

NSW TRIATHLON STATE PATHWAY PROGRAM SELECTION POLICY

1st July 2026 – 30th June 2027

NSW Triathlon Development Squad

Rest Of State Talent Academy (ROSTA)

Regional Academy of Sport Programs (RAS)

1. DEFINITIONS AND INTERPRETATIONS

In this Selection Policy, the following words and phrases have the following meanings:

Athlete means a person who participates in the sport

Automatic Selection means the process for selection by reason of participation and engagement in Pathway activities as described in Section 6

AusTri means AusTriathlon

DEVELOPMENT SQUAD means the NSW Triathlon Development Squad

Discretionary Selection means the process of selecting athletes at the discretion of the SC as described in Section 6 (3)

DL / DLE means Draft Legal/ Draft Legal Endorsement

Eligible Athlete means an Athlete that meets the requirements in Section 4

Nomination describes the process by which the Athlete applies for selection in the State Pathway Programs

NSWT means NSW Triathlon

ROSTA means Rest of State Talent Academy

SAC means the NSW Selection Appeal Committee

SC means the NSW Selection Committee

SPP means the State Pathway Program including all athletes selected in the NSW Triathlon Development Squad and the Rest of State Talent Academy (ROSTA) for the 2026-2027 season

Sport means Triathlon and Multisport

STA means Sport Transferal Athlete

WT means World Triathlon

1. OBJECTIVES

The aim of the State Pathway Program (SPP) is to grow Youth, Junior and U23 multisport participation and develop skills for fun and safe progression in alignment with AusTri national pathway program guidelines. The focus of the SPP is to provide a nurturing and supportive environment for the development of NSW athletes aged between 12 - 23 years, allowing them to maximise their enjoyment and potential in the sport over time. This is achieved by engaging with the network of athletes, parents and home coaches to support each individual to achieve personal excellence and to prepare athletes for the demands of training and competition physically, technically, tactically and psychologically through education, skill development and race opportunities. The SPP enhances offerings within their home training environments and cultivates a team environment that promotes camaraderie, pride and shared achievement.

2. INTRODUCTION

- a) This Selection Policy (Policy) details the process and criteria by which NSWT will consider and determine the members for the 2026/27 State Pathway Programs (SPP),

- b) The SPP includes all athletes selected in the NSW Development Squad and the Rest of State Talent Academy (ROSTA) for the 2026/27 season,
- c) This SPP Selection Policy also provides Regional Academy of Sport (RAS) Programs operating under a Memorandum of Understanding (MOU) the opportunity to implement this policy if they choose to for their selection committee to determine the members within their respective RAS program(s),
- d) If a selected SPP member withdraws, is withdrawn or is declared unfit to continue as a member of the SPP, the Selection Committee (SC) may replace that member with a further selection. This discretion is absolute and need not be exercised,
- e) This policy can be amended at any time by NSW Triathlon and if NSW Triathlon are of the opinion that such an amendment is necessary. NSW Triathlon shall not be responsible or liable in any way to anyone as a result of any such amendment,
- f) It is the responsibility of athletes, parents, and coaches to read and understand this policy, supporting documents and/or policies. Any questions can be directed to NSW Triathlon Chief Executive Officer Adam Wicks adam.wicks@nsw.triathlon.org.au.

3. OVERALL ELIGIBILITY

To be considered for the SPP the athlete must meet the below criteria:

- a) Maintain annual Standard or Premium memberships with Aus Tri,
- b) No outstanding financial debt with NSW Triathlon,
- c) Meets the eligibility requirements for citizenship as determined by the Australian Government or in the process of attaining eligibility;
- d) Be a resident of NSW,
- e) Where being considered for the ROSTA, not be eligible to apply in a Regional Academy of Sport (RASi) program due to their geographic location of permanent residence (which may be a boarding),
- f) Athletes must complete the relevant online nomination form no later than the date noted in this Selection Policy. NSW Triathlon may accept an application after this time in their absolute discretion,
- g) Agree to the completion of the relevant Health Questionnaire, Pre Participation Evaluation (PPE) and any other relevant athlete profile screenings requested by NSW Triathlon,
- h) Athletes must be draft legal endorsed (DLE) or working towards draft legal endorsement through the AusTri draft legal endorsement process. Details here [Draft Legal Endorsement Register](#) . Para athletes or Talent Transfer athletes are exempt from DLE until such point they wish to enter a DLE race or attend a camp where it becomes a safety concern. The athlete should work with the Pathway Lead to build toward the DLE,
- i) Athletes are encouraged to have a current AusTri accredited coach. Athletes who do not have an AusTri accredited coach are still eligible to nominate. SPP communications will only be directed to athletes, parents / guardian / carer (U18) and their AusTri accredited coaches. SPP coach professional development opportunities will also only be offered to AusTri accredited coaches who have also completed all relevant National Integrity Framework requirements,
- j) Any results submitted as part of the application process must be verifiable.
- k) Meet age eligibility requirements: athletes must be 12-23 years of age on 31 December 2026 (born in the year 2014 - 2004),
- l) Is not serving any current sanctions,

- m) Will agree to and sign the State Pathway Athlete Agreement or relevant RASi Athlete Agreement policy. Any selected member of the SPP not willing to sign the 2026/2027 NSW Athlete Agreement may be excluded from the SPP and replaced as per the SPP Policy,
- n) All athletes selected in the SPP under this Policy are expected to maintain a level of fitness commensurate with the level of competition they will be required to race at.

4. SPECIFIC ELIGIBILITY CRITERIA

For an athlete:

- a) To be eligible for selection in the Rest of State Talent Academy (ROSTA) or RASi programs for 2026/2027, athletes must be between 12 and 18 years of age as at 31 December 2026 (i.e. born in years 2014, 2013, 2012, 2011, 2010, 2009 or 2008),
- b) To be eligible for selection in the Rest of State Talent Academy (ROSTA) for 2026/2027, athletes must not be eligible for a Regional Academy of Sports program based on their geographic location of permanent residence (which may be a boarding school at the time of application),
- c) To be eligible for selection in the NSW Development Squad for 2026/2027, athletes must be between 15 and 22 years of age as at 31 December 2026 (i.e. born in years 2011, 2010, 2009, 2008, 2007, 2006, 2005, 2004),
- d) Must pay the 'Athlete Levy' as invoiced by NSW or the appropriate RASi.

5. POSITIONS IN PROGRAMS OF THE STATE PATHWAY PROGRAM

- a) The SC may select a maximum of thirty (30) athletes in the ROSTA,
- b) The SC may select a maximum of fifty-two (52) athletes in the Development Squad, with up to four (4) spots allocated to paratriathletes,
- c) RASi minimum and maximum numbers will be dependent upon each RAS budget and policy requirements,
- d) This policy does not require NSW to select the maximum number of athletes in each squad. Final Pathway numbers and selection decisions are at the absolute discretion of the SC as set out in this Selection Policy,

6. SELECTION PROCESS

1) An athlete can qualify for automatic selection to the ROSTA or RASi programs through performance inclusive of;

- a) Podium result at the 2025/26 NSW Super Sprint race weekend (Orange) in the Youth or Junior Category,
- b) Top 3 in the overall Youth point score in the NSW Billigence Pathway Series in 2025/26 season,
- c) Podium result in Youth Individual at the 2025/26 Your Local Club Academy Games Tamworth April 2026,
- d) Podium result at the Australian Super Sprint Championships, Runaway Bay December 2025 (Youth and Junior A Final),
- e) Table 1 – Achieved Minimum Performance Standards in either swim or run in a verified event or benchmark session between July 1st 2025 and August 2nd 2026.

Priority is given first to the racing performances (6.1a – 6.1d) and second to the Minimum Performance Standards (6.1e) for auto selection.

2) An athlete can qualify for automatic selection to the NSW Triathlon Development Squad through performance in the following races providing they are of eligible age – 2011, 2010, 2009, 2008, 2007, 2006, 2005, 2004

- a) Any eligible athlete that finishes in the top 6 in an individual race event from those listed below will be automatically selected:
 - Australian Super Sprint Championships, Runaway Bay 2025 (Youth A and Junior A Final),
 - Oceania Championships Devonport March 2026,
 - School Sport Australia Triathlon Championships Runaway Bay March 2026.
- b) Selected in the Australian Junior Team for the 2026 World Triathlon Junior World Championships,
- c) Won the 2025/26 Youth Academy Games Individual Championships,
- d) Podium result at the 2025/26 NSW Super Sprint race weekend (Orange) in the Junior or Junior B Category (must have made A final for males or A or B final for females),
- e) Podium result at the 2025/26 NSW Super Sprint race weekend (Orange) in the PTS3, PTS4 or PTS5 categories,
- f) Podium in the overall point score in the NSW Billigence Pathway Series in 2025/26 season,
- g) Selected in the Australian U23 Team for the 2025/26 WT U23 World Championships,
- h) Table 2 – Achieved at least 1 swim or 1 run time at a verified event or benchmark session, as shown in the Prognostic Performance Standards at the following levels between 1st July 2025 and 19th July 2026:
 - Junior Male 80% U23 Male 81%
 - Junior Female 77.5% U23 Female 78.5%

Priority is given first to the racing performances and rankings (6.2a – 6.2g) and second to the Prognostic Performance Standards (6.2h) for auto selection.

3) Discretionary Selection

- a) Following the allocation of any automatic positions the SC may select remaining positions in the SPP under Section 5. This discretion is absolute, and it need not be exercised,
- b) In exercising its discretion in selecting remaining positions in the SPP, the SC can consider any other matters it deems relevant for consideration including (but not limited by) the following attributes provided as directives from the AusTriathlon High Performance Program and included in Appendix A,
- c) Each RASi shall create their own Selection Committee to select a team via Discretionary Selection with a NSW representative included on the committee,
- d) The SC does not have to fill all positions in the State Pathway Program,
- e) The SC will advise the NSW Triathlon Board of the selected athletes.

4) The above can be demonstrated through:

- i. Representation at the State or National level in another complimentary sport (e.g Cross Country Running, Surf Lifesaving, Rowing, MTB, Road & Track Cycling, Freestyle swim 50 – 400m, Track run 800 – 3000m),
- ii. Alternative multisport events,
- iii. Performances and conduct at NSW Triathlon Camps/Clinics or organised Selection and Race Camps held,
- iv. A para-athlete who may demonstrate a level of competency and talent taking into account but not limited to the above attributes.

7. SPORT TRANSFERAL ATHLETE SELECTION

- a) Athletes may apply or be invited within the SPP as a Sport Transferal Athlete (STA) into either the ROSTA or Development Squad at any time during the season.
- b) A STA is not a current active triathlon participant, (three or less sanctioned triathlon events) and may be invited or accepted for one or more Pathway initiatives in addition to the minimum number of automatic and discretionary selected positions within the Pathway,
- c) A maximum of up to five (5) STA spots are open in each squad for the above purpose.

8. TIMELINE OF SELECTION Development Squad, ROSTA and RAS

JUNE / JULY	
Mon 29th June	Dev Squad open
Mon 13th July	RAS / ROSTA Squad Open
Sun 19th July	Dev Squad closes
Thurs 23rd July	Prov Dev squad announce
Fri 24th July	Appeals close 5 pm
Mon 27th July	Final Squad Announced
AUGUST	
Sun 2nd Aug	RAS Nominations Close
Thurs 6th Aug	Provisional Squad Announced
Fri 7th Aug	Appeals Close
Mon 10th Aug	Final Squad Announced

10. FUNDING

- a) There are costs associated with participation in all events, camps or clinics which are to be covered by the athlete. Although NSW Triathlon invests significantly into the program by way of subsidises to ensure that the price is kept to a minimum,
- b) NSW Triathlon is mindful of minimising costs and will always attempt to ensure prices remain as low as possible.

11. APPEALS PROCESS SPP

- a) An eligible athlete who fails to be selected for the SPP may appeal against omission via the process set out in the State Pathway Program Selection Appeals Policy,
- b) For the avoidance of any doubt, an Athlete's right of appeal is limited to procedural grounds and does not extend to an investigation of the merits of a particular selection decision,
- c) RAS may have their own appeal policy at their discretion or may not have an appeals process and therefore advertised selections will be deemed final,
- d) The sole ground of any appeal is that the Athlete's omission from the SPP was because of a failure by the SC to properly follow the process set out in this policy.

Table 1 Minimum Performance Standards – Youth RAS, ROSTA

Female	Distance	Range
Swim	400	4:45 – 5:15
Run	1500	4:15 – 4:53
Male	Distance	Range
Swim	400	4:30 – 4:57
Run	1500	3:45 – 4:10

Table 2 Prognostic Performance Standards – Junior, U23

Prognostic Percentage	Male			Female		
	SWIM 800m	RUN 5km	Combined 800m + 5km	SWIM 800m	RUN 5km	Combined 800m + 5km
100% (Pod. Standard)	08:30.0	13:15.5	21:45.5	09:10.0	14:42.2	23:52.2
99.5%	08:32.6	13:19.5	21:52.1	09:12.8	14:46.6	23:59.4
99.0%	08:35.2	13:23.5	21:58.7	09:15.6	14:51.1	24:06.7
98.5%	08:37.8	13:27.6	22:05.4	09:18.4	14:55.6	24:14.0
98.0%	08:40.4	13:31.7	22:12.1	09:21.2	15:00.2	24:21.4
97.5%	08:43.1	13:35.9	22:19.0	09:24.1	15:04.8	24:28.9
97.0%	08:45.8	13:40.1	22:25.9	09:27.0	15:09.5	24:36.5
96.5%	08:48.5	13:44.4	22:32.8	09:29.9	15:14.2	24:44.1
96.0%	08:51.3	13:48.6	22:39.9	09:32.9	15:19.0	24:51.9
95.5%	08:54.0	13:53.0	22:47.0	09:35.9	15:23.8	24:59.7
95.0%	08:56.8	13:57.4	22:54.2	09:38.9	15:28.6	25:07.6
94.5%	08:59.7	14:01.8	23:01.5	09:42.0	15:33.5	25:15.6
94.0%	09:02.6	14:06.3	23:08.8	09:45.1	15:38.5	25:23.6
93.5%	09:05.5	14:10.8	23:16.3	09:48.2	15:43.5	25:31.8
93.0%	09:08.4	14:15.4	23:23.8	09:51.4	15:48.6	25:40.0
92.5%	09:11.4	14:20.0	23:31.4	09:54.6	15:53.7	25:48.3
92.0%	09:14.3	14:24.7	23:39.0	09:57.8	15:58.9	25:56.7
91.5%	09:17.4	14:29.4	23:46.8	10:01.1	16:04.2	26:05.2
91.0%	09:20.4	14:34.2	23:54.6	10:04.4	16:09.5	26:13.8
90.5%	09:23.5	14:39.0	24:02.5	10:07.7	16:14.8	26:22.5
90.0%	09:26.7	14:43.9	24:10.6	10:11.1	16:20.2	26:31.3
89.5%	09:29.8	14:48.8	24:18.7	10:14.5	16:25.7	26:40.2
89.0%	09:33.0	14:53.8	24:26.9	10:18.0	16:31.2	26:49.2
88.5%	09:36.3	14:58.9	24:35.1	10:21.5	16:36.8	26:58.3
88.0%	09:39.5	15:04.0	24:43.5	10:25.0	16:42.5	27:07.5
87.5%	09:42.9	15:09.1	24:52.0	10:28.6	16:48.2	27:16.8
87.0%	09:46.2	15:14.4	25:00.6	10:32.2	16:54.0	27:26.2
86.5%	09:49.6	15:19.7	25:09.2	10:35.8	16:59.9	27:35.7
86.0%	09:53.0	15:25.0	25:18.0	10:39.5	17:05.8	27:45.3
85.5%	09:56.5	15:30.4	25:26.9	10:43.3	17:11.8	27:55.1
85.0%	10:00.0	15:35.9	25:35.9	10:47.1	17:17.9	28:04.9
84.5%	10:03.6	15:41.4	25:45.0	10:50.9	17:24.0	28:14.9
84.0%	10:07.1	15:47.0	25:54.2	10:54.8	17:30.2	28:25.0
83.5%	10:10.8	15:52.7	26:03.5	10:58.7	17:36.5	28:35.2
83.0%	10:14.5	15:58.4	26:12.9	11:02.7	17:42.9	28:45.5
82.5%	10:18.2	16:04.2	26:22.4	11:06.7	17:49.3	28:56.0
82.0%	10:22.0	16:10.1	26:32.1	11:10.7	17:55.9	29:06.6
81.5%	10:25.8	16:16.1	26:41.8	11:14.8	18:02.5	29:17.3
81.0%	10:29.6	16:22.1	26:51.7	11:19.0	18:09.1	29:28.1
80.5%	10:33.5	16:28.2	27:01.7	11:23.2	18:15.9	29:39.1
80.0%	10:37.5	16:34.4	27:11.9	11:27.5	18:22.8	29:50.3
79.5%	10:41.5	16:40.6	27:22.1	11:31.8	18:29.7	30:01.5
79.0%	10:45.6	16:47.0	27:32.5	11:36.2	18:36.7	30:12.9
78.5%	10:49.7	16:53.4	27:43.1	11:40.6	18:43.8	30:24.5
78.0%	10:53.8	16:59.9	27:53.7	11:45.1	18:51.0	30:36.2
77.5%	10:58.1	17:06.5	28:04.5	11:49.7	18:58.3	30:48.0
77.0%	11:02.3	17:13.1	28:15.5	11:54.3	19:05.7	31:00.0
76.5%	11:06.7	17:19.9	28:26.5	11:59.0	19:13.2	31:12.2
76.0%	11:11.1	17:26.7	28:37.8	12:03.7	19:20.8	31:24.5
75.5%	11:15.5	17:33.6	28:49.1	12:08.5	19:28.5	31:37.0
75.0%	11:20.0	17:40.7	29:00.7	12:13.3	19:36.3	31:49.6

Explanation
 Calculated based on a % of expected Podium Standard (LA 2028) for Swim and Run
 800m Swim - Based on Podium Standard Triathletes pool swimming times for 800m
 5km Run - Based on track World Records for 5km (100th percentile = 95% of track World Record for 5km) alongside validation data of current worlds best WTCS triathletes 5km times.