



NSW Triathlon / ACT Triathlon

State Pathway Program Selection Policy

1st July 2024 – 30th June 2025

NSW / ACT Triathlon Development Squad (NATDS)

Rest of State Talent Academy (ROSTA)

TACT Talent Academy (TACTTA)

Target Talent Program (TPP)

Regional Academy of Sport inc. (RASi)

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**.
- **Discretionary Selection** means the process of selecting athletes at the discretion of the SC as described in **clause 6**.
- **AusTri** means **AusTriathlon**.
- **NSWT** means **NSW Triathlon**
- **ACTT** means **ACT Triathlon**
- **ROSTA** means Rest of State Talent Academy
- **TACTTA** means ACT Triathlon Talent Academy
- **NATDS** means the NSW / ACTT Triathlon **Development Squad**
- **DL / DLE** means Draft Legal/ Draft Legal Endorsement
- **Eligible Athlete** means an Athlete that meets the requirements in **clause 4**.
- **Nomination** describes the process by which the Athlete, applies for selection in the **State Pathway & Talent Target Programs**
- **SPP** means the State Pathway Program including all athletes selected in the NSW / ACT Triathlon Development Squad, Rest of State Talent Academy (ROSTA) and TACT Talent Academy (TACTTA) for the 2024-2025 season.
- **STA** means **Sport Transferal Athlete**
- **Sport** means Triathlon.
- **TTP** means **Target Talent Program**
- **SC** means the NSW / ACT Selection Committee
- **SCA** means the NSW / ACT Selection Appeal Committee
- **TTPSC** means the TTP Selection Committee
- **WT** means World Triathlon.

2. INTRODUCTION

- a) This Selection Policy (Policy) details the process and criteria by which NSW and ACTT will consider and determine the members for the 2024/25 State Pathway Program & Aus Triathlon will determine and consider the members of the 2024/25 Target Talent Program.
- b) The State Pathway Program includes all athletes selected in the NSW / ACT Triathlon Development Squad, Rest of State Talent Academy (ROSTA) and TACT Talent Academy (TACTTA) for the 2024-2025 season.
- c) This State Pathway Program 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 State Pathway Program, the Selection Committee 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 and ACTT if NSW and ACTT are of the opinion that such an amendment is necessary. NSW and ACTT 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) Is a current member of AusTri;
- b) Not be an AusTri categorised, or AusTri Talent Transfer Centre athlete;
- c) Meets the eligibility requirements for citizenship as determined by the Australian Government; be eligible to represent Australia at International competition
- d) Be a resident of the state applying for;
- e) Where being considered for the ROSTA, not be eligible to apply in a Regional Academy of Sport (RASi) or TACTTA program due to their geographic location of permanent residence (which may be a boarding);
- f) where being considered for the TACTTA, not be eligible to apply in a Regional Academy of Sport (RASi) or ROSTA program due to their geographic location of permanent residence being in NSW;
- g) Athletes must complete the relevant online nomination form no later than the date noted in this Policy. NSW / ACTT may accept an application after this time in their absolute discretion.
- h) Agree to the completion of the relevant Health Questionnaire, Pre-Participation Evaluation (PPE) as requested by NSW and ACTT;
- i) Athletes must be draft legal endorsed (DLE) (or working towards draft legal endorsement through the AusTri draft legal endorsement process.

- j) Athletes are encouraged to have a current AusTri accredited coach. Athletes who don't have an AusTri accredited coach are still eligible to be nominated. 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.
- k) Meet age eligibility requirements: athletes must be 13-22 years of age on 31 December 2025 (born in the year 2012-2002).
- l) Is not serving any current sanctions.
- m) Will agree to and sign the State Pathway Athlete Agreement or relevant RAS Athlete Agreement policy. Any selected member of the SPP not willing to sign the 2024 NSW / ACTT Athlete Agreement may be excluded from the SPP and replaced as per the State Pathway Program Policy.
- n) If selected to the 2024 AusTri Target Talent Program, agree and sign the AusTri Target Talent Program Athlete Agreement. Any selected member of the Program not willing to sign the 2024 AusTri Athlete Agreement may be excluded from the Program and replaced as per the Aus Tri Target Talent Program Policy.
- o) All athletes selected in the Program 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. NSW / ACTT SPECIFIC ELIGIBILITY CRITERIA

For an athlete:

- a) To be eligible for selection in the Rest of State Talent Academy (ROSTA) or RASi programs for 2024-2025, athletes must be between 13 and 19 years of age as at 31 December 2025 (i.e. born in years 2012, 2011, 2010, 2009, 2008, 2007 or 2006).
- b) To be eligible for selection in the ACTT Talent Academy (TACTTA) program for 2024-2025, athletes must be between 13 and 19 years of age as at 31 December 2025 (i.e. born in years 2012, 2011, 2010, 2009, 2008, 2007 or 2006).
- c) To be eligible for selection in the Rest of State Talent Academy (ROSTA) for 2024-2025, athletes must not be eligible for a Regional Academy of Sports program or TACTTA program based on their geographic location of permanent residence (which may be a boarding school at the time of application).
- d) To be eligible for selection in the *NATDS* for 2024-2025, athletes must be between 16 and 23 years of age as at 31 December 2025 (i.e. born in years 2009, 2008, 2007, 2006, 2005, 2004, 2003, 2002).
- e) Must pay the 'Athlete Levy' as invoiced by NSW, ACTT or the appropriate RASi.

5. POSITIONS IN PROGRAMS OF THE STATE PATHWAY PROGRAM

Number of positions:

- a) The selection committee may select a maximum of thirty (30) athletes in the ROSTA.
- b) The selection committee may select a maximum of twelve (12) athletes in the TACTTA.
- c) The selection committee may select a maximum of fifty-two (52) athletes in the NATDS, with up to (6) spots allocated to ACT based athletes and up to four (4) spots allocated to paratriathletes.
- d) RASi minimum and maximum numbers will be dependent upon each RAS budget and policy requirements.
- e) This policy does not require NSW / ACT T to select the maximum number of athletes in each squad. Final Pathway numbers and selection decisions are at the absolute discretion of the Selection Committee as set out in this Policy.

6. SELECTION PROCESS

1. An athlete can qualify for automatic selection to the ROSTA, TACTTA or RAS programs through performance inclusive of;

- a) Podium result at the 2023/24 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 2023/24 season;
- c) Podium result in Youth Individual at the 2023/24 Your Local Club Academy Games Wagga Wagga April 12, 2024
- d) Podium result at the Australian Super Sprint Championships, Runaway Bay 2023 (Youth and Junior A Final)
- e) Appendix A - Minimum Performance Standards under (What It Takes To Win) WITTW modelling in both swim and run.

Priority is given first to the Pathway Racing performances (61a – 61d) and second to the Minimum Performance Standards (61e) for auto selection.

2. An athlete can qualify for automatic selection to the (NATDS) through performance in the following races and be of eligible age for NATDS 2009, 2008, 2007, 2006,, 2005, 2004, 2003, 2002

- 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 2023 (Youth A and Junior A Final)
 - Oceania Championships Napier February 2024
 - Australian Junior Sprint Championships Wollongong April 2024
 - School Sport Australia Triathlon Championships Rockingham West Australia

- b) Selected in the Australian Junior Team for the 2024 World Triathlon Junior World Championships;
- c) Won the 2023/24 Youth Academy Games Individual Championships
- d) Podium result at the 2023 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 2023 NSW Super Sprint race weekend (Orange) in the PTS3 or PTS4 category
- f) Podium in the overall point score in the NSW Billigence Pathway Series in 2023/24 season;
- g) Accumulated Triathlon World ranking points as published by World Triathlon as at 1 July 2024.
- h) Selected in the Australian U23 Team for the 2023 WT U23 World Championships;
- i) Podium in the 2023/24 WT Junior Australian Triathlon Sprint Championships (Wollongong)
- j) Ranked in Top 300 on accumulated World ranking Points as published by World Triathlon as at 1 July 2024.
- k) Podium in the 2023/24 U23 Oceania Triathlon Sprint Championships (Devonport).
- l) Podium in a Mixed Relay at the Oceania Mixed Relay Championships (2023/24 Devonport).
- m) Top twenty (20) result in an Oceania Cup between and including Wanaka Event and Gold Coast Event 2024
- n) Appendix A - Minimum Performance Standards under (What It Takes To Win) WITTW modelling in both swim and run.

Priority is given first to the Pathway Racing performances and rankings (62a – 62m) and second to the Minimum Performance Standards (62n) for auto selection.

3. Discretionary Selection

- a) The Selection Committee may select remaining positions in the SPP following the allocation of any automatic positions under Section 5 above. This discretion is absolute, and it need not be exercised.
- b) Each RASi shall create their own Selection Committee to select a team via Discretionary Selection with a NSW representative included on the committee.
- c) In exercising its discretion in selecting remaining positions in the SPP, the Selection Committee 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 and B.
- 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.

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 / ACT Triathlon Talent ID or Talent Transfer 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 STA into either the ROSTA, TACTTA or NATDS 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. Aus Tri TARGET TALENT PROGRAM

Selection Process – Target Talent Program

- a) All athletes selected in the TPP must be selected in the NSW or ACT 2024/25 SPP.
- b) Athletes must be 16-22 years of age on 31 December 2025 (born in the year 2009 - 2002).
- c) A maximum of 8 Athletes will be selected for the TTP from NSW and a maximum of 8 Athletes from ACT.
- d) The TTPSC will comprise the AusTri Performance Pathway Manager, National Talent Development Coach, National Junior Coach and the Head of Participation.
- e) The TPP Selection Committee has the right not to fill all positions from either NSW or ACT.
- f) There is no set timeframe for the TTP positions to be filled, AusTri is constantly identifying talent and can include athletes at any stage throughout the year if space allows.
- g) The TTPSC will exercise its discretion in selecting athletes in the TTP. The TTPSC can consider any matter it deems relevant for consideration including (but not limited to) the capacity for the athlete to possess the elements of the Hierarchy of Discriminators as detailed in **Appendix B**, and meeting, at minimum 1 of the WITTW swim & run metrics per gender – **Appendix A**.
- h) The above could be exhibited in competition, or via performances and engagement at previous AusTri Camps/Masterclasses/Training days and attendance and engagement in AusTri online Education Series.

9. TIMELINE OF SELECTION

NSW / ACT DEVELOPMENT

01/07/2024 Nominations open

21/07/2024 Nominations close

25/07/2024 Provisional squad announced

26/07/2024 Appeals Close

29/07/2024 Final Squad Announced

10. TIMELINE OF SELECTION (RASI, TACTTA, ROSTA)

RASI, ROSTA, TACTTA

15/07/2024 Nominations open

04/08 /2024 Nominations close

08/08/2024 Provisional squad announced

09/08/2024 Appeals close

12/08/2024 Final Squad Announced

11. FUNDING

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

12. 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) RASI 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 Squad was as a result of a failure by the SC to properly follow the process set out in this policy.

13. Aus Tri APPEALS PROCESS TPP

- a) An eligible athlete who fails to be selected for the TTP under the process and criteria set out in this policy may appeal against omission as set out in this section.
- b) The basis of any appeal must be that the athlete's omission from the TTP was because of a failure by AusTri to properly follow the process set out in this policy.
- c) Any appeal under this clause will proceed in accordance with the following procedure:
- d) Any eligible athlete wishing to appeal his/her omission from the TTP must lodge their appeal in writing either themselves, or via their guardian (if under 18 years of age) to the National Pathways Program Officer pathways@triathlon.org.au by 5:00pm on the next working day following the confirmation of the TTP.
- e) The appeal will be forwarded to the TPPSC who will review the appeal on its merits.
- f) The athlete will then receive a written response from the TPPSC. The decision of this committee is final.

APPENDIX A –What It Takes to Win (WITTW) metrics

Categorisation Guidelines – Minimum Performance Standards		
Female	Distance	Range
Swim	400m LC	4:49 – 5:21
Run	1500m	4:15 – 4:53
Male	Distance	Range
Swim	400m LC	4:24 – 4:48
Run	1500m	3:45 – 4:10

APPENDIX B – Discretionary Selection Information as relates to AusTri's Hierarchy of Discriminators

