

Swimming New Zealand High Performance Policy

Policy	Carding
Responsible to	Swimming New Zealand's Targeted Athlete, Coach and Program Manager (TACPM)
Date released	September 2018

Introduction

This document is an overview of the SNZ Carding for 2018 to 2020. This is closely aligned with the HPSNZ Athlete Carding Guidelines.

This policy has been developed in alignment with the revised High Performance Strategic Plan 2018-2024 and has been identified as a tool to prioritise and support individuals and teams who have been identified at potential for the 2020 and 2024 Olympic Games. The policy is also in alignment with the Selection Criteria performance standards for 2019 and 2020.

Carding performance standards are achieved and reviewed annually in August.

Carding Conditions:

- There are three levels of carding available Level 1, Level 2 and Level 3, based on performance and tracking towards 2020 and 2024 respectively as per the criteria below.
- Performance support available to Carded swimmers 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. The level of support is determined in the swimmer's individual plan (IPP), taking into consideration best practice and the availability of HPSNZ resources.
- Level 1 Carded swimmers training off-shore may have access to specific service support overseas, as agreed in the swimmers IPP and in consultation with the HPD.
- Level 2 and 3 Carding services are delivered by HPSNZ providers to carded swimmers residing in New Zealand. Any Level 2 and 3 carded swimmers based overseas are entitled to services, when in New Zealand for either a National Camp or National Event, or as agreed prior with the TACPM
- Achieving the carding performance standards does not guarantee carding. It entitles the swimmer to be considered for carding and is based on available cards (12 annually) and HPSNZ funding allocation.
- Review of eligibility to remain carded: Swimmers whose performances have resulted in them being selected for carding will have their on-going eligibility re-assessed at the review points. A swimmer's carding support may remain, increase, decrease or be removed following performance reviews and in line with the performance indicators.
- SNZ will notify all swimmers and their coaches in writing of their carding status.

SNZ tracking performance indicators:

- **Demonstrate** consistent improvement in performance, skills, training and world rankings;
- **Tracking** of training, racing and performance targets as outlined in the Individual Performance Plan which includes **Feedback** from Coaches and Service Providers;
- **Performance tracking tools:** Swimming New Zealand has developed tools that are now being used to measure, monitor and manage the progress of our athletes, to ensure that they are tracking towards our performance targets for 2020 and the 2024 Olympics.

Criteria for Carding Support:

Level	Criteria for Carding (Carding is for Olympic events only, tracking towards Olympic Podium)	Funding
Level 1	<ul style="list-style-type: none"> • Level 1 carding status is achieved following the release of World Rankings on 31st August annually ¹ and the swimmer must achieve one of the following: <ul style="list-style-type: none"> a) World Ranking Top 8 Individual Event (2 per country), 1 year out from Olympics; Tracking towards Podium in 2020 b) World Ranking Top 16 Individual Event (2 per country); 4-2 years out from Olympics; Tracking towards Top 8 in 2020 c) OW swimmers Top 10 in Olympic 10km at the Pinnacle Event/Top 5 if Pan Pac's (2 per country); Tracking towards Top 6 in 2020 d) OW swimmers Top 10 who have qualified for Tokyo 2020, 1 year out from the Olympic Games Tracking towards Top 6 in 2020 	As agreed
Level 2	<ul style="list-style-type: none"> • Level 2 carding is achieved following the release of World Rankings on 31st August annually ¹ and the swimmer must achieve one of the following: <ul style="list-style-type: none"> a) World Ranking Top 9-16 Individual Event (2 per country) 1 year out from the Olympic Games, Tracking towards Top 16 in 2020 b) World Ranking Top 17-25 Individual Event (2 per country) Tracking towards Top 16 in 2020 c) World Ranking Top 30 Individual Event (2 per country) Female Swimmers born 1998 or later, Male Swimmers born 1997 or later; Tracking towards Top 16 in 2020 d) OW swimmers Top 16 in Olympic 10km at Pinnacle Event/Top 10 if Pan Pac's (2 per country) Tracking towards Top 12 in 2020 	As agreed
Level 3	<ul style="list-style-type: none"> • Level 3 carding is achieved following the release of World Rankings on 31st August annually ¹ and the swimmer must achieve one of the following: <ul style="list-style-type: none"> a. World Ranking Top 50 Individual Event (2 per country) Female Swimmers born 2000 or later, Male Swimmers born 1999 or later; Tracking towards Top 8 in 2024 b. World Ranking Top 150 (absolute) Female Swimmers born 2001 or later, Male Swimmers born 2000 or later; Tracking towards Top 8 in 2024 c. World Ranking Top 16 Relay (1 per country) who do not have individual ranking as per above levels 1 and 2; Tracking towards Top 8 in 2020 d. OW swimmers Top 16 in Olympic 10km at Pinnacle Event (2 per country) Tracking towards Top 16 in 2020 e. SNZ has the discretion to card swimmers who qualify for Pinnacle Event Teams but may not meet the age or World Ranking criteria for levels 2 or 3 carding above, in the lead up to and during the period of that event only. 	As agreed

Note 1: If the annual pinnacle event (50m pool only) occurs after 31st August in any year, then exception will be given for results achieved at the pinnacle event to be included into the World Ranking's immediately following the event.

Carding Documentation Process:

All swimmers who have been selected to receive carding are required to complete documentation as outlined below: Swimmers are to follow HPSNZ and SNZ IPP carding process plan.

Step 1: Swimmers who achieve the above criteria are required to complete the HPSNZ carding Documentation and return to SNZ no later than 1 week after receiving them.

Step 2: Swimmers & coach review individual performance analysis.

Step 3: Complete Individual Performance Plan (IPP) with coach, SNZ HPD and HPSNZ Sports Performance Manager.

Note: Coaches and support service providers will record, monitor and track performance goals and strategies.

Carded Swimmer Responsibilities:

Carded Swimmers are required to:

1. Be performance focused and driven to win on the world stage;
2. Agree to and commit to their documented IPP;
3. Adhere to the requirements for performance and tracking indicators or measures;
3. Inform SNZ when they believe they are not able to keep to their agreed IPP;
4. Attend and complete individual service provider meetings as agreed in IPP;
6. Demonstrate consistent improvement in performance, skills, training and world rankings as agreed in IPP;
7. Attend all training sessions, camps and competitions as agreed in IPP;
8. Demonstrate respect for peers, coaches, management and support services;
9. Embody the SNZ High Performance Professional Swimmer Conduct principles;
10. Comply with the SNZ code of conduct, HPSNZ code of conduct and NZOC code of conduct;
11. Under take all necessary Drug Free Sport New Zealand education and compliance requirements;
12. Comply with Drug Free Sport New Zealand and WADA codes of conducts.
13. Be available for and complete the HPSNZ Athlete Carding Induction

De-Carding Process:

- Swimmers may be removed from the Carding list (de-carded) by SNZ if they no longer meet the Carding criteria and/or Carded swimmer responsibilities.
- SNZ will notify all swimmers and their coaches in writing if a swimmer has been de-carded.
- The de-carded swimmer may be entitled to some transition support as determined by the TACPM.

Pinnacle Events:

2019 World Championships and 2020 Olympic Games (selection at the NZ Open Championships)

Junior Pinnacle Events:

2019 World Junior Championships (Selection at NZ Opens)