



**HIGH PERFORMANCE
SPORT NEW ZEALAND**

**Performance Enhancement Grants
Programme and Requirements**

Issued 1 August 2016

1. INTRODUCTION

- 1.1. This document outlines the terms of High Performance Sport New Zealand's (HPSNZ) Performance Enhancement Grants (PEGs) programme ("PEGs Programme").
- 1.2. The PEGs Programme is aligned to the HPSNZ Investment Framework and ultimately the HPSNZ Strategic Plan.
- 1.3. The terms of the PEGs Programme, as set out in this document, apply to all athletes and teams applying for, or granted, PEGs by HPSNZ. They also apply to all national sporting organisations (NSOs) that have athletes and teams applying for, or are granted, PEGs.
- 1.4. The terms of the PEGs Programme are effective from 1 July 2015. They supersede the previous PEGs' Guidelines issued by HPSNZ. However for PEGs already granted under the previous PEGs Guidelines, those Guidelines shall continue to apply.
- 1.5. The terms of the PEGs Programme as set out in this document are deemed to be incorporated into, and are to be read with, any Investment Schedule for PEGs that is agreed with an NSO by HPSNZ.
- 1.6. In all instances PEGs will be awarded at the sole discretion of HPSNZ.

2. BACKGROUND

2.1. HPSNZ Vision

More New Zealanders winning on the world stage:
At Olympic/Paralympic Games and World Championships in targeted sports

2.2. Targets – Podium Performance

Achieving podium performance results as measured by:

- Medals at Olympic Summer Games: 14+ in 2016, 16+ in 2020
- Winning at World Championships in targeted non-Olympic sports
- Medals at Olympic Winter Games: 1 in 2018
- Gold medals at Paralympic Summer Games: 12 in 2016, 10-14 in 2020
- Gold medals at Paralympic Winter Games: 1 in 2018

2.3. HPSNZ Overall Investment Principles

- a. Our goal is a performance-based system that is accountable for outcomes.
- b. Resources and performance support will be allocated on a top-down, targeted basis focusing on those sports, individuals and teams that have the greatest chance of winning medals at the next Olympic Games (gold medals for the Paralympic Games) and beyond (multiple Olympic medals and multiple Paralympic gold medals will be the priority);
- c. Resources and performance support for non-Olympic targeted sports will be assessed on a case-by-case basis in relation to their ability to win at World Championships;
- d. Investments will also be considered for sports which have specific campaigns and individuals who, based on current evidence, are deemed to have medal potential; and
- e. Investment will be made based on demonstrated need where it is clear that it will improve performance of the targeted sports and athletes.

2.4. HPSNZ Overall Investment and Support Priorities

The overall investment and support priorities for HPSNZ are:

- Sports and athletes that have medal potential at the Olympic Games (Summer and Winter);
- Non-Olympic targeted sports that can win at World Championships;
- Sports and athletes that have gold medal potential at the Paralympic Games (Summer and Winter).

2.5. HPSNZ Areas of Athlete Support

HPSNZ, in conjunction with agreed Targeted Sports and Campaign Investment Sports, may provide identified athletes (those who meet specific stipulated criteria in each of the respective HPSNZ Athlete Support Programmes) with access to:

- Agreed levels of athlete performance support delivered through HPSNZ, and other agreed benefits through the HPSNZ Athlete Carding Programme;
- Financial assistance to allow athletes to train and compete at a world level by way of PEGs;
- Prime Minister's Athlete Scholarship to provide support for vocational/tertiary education.

3. AIM OF THE PEGS PROGRAMME

- 3.1 The aim of the PEGs Programme is to provide athletes and teams with direct financial support to enable them to commit to longer periods of training and competition, which are necessary if they are to progress and achieve podium placings in international pinnacle sports events.

- 3.2 PEGs are for use by athletes directly (as further described in this Programme), even though they are usually paid through an NSO.
- 3.3 There are five categories of PEGs that may be granted:
- a. Olympic Individual;
 - b. Olympic Team;
 - c. Non-Olympic Individual;
 - d. Non-Olympic Team; and
 - e. Emerging Talent.

4. PEGS GRANT PROCESS

- 4.1. For all PEGs categories, other than Emerging Talent PEGs, the process for granting PEGs is as follows (and as further detailed in this Programme):

STEP 1:	NSOs, from which athletes are eligible to seek PEGs, must be designated by HPSNZ to be PEGs Qualifying Sports
STEP 2:	The athletes and teams from each PEGs Qualifying Sport , who may be considered for PEGs, must be eligible
STEP 3:	The PEGs Qualifying Sports agree with HPSNZ on the PEGs Qualifying Events and Agreed Performance Standards
STEP 4:	After the PEGs Qualifying Events , the PEGs Qualifying Sport nominates specific athletes and teams to HPSNZ to consider granting PEGs to them
STEP 5:	HPSNZ then assesses the performances of the athletes and teams against the Agreed Performance Standards at the PEGs Qualifying Event and decides whether or not to grant PEGs
STEP 6:	HPSNZ makes payments via the PEGs Qualifying Sport to the athlete(s) and teams who were granted PEGs (PEGs recipients)
STEP 7:	PEGs recipients and PEGs Qualifying Sports must comply with the terms and conditions associated with being a PEGs recipient and the granting of PEGs

- 4.2. The process for granting PEGs in the Emerging Talent category is set out in section 17.

5. STEP 1: PEGS QUALIFYING SPORTS

- 5.1. HPSNZ will decide annually, at its discretion, those sports which are PEGs Qualifying Sports. These sports are most likely to include NSOs that are:
- HPSNZ Targeted Sports;
 - Olympic sports that receive HPSNZ Campaign Investment; and
 - Other sports and athletes, at the discretion of HPSNZ.
- 5.2. The PEGs Qualifying Sports for each year are published by HPSNZ on its website.
- 5.3. There is no right of appeal against the decision by HPSNZ that an NSO is, or is not, a PEGs Qualifying Sport.

6. STEP 2: ELIGIBILITY OF ATHLETES AND TEAMS

- 6.1. Subject to paragraph 6.3, to be eligible for PEGs, **athletes**, and athletes in **teams**, must be:
- Members:** registered members of a PEGs Qualifying Sport, or otherwise affiliated to it, through membership of a club, regional or other body, which itself is member of a PEGs Qualifying Sport; and
 - Not ineligible:** not be **ineligible** as described in paragraph 6.3 below.
- 6.2. Athletes and teams are defined as follows:

Athletes: individuals who compete in their sport as individuals and (for the purposes of PEGs) also includes athletes in teams of nine or fewer athletes who compete in sports with multiple medal opportunities per gender e.g. cycling team pursuit, swimming relay, rowing eight.

Teams: teams which have 10 or more athletes competing together e.g. men's hockey team, women's football team.

- 6.3. The following athletes and teams are not eligible for PEGs:

Ineligible Athletes

- Age group (including masters) athletes or teams;
- Athletes in non-Olympic events within a PEGs qualifying sport;
- Athletes who are professional athletes, in that they are paid to play their sport on a full-time or near full-time basis. This does not preclude athletes paid on a part-time basis from being eligible for PEGs;
- Athletes in Paralympic sports, who may be considered for PEGs through Paralympics NZ, as set out in section 18.

- 6.4. PEGs payments will be awarded at the sole discretion of HPSNZ.

7. STEP 3: AGREEMENT ON PEGS QUALIFYING EVENT AND OUTCOMES

7.1. At each annual review by HPSNZ of a PEGs Qualifying Sport the NSO will:

- a. Propose the **PEGs Qualifying Event(s)** for the athletes and/or teams to be held in the next 12-month period, together with an indication of future PEGs Qualifying Event(s) (preferably 4 years in advance), or if seeking multi-year PEGs, the proposed PEGs Qualifying Event(s) for the 4 years in advance;

A PEGs Qualifying Event is a sporting event which is:

- The highest standard (i.e. pinnacle event) of world competition in the sport i.e. World Championships or Olympic Games in a calendar year; and
- In specific cases, other agreed key international sporting events in the years that do not have World Championships or Olympic Games.

- b. Propose the **Agreed Performance Standards** for the athletes and/or teams for which, if achieved, it proposes that PEGs be granted;

Agreed Performance Standards: performance standards to be achieved by the athlete(s) and/or team(s) at the PEGs Qualifying Event. In some instances these standards may be higher than those listed in sections 10.1 and 10.2.

It is expected that as a minimum athletes and teams must finish in the top half of their field at the PEGs Qualifying Event, unless a qualification series is held to limit the field size, or at the discretion of HPSNZ.

- c. For teams:
 - The proposed size of the squad/team to receive PEGs;
 - The proposed team PEGs Allocation Plan (as described in section 12); and
- d. The proposed duration of the PEGs, including whether a multi-year PEG is sought and, if so, the evidence to support such application.

7.2. HPSNZ will discuss the matters listed in paragraph 7.1 with each PEGs Qualifying Sport and agree on:

- a. The PEGs Qualifying Event(s);
- b. For teams, the size of the squad/team and proposed team PEGs Allocation Plan should PEGs be granted; and
- c. The Agreed Performance Standards.

7.3. The matters described in paragraph 7.2 will be agreed between HPSNZ and each PEGs Qualifying Sport, and documented in the NSO investment confirmation letter from HPSNZ to the NSO at the conclusion of the annual performance review process.

8. STEP 4: NOMINATION OF ATHLETES AND TEAMS

- 8.1. Within 1 month of the completion of the PEGs Qualifying Event, each PEGs Qualifying Sport will nominate those eligible athletes and/or teams that it wishes to be considered for PEGs.
- 8.2. PEGs Qualifying Sports should nominate eligible athletes or athletes in teams who are carded or likely to be carded over the next year or who the PEGs Qualifying Sport considers is capable of a podium placing in the next 4-8 years at a future PEGs Qualifying Event.
- 8.3. Nominations cannot be made to HPSNZ by athletes or athletes in teams (or any other person on their behalf). They can only be made by the applicable PEGs Qualifying Sport on an athlete's and team's behalf.
- 8.4. The decision whether or not to nominate specific athletes and/or teams for PEGs is one for the PEGs Qualifying Sport to make, and may not be appealed by any Athlete or Athlete in a Team.
- 8.5. HPSNZ may request the following information to accompany nominations:
 - a. The specific targets and performance outcomes achieved by the Athlete(s) and/or Teams(s) prior to the nomination (as set out in the PEGs Qualifying Sport's High Performance (HP) Plan, Performance and Investment Schedule and/or the athletes' Individual Performance Plan (IPP); and
 - b. The performance improvement which is expected of the athlete(s) and/or team(s) over the duration of the PEG.
- 8.6. For teams, each PEGs Qualifying Sport must set out the proposed allocation of PEGs amongst the athletes in the team, as per the agreed team PEGs Allocation Plan and any proposed changes to it.

9. STEP 5: GRANTING OF PEGs

- 9.1. The granting of PEGs to any specific athlete or athletes in a team is absolutely at the sole discretion of HPSNZ. No eligible or nominated athlete or athlete in a team is guaranteed PEGs.
- 9.2. The decision to grant PEGs, or otherwise, will be made after the relevant PEGs Qualifying Event for each athlete and/or team, and will usually be made within 1 month of HPSNZ receiving nominations by the athlete or team's PEGs Qualifying Sport.
- 9.3. Athletes and teams are only eligible to be considered for PEGs against one PEGs Qualifying Event for each PEGs period, unless specifically agreed with HPSNZ.

- 9.4. Athletes who compete in more than one discipline within a sport that has PEGs Qualifying Events will only be eligible for one PEG, being the one that provides the athlete with the highest amount of PEG. However where an athlete competes in a PEGs Qualifying Event in Olympic and non-Olympic events or disciplines, only the Olympic event/discipline can be considered for PEGs purposes. For the avoidance of doubt, athlete performances in non-Olympic events within Olympic sports are not eligible for a PEG (i.e. rowing lightweight single scull or track cycling 1km time trial).
- 9.5. Subject to paragraph 9.6, PEGs will only be granted to eligible athletes and teams that have achieved the Agreed Performance Standard at the agreed PEGs Qualifying Event. The PEGs Qualifying Sport must provide HPSNZ with all relevant evidence to verify that the Agreed Performance Standard at the PEGs Qualifying Event was met.
- 9.6. In addition to satisfying the Agreed Performance Standard, HPSNZ may require the athlete or team to:
- a. Demonstrate performance improvement over the agreed period of time as previously identified in the athlete's IPP; and/or
 - b. Demonstrate achievement of agreed targets and performance outcomes as set out in the PEGs Qualifying Sport's HP plan, Performance and Investment Schedule and/or the athlete's IPP.
- 9.7. HPSNZ may, at its discretion, award PEGs to eligible athletes from PEGs Qualifying Sports that do not meet the Agreed Performance Standard due to extenuating circumstances (such as injury or illness), or to other eligible athletes and teams due to extenuating or other special circumstances. These are known as Discretionary PEGs.
- 9.8. PEGs will be granted in the categories specified in section 3.3a to d and section 10.
- 9.9. The amount of PEGs granted to an athlete and athletes in a team will be the level specified in the tables set out in section 10. If an Agreed Performance Standard is higher than the outcome levels specified in the tables (in section 10), PEGs will only be granted if that Agreed Performance Standard is met, unless at its discretion HPSNZ decides to grant a PEG for an outcome specified in the tables.
- 9.10. PEGs will be granted for the duration specified in section 11.
- 9.11. For teams, any PEGs granted must be allocated to specific athletes in the team in accordance with the team PEGs Allocation Plan specified in section 12.
- 9.12. The decision of HPSNZ to grant or not grant a PEG to an athlete or team, (including the terms of it) is final, and there is no right of appeal.

9.13. Once HPSNZ has decided which athletes and teams to grant PEGs to (“PEGs recipients”) this will be recorded and agreed to by HPSNZ and the PEGs Qualifying Sport in a Performance and Investment Schedule. This Schedule will set out:

- The names of the PEGs recipients;
- The amount of PEGs granted and payment dates for each;
- For teams, the allocation of PEGs payments amongst the athletes in a team(s) in accordance with the team PEGs Allocation Plan;
- The duration of the PEGs; and
- Any other agreed terms.

10. PEGS PERFORMANCE STANDARDS AND AMOUNTS

10.1. **PEGs for athletes:** Except as noted in paragraph 10.3, the amount of PEGs an athlete is entitled to if they achieve the PEGs Agreed pPerformance Standard is as set out in Table 1 below:

Sport	Outcome at PEGs Qualifying Event	Award Level per Athlete (before taxes)
Olympic Individual	Gold Medalist	\$60,000
	Silver/ Bronze Medalist	\$55,000
	4th to 6th Placing	\$47,500
	7th to 8th Placing	\$40,000
	9th to 12th Placing	\$30,000
Non-Olympic Individual	Medalist	\$25,000

10.2. **PEGs for teams:** Except as noted in paragraphs 10.3 and 10.4, the total amount of PEGs which may be granted to a team will be calculated by multiplying the amount of PEGs (specified in Table 2 below) by the size of the team at the PEGs Qualifying Event (as specified in the rules of the organising authority for the event), i.e. International Federation or IOC.

For example, if the size of a women’s football team for an Olympic Games event is 18 athletes (as specified in the rules of the IOC), and the team achieves a silver medal at those Games, then the total amount of PEGs that can be granted to that team is 18 x \$30,000 = \$540,000. This amount is then to be allocated to the athletes in the team in accordance with the agreed team PEGs Allocation Plan.

Sport	Outcome at PEGs Qualifying Event	Award Level per Athlete (before taxes)
Olympic Team	Gold Medal	\$35,000
	Silver/ Bronze Medal	\$30,000
	4th to 8th Placing	\$25,000
Non-Olympic Team	Medal	\$25,000

10.3. In some instances sports may be required to meet targets (Agreed Performance Standards) that are higher than the levels noted above. For example, if men’s hockey have an agreed performance standard of Top 6 at the world cup and finish 8th, HPSNZ will reserve the right to decline the PEG application.

10.4. HPSNZ may, at its discretion, increase or decrease the award level to an athlete or a team on a case-by-case basis.

11. DURATION OF PEGS

11.1. **12 months:** in most cases PEGs cover a 12-month period or the period between PEGs Qualifying Events as agreed by the NSO and HPSNZ.

11.2. **Multi Year:** in special cases multi-year PEGs may be considered for individual athletes. Multi-year PEGs are not available for teams and are based on the following:

- a. Multi-year PEGs (up to 4 years in duration) are intended to provide long-term support to athletes with a history of medal-winning success on the world stage and who are focused and capable of a medal-winning performance at the Olympic Games;
- b. The criteria for HPSNZ in considering granting multi-year PEGs are as follows:

Summer Olympic sports	
i.	The duration of a multi-year PEG can be up to 4 years, but can only extend as far as the Tokyo Olympic Games in 2020. The duration will be based on agreement between the NSO and HPSNZ.
ii.	For Year 1 of the Olympic cycle, athletes must have medalled at the preceding Olympic Games.
iii.	From Year 2 of the Olympic cycle, recent multiple world championship medallists (i.e. no further back than previous Olympic cycle) are also eligible.

Winter Olympic sports	
i.	The duration of a multi-year PEG can be up to 4 years, but can only extend as far as the PyeongChang Olympic Games in 2018. The duration will be based on agreement between the NSO and HPSNZ.
ii.	For Year 1 of the Olympic cycle, athletes must have medalled at the preceding Olympic Games.
iii.	From Year 2 of the Olympic cycle, recent multiple world championship medallists (i.e. no further back than previous Olympic cycle) are also eligible.

- c. Multi-year PEGs that are granted will be reviewed by HPSNZ after a period of no more than 2 years against the objectives outlined in the athlete's IPP. If the athlete is, in HPSNZ's opinion, no longer tracking towards achieving a medal at the next Olympic Games, then the multi-year PEG will be reviewed (with the potential for the PEG to be reduced or cancelled);
- d. Multi-year PEGs will be guaranteed at the level at which the PEG was granted, but if performance improves over the course of the PEG (e.g. from the medallist level to the world champion level) the PEG may be increased accordingly;
- e. Nominations for multi-year PEGs must be submitted in accordance with section 8; and
- f. HPSNZ may, at its discretion, grant multi-year PEGs to athletes with a history of world championship or Olympic success for whom extenuating circumstances prevented them from winning a medal at the most recent Olympics.

12. TEAM ALLOCATION

- 12.1. For teams, PEGs Qualifying Sports must set out in their nomination for PEGs (Step 4) the proposed team PEGs Allocation Plan for PEGs to named athletes within the team (which may include a squad), and the rationale for that allocation.
- 12.2. The amount of PEGs granted to each athlete in a team may vary from that specified in Table 2 at paragraph 10.2 (as recorded in the team PEGs Allocation Plan), and take into account such factors as are discussed and agreed between the NSO and HPSNZ. The basis of a team PEGs Allocation Plan must be to ensure that the PEGs investment is fairly (but not necessarily evenly) distributed amongst all the athletes in the team, and is not allocated in such a way that the level of PEGs for any athlete in the team is such that it will provide no or very little impact on their performance.
- 12.3. The allocation of PEGs to athletes in a team will be agreed by HPSNZ and the PEGs Qualifying Sport in the Team PEGs Allocation Plan, but should there be any difference of view, HPSNZ will decide.

- 12.4. If during the period between HPSNZ granting PEGs and the date for payment, the athletes in the team change, the allocation of PEGs in the team PEGs Allocation Plan must be revised by written agreement between the PEGs Qualifying Sport and HPSNZ. It is the responsibility of the NSO to proactively advise HPSNZ of any proposed changes to the athletes in a team.

13. STEP 6: PAYMENT OF PEGS

- 13.1. PEGs will only be paid if:
- The athlete or team who was granted a PEG (“PEGs recipient”) agrees to, and complies with, all the **PEGs recipient requirements** (as set out in section 15); and
 - The PEGs Qualifying Sport complies with the **NSO requirements** as set out in section 16.
- 13.2. If HPSNZ is satisfied that the above conditions are met, it will pay the PEGs to the PEGs Qualifying Sport of the PEGs recipient(s).
- 13.3. PEGs will be paid to the PEGs Qualifying Sport on a monthly basis, or as otherwise agreed with HSPNZ.
- 13.4. For timing purposes, PEGs payments will commence one full calendar month after the completion of the PEGs Qualifying Event in which the Agreed Performance Standard was achieved, and end one full calendar month after the completion of the next agreed PEGs Qualifying Event (if any).
- 13.5. Unless agreed in advance in writing with HSPNZ, PEGs Qualifying Sports are required to pay each PEGs recipient the full amount of the PEG (less any applicable taxes) due to that athlete. For teams, each athlete in the team must be paid the amount specified, and strictly in accordance with, the agreed team PEGs Allocation Plan (section 10), unless prior written agreement of HPSNZ is obtained to vary the team PEGs Allocation Plan.
- 13.6. PEGs Qualifying Sports must make payment to each PEGs recipient within 10 working days of receiving the PEGs from HSPNZ.
- 13.7. PEGs payments are held by PEGs Qualifying Sports on trust for HPSNZ. Should a PEGs Qualifying Sport not pay a PEGs recipient in accordance with the terms of this Programme, HPSNZ may demand an immediate refund of all or some of the PEGs in relation to all PEGs Recipients paid, and held by, the PEGs Qualifying Sport. In these circumstances, HPSNZ may also withhold, or demand a refund of, any other high performance funding due to, or that has already been paid to, the NSO.

- 13.8. If any of the following circumstances apply or occur to a PEGs recipient, the NSO must notify HPSNZ as soon as practicable, and with HPSNZ's prior approval, must withhold payment of any further PEGs payments to that PEGs recipient:
- a. The athlete deviates from the strategy outlined in their IPP and/or the requirements of the NSO on the athlete, to the point where the athlete's performance goal might be compromised;
 - b. The athlete's agreement with the PEGs Qualifying Sport is terminated, or the athlete has notified an intention to resign, retire or otherwise leave the team or the sport at an elite level; or
 - c. The athlete is under investigation for, or has been charged with, or is found to have committed an anti-doping violation or breach of any other applicable code of conduct, rule or regulation of the sport.
- 13.9. In addition to paragraph 13.7, HPSNZ may withhold or cease making payments of a PEG to a PEGs recipient if the athlete fails, or athletes in a team fail, to meet or breach any one or more of the PEGs recipient requirements set out in section 15.

14. USE OF PEGS PAYMENTS

- 14.1. PEGs payments are intended to be spent by PEGs recipients on their living costs, which may include those associated with their training and performance as an athlete.
- 14.2. A PEGs Qualifying Sport cannot direct an athlete to use PEGs for specified purposes, including offsetting or paying for costs associated with their participation in the NSO's HP Programme, such as camps, international travel and competitions.

15. PEGS RECIPIENT REQUIREMENTS

- 15.1. PEGs recipients are required to comply with the following requirements:
- a. Agree and commit to their IPP;
 - b. Work with their NSO to negotiate and agree an athlete agreement in accordance with section 16.1b and as required by the NSO;
 - c. Provide their NSO with updated contact details which may be passed onto, and used by, the HPSNZ for the purposes of administering PEGs;
 - d. Inform their NSO when they believe they are not in a position to keep to their agreed IPP;
 - e. Undertake all necessary Drug Free Sport New Zealand education and compliance requirements;
 - f. Comply with all applicable codes of conduct, rules and regulations of the sport (including the NSO, the International Federation and other relevant authorities) and in particular those rules related to doping and match fixing;

- g. Attend up to four events, publicity campaigns or corporate promotions for HPSNZ/Sport NZ as and when requested by HPSNZ (subject to reasonable notice being given of any pre-existing commitments). The costs of attendance at such functions will be met by HPSNZ, who will ensure that any promotional appearances do not conflict with individual or NSO sponsorship engagements;
- h. Fulfil all training and competition requirements as required by the NSO in accordance with its HP Programme, to enable current or future medal performance. This may include relocating for the purposes of centralisation, camps and other training requirements; and
- i. PEGs recipients are encouraged to publicly acknowledge HPSNZ and PEGs when asked about the financial support they receive.

16. NSO REQUIREMENTS

16.1. In addition to their other obligations set out in this Programme, NSOs with PEGs recipients are required to:

- a. Notify successful and unsuccessful nominations of athletes or teams for PEGs within 10 working days of receiving notification from HPSNZ;
- b. Have a sport specific athlete agreement with each PEGs recipient (for the duration of the period of the PEGs or longer) in which they expressly agree to comply with:
 - This PEGs Programme including in particular the **PEG's recipient requirements** (set out in section 15);
 - All codes of conduct, rules and regulations of the sport (including the NSO, the International Federation and other relevant authorities) and in particular those rules related to doping and match fixing;
- c. Formally notify the tax implications of PEGs to each athlete;
- d. Ensure PEGs recipients have in place an IPP, and ensure that the athlete's coach and any other relevant support personnel have contributed to the development of the IPP. The IPP should include all objectives and key performance milestones to deliver a medal-winning performance;
- e. Ensure the level of commitment from the PEGs recipient, their coach and support personnel is sufficient to achieve the athlete's performance goals;
- f. Ensure the strategies in the IPP will assist the athlete to achieve their performance goals;
- g. Appropriately monitor their PEGs recipient in line with their IPPs;
- h. Notify HPSNZ (as soon as practicable) if, in their opinion, the PEGs recipient deviates from the strategy outlined in their IPP to the point where the athlete's performance goal might be compromised;
- i. Notify HPSNZ (as soon as practicable) if the athlete agreement the NSO has with the PEGs recipient is terminated, or if a PEGs recipient has notified an intention to resign, retire or otherwise leave the team or the sport at an elite level;

- j. Notify HPSNZ (as soon as practicable) if a PEGs recipient is under investigation for, or has been charged with, or is found to have committed, an anti-doping violation or breach of any other applicable rules of the sport;
- k. Ensure HPSNZ is kept informed of all PEGs recipients' updated contact details; and
- l. Ensure all PEGs recipients have completed all Drug Free Sport New Zealand education and compliance requirements.

16.2. No NSO (including any PEGs Qualifying Sport) may agree, or hold out in any way whatsoever, that PEGs is a grant or payment which any third party can have any rights or interests in. For example, an NSO cannot permit or agree by way of an arrangement, agreement, or contract for an athlete representative or athlete representative organisation to have any rights in the application, allocation or use of any PEGs grant, or to be entitled to receive any portion of such grant.

17. EMERGING TALENT PEGS

17.1. The objective of the Emerging Talent category of PEGs is to provide enhanced support to enable emerging athletes, who are 5-8 years from the podium, to commit the required training time to fast-track their development at this critical stage of development.

17.2. HPSNZ will allocate up to 35 Emerging Talent PEGs per annum.

17.3. There are two categories of PEGs for Emerging Talent:

- a. Allocated PEGs;
- b. Contestable Discretionary PEGs.

17.4. Each Emerging Talent PEG will be of an amount up to \$10,000 per annum.

17.5. The process for granting of Emerging Talent PEGs is set out in this section 17.

17.6. STEP 1: HPSNZ ALLOCATION

- a. HPSNZ will annually allocate Emerging Talent PEGs to NSOs, who will be advised of this decision by HPSNZ;
- b. The number of Emerging Talent PEGs available for each NSO will be decided by HPSNZ at its discretion (generally the NSO will need to be a PEGs qualifying sport to be considered for the allocation); and
- c. In addition, any NSO may apply for Emerging Talent PEGs under the contestable Discretionary PEGs category.

17.7. STEP 2: NSO ASSESSMENT

- a. NSOs that are allocated Emerging Talent PEGs must choose athletes by identifying those who have potential to achieve podium placings in the period 5-8 years ahead at future PEGs Qualifying Events;

- b. This identification must be based on an assessment of evidence showing the athlete's performance and results in training and competition;
- c. Only eligible athletes (as set out in section 6) may be considered by NSOs; and
- d. Athletes who are level 3 carded should be prioritised by NSOs in this process, but exceptions may be considered.

17.8. STEP 3: NSO NOMINATION

- a. NSOs will then nominate the athletes it considers meet the criteria set out in paragraph 17.7. The nomination shall be completed using the form prescribed by HPSNZ and provide:
 - Evidence of the athlete's performance and results in training and competition which demonstrates they are tracking towards a podium in the 5-8 year period ahead;
 - A description of the programme or activity the PEGs will be applied to in the athlete's campaign. This may include, for example, providing a living allowance, relocation assistance, funding training blocks in centralised environments, international competition and camps; and
 - The athlete's Campaign Plan and/or IPP.

17.9. STEP 4: GRANTING EMERGING TALENT PEGS

- a. HPSNZ will consider nominations for Emerging Talent PEGs from NSOs and, at its absolute discretion, decide whether or not to grant any Emerging Talent PEG;
- b. Grants of Emerging Talent PEGs may be awarded for up to a maximum of 2 years by HPSNZ;
- c. Grants will be recorded in a Performance and Investment Schedule with the NSO;
- d. Payment of an Emerging Talent PEG can be made either:
 - To the athlete via the NSO in the same manner as a PEG under section 6 and 7; or
 - To the NSO, to be used for the specific programme or activity from which the athlete will receive a direct benefit, which was specified by the NSO in the nomination process; and
- e. Payments of an Emerging Talent PEG will be made monthly or by way of lump sum, as agreed between HPSNZ and the NSO.

17.10. The decision by an NSO whether or not to nominate specific athletes for Emerging Talent PEGs may not be appealed by any athlete. HPSNZ may also require an NSO to nominate an athlete for an Emerging Talent PEG at its discretion.

17.11. A decision by HPSNZ whether or not to grant an Emerging Talent PEGs may not be appealed by any athlete or NSO.

17.12. Except to the extent set out in this section 17, all the terms and conditions of PEGs (see sections 13-16) shall apply to Emerging Talent PEGs.

18. PARALYMPIC ATHLETE PEGS

18.1. The PEGs programme and requirements do not apply to athletes and teams in Paralympic sports.

18.2. HPSNZ will work with Paralympics NZ to identify athletes for PEGs who are targeted for gold medal performances at the Paralympics Games.

18.3. HPSNZ and Paralympics NZ will agree on requirements for the granting and payment of PEGs. These requirements will be published and available to all athletes and teams in Paralympic sports. They will be based on the principle that HPSNZ will provide Paralympics NZ with a bulk PEGs amount annually, from which Paralympics NZ will be responsible for distributing amounts to their targeted athletes in the most appropriate way to maximise performance outcomes at the Paralympics Games.

19. DEFINITIONS

In this document, the terms set out below have the following meanings:

Agreed Performance Standards: the agreed performance standards to be achieved by the Athlete(s) and/or Team(s) at the PEGs qualifying event.

Athletes: individuals who compete in their sport as individuals and (for the purposes of PEGs) also includes individual athletes in teams of nine or fewer athletes who compete in sports with multiple medal opportunities per gender e.g. cycling team pursuit, swimming relay, rowing eight.

Campaign Sports: individual campaigns (athletes or teams) targeted for medal success assessed in line with the HPSNZ Strategic Plan 2013-2020 and the HPSNZ Investment Framework 2013-2016.

Discretionary PEGs: PEGs awarded to eligible athletes from PEGs Qualifying Sports that do not meet the Agreed Performance Standard due to extenuating circumstances (such as injury or illness), or to other eligible athletes and teams due to extenuating or other special circumstances.

Eligible: the athlete and athletes in a team satisfy the eligibility requirements set out in section 6.

IPP: Individual Performance Plan.

HPSNZ: High Performance Sport New Zealand. A subsidiary of Sport NZ established to lead the high performance system in New Zealand, working in partnership with NSOs and key stakeholders.

Multi-year PEG: PEGs awarded over longer than 12 months as specified in section 11.

NSO: National Sporting Organisation.

PEGs: Performance Enhancement Grants.

PEGs Programme or Programme: the programme of identifying and granting PEGs as set out in this document.

PEGs Qualifying Events: the highest standard of world competition (pinnacle event) in the sport, i.e. World Championships or Olympic Games in a calendar year, and (in specific cases) other agreed key international sporting events in the years that do not have World Championships or Olympic Games.

PEGs Qualifying Sports: the sports of the NSOs which HPSNZ designates on an annual basis to be eligible to apply for PEGs.

Performance and Investment Schedule: the contractual document between HPSNZ and the NSO which sets out the agreed performance standards, HP Programme outcomes and schedule of payments.

Sport NZ: Sport New Zealand – the name for the government organisation responsible for sport and recreation.

Targeted Sports: sports targeted for medal success assessed in line with the HPSNZ Strategic Plan 2013-2020 and HPSNZ Investment Framework 2013-2016.

Teams: teams which have 10 or more athletes competing together e.g. hockey team, women's football team.

Team PEGs Allocation Plan: the allocation of PEGs agreed between the PEGs Qualifying Sport and HPSNZ for eligible athletes in a team as set out in paragraph 7.2 and section 12.