will be administered as per calendar year.
- 7.9** PNZ has the discretion to reallocate any unspent PEGs investment in the following way by:
- a.** Investing in athletes who are deemed by PNZ to be on a fast track to a medal at the Rio 2016 Paralympic Games or the PyeongChang 2018 Paralympic Winter Games. (this recognises the special nature of Paralympic sport where the progression to a podium finish is in some disciplines is considerably shorter than able bodied counterparts).
  - b.** Topping up existing PEG's athletes annual entitlements.
- 7.10** Any athlete who retires from their chosen sport will not be eligible for a PEG. If the athlete retires within the year that the PEG is allocated then all further PEG payments will be ceased for the remainder of the allocation.
- 7.11** Where an athlete meeting the PEG's criteria through performance however, has demonstrated a consistent trend of non-medal performances at Pinnacle events, it will be at PNZ's discretion as to whether a PEG will be awarded.

## **8 MULTI - YEAR PEGs CRITERIA:**

Multi-year Performance Enhancement Grants (PEGs) have been introduced to provide long term support to those athletes with a history of gold medal winning success on the world stage.

The guidelines for multi-year PEGs are as follows:

In year one of the Paralympic cycle recipients must have gold medalled at the most recent Paralympic Games. (The High Performance Director will apply discretion for athletes with a history of World Championship or Paralympic success for whom extenuating circumstances prevented them from winning a medal at the most recent Paralympics).

- 8.1.** From year two of the Paralympic cycle, recent (ie at least within the previous Paralympic cycle) multiple world championship medallists are also eligible.
- 8.2.** The duration of the multi-year PEG is at PNZ's discretion but can only extend as far as the next Paralympic Games.



- 8.3.** To receive a multi-year PEG athletes must have an individual performance plan (IPP) and Campaign Plan signed off by PNZ. The IPP must target Gold Medal success at the next Paralympic Games.
- 8.4.** The PEG will be reviewed annually by PNZ against the objectives set in the IPP. This includes not only results in competition, but also the athlete's progress in achieving the priorities that underpin medal success.
- 8.5.** If the athlete is no longer on track to deliver a gold medal winning performance at the next Paralympic Games then the multi-year PEG will be reviewed (with the potential to be either reduced or cancelled).
- 8.6.** All applications for multi-year PEGs must be endorsed by the PNZ High Performance Director and approved by the PNZ CEO.

## **9 ADMINISTRATION OF PEGS:**

- 9.1** The IPP must be completed identifying key pinnacle events. This IPP must be endorsed by the PNZ High Performance Director.
- 9.2** PNZ will provide written correspondence to the athlete / team advising of the PEG investment decision.
- 9.3** PEGs are taxable income and must be declared to the Inland Revenue Department by the athlete and included in the athlete's annual tax return.
- 9.4** Payments will be made monthly with 20% withholding tax retained by PNZ.
- 9.5** Athletes must provide PNZ with an IRD number.
- 9.6** Monthly payments will be paid in the following manner.  
  
The total annual PEG allocation will be divided by the number of months up to the agreed timeframe. For example, if an athlete is allocated a total amount of \$15,000 from 1 January 2016 – 30 December 2016, this would equate to \$15,000 divided by 12 months, paid monthly.
- 9.7** Athletes will receive a quarterly statement from PNZ regarding their PEG's allocation.



## DEFINITIONS

- TARGETED SPORT:** A Para-Sport that receives high performance **Campaign** investment from PNZ or HPSNZ and has **agreed Key Performance Indicators (KPI's) with HPSNZ**
- PEG QUALIFYING EVENT:** Determined as the highest standard of world competition in the sport i.e. Paralympic Games or World Championships within a calendar year (unless otherwise agreed prior to the event).
- RESULTS-CAPABLE:** An athlete or team that is capable of performances that place them amongst the world's best in their chosen sport/discipline.

## PARALYMPICS NEW ZEALAND 2015 PINNACLE EVENTS FOR 2016 PEG's INVESTMENT

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Event	Location	Date
2015 IPC Swimming World Championships	Scotland	13 – 19 July 2015
2015 UCI Para-Cycling Road World Championships	Switzerland	28 July – 2 August 2015
ICF Canoe Sprint World Championships	Milan	19 – 23 August 2015
2015 IPC Shooting World Cup (Sydney) Specific PEGS Performance Criteria information for this event can be found in Appendix 1.	Australia	14 – 19 September
2015 IPC Athletics World Championships	Qatar	22 – 31 October
2016 UCI Para-Cycling Track World Championships	Italy (TBC)	March 2016 (TBC)
2016 IPC Snowboard World Cups	Various	2016
2016 IPC Alpine World Cup (Aspen)	Colorado	24 February – 4 March 2016





**Appendix 1: PNZ Para-Shooting Performance Criteria – (No World Championships)**

1. The pinnacle event for Para-Shooting will be the 2015 IPC Shooting World Cup (Sydney)
2. To be eligible to receive a PEG in 2016 the athlete must meet the performance criteria stipulated below.
3. The athlete will receive a PEG based on their 'qualification' score.

	<b>R 1</b>	<b>R2</b>	<b>R3</b>	<b>R4</b>	<b>R5</b>	<b>R6</b>	<b>R7</b>	<b>R8</b>	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>
<b>Level 1</b>	626.8	411.0	635.7	634.5	639.2	620.6	1175	578	565	372	577	535
<b>Level 2</b>	626.8	411.0	635.7	634.5	639.2	620.6	1175	578	565	372	577	535
<b>Level 3</b>	623.5	408.3	633.0	632.8	637.7	616.3	1167	572	564	367	576	530
<b>Level 4</b>	623.5	408.3	633.0	632.8	637.7	616.3	1167	572	564	367	576	530
<b>Level 5</b>	617.0	405.0	631.7	630.4	635.2	613.1	1147	556	559	363	563	526