



GUIDING PRINCIPLES FOR PNZ HIGH PERFORMANCE CARDING INVESTMENT

1. INTRODUCTION

- 1.1. These are the guiding principles for PNZ High Performance Carding Investment for 2015.
- 1.2. These guidelines are aligned to the HPSNZ Investment Framework and ultimately the HPSNZ Strategic Plan.

2. HPSNZ OVERVIEW

2.1. HPSNZ VISION

More New Zealanders winning on the world stage
At Olympic/Paralympic Games and World Championships in targeted sports

2.2. HPSNZ OVERALL INVESTMENT PRINCIPLES

- a. Our goal is a performance-based system that is accountable for outcomes.
- b. Resources and performance support will be allocated on a top down, targeted basis focusing on those sports, individuals and teams that have the greatest chance of winning medals at the next Olympic Games (gold medals for the Paralympic Games) and beyond (multiple Olympic medals and multiple Paralympic gold medals will be the priority).
- c. Resources and performance support for non-Olympic targeted sports will be assessed on a case by case basis in relation to their ability to win at World Championships.
- d. Investments will also be considered for sports that have specific campaigns and individuals that, based on current evidence, are deemed to have medal potential
- e. Investment will be made based on demonstrated need where it is clear that it will improve performance of the targeted sports and athletes.

2.3. HPSNZ OVERALL INVESTMENT AND SUPPORT PRIORITIES

- a. Sports and athletes that have medal potential at the Olympic Games (Summer and Winter).
- b. Non-Olympic targeted sports that can win at World Championships.
- c. Sports and athletes that have gold medal potential at the Paralympic Games (Summer and Winter)

3. ATHLETE CARDING AND CARDING PRIORITISATION

- 3.1. The Athlete Carding guidelines have been developed to identify and prioritise athletes that are deemed important for the achievement of HPSNZ goals, and for the allocation of athlete performance support.
- 3.2. Performance support available to Carded Athletes can include injury and illness support, strength and conditioning, nutrition, psychology, athlete life, performance and technique analysis, physiology and performance planning. Each athlete has different combinations of support available based on the needs of the individual and their sport. The level of support is determined by the sport and/or individual plan, taking into consideration best practice and the availability of HPSNZ resources.
- 3.3. The Athlete Carding criteria are aligned to the high performance athlete pathways of National Sport Organisations (NSO's) to create consistency across NSO's and alignment with HPSNZ's Strategic Plan.



- 3.4. Athlete carding may be made available to athletes in HPSNZ Targeted Sports, and in specific cases HPSNZ may choose to provide Athlete Carding opportunities in HPSNZ Campaign Investment Sports.
- 3.5. The number of Athlete Cards available are limited and the number will be agreed with each sport based on need and stipulated prioritisation.
- 3.6. The decision to provide Athlete Carding opportunities and the priority for allocation of Athlete Cards will be based on the following:
 - a. Targeted Sports and their respective Tier,
 - b. In special cases Campaign Investment Sports may be considered for Athlete Carding,
 - c. Demonstrated need of the sport / athletes in order to achieve their performance goal,
 - d. The demonstrated ability of the performance support to add value to the athletes,
 - e. The availability of HPSNZ resources.

PARALYMPICS NEW ZEALAND CARDING CRITERIA

4. PERFORMANCE-FOCUSSED

- 4.1. PNZ will invest in targeted 'results-capable' athletes and teams to help them reach their performance potential. Support will only be offered to athletes and sports that have a Performance Plan (IPP) that has been agreed to by the Sport Head Performance Coach/Programme Leader. The Sport Head Performance Coach/Programme Leader will present the approved IPP to the PNZ High Performance Director for final Carding sign off.

Support will also only be provided to athletes that are engaged in regular international competition competing in the sport event the athlete was awarded the card for.

5. NEED-BASED INVESTMENT

- 5.1. All investment decisions including carding will be made on the basis of need and the demonstration of a genuine need for support.

6. ATHLETE AGREEMENT

- 6.1. Any athlete meeting the PNZ Carding Criteria will have signed a PNZ Athlete Agreement

7. CARDING INVESTMENT

- 7.1. Carded athletes gain access to HPSNZ services that are identified as contributors to performance improvements. The level of servicing available to an athlete will depend on their carding level.



8. CARDING LEVELS

Level	PNZ Carding Criteria Overview
1	<ul style="list-style-type: none"> Individual athlete or team sport athlete targeted by PNZ tracking toward a gold medal finish at the Rio 2016 Paralympic Games.
2	<ul style="list-style-type: none"> Individual athlete or team sport athlete targeted by PNZ tracking toward a podium finish at the Rio 2016 Paralympic Games, and ideally tracking towards a gold medal finish at the Tokyo 2020 Paralympic Games.
3	<ul style="list-style-type: none"> Individual athlete or team sport athlete targeted by Paralympics NZ tracking toward a 4-6 placing at the Rio 2016 Paralympic Games, and ideally tracking towards a podium finish at the Tokyo 2020 Paralympic Games. Individual athlete or team sport athlete targeted by Paralympics NZ with special cases that have the potential to positively impact on Rio 2016 Paralympic Games performances.

9. CARDING PROCESS

- 9.1. Athlete carding levels for 2015 will be communicated to athletes at time of signing a PNZ Athlete Agreement.
- 9.2. PNZ will communicate to HPSNZ PNZ athletes to be carded for 2015 and the respective levels.
- 9.2. The PNZ Programme Manager will work with athletes, coaches and HPSNZ providers to ensure the right services are delivered to athletes.

10. CARDING REVIEW DATES

- 10.1. The review of carding levels will occur during the following months in 2015. These reviews will take into consideration.
 - Athletes performances at Qualification and Pinnacle Events and their alignment with the PNZ Carding Criteria
 - Athletes continued commitment to the PNZ High Performance Sport programme
 - Athlete event status; taking into consideration any classification changes and the Rio 2016 Paralympic Games programme

Carding reviews will be completed by the PNZ High Performance Director, Head Performance Coach/Programme Leader and a HPSNZ Performance Consultant. Reviews will be held in April and September 2015.



11. DE-CARDING PROCESS

- 11.1. Athletes may be removed from the Carding list (De-Carded) by PNZ if they no longer meet the Athlete Carding criteria.
- 11.2. De-Carded athletes will be notified by PNZ in a timely manner of their removal from the Athlete Carding list.
- 11.3. The de-Carded athlete may be entitled to some transition support.

12. RESPONSIBILITIES

12.1 It is the responsibility of PNZ to:

- a. Manage the Carded Athlete list including appropriate communication directly with athletes relating to their inclusion and removal from the Athlete Carding list;
- b. Ensure that all Carded Athletes complete all HPSNZ Athlete Carding forms;
- c. Have Carded Athletes on an appropriate sport specific athlete agreement;
- d. Ensure that all athletes that are granted Athlete Carding status have an appropriate individual performance plan (IPP) that identifies performance targets, training and competition plan;
- e. Appropriately monitoring Carded Athletes in line with their IPPs;
- f. Ensure HPSNZ is kept informed of their Carded Athletes' updated contact details;
- g. Ensure all Carded Athletes have completed all Drug Free Sport New Zealand education and compliance requirements.

12.2 Carded Athletes are required to:

- a. Agree to and commit to their IPP,
- b. To work with the PNZ to negotiate and agree an appropriate athlete agreement,
- c. Inform their NSO when they believe they are not in a position to keep to their agreed IPP,
- d. Undertake all necessary Drug Free Sport New Zealand education and compliance requirements,
- e. Comply with all the athlete codes of conduct that may be in place within their sport, HPSNZ and any Drug Free Sport New Zealand and WADA codes of conduct.

END