

WAIS Swimming Athlete
Selection Guidelines, Criteria and
Process



WESTERN AUSTRALIAN INSTITUTE *of* SPORT

1. BACKGROUND

- 1.1. The WAIS Swimming Program provides Scholarship Athletes with access to support to obtain the goals of the program, which are:
 - a) Maximise WA representation on the Australian team on the Olympic, Paralympic, Commonwealth Games or Senior World Championships, and
 - b) Maximise the WA contribution to Australian podium performances.

2. APPLICATION

- 2.1. This Policy applies to current, former and prospective athletes in relation to their selection and deselection from the WAIS Swimming Program.

3. TERMS USED

In this Policy:

Athlete means current, former and prospective athletes in relation to their selection and deselection from the WAIS Swimming Program;

Eligible Athlete means an Athlete who is eligible under clause 4 of the WAIS Athlete Categorisation, Selection and Deselection Policy;

Selection means selection for a scholarship in the WAIS Swimming Program; and

WAIS means The Western Australian Institute of Sport Incorporated.

4. ATHLETE CATEGORIES

- 4.1. The Athletes will be classified into the categories in the table set out in Appendix 1.

5. NOMINATION

- 5.1. In addition to the criteria set out in clause 4 of the WAIS Athlete Categorisation, Selection and Deselection Policy, to qualify for nomination for Selection, an Eligible Athlete must:
 - a) be eligible to qualify for the Australian team at the Olympic, Paralympic, Commonwealth Games or Senior World Championships.

6. SCHOLARSHIP YEAR

- 6.1. Swimming Program scholarships generally commence on 1 October and end on 30 September.
- 6.2. The selection panel may, at its absolute discretion, recommend a scholarship for part of the scholarship year in 6.1 or for some other period if:
 - a) the Athlete is relocating from interstate and is nationally categorised; or
 - b) for any other sufficient reason.
- 6.3. Where the selection panel exercises its discretion under 6.2, it must provide its reasons for doing so to the CEO.

7. SCHOLARSHIP TYPE

- 7.1. Eligible Athletes may be selected for one of the following scholarships:
 - a) WAIS Swimming Program Scholarship
The scholarship holder is coached by a WAIS employed Swimming coach and can access performance services, travel and medical assistance in line with the athlete's categorisation and the WAIS athlete benefits policy.

- b) WAIS Individual Athlete Support (IAS) Swimming Scholarship

The scholarship holder does not train in a WAIS Sport Program Daily Training Environment with a WAIS Swimming coach. They are offered coaching fee support, performance services, travel and medical assistance in line with the athlete's categorisation and the WAIS athlete benefits policy.

8. SELECTION AND DESELECTION PANEL

8.1. Recommendations to the WAIS Chief Executive Officer in relation to selection and deselection under this Policy will be made by a selection panel made up of:

- a) the WAIS Performance Team Director Podium as Chair; and
- b) the Swimming Australia General Manager - High Performance (or proxy) and the Swimming Western Australia General Manager - Competition Pathways (or proxy).

9. DESELECTION

9.1. An Athlete may be nominated for deselection by:

- a) themselves for any reason;
- b) their coach, if in the coach's opinion, the Athlete's performance, conduct, commitment and/or potential to achieve the program's objectives are not meeting the applicable general and individual targets; or
- c) WAIS, if in its opinion, the Athlete has engaged in conduct that breaches the Athlete Terms & Conditions and/or WAIS' policies and procedures.

10. ATHLETE SUCCESS FACTORS

10.1. The selection panel under section 8 will assess nominated Athletes for selection or deselection against the following criteria:

- a) national sporting organisation criteria Swimming Australia Athlete Categorisation Performance Criteria 2020-2024, with further information regarding National Categorisation [here](#);
- b) past competition performance Appendix 2 WAIS Swimming Performance Criteria;
- c) health, fitness and injury status;
- d) potential to progress performance : measured through : world ranking and Australian ranking.
- e) IAPP compliance (minimum three checkpoints throughout the year);
- f) any individual targets contained in an applicable performance plan;
- g) the athlete's attitude and conduct in accordance with expectations set out in the Athlete Terms & Conditions, the Athlete Code of Conduct and behaviours exemplifying the guiding principles of elite athlete conduct as per the WAIS Athlete Performance Management Policy; and

10.2. Satisfaction of the criteria above does not automatically guarantee that the Athlete's nomination will be successful.

11. NOTIFICATION OF OUTCOME

11.1. The selection panel will provide their recommendation to the CEO as to whether each nominated Athlete should be selected or deselected (as applicable).

11.2. The CEO will notify the Athlete, in writing, of the outcome of their nomination for selection or deselection.

12. APPEAL

12.1. An Athlete may lodge an appeal against the outcome of their nomination for selection or deselection by written application to the CEO.

12.2. An appeal under this clause must be lodged within 7 days of the date of the written notification under clause 11.1

12.3. The Athlete's written application for an appeal must include details of the reasons why the Athlete disagrees with the outcome of their nomination for selection or deselection and any supporting documentation.

12.4. The CEO will appoint the decision maker for the appeal. The appeal may be decided by either the CEO or a WAIS Performance Team Director not involved in the decision being appealed.

12.5. The person appointed to decide the appeal under 12.4 will advise the Athlete of the outcome of their appeal in writing.

12.6. The person appointed to decide the appeal under 12.4 may, at his or her absolute discretion:

- a) confirm or change the outcome of the selection or deselection decision; or
- b) remit the matter back to the selection panel for reconsideration with any specific directions he or she thinks necessary.

12.7. To avoid doubt, any failure of the selection panel to comply with the procedure set out in this Policy will not, in and of itself, mean that the outcome of the selection or deselection decision should be changed.

13. CHANGES TO THIS POLICY

13.1. WAIS may review this Policy periodically and reserves the right to adjust, remove or amend this Policy at its discretion at any time.

14. REVIEW AND REVISION

This policy, and all related appendices, will be reviewed as it is deemed appropriate.

Policy review will be undertaken by the WAIS Performance Team Director Podium and any revisions approved by the Program Partner Management Group (PPMG).

Revision History

Date	Version	Reviewed by	Changes made
4 July 2023	n/a	Performance Team Director- Podium	Policy Updated

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APPENDIX 1

<p>WAIS Categorisation</p>	<p>WAIS Categorisation Description</p>	<p>National Representation Categorisation Description</p>
<p>Podium</p>	<p>An athlete who medalled in an Olympic or Paralympic event (individual or as a relay team member), at a World Championships (Long Course or Open Water), Olympics or Paralympics in the previous 18 months (inclusive of two benchmark events).</p> <p>The athlete has demonstrated medal trajectory towards the next international benchmark event (Olympics, Paralympics, or World Long Course Championships).</p>	<p>International</p> <p>Athlete who does not satisfy any of the Podium Pathway category criteria but has earned selection to the national senior team at the Swimming Australia's benchmark event.</p>
<p>Podium Ready</p>	<p>A Pool athlete (Individual or relay team member), who placed 4th – 8th in Olympic event, at a World Championships (Long Course) or Olympics in the previous 18 months (most recent benchmark event).</p> <p>An Open Water athlete that placed 4th – 10th in the 10km race at a World Championships or Olympics in the previous 18 months (most recent benchmark event).</p> <p>A Para athlete (Individual or relay team member), who placed 4th or 5th in a Paralympic event at a World Championships or Paralympics in the previous 18 months (most recent benchmark event).</p> <p>The athlete has demonstrated medal performance trajectory at the next benchmark event.</p>	
<p>Podium Potential</p>	<p>An Olympic or Para athlete that could progress to a final or medal performance at the next Senior benchmark event or has done so within the last 12 months.</p> <p>An Open Water athlete who finishes in the top 10 of the 5km Open Water Race at the most recent World Championships or 11th – 20th in the 10km Race at a World Championship or Olympics in the previous 18 Months (most recent benchmark event).</p> <p>The athlete has demonstrated team qualification trajectory when it matters at designated competitions (not limited to but may include; Commonwealth Games, World Junior Championships and World University Games) within the last 12 months.</p>	
<p>Developing</p>	<p>Pool swimming refer to WAIS Pool Able Bodied Performance Standards.</p> <p>Open Water refer to WAIS Open Water Performance Standards.</p> <p>A Para athlete must swim within 1% of the 2023 Para World Swimming Championship Selection time criteria set by Swimming Australia. For clarification on the time standard contact WAIS Performance Team Director (Podium).</p>	
<p>Emerging</p>	<p>Pool swimming refer to WAIS Pool Able Bodied Performance Standards.</p> <p>Open Water refer to WAIS Open Water Performance Standards. A Para athlete must swim within 2% of the 2023 Para World Swimming Championship Selection time criteria set by Swimming Australia. For clarification on the time standard contact WAIS Performance Team Director (Podium).</p>	

APPENDIX 2

WAIS Swimming Performance Criteria – Supporting information

Athletes can gain a WAIS Swimming Scholarship in several ways:

- Swimming Australia Categorised 1-3 athletes (as of the National update in September 2023) will qualify for a WAIS Swimming Scholarship as long as they receive a satisfactory assessment by the Selection Committee of their suitability to meet 5.1.a) and the WAIS Athlete Success factors 10.1.c)-g) within the WAIS Swimming Athlete selection guidelines, criteria and process policy.
- WAIS International Categorised swimmers who compete for Australia in the Senior World Championships, Olympic Games or Commonwealth Games within one year of the start of the WAIS Scholarship period and do not meet the above criteria, will qualify for a WAIS Swimming Scholarship as long as they receive a satisfactory assessment by the Selection Committee of their suitability to meet 5.1.a) and the WAIS Athlete Success Factors 10.1.c)-g) within the WAIS Swimming Athlete selection guidelines, criteria and process policy.
- WAIS Developing and Emerging Categorised Scholarship
The WAIS Performance Criteria was designed to support and develop additional swimmers who have the potential to meet WAIS KPIs through continual improvement, collaboration and empowerment.

Developing and Emerging times have been calculated from the data recorded at the most recent five Championships: Senior World Swimming Championships (2017, 2019, 2022) and Olympic games (2016 & 2020).

Developing time = the average time of the 8th qualifier for the five Championship events + 2%
Emerging time = the average time of the 8th qualifier for the five Championship events + 3%

- Pool Note:
Only long course times at the below events will be considered to meet performance standards. Performance times must be recorded within the previous Scholarship year and only at the following events:
 - Australian Age Nationals
 - MC Nationals
 - Australian Team Trials
 - International performances while on official National Senior and Junior Team duties.

WAIS Pool Able Body Performance Standards for Males		
Discipline	Qualification time for Developing (Open Age category)	Qualification time for Emerging 2005 and under age category
50m Freestyle	22.27	22.48
100m Freestyle	49.20	49.69
200m Freestyle	1:48.21	1:49.27
400m Freestyle	3:50.68	3:52.94
800m Freestyle	7:58.51	8:03.20
1500m Freestyle	15:14.00	15:22.93
100m Backstroke	54.49	55.02
200m Backstroke	1:59.04	2:00.21
100m Breaststroke	1:00.56	1:01.15
200m Breaststroke	2:11.31	2:12.60
100m Butterfly	52.54	53.06
200m Butterfly	1:58.10	1:59.25
200m Individual Medley	2:00.52	2:01.70
400m Individual Medley	4:19.11	4:21.65

WAIS Pool Able Body Performance Standards for Females		
Discipline	Qualification time for Developing (Open Age category)	Qualification time for Emerging 2005 and under age category
50m Freestyle	24.97	25.21
100m Freestyle	54.48	55.01
200m Freestyle	1:58.99	2:00.16
400m Freestyle	4:10.84	4:13.30
800m Freestyle	8:36.82	8:41.89
1500m Freestyle	16:28.05	16:37.74
100m Backstroke	1:00.77	1:01.37
200m Backstroke	2:11.34	2:12.62
100m Breaststroke	1:08.18	1:08.85
200m Breaststroke	2:26.40	2:27.84
100m Butterfly	58.65	59.23
200m Butterfly	2:10.73	2:12.02
200m Individual Medley	2:13.38	2:14.68
400m Individual Medley	4:43.19	4:46.00

WAIS Open Water Performance Standards for Male and Female		
Qualifier	Qualification time for Developing (Open Age category)	Qualification time for Emerging 2005 and under age category)
	3rd or 4th placed Australian, in the 10km open event at the domestic benchmark event	5th placed Australian, in the 10km open event at the domestic benchmark event

Age ranges for emerging scholarships have been set to align with National and State Long Term Athlete Development.