

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:
- Maximise WA representation on the Australian team on the Olympic, Paralympic, Commonwealth Games or Senior World Championships, and
  - 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:
- 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:
- the Athlete is relocating from interstate and is nationally categorised; or
  - 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:
- 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 performance services, travel and medical assistance in line with the athlete's categorisation and the WAIS athlete benefits policy.

Coaching fee support will be offered to International, Podium Potential, Podium Ready and Podium categorised athletes.

## 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
May 2024	n/a	Performance Team Director- Podium	Policy Updated

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APPENDIX 1

Podium Pathway Category	Description	National Representation Category	Description
<b>Podium</b>	Athletes have won a medal at an Olympic/Paralympic Games, World Championships or agreed BME in the previous 24 months and must be considered capable of winning a medal at the next Olympic/Paralympic Games	<b>International</b>	Athlete who does not satisfy any of the <b>Podium Pathway</b> category criteria but has earned selection for the national senior team or squad preparing for the NSOs benchmark event.
<b>Podium Ready</b>	Athlete who have placed 4-8th at the most recent Olympic/Paralympic Games, World Championships or agreed BME and must be considered capable of progression to PODIUM level and targeting a medal at the next Olympic/Paralympic Games.		
<b>Podium Potential</b>	Athlete who has achieved agreed performance benchmarks which, alongside international competition performances, reliably indicate their future potential for podium success. Athletes must be considered capable of progression to at least PODIUM READY level within the agreed sport specific matrix timeframes.		
<b>Developing</b>	Athletes have progressed through a reliable confirmation phase and placed within a dedicated national development program. Athlete must be considered capable of progression to at least PODIUM POTENTIAL level within the agreed sport matrix timeframes.		
<b>Emerging</b>	Athletes that have been identified by an NSO via a valid and reliable TID profiling method (Agreed in advance and with future podium potential characteristics identified) and are going through a set time-limited period of talent confirmation.		

## APPENDIX 2

### WAIS Swimming Performance Criteria – Supporting information

Athletes can gain a WAIS Swimming Scholarship in several ways:

- Swimming Australia Categorised 1-3 athletes 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 8<sup>th</sup> place qualifier from the 2023 Senior World Swimming Championships.

- 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
  - Australian MC Age Nationals
  - Australian Team Trials
  - International performances while on official National Senior and Junior Team duties.

<b>WAIS Pool Able Body Consideration Standards (MALE)</b>		
<b>Discipline</b>	<b>Developing Consideration Time (2001 Born or later)</b>	<b>Emerging Consideration Time (2004 Born or later)</b>
50m Freestyle	22.32	22.54
100m Freestyle	49.02	49.50
200m Freestyle	1:48.09	1:49.15
400m Freestyle	3:49.94	3:52.19
800m Freestyle	7:55.12	7:59.77
1500m Freestyle	15:12.18	15:21.12
100m Backstroke	54.27	54.81
200m Backstroke	1:59.63	2:00.80
100m Breaststroke	1:00.69	1:01.28
200m Breaststroke	2:12.09	2:13.39
100m Butterfly	52.19	52.71
200m Butterfly	1:57.27	1:58.42
200m Individual Medley	1:59.57	2:00.40
400m Individual Medley	4:17.91	4:20.44

<b>WAIS Pool Able Body Consideration Standards (FEMALES)</b>		
<b>Discipline</b>	<b>Developing Consideration Time (2001 Born or Later)</b>	<b>Emerging Consideration Time (2004 Born or later)</b>
50m Freestyle	25.16	25.42
100m Freestyle	54.74	55.28
200m Freestyle	1:58.82	1:59.90
400m Freestyle	4:09.88	4:12.33
800m Freestyle	8:32.24	8:37.26
1500m Freestyle	16:21.19	16:30.81
100m Backstroke	1:00.81	1:01.41
200m Backstroke	2:12.33	2:13.63
100m Breaststroke	1:07.63	1:08.30
200m Breaststroke	2:27.04	2:29.04
100m Butterfly	58.31	58.89
200m Butterfly	2:10.27	2:11.55
200m Individual Medley	2:13.23	2:14.54
400m Individual Medley	4:45.05	4:47.84

WAIS Open Water Performance Standards for Male and Female		
	Consideration time for Developing (2001 Born or later)	Emerging Consideration Time (2004 Born or later)
Qualifier	Align with Swimming Australia categorisation and 1% of Developing 1500m time.	Align with Swimming Australia categorisation and 1% of Emerging 1500m time.

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