

WAIS Athlete Benefits Policy



WESTERN AUSTRALIAN INSTITUTE *of* SPORT

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1. PURPOSE

To ensure resources provided directly to WAIS athletes are allocated in a manner consistent with both WAIS Guiding Principles and Organisational Purpose and in-line with the WAIS Operational Philosophy.

2. BACKGROUND

The WAIS Operational Philosophy is to provide high quality Daily Training Environments (DTE's) for athletes. The coaching and support within the DTE should optimise athlete's availability to train and compete and ultimately maximise competition performance in the international arena. WAIS supports athletes across a range of sports and at varying performance levels within a sports high performance pathway. The training and competition support requirements for an athlete are not only determined by their sport and current level of performance but also their specific needs and individual attributes.

WAIS believes that athletes in the pathway to Olympic or Paralympic success have a responsibility and obligation, where capable, to make a financial contribution to their long term sporting aspirations.

The term 'WAIS athletes' within this document refers to athletes who hold a current WAIS scholarship.

3. STANDARDS

- 3.1** WAIS athletes will only be eligible to receive benefits from WAIS during the period that an athlete is on scholarship and during scholarship transition periods.
- 3.2** If prioritisation of available resources is required, a top down approach will be applied in determining the proportion of benefits allocated to an athlete category.
- 3.3** Capping of any specific benefit category amounts will be established when required for budget management reasons.
- 3.4** Any approved proportional or capped benefit amounts will be set by athlete category unless otherwise approved by the Chief Executive Officer (CEO).
- 3.5** Athletes breaching the WAIS Athlete Code of Conduct or the terms of their Athlete Scholarship Agreement may have benefits available to them under this policy restricted for a period of time.
- 3.6** Approval of financial contributions and payments to WAIS athletes are to be in accordance with the WAIS Financial Management Manual.

4. AUTHORITIES

- 4.1** The Performance Team Directors (PTDs) recommend any proportional allocations and/or capping of benefits.
- 4.2** The CEO approves any athlete category proportional or capping levels and any exceptional requests.
- 4.3** The Corporate Services Manager (CSM) is responsible for certifying athlete benefits allocations in the annual budget are in accordance with this Policy.
- 4.4** The PTDs are responsible for the annual review of this Policy.

5. BENEFITS, PROCESSES AND PROCEDURES

The athlete benefits covered by this policy are:

5.1 Medical and Physiotherapy Services

WAIS strives for an optimal clinical operating model which embraces equally evidence-based prevention and holistic management of injuries and illnesses in order to maximise athlete availability.

Clinical Gap for the purpose of this policy is defined as the difference between actual cost and rebate provided by either Medicare and/or a Private Health Insurer, or personal injury and accident insurance provided by the Athletes sporting association and or any contributions made by a National Sporting Organisation to a specific medical service.

The clinical service providers referred to within this document include Sports Physicians, Physiotherapists and Soft Tissue Therapists.

WAIS strongly recommends that athletes obtain private health insurance that provides cover for hospital, physiotherapy and remedial massage as a minimum for themselves.

5.1.1 Medical Services

5.1.1.1 WAIS Sports Physicians provide an immediate 'No out of pocket payment' for medical consultations to all WAIS athletes.

5.1.1.2 Medical and Physiotherapy Screening and Monitoring, including electrocardiographs and haematology investigations required under the 'WAIS Sports Medicine, Medication and Injections Policy' or requested by a WAIS Sports Physician are fully covered by WAIS.

5.1.2 Injury Prevention

5.1.2.1 The WAIS sport nominated Physiotherapist will provide physiotherapy service to program athletes at arranged times for the purpose of injury prevention.

5.1.2.2 Service will be prioritised according to athlete categorisation.

5.1.2.3 There will be no charge to the individual athlete for this service.

5.1.3 Clinical Gap Standards

WAIS will only consider reimbursement to athletes for treatments provided by approved WAIS providers or by providers following referral from a WAIS Sports Physician or in exceptional circumstances by providers who have been approved by the CMO, prior to treatment;

5.1.3.1 WAIS will only consider reimbursement requests if all receipts, tax invoices, referrals, Medicare and private health care claims are provided.

5.1.3.2 Gap Payments must be submitted no later than eight weeks after the treatment has been provided. Reimbursement requests received later than eight weeks after the treatment date will not be considered unless exceptional circumstance is presented and approved by the PTD.

5.1.3.3 Gap payments will be made in line with the amounts and conditions specified in Appendix A and subject to clause 5.1.3.6.

5.1.3.4 Clinical Gap contributions are payable for the following treatments and services;

5.1.3.4.1 Sports Physician consultations and treatments - provided by a WAIS approved Sports Physician.

5.1.3.4.2 Physiotherapy consultations and treatments - provided by a WAIS approved Sports Physiotherapist.

5.1.3.4.3 Specialist consultations, medical imaging and/or treatments - referred by a WAIS Sports Physician for a medical condition resulting from or relating to training or competition in an athlete's chosen sport.

5.1.3.4.4 Surgery and injections - referred by a WAIS Sports Physician, subject to athlete consultation with and confirmation by the athlete's PTD.

5.1.3.4.5 Emergency Treatment – for an injury or illness occurring during the WAIS supported DTE.

5.1.3.4.6 Sports massage – by a WAIS approved soft tissue therapist.

5.1.3.5 WAIS reserves the right to vary the amount reimbursed and to set a maximum rate for each service provided.

5.1.3.6 Exemptions to any treatment or service capping amounts can be sought from a PTD and must be approved by the CEO.

5.2 Training

5.2.1 Professional, Contracted and Specialist Coaching – WAIS employs and/or contracts coaching staff based on the National Sporting Organisation (NSO) agreements in place. Any benefits received by WAIS athletes for coaching services provided outside of WAIS employment must be approved by the PTD during the budgetary process and outlined in the IAPP or by exception during the operational year.

5.2.2 Training and Competition Equipment – WAIS athletes are not automatically entitled to financial support from WAIS to purchase personal sporting equipment. Consideration of financial contribution requests from athletes to purchase specialised equipment in order to enhance performance in DTE and/or competition is on an exceptions basis only. The PTDs will recommend to the CEO any exceptions as part of the annual budgeting process. WAIS will (in sports that require it) invest in training or competition equipment that is used by WAIS athletes as a group.

5.2.3 Training Interventions – specific training interventions identified in the IAPPs (e.g. altitude training camps) attended by WAIS athletes and coached by WAIS employed staff will be considered as a project. These interventions will be fully costed and any capping of WAIS contributions considered following completion of the sport program draft budget.

5.3 Domestic and International Travel

WAIS provides domestic and international travel supports for nominated events as identified in the approved sport program budget and as outlined at the annual Induction Meeting. For IAP and IAS athletes travel to nominated events will be identified and funding approved in their IAPP sign off meeting with the PTD or Performance Services Manager. The domestic and international travel benefit includes costs incurred for air fares and ground costs (accommodation and ground transport). Benefit level per athlete category are outlined in the tables below:

DOMESTIC TRAVEL

WAIS Athletic Scholarship Category	WAIS Contribution*
Podium	100%
Podium Ready	100%
Podium Potential	100%
International	100%
Developing	70%
Emerging	50%

INTERNATIONAL TRAVEL

WAIS Athletic Scholarship Category	WAIS Contribution*
Podium	\$1500
Podium Ready	\$1500
Podium Potential	\$1500
International	\$1500
Developing	\$1200
Emerging	\$1000

WAIS staff may be required to book travel on an athlete's behalf. When approved travel is booked and paid for by WAIS, the athlete may receive an invoice for the remaining outstanding amount in accordance with this policy. Parents of athlete's who are minors will be notified of estimated costs prior to WAIS booking the travel.

5.4 Registration, Competition and Venue Entry Fees

Are allocated at the discretion of the sports PTD and subject to budget approval.

5.5 Performance Services

The quantity of service provision per athlete is prioritised by the position of the sport program in the pathway, athlete categorisation and identification of need in the IAPP. The allocation of service staff (employed or consultant) towards WAIS athletes is determined by the PTD's during operational planning and budget process.

5.6 Personal Athlete Financial Support (PAFS)

WAIS may provide personal financial support to scholarship athletes who are experiencing financial hardship at a specific time due to unforeseen circumstances that places their training for, and/or performance in, international events in jeopardy.

5.6.1 Eligibility guidelines documented within the PAFS application form are used to assess each application with consideration given to the athlete's scholarship status, financial circumstances, employment status and living arrangements.

5.6.2 Athletes may be required to attend an interview with WAIS regarding their PAFS application and management of financial assistance.

5.6.3 Athletes granted PAFS are not required to submit receipts or reimbursement statements (WAIS assumes complete honesty on the part of the athlete applicant).

5.6.4 The athlete must have exhausted all other avenues to personal financial support including Direct Athlete Individual Support (DAIS), government allowances, NSO/AIS funding and other scholarships.

5.6.5 The amount of PAFS awarded is based on the individual circumstance of the athlete as per the information detailed in the PAFS General Information Form.

5.6.6 For subsequent applications from an individual athlete a 24 month plan for financial independence is required.

5.6.7 An athlete who has misused their PAFS may be in breach of the WAIS Athlete Code of Conduct and will be liable for sanction under the code.

5.7 Athlete Relocation funding

WAIS will provide relocation support to scholarship athletes who have graduated to train in the sports National Program or a Professional franchise following the pathway recommended by their NSO.

5.7.1 WAIS Athletes are eligible to receive funding assistance up to \$2000 for relocation expenses encountered during the permanent change of training environment. Examples of expenses include short term accommodation costs, removal costs, accommodation set up costs.

5.7.2 Athletes are to claim from their NSO or professional team first, prior to requesting WAIS support.

5.7.3 Funds can be accessed up to six months from the date of arrival at the new location, or for any expenses incurred leading up to the shift.

5.7.4 Athlete will discuss with the PTD during the WAIS exit interview what expenses are likely to occur.

5.7.5 Athlete will submit receipts using the standard WAIS Reimbursement Request form together with receipts

5.8 WA Connect Grant

The WA Connect Grant (WACG) provides athletes that have graduated to a national or professional program with financial assistance to stay connected with friends, family and their sport (normally a WA club program). Travel costs will be reimbursed up to a maximum of \$1500 per annum for confirmed recipients. Athletes in WAIS sport programs can apply through the relevant PTD and athletes not from a WAIS sport program can apply through the Individual Athlete Program. Please refer to the relevant selection policies on the WAIS website.

5.9 Personal Development Assistance Funds (PDAF)

WAIS may provide personal Development Assistance Fund to contribute to an athlete's career and/or personal development.

5.9.1 WAIS Athletes are eligible to apply for funding assistance up to \$200 for training courses that will assist them to secure casual and part time employment or for short courses that contribute to career and personal development. Examples of training courses may include Responsible Service of Alcohol (RSA), Barista course, First Aid, CPR & resuscitation, TAFE short courses, sport coaching course.

5.9.2 Funds can be used to contribute to the cost of training courses completed during the funding period and as approved by Athlete Wellbeing and Engagement Advisor.

5.9.3 Reimbursement will not exceed \$200. There are limited funds available.

APPENDIX A

WAIS Provider Treatment Type	Athlete Category					
	E	D	I	PP	PR	P
Sports Physician	100%	100%	100%	100%	100%	100%
Physiotherapy – Initial/Long consultation	Up to \$145 per treatment	Up to \$145 per treatment	Up to \$145 per treatment	Up to \$145 per treatment	Up to \$145 per treatment	Up to \$145 per treatment
Physiotherapy – standard consultation	Up to \$100 per treatment	Up to \$100 per treatment	Up to \$100 per treatment	Up to \$100 per treatment	Up to \$100 per treatment	Up to \$100 per treatment
Specialist - Referred by WAIS Sports Physician for a sport related injury	100% unless a budgetary cap is applied					
Medical Imaging - Referred by WAIS Sports Physician for a sport related injury	100% unless a budgetary cap is applied					
Surgery - Referred by WAIS Sports Physician	As approved by a Performance Team Director					
Emergency Treatment - For an injury or illness occurring during the WAIS supported DTE	100%					
Remedial Massage	N/A	Maximum \$40 for a short and \$70 for a long treatment up to annual cap confirmed in individual Scholarship Athlete Benefit Summary				

WAIS pays the difference between the treatment/consultation and the benefit paid by Medicare and/or the health insurer.

Review and Revision

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

Policy review will be undertaken by the PTDs.

Revision History

Date	Version	Reviewed by	Changes made
30.03.2021	3.4	PTDs	Policy updated

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