



Paralympics New Zealand

**ATHLETE
PERFORMANCE
ENHANCEMENT GRANTS
(PEGs)**

2011

2010 ATHLETE PERFORMANCE ENHANCEMENT GRANTS

1.0 Background

The PEGs programme was introduced by SPARC 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.

2.0 Guiding principles for high performance investment

The following guiding principles are relevant to PEGs:

3.0 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 regular international competition;
- 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.

4.0 Need-based Investment

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

5.0 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 sporting or living costs.

Please note : The allocation amounts are indicative only and are subject to the level and timing of bulk funding available and the number of athletes / teams who qualify.

Table 1: Award Levels

Individual	Allocation
Paralympic Sports	Indicative PEG
Elite PEG	\$40,000
Level 1: Gold Medalist at 2010 World Championships	\$20,000
Level 2: Silver Medalist at 2010 World Championship	\$15,000
Level 2: Bronze Medalist at 2010 World Championships	\$15,000
Level 3: 4 - 5th placing at 2010 World Championships	\$ 5,000
Teams	Allocation
Paralympic Sports	Indicative PEG
Gold Medalist at 2010 World Championships	\$10,000
Silver Medalist at 2010 World Championships	\$10,000
Bronze Medalist at 2010 World Championships	\$10,000
4 - 5th placing at 2010 World Championships	\$ 3,000

NB: Although the IPC World Athletics Championships and UCI Para-Cycling World Track Championships are being held in 2011 these are recognized as 2010 events.

6.0 PEG Allocation Criteria:

The PEG Allocation Criteria for 2011 is as follows:

- 6.1 Paralympics New Zealand must be satisfied that PEGs are used for legitimate expenditure toward assisting to enable and enhance sport performance.
- 6.2 In order to qualify for a PEG, an athlete / team must have a PNZ approved Individual Performance Plan (IPP) and have signed a Paralympics NZ 2011 Athlete Agreement

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;
 - 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.

- 6.3 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 sporting or living costs. Should an athlete incur an injury, the athlete, at the discretion of the PNZ Investment Panel, based on a recommendation from the PNZ HP Director, 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 medal potential athlete.

- 6.4 A PEG will be allocated to an individual / team who PNZ has identified as having medal winning potential at the London 2012 Paralympic Games, and as such, only athletes / teams competing in Paralympic Games sports and events will be considered.
- 6.5 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 PNZ High Performance Director. Where there is not a key pinnacle event, PNZ High Performance Director will work with Sport Programme Director and Analyst to identify suitable criteria based upon other agreed measure / KPIs.
- 6.6 The PEG must be used in the period in the lead up to the athlete's / teams pinnacle event (or other agreed measure / KPI). PNZ reserves the right to determine whether an event is sufficiently competitive for an individual / team to be eligible for PEGs.
- 6.7 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 PNZ High Performance Director. Athletes must be training for and continue to meet selection criteria for PEG qualifying events.
- 6.8 PNZ acknowledges that the PEG period will vary between sports and athletes. PEGs will usually be administered as per calendar year.
- 6.9 PNZ has the discretion to reallocate any unspent PEGs investment in the following ways:
- a. top-up athlete payments for multi year Pegs athletes
 - b. invest in athletes who are deemed by the PNZ Investment panel to be on a fast track to a medal (this recognises the special nature of Paralympic sport where the progression to a podium finish is in some disciplines considerably shorter than able bodied counterparts)
 - c. Invest in PNZ invested sport programmes
 - d. this discretion will be exercised by the PNZ Investment panel, based on a business case by the athlete/ sport concerned, signed off by the PNZ High Performance Director.
- 6.10 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. PNZ at their discretion may request the remainder of any bulk PEG payment to be reimbursed.

7.0 Teams

- 7.1 Athletes from teams of... **Five and greater** 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 team coach, in conjunction with the sport and the PNZ High Performance Director, will determine how the PEG is allocated.
- 7.2 Athletes from teams of ...**Less than five** will receive an individual allocation based on the number of athletes directly contributing to the result achieved at the pinnacle event.

8.0 Eligibility Restrictions

- 8.1 Age group athletes/teams (including Masters) are not eligible to receive a PEGs.
- 8.2 Athletes are only eligible to receive one PEG per year.

- 8.3 Athletes who compete for New Zealand in more than one discipline or sport (e.g. swimming and surf life saving) will only be eligible to receive one PEG (the PEG which provides them with the highest award).
- 8.4 PNZ has the overall discretion to consider alternative options regarding allocation of PEGs based upon individual cases.

9.0 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 medal winning success on the world stage.

The guidelines for multi-year PEGs are as follows:

1. In year one of the Paralympic cycle recipients must have medalled at the most recent Paralympic Games. (The HP 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).
2. From year two of the Paralympic cycle, recent (ie at least within the previous Paralympic cycle) multiple world championship medallists are also eligible.
3. The duration of the multi year PEG is at PNZ's discretion but can only extend as far as the next Paralympic Games.
4. To receive a multi-year PEG athletes must have an individual performance plan (IPP) signed off by PNZ. The IPP must target medal success at the next Paralympic Games.
5. 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. If the athlete is no longer on track to deliver a 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).
6. All applications for multi-year PEGs must be endorsed by the PNZ High Performance Director and submitted to the PNZ Investment Panel for ratification.

10.0 Elite PEG:

- 10.1 The Elite PEG category has been included to support athletes who are proven performers at the Paralympic Games and compete in events where competition numbers are considered high. The criteria to be considered for an Elite PEG are set out below.

10.2 Criteria:

- 1) The athlete has been a medal winner at the previous Paralympic Games
- 2) The athlete continues to demonstrate that they are on track to be a medal winner at the next Paralympic Games
- 3) The athlete is in an event where international competition is of a sufficient level that the athlete would need to train full-time to continue to be a medal potential athlete. This would be twenty or more athletes on the World Ranking List.

- 10.3 The Elite PEG Criteria is to be viewed as a guide only and decisions on PNZ Elite PEG recipients is at the sole discretion of the PNZ Investment Panel.

11.0 Administration of PEG:

11.1 The IPP must be completed identifying key pinnacle events. This IPP must be endorsed by the PNZ High Performance Director and submitted to the PNZ Investment Panel for ratification.

11.2 PNZ will provide written correspondence to the athlete / team advising of the PEG investment decision.

11.3.1 PEGs are taxable income and must be declared to the Inland Revenue Department by the athlete.

11.4 Payment options are:

- Monthly Payment - 20% withholding tax retained by PNZ. Athletes must provide PNZ with IRD number.
- Credit Facility * - Payment upon receipts or quotes as per agreed business plan.

* For purchases of equipment and other items with a value of \$500 or more, your supplier can invoice PNZ and be paid directly. The GST exclusive value of the payment will be deducted from your PEG allocation. For example, if you buy equipment costing \$1687.50 and the supplier invoices PNZ, you will only have \$1500 deducted from your PEG allocation.

11.5 If a monthly payment is to be made, the total 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 \$10,000 from 1 Jan 10 – 30 Dec10, this would equate to \$10,000 divided by 12 months. A yearly payment may be made at the discretion of the investment panel.

12.0 Definitions

PEG Qualifying Events : Determined as the highest standard of world competition in the sport i.e. Olympic or 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.

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