



HIGH PERFORMANCE
SPORT NEW ZEALAND

TAILORED ATHLETE PATHWAY SUPPORT (TAPS)

Guidelines 2022-2024

Updated 1 May 2022

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1. INTRODUCTION

- 1.1. High Performance Sport New Zealand (HPSNZ) has the responsibility of allocating investment (financial, expertise and capability support) to partner organisations such as National Sports Organisations (NSOs) and Peak Bodies (NZOC, PNZ) that will enable HPSNZ to achieve its vision and investment objectives on behalf of the New Zealand Government.
- 1.2. These guidelines are for HPSNZ's Tailored Athlete Pathway Support (TAPS) programme, and should be read in conjunction with the High Performance Investment 2022-2024 Guidelines.
- 1.3. TAPS has the primary objective of supporting and enabling the performance and wellbeing of TAPS Athletes in the New Zealand high performance sport environment. TAPS has the additional objective of ensuring athletes have the right resources at the right time relative to their stage in their respective sport's Performance Pathway.
- 1.4. These TAPS Guidelines have been developed to identify and prioritise athletes that can assist HPSNZ and partner organisations to achieve their mutually agreed goals, and for the subsequent allocation of funding and support to TAPS Athletes.
- 1.5. These updated guidelines take effect from 1 May 2022. These guidelines supersede all previous Athlete Carding Guidelines and Performance Enhancement Grants (PEGs) Programme Guidelines, and previous TAPS guidelines issued by HPSNZ from that point onwards.
- 1.6. Sports may be classified as TAPS Eligible Sports and allocated TAPS through the investment process as outlined in the High Performance Investment 2022-2024 Guidelines.
- 1.7. NSOs who lead TAPS Eligible Sports are then responsible for nominating athletes to HPSNZ for consideration for TAPS, however, in all instances TAPS will be awarded at the sole discretion of HPSNZ.
- 1.8. Please refer to HPSNZ's Glossary of Terms for clarification of terms and definitions within this document.

2. TAPS PRIORITISATION, LEVEL, SUPPORT AND DURATION

2.1. TAPS will be made available to TAPS Eligible Sports, with the decision to provide TAPS opportunities and the priority for allocation based on the following:

- Designated Podium Sports;
- Invested Aspirational Sports on a case by case basis;
- Demonstrated need of the sport / athletes in order to achieve their performance goal; and
- The availability of HPSNZ resources.

2.2. The number of TAPS available are limited and the number will be agreed with each TAPS Eligible Sport based on stipulated prioritisation and need, through the overall investment process as outlined in the High Performance Investment Guidelines.

2.3. The TAPS criteria are aligned to the Performance Pathways of NSO's to create consistency, and are defined as follows in table 1:

TABLE 1	
ATHLETE PERFORMANCE PATHWAY STAGES	DEFINITIONS
Talent Identification and Confirmation (Identification and Confirmation)	Athletes that have demonstrated realistic (future) winning capabilities against sport benchmarks developing and confirming the required attributes, attitudes and motivation for international success.
Performance Potential (Potential)	Athletes that have demonstrated realistic (future) winning capabilities against sport benchmarks together with the required attributes, attitudes and motivation for international success as confirmed by their NSO as determined by their evidence-based Performance Pathway.
Foundation Performance – Opportunity (Opportunity)	Athletes that are confirmed to transition into high performance, they are learning how to operate within a world class environment and meet the demands of pinnacle event performances, graduating within four years.
Performance - Convert (Convert)	Athletes that have demonstrated realistic medal winning capabilities and are refining performances for podia success at next pinnacle event(s).
Elite Performance – Probable (Probable)	Athletes that have achieved repeated podia success at pinnacle events and continue to polish their proven international performances.
Life After Competition	Athletes that have transitioned from high performance sport to future aspirations in life, career and relationships.

2.4. Each Performance Pathway Level (Level) of TAPS can be allocated the following support on the recommendation of NSO's for varying durations listed below in table 2:

TABLE 2		
LEVEL	POSSIBLE TAPS DURATION	SUPPORT SPECIFICS
Identification and Confirmation	1 year	Agreed HP athlete educational modules Agreed Performance Support as agreed by sport appropriate to this stage Athlete Life support Access to apply for a Prime Minister's Scholarship
Opportunity or Potential	1 to 2 years	Development Training Grant (DTG) of up to \$10,000 gross per annum Medical Insurance Performance Health Bespoke Performance Support aligned to Individual Performance Plan (IPP) Athlete Life support Access to apply for a Prime Minister's Scholarship
Probable or Convert	1 to 4 years	Base Training Grant (BTG) of up to \$30,000 gross per annum Medical Insurance Performance Health Bespoke Performance Support aligned to Individual Performance Plan (IPP) Consideration for Excellence Grant (EG) Athlete Life support Access to apply for a Prime Minister's Scholarship
Life After Competition	Up to 6 months or as agreed on a case by case basis	Transition Performance Health & Support Athlete Life support to assist with transition to future career and employment Access to apply for a Prime Minister's Gold Scholarship if meet relevant criteria

2.5. Grants awarded through the TAPS programme are for use by athletes in line with their IPPs and to directly achieve the objectives stated in 1.3. above, but ultimately at athletes' discretion.

3. TAPS ALLOCATION PROCESS

- 3.1. Through the process of applying for investment as outlined in the High Performance Investment Guidelines, NSO's will present to HPSNZ how many TAPS and of what Level are required to achieved the outcomes for their priority campaign(s) and Performance Pathway. For team sports this would include proposing their squad sizes aligned to their priority campaign(s).
- 3.2. The number of TAPS and respective Levels will be confirmed to NSOs as part of the process of HPSNZ confirming each NSO's overall investment.
- 3.3. NSO's will then nominate to HPSNZ the athletes they would like to take up the agreed TAPS, the proposed TAPS Level and the proposed duration of the respective TAPS in line with TAPS criteria.
- 3.4. Once individual NSO's TAPS lists are formally confirmed by HPSNZ in an Investment Schedule, NSO's are required to notify their athletes of their TAPS status, Level and duration as outlined in the Investment Schedule.

4. BASE TRAINING GRANTS AND DEVELOPMENT TRAINING GRANTS OVERVIEW

- 4.1. Base Training Grants (BTGs) and Development Training Grants (DTGs) are payments made to eligible athletes as part of TAPS for supporting and enabling the performance and wellbeing of identified athletes in the New Zealand high performance sport environment.
- 4.2. Athletes that are classified as Probable or Convert Level, and are granted TAPS will receive a BTG up to \$30,000 gross per annum, normally paid to them monthly through their NSO.
- 4.3. Athletes that are classified as Opportunity and in some cases Potential Level, and are granted TAPS will receive a DTG up to \$10,000 gross per annum, normally paid to them monthly through their NSO.
- 4.4. On-going eligibility for TAPS and therefore BTGs and DTGs will be subject to athletes continuing to adhere to the training and performance requirements outlined in their IPPs.

5. EXCELLENCE GRANTS

- 5.1. Excellence Grants (EGs) are grants that recognise individuals' and teams' performance excellence, and are aimed to support further performance excellence from these individuals and teams.
- 5.2. Only athletes within TAPS Eligible Sports and are granted a Probable or Convert Level TAPS are eligible for EG consideration.
- 5.3. The total number of EGs which may be granted to a team should they achieve the Agreed Performance Standard, will be linked to the size of the team at the EG Qualifying Event as specified in the rules of the organising authority for the event, i.e. International Federation or IOC.
- 5.4. During the investment process, TAPS Eligible Sports and HPSNZ will discuss and agree:
- EG Qualifying Events (Pinnacle Event (PE) and any Benchmark Event/s (BE)) for the athletes and/or teams to be held across the Pinnacle Event Cycle;
 - The Agreed Performance Standards for the athletes and/or teams for which, if achieved, it proposes that EGs be granted at the EG Qualifying Events; and
 - For team sports, the number of athletes eligible to attend EG Qualify Event.
- 5.5. Probable or Convert TAPS Athletes who achieve the Agreed Performance Standards at their agreed EG Qualify Event will be eligible for EG payments as outlined in Table 3 below:

QUALIFYING SPORT	EG CATEGORY	OUTCOME AT EG QUALIFYING EVENT	EG LEVEL PER ATHLETE PER ANNUM (GROSS)
Olympic Individual	A	Gold Medalist	\$40,000
	B	Silver/Bronze Medalist	\$30,000
	C	4th to 6th Placing	\$20,000
	D	7th to 8th Placing	\$10,000
Paralympic Individual	A	Gold Medalist	\$40,000
	B	Silver/Bronze Medalist	\$30,000
	C	4th to 6th Placing	\$20,000
Non-Olympic Individual	A	Gold Medalist	\$10,000
Olympic Team	A	Gold Medalist	\$40,000
	B	Silver/Bronze Medalist	\$30,000
	C	4th to 6th Placing	\$20,000
Paralympic Team	A	Gold Medalist	\$40,000
	B	Silver/Bronze Medalist	\$30,000
Non-Olympic Team	A	Gold Medalist	\$10,000

5.6. The duration of EGs, subject to the athlete continuing to adhere to the training and performance requirements outlined in their IPP, are as outlined in Table 4 below:

TABLE 4	
ATHLETE PERFORMANCE PATHWAY STAGES	DEFINITIONS
PE Performance for EG Categories A&B	From PE to the next PE - A category EG athletes will remain on A level for the full duration of the TAPS irrespective of their performances at BEs - B category may progress to A category if they achieve an A category performance at the BE and would remain on this for the balance of their current TAPS
PE Performance for EGs Categories C&D	From PE to the next BE - The BE #1 will determine the category of EG through to the next PE, unless a higher performance is achieved at BE #2
BE(s) Performance all Categories	From Benchmark Event to the next Pinnacle Event

5.7. Table 5 below is a visual representation of EG’s duration for a normal pinnacle Event Cycle as described in table 4 above:

TABLE 5					
EG CATEGORIES	YEAR 0 - PE	YEAR 1	YEAR 2 - BE #1	YEAR 3 - BE #2	YEAR 4 PE
PE Performance for EG categories A&B					
PE Performance for EG categories C&D					
BE Performance all categories					
BE Performance all categories					

* Noting that 2022 is classified as a Year 2 - BE #1

5.8. In some instances, sports may be required to meet Agreed Performance Standards that are higher than the levels noted above.

5.9. HPSNZ may, at its discretion, after consultation with the relevant NSO, increase or decrease the award level to an athlete or a team on a case-by-case basis, in particular for athletes that have demonstrated sustained international performance excellence over multiple cycles.

6. PAYMENT OF TAPS GRANTS

- 6.1. TAPS grants will only be paid if:
 - a. The athlete or team who was granted TAPS agrees to, and complies with, all the TAPS recipient requirements as set out in section 12; and
 - b. The TAPS Eligible Sport complies with the NSO requirements as set out in section 13.
- 6.2. If HPSNZ is satisfied that the above conditions are met, it will pay the TAPS grants to the NSO of the TAPS athlete(s).
- 6.3. TAPS will be paid to the NSO on a monthly basis, or as otherwise agreed with HPSNZ and outlined in the applicable Investment Schedule.
- 6.4. For timing purposes, BTGs and DTGs will commence at the same time as NSO Campaign Investment commences.
- 6.5. EG payments will commence one full calendar month after the completion of the EG Qualifying Event in which the Agreed Performance Standard was achieved, and end one full calendar month after the completion of the next agreed EG Qualifying Event (if any), or as per section 10 for retiring athletes.
- 6.6. Unless agreed in advance in writing with HPSNZ, NSOs are required to pay each TAPS Athlete the full amount of the TAPS grants (less any applicable taxes) due to that athlete.
- 6.7. NSOs must manage TAPS including managing payments to athletes as agreed in the applicable Investment Schedule.

7. MEDICAL INSURANCE OVERVIEW

- 7.1. Athletes that are awarded Probable, Convert, Opportunity, or Potential classification TAPS, will be offered access to a medical insurance scheme offered by nib Group.
- 7.2. The scheme provides the eligible athletes with a high-quality health insurance package during their sporting career. Importantly, the scheme covers eligible pre-existing conditions.
- 7.3. HPSNZ will pay the premiums for eligible athletes to receive the Base Policy with no excess, plus the Specialist option. Additional options (e.g. GP cover, dental and optical etc.) can be added to athlete's cover at their expense.
- 7.4. Eligible athletes will also have the option of continuing the same policy when they are no longer receiving TAPS, if they fund the premiums themselves.
- 7.5. Eligible athletes will receive detailed communication in relation to medical insurance upon confirmation of their status within the TAPS programme.

8. PRIME MINISTER'S ATHLETE SCHOLARSHIPS

- 8.1. Refer to Prime Minister's Athlete Scholarship Guidelines for details.

9. RETURN TO COMPETITION TAPS - SIGNIFICANT INJURIES, MATERNITY/PARENTAL

- 9.1. Athletes that have been classified as Probable or Convert who have been unable to train and compete for an extended period of time due to significant life events, may be eligible for TAPS to enable them to return to full training and competition.
- 9.2. Examples of significant life events include, but not limited to, the rehabilitation from significant injury, or an extended period of maternity and parental commitments.
- 9.3. NSOs are required to apply to HPSNZ for consideration on behalf of the athlete proposing the relevant conditions and duration of the TAPS. The athlete will be required to have a detailed IPP to support this application that is also aligned to an Invested Priority Campaign.
- 9.4. Each application will be considered on a case by case basis and will take into consideration any other relevant HPSNZ or NSO specific policies or guidelines.

10. POST HP TAPS

- 10.1. The objective of the Post HP TAPS is to assist retiring athletes transitioning from high performance sport into a productive next stage of their lives.
- 10.2. Athletes that are Probable or Convert and from an TAPS Eligible Sport (from either an individual or team sport) at the time of their confirmed retirement from sport are eligible for up to three months of BTG from the date of retirement. This BTG will be paid in a lump sum once the athlete has formally completed all retirement requirements with the NSO and DFSNZ. Athletes will be eligible for this payment only once throughout their career.
- 10.3. Additionally if this retiring athlete outlined in 10.2 formally confirms their retirement within three months post their Pinnacle Event, and has achieved an EG eligible performance standard at this Pinnacle Event, they will be eligible for one lump sum payment for the balance of the annual value of the EG standard achieved, subject to completing all requirements as outlined in 10.2.
- 10.4. Generally other TAPS support is valid for a period of 6 months, but will be assessed on a case by case basis led by the Athlete Life Advisor, with input from the NSO and appropriate HPSNZ health providers.

11. TAPS WITHDRAWAL

- 11.1. Athletes may have their TAPS withdrawn by their NSO if they no longer meet the TAPS criteria, following relevant consultation processes between the NSO and athletes have been conducted.
- 11.2. Athletes are to be notified by their NSO as per the conditions outlined in the relevant Investment Schedule.
- 11.3. Withdrawn athletes may be entitled to some transition support as determined with input from the NSO, Athlete Life Advisor, and/or any other applicable HPSNZ expert.

12. ATHLETE RESPONSIBILITIES

12.1. All athletes granted TAPS are required to:

- a. Work with the NSO to negotiate and agree an appropriate Athlete Agreement;
- b. Work with their NSO in the formation, reviewing and modifications to their IPP;
- c. Agree to and commit to their IPP;
- d. Inform their NSO when they believe they are not in a position to keep to their agreed IPP,
- e. Undertake all necessary DFSNZ education and compliance requirements;
- f. Actively engage with their NSO's "athlete voice" mechanisms in order to enable and support their NSO in the provision of a safe and productive high performance environment, and when deem appropriate escalate wellbeing issues through the agreed channels; and
- g. Comply with all the codes of conduct that may be in place within their sport, HPSNZ and any DFSNZ and WADA codes of conduct.

13. NSO RESPONSIBILITIES

13.1. It is the responsibility of NSOs to:

- a. To take all practicable steps to provide a safe and productive high performance environment that protects and enhances the wellbeing of all involved;
- b. Manage their TAPS list including appropriate communication directly with athletes relating to their inclusion and removal from TAPS, and any respective EGs;
- c. Ensure that all TAPS Athletes complete all HPSNZ TAPS forms;
- d. Ensure that all TAPS Athletes have an appropriate IPP that identifies their performance targets, training and competition plan;
- e. Ensure all TAPS Athletes have an agreed and signed Athlete Agreement;
- f. Appropriately supporting and monitoring their TAPS Athletes in line with their IPPs;
- g. Ensure HPSNZ is kept informed of their TAPS Athlete's updated contact details;
- h. Ensure all TAPS Athletes have completed all Drug Free Sport New Zealand (DFSNZ) education and compliance requirements.