

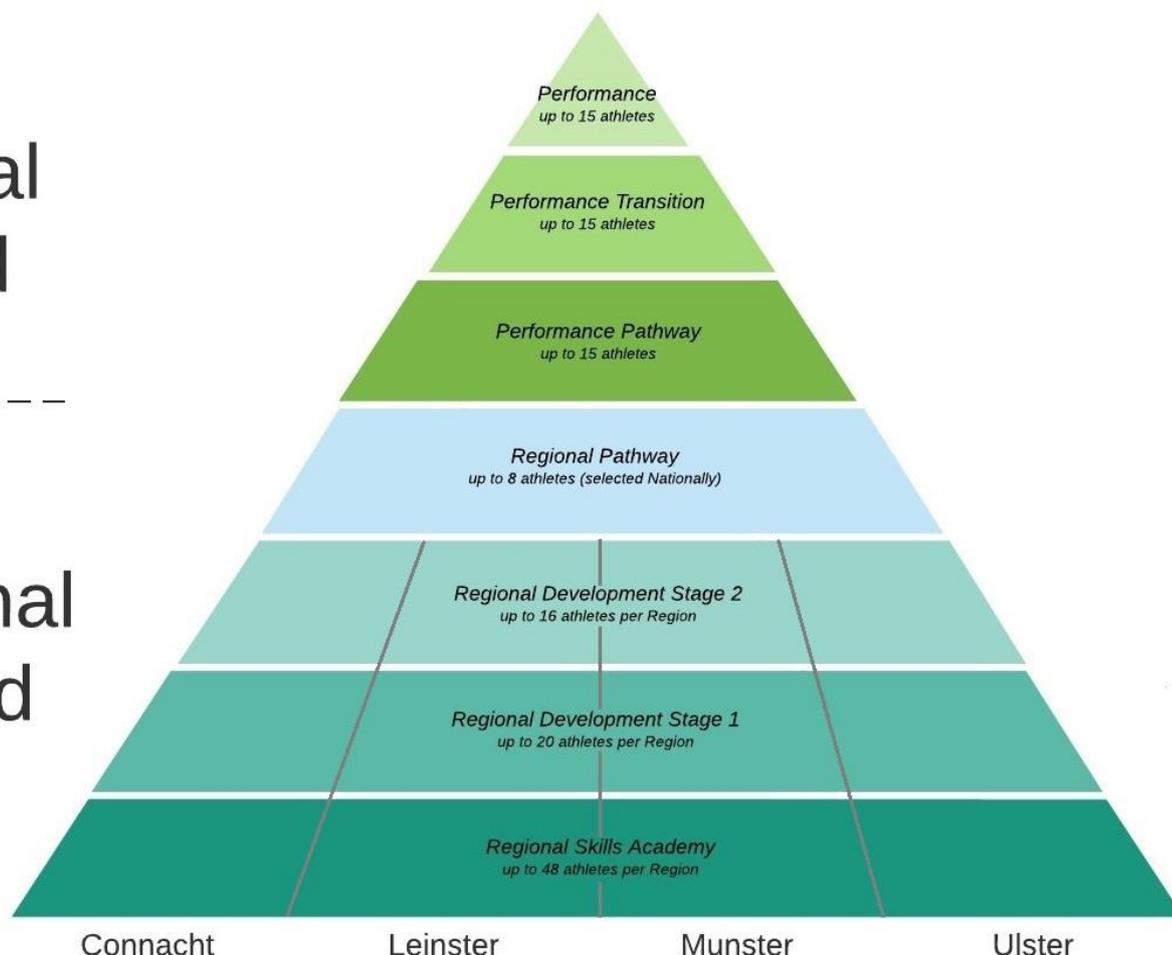
**National Squad Programme  
(Swimming)  
2020-2021 Season**

---

**SWIM  
IRELAND**

# National Squad

# Regional Squad



## Background

The Swim Ireland Performance Team have identified that a progressive and targeted National Squad programme is a key tactic in achieving the Performance objectives for the 2021 Olympic Games in Tokyo and in 2024 in Paris. The Regional Squad programme will sit directly below the National Programme and will display alignment to the National programme in terms of principles and content and will not operate as standalone programmes. For the National Squad programme, it is recognised that:

- Athletes should be on a performance trajectory for 2021, 2024 and/or 2028 Olympic Games qualification and should be differentiated as such
- Particular athletes will be identified for targeted investment, support, and value-add opportunities dependent on their performance trajectory and the 'fit-for-purpose' nature of their Daily Performance Environments (DPE's) and be invited to the programme on a phased basis
- All National Squad members must be fully committed to an uncompromised and comprehensive training/coaching programme in preparation for peak performance in their identified international benchmark meet and the associated Trials for that competition in 2021
- Through staff observation at previous Regional Squad, National Squad and/or National Team selections, athletes will have displayed behaviours and standards that are fully aligned with the Athlete Charter (see page 15)
- Athletes will be required to complete a daily online submission via the 'Kitman' monitoring tool and the home programme coach and the athlete will be required to make a Weekly Overview submission and Seasonal Overview submission to either the National Senior Team Head Coach or the National Performance Pathway Manager

### COVID-19

The COVID-19 virus disrupted the majority of the 2019-2020 long course season, with both domestic and international competitions unable to take place in the period March 2020 – August 2020. As such, the traditional method of considering performances at the Irish Open Championships and an identified summer benchmark meet from which to select athletes for the 2020-2021 programme was not possible. The Performance team also felt that the utilisation of SC performances from the September 2019 – December 2019 period of the season was not appropriate as such performances often do not equate to LC outcomes. As such, a best available Selection Criteria has been adopted for these unprecedented circumstances and will only be utilised for this one particular season.

### Athlete Eligibility

At the time of selection, athletes must meet the following criteria to be considered to be eligible for selection:

- i. Be an Irish citizen;
- ii. Be eligible to represent Ireland as per FINA General Rules 1 & 2 (GR 1 & 2);
- iii. Be a registered Swim Ireland member for the 2020-2021 season;
- iv. Be in good standing with Swim Ireland;
- v. Be available to fulfil all of the National Squad obligations;
- vi. Comply with the statements and expectations of the Swim Ireland 'On This Performance Team' booklet;
- vii. Not be the subject of a current anti-doping ban, a doping violation and/or a pending doping violation;

### Programme 2020-2021

Swim Ireland Performance will operate a three-tiered National Squad programme encompassing a Performance (PE) cohort for Olympic Games 2021 identified athletes, a Performance Transition cohort for Olympic Games 2021/2024 and a Performance Pathway (PP) cohort for Olympic Games 2024/2028 identified athletes. The tiering of the Programme into three distinct levels will be continued each season across the 2020-2024 cycle into the Paris Olympic Games, with the Programme aiming to support athletes as they endeavour to reach their full potential at senior international level. Athletes do not have to have been members of one cohort before achieving another cohort status.

In addition to the annual National Squad programme, the National Performance Director, the National Senior Team Head Coach and the National Performance Pathway Manager will work in partnership with home programme coaches to ensure identified athletes are supported in achieving a DPE which is considered fit-for-purpose. Access to the National Squad will be dependent on the home programme coach being willing to work with the Performance Team in a positive and constructive manner and will also be dependent on an athlete's willingness to fully buy-in to this 'value-add' programme to ensure that we have maximum possible impact.

Athletes selected for the National Squad programme will not be eligible for selection for their respective Regional Squad programme in that season. Athletes rejecting a position on the National Squad will, by implication, be also rejecting a position on their respective Regional Squad programme in that particular season.

### Expected Athlete Attributes

- Selection of a satisfactory Daily Performance Environment (DPE)
- Exemplary training attendance and commitment in the home programme
- Regional and/or National competition attendance
- Positive engagement with staff
- Attitude, positivity and performance behaviours displayed on National Teams, previous National/Regional Squad periods and National Centre 'In-Touch' sessions
- Resilience and a first class work ethic
- An openness to learning
- A buy in to the Swim Ireland Performance Athlete Charter (page 15) and the 'sham-R-O-C-K' concept (page 15)
- Personal accountability

### Staff Structure

The Swim Ireland National Performance Director, the National Senior Team Head Coach and the National Performance Pathway Manager will oversee the implementation of the National Squad programme. In the 2020-2021 season and with Swim Ireland Senior Leadership Team (SLT) support, the National Senior Team Head Coach will be the Lead Coach for the PE identified athletes, and the National Performance Pathway Manager will be the Lead Coach for the PT & PP identified athletes. Coaches selected to support the Programme will be entitled up to a maximum of 3 CPD points per annum in the delivery of camps/attending meets (across both National and Regional Squads) and will have their expenses covered by Swim Ireland.

Additional National Squad coaches will be selected at the discretion of the National Performance Director. Selections will be made on an intervention-by-intervention basis and will be reflective of the PE, PT and/or PP Squad size, the needs of the individual athletes selected, as well as considering the optimum balance of the Squad as a whole. As such, there may be some interventions where additional National Squad coaches are not required/selected. National Squad coaches must:

- i. Be a registered Swim Ireland member for the 2020-2021 season (\*);
- ii. Be in good standing with Swim Ireland;
- iii. Be a full time resident within Ireland (\*);
- iv. Be a practising coach within an Irish swimming programme (\*);
- v. Be holders of the Swim Ireland Level 3 Coaching Certificate or international equivalent or be enrolled on a Level 3 Coaches Course at the time of selection;
- vi. Be holders of a Swim Ireland Coaching Licence or international equivalent;
- vii. Be available to fulfil the obligations of an identified National Squad intervention;
- viii. Other than in exceptional circumstances, have applied for a place on the Advance Coach Education Programme for the 2017-2020 period (where offered);
- ix. Have engaged as part of the Home Programme Coach Policy in the 2019-2020 season (where offered/requested);
- x. Comply with the statements and expectations of the Swim Ireland 'On This Performance Team' booklet

(\*) – Where the coach in question is the full time home programme coach of a National Squad athlete/s who has never resided in Ireland on a full time basis (i.e., the island of Ireland has never been considered to be home soil for the athlete/s in question), the National Performance Director may consider such a coach to be exempt from the requirements of points i, iii and iv

### Home Programme Coach Interaction

- All National Squad home programme coaches based in Ireland have access to the National Centres to develop and refine their performance knowledge
- Identified home programme coaches based in Ireland, those who display an openness and a willingness for learning and self-improvement, will be invited to Swim Ireland Performance education opportunities
- All home programme coaches based in Ireland will be offered an opportunity to attend and observe all onshore National Squad activities and interventions

### National Squad Camp Participation

- For all National PE Squad Camps, home programme coaches should provide guidelines and a skeleton framework for athletes attending such camps i.e., number of training units per week, preferred weekly format of pool/gym sessions as singles and doubles per day, volume to be covered per session/per camp and a gym programme to be followed etc. However, the detail of the pool session planning will be planned and delivered by the National Senior Team Head Coach. Detailed pool session content from home programme coaches is not necessary and cannot be followed in most instances
- For all National PT and PP Squad Camps, the pool and gym session content will be planned and delivered by the National Squad coaches in situ for each camp in question with oversight provided by the National Senior Team Head Coach or the National Performance Pathway Manager

### National Squad Meet Participation

- For all National PE, PT and PP Squad Meets, home programme coaches should provide guidelines and reasoning to the National Senior Team Head Coach as to why a particular programme of events should be considered for meet entries for athletes. Preparation for the summer benchmark meet should always be considered in such a proposal. This will be considered by the National Senior Team Coach (PE & PT) or the National Performance Manager (PP) and they will make the final decision as to individual entries for athletes competing in meets as National Squad members
- For all National PE, PT and PP Squad Meets, home programme coaches should provide training guidelines and a skeleton framework for athletes attending such meets as per the 'National Squad Camp Participation' information above

### Annual Membership Fee

Athletes will be required to pay an annual membership fee that will contribute to the overall cost of the programme and this fee will be agreed annually. The fee in the 2020-2021 season is as follows:

- **€500.00 for the Performance Pathway** cohort (to be paid at the commencement of Retention Point 1 of the programme)
- **€500.00 for the Performance Transition** cohort (to be paid at the commencement of Retention Point 1 of the programme)
- **€750.00 for the Performance** cohort (to be paid at the commencement of the Programme). There may be additional costs associated with athletes requiring additional services.

### Enquires

Any enquiries from coaches or athletes who require clarity on any of the information within this document should be directed to the National Performance Director via [jonrudd@swimireland.ie](mailto:jonrudd@swimireland.ie)

### **Performance Cohort (PE)**

<b>Age Groups:</b>	Males Born 2005 & Before	Females Born 2004 & Before
<b>Athlete Quota:</b>	Up to 15	
<b>Athlete Responsibility:</b>	National Performance Director & National Senior Team Head Coach	

### **Selection Criteria:**

Athletes are to achieve one or more of the following Selection Criteria:

1. Athletes who formed part of the National Squad PE cohort in the 2019-2020 season and/or athletes who were funded via the Sport Ireland International Carding Scheme in 2020
2. Athletes who have produced a performance in an Olympic event in a long course pool since 1<sup>st</sup> July 2019 which, in the National Performance Director's opinion, suggests that qualification for the Tokyo 2021 Olympic Games (via an individual event or via an Irish relay) is a strong possibility. Such selections will be made at the discretion of the National Performance Director

### **Retention Criteria:**

- Athletes who are subsequently selected for the 2021 LEN European Championships (50m) will continue to be members of the National Squad through to and including this Championships
- Athletes who are subsequently nominated to the OFI for the 2021 Olympic Games via an individual event or a relay event will continue to be members of the National Squad through to and including the Games

Male athletes born 1998 or later & Female athletes born 1999 or later who are not retained as part of the National Squad PE cohort but do achieve one or more of the published Individual Event Consideration Standards for the National PT Squad (see pages 13 & 14) at the 2021 Irish Open Championships only will move to the National PT cohort for the period following the 2021 Irish Open Championships/2021 LEN European Championships (50m), through to August 2021

### **Programme Format:**

The COVID-19 situation in Ireland and around the world at large makes it unclear as to when we may be able to return to training in Ireland and which international competitions and offshore training venues may continue to be affected later in 2020 and into 2021. As such, it is important to plan for two scenarios:

1. If we can return to training early in September 2020 (or before), we are most likely to run the 2021 Irish Open Championships (the Trials) in April 2021 – Scenario 1
2. If we can only return to training later than September 2020, we are more likely to run the 2021 Irish Open Championships (the Trials) in June 2021 – Scenario 2

### **Athlete and/or Home Programme Coach Obligations:**

- 100% athlete attendance to the mandatory activities detailed within the programme
- Home programme coach Seasonal Overview provided to the National Senior Team Head Coach during September 2020
- Full compliance with the online 'Kitman' monitoring (daily submission) from 31<sup>st</sup> August 2020 to be monitored by the Associate Head of Performance Services (Applied)
- Home programme coach and athlete submission of Weekly Overview and attendance monitoring feedback to the National Senior Team Head Coach from 31<sup>st</sup> August 2020
- Compete in the 2020 Irish National Winter Championships and, as a minimum, compete in all National Team Relay events for which they are selected
- Compete in the 2021 Irish Open Championships as the Trials for all 2021 National Team selections for the LC season

- Athletes accepting their place on the National Squad Programme should not take extended (5 days or more) holidays in the periods 31<sup>st</sup> August 2020 - 22<sup>nd</sup> December 2020 and 1<sup>st</sup> January 2021 – 29<sup>th</sup> July 2021. Athletes planning to take extended holidays during these period should decline an invitation to join the National Squad. Athletes found to be taking extended holidays during the season will be removed from the National Squad and also put their position on the National Squad Programme in the following season in jeopardy
- In the Olympic season only, considerations will be made in relation to each athlete’s individualised preparation programme for the 2021 Irish Open Championships and the 2021 Olympic Games and selected athletes wishing to be excused from any part of the Programme marked with ‘\*’ must write to the National Performance Director (jonrudd@swimireland.ie) no less than two full calendar months in advance of such a request around a particular date/s. All interventions not marked with ‘\*’ are mandatory requirements of the programme
- Considerations will be made in relation to key academic/examination periods and selected athletes wishing to be excused from part of the Programme must write to the National Performance Director (jonrudd@swimireland.ie) no less than two full calendar months in advance of such a request around a particular date/s
- For athletes who have an illness or an injury which, (in the NPD’s opinion) justifies non-attendance at a particular National Squad activity, they may seek to be excused (at the NPD’s discretion) subject to the receipt of a satisfactory doctor’s note/certificate (for illness) or chartered physiotherapist’s note/certificate for (injury) prior to the request

**Provisional Programme & Key Dates:**

Scenario 1: April 2021 Trials	Scenario 2: June 2021 Trials
<i>All dates are subject to ratification and change as necessary and all activities are subject to budget allocation</i>	
Identified Athlete Offshore Camp (October/November 2020) *	Onshore Starts & Relay Takeovers Project (Q4 2020)
Onshore Starts & Relay Takeovers Project (Q4 2020)	Support services at the 2020 Irish National SC Championships (November 2020) *
Support services at the 2020 Irish National SC Championships (November 2020) *	Identified Athlete Offshore Meet (January 2021) *
Identified Athlete Offshore Camp (December/January 2021) *	Onshore Starts & Relay Takeovers Project (Q1 2021)
Identified Athlete Offshore Meet (January 2021) *	Support Services at the McCullagh International (February 2020) *
Onshore Starts & Relay Takeovers Project (Q1 2021)	Identified Athlete Offshore Meet (March 2021) *
Support Services at the McCullagh International (February 2020) *	Identified Athlete Offshore Camp (April 2021) *
Identified Athlete Offshore Meet (March 2021) *	Identified Athlete On/Offshore Meet (April/May 2021) *
Support Services at the Irish Open Championships (April 2021) *	Support Services at the Irish Open Championships (June 2021) *
<b>Subject to Retention</b>	<b>Subject to Retention</b>
National Team Day (April 2021)	National Team Day (June 2021)
Onshore Starts & Relay Takeovers Project (Q2 2021)	Onshore Starts & Relay Takeovers Project (Q2 2021)
Identified Athlete Offshore Meet/s (June 2021) *	
Identified Athlete Offshore Meet (June/July 2021) *	

\* Where relevant, subject to National Team Selection Policy

### Performance Transition Cohort (PT)

**Age Groups:** Males Born 1998 or Later Females Born 1999 or Later

**Athlete Quota:** Up to 15

**Athlete Responsibility:** National Performance Director  
National Senior Team Head Coach 2020-2021, 2021-2022 & 2022-2023  
National Senior Team Performance Pathway Manager 2023-2024

### Selection Criteria:

Athletes are to achieve one or more of the following Selection Criteria:

1. Athletes who formed part of the National Squad PE or National Squad PP cohort in the 2019-2020 season
2. Athletes who have produced a performance in an Olympic event in a long course pool since 1<sup>st</sup> July 2019 which, in the National Performance Director's opinion, suggests that qualification for the Paris 2024 Olympic Games (via an individual event or via an Irish relay) is a strong possibility and that qualification for the Tokyo 2021 Olympic Games (via an individual event or via an Irish relay) is an outside possibility. Such selections will be made at the discretion of the National Performance Director

### Retention Criteria: Point 1 (December 2020):

To be retained on the programme for the period from January 2021 through to the 2021 Irish Open Championships, athletes must:

1. Achieve a minimum of an 85% compliance figure on their Kitman daily submission up to and including the end of December 2020
2. Achieve a 100% compliance figure on their Weekly Overview submission (athletes and home programme coach submission) up to and including the end of December 2020

Athletes who are retained on the programme following December 2020 will be required to pay the Annual Membership fee at this stage (see page 4)

### Retention Criteria: Point 2 (April 2021/June 2021):

To be retained on the programme for the period from the 2021 Irish Open Championships - August 2021, athletes must:

1. Achieve a minimum of an 85% compliance figure on their Kitman daily submission up to and including the commencement of the 2021 Irish Open Championships
2. Achieve a 100% compliance figure on their Weekly Overview submission (athletes and home programme coach submission) up to and including the commencement of the 2021 Irish Open Championships
3. Achieve one or more of the published Individual Event Consideration Standards (see pages 13 & 14) at the 2021 Irish Open Championships only
  - In the case where more than 15 athletes achieve one of the standards, the athletes will be ranked as a percentage inside of the standard, to the maximum squad size of 15

### Programme Format:

The COVID-19 situation in Ireland and around the world at large makes it unclear as to when we may be able to return to training in Ireland and which international competitions and offshore training venues may continue to be affected later in 2020 and into 2021. As such, it is important to plan for two scenarios:

1. If we can return to training early in September 2020 (or before), we are most likely to run the 2021 Irish Open Championships (the Trials) in April 2021 – Scenario 1

2. If we can only return to training later than September 2020, we are more likely to run the 2021 Irish Open Championships (the Trials) in June 2021 – Scenario 2

**Provisional Programme & Key Dates:**

Scenario 1: April 2021 Trials	Scenario 2: June 2021 Trials
<i>All dates are subject to ratification and change as necessary and all activities are subject to budget allocation. Identified National PT Squad athletes may be invited to National PE/PP Squad interventions at the National Performance Director's discretion)</i>	
Onshore Starts & Relay Takeovers Project (Q4 2020)	Onshore Starts & Relay Takeovers Project (Q4 2020)
Support services at the 2020 Irish National SC Championships (November 2020) *	Support services at the 2020 Irish National SC Championships (November 2020) *
Identified Athlete On/Offshore Camp (December/January 2021) *	National Squad Orientation Day (January 2021)
National Squad Orientation Day (January 2021)	Identified Athlete Offshore Meet (January 2021)
Identified Athlete Offshore Meet (January 2021)	Onshore Starts & Relay Takeovers Project (Q1 2021)
Onshore Starts & Relay Takeovers Project (Q1 2021)	Support Services at the McCullagh International (February 2020) *
Support Services at the McCullagh International (February 2020) *	Identified Athlete Offshore Meet (March 2021)
Identified Athlete Offshore Meet (March 2021)	Identified Athlete On/Offshore Camp (April 2021) *
Support Services at the Irish Open Championships (April 2021) *	Support Services at the Irish Open Championships (June 2021) *
<b>Subject to Retention</b>	<b>Subject to Retention</b>
National Team Day (April 2021)	National Team Day (June 2021)
Onshore Starts & Relay Takeovers Project (Q2 2021)	Onshore Starts & Relay Takeovers Project (Q2 2021)
Identified Athlete Offshore Meet/s (June 2021) *	Identified Athlete Onshore Camp (June 2021)
Identified Athlete Onshore Camp (June 2021)	
Identified Athlete Offshore Meet (June/July 2021) *	

‘\*’ Where relevant, subject to National Team Selection Policy

**Athlete and/or Home Programme Coach Obligations:**

- 100% athlete attendance to the mandatory activities detailed within the programme
- Home programme coach Seasonal Overview provided to the National Senior Team Head Coach during September 2020
- Full compliance with the online ‘Kitman’ monitoring (daily submission) from 31<sup>st</sup> August 2020 to be monitored by the Associated Head of Performance Services (Applied)
- Home programme coach and athlete submission of Weekly Overview and attendance monitoring feedback to the National Senior Team Head Coach from 31<sup>st</sup> August 2020
- Regular ‘In-Touch’ status established with one or both of the National Centres (if not a full time member of a National Centre)
- Compete in the 2020 Irish National Winter Championships and, as a minimum, compete in all rounds of two of their premier individual events and in all National Team Relay events for which they are selected. Competing in club relay events only should not be seen as part of complying with this requirement

- Compete in the 2021 Irish Open Championships as the Trials for all 2021 National Team selections for the LC season
- Compete in the 2021 Irish Summer National Championships as their summer benchmark meet (unless international selection prevents this from occurring). Competing in relay events only should not be seen as part of complying with this requirement. This event will form part of the Selection Trials for the 2021 LEN European SC Championships National Team
- Athletes accepting their place on the National Squad Programme should not take extended (5 days or more) holidays in the periods 31<sup>st</sup> August 2020 - 22<sup>nd</sup> December 2020 and 1<sup>st</sup> January 2021 – 29<sup>th</sup> July 2021. Athletes planning to take extended holidays during these period should decline an invitation to join the National Squad. Athletes found to be taking extended holidays during the season will be removed from the National Squad and also put their position on the National Squad Programme in the following season in jeopardy
- Considerations will be made in relation to key academic/examination periods and selected athletes wishing to be excused from part of the Programme must write to the National Performance Director (jonrudd@swimireland.ie) no less than two full calendar months in advance of such a request around a particular date/s
- For athletes who have an illness or an injury which, (in the NPD's opinion) justifies non-attendance at a particular National Squad activity, they may seek to be excused (at the NPD's discretion) subject to the receipt of a satisfactory doctor's note/certificate (illness) or chartered physiotherapist's note/certificate (injury) prior to the request

### Performance Pathway Cohort (PP)

<b>Age Groups:</b>	Males Born 2002 or Later	Females Born 2003 or Later
<b>Athlete Quota:</b>	Up to 12	
<b>Athlete Responsibility:</b>	National Performance Director & National Performance Pathway Manager	

### Selection Criteria:

Athletes are to achieve one or more of the following Selection Criteria:

1. Athletes who formed part of the National Squad PP cohort in the 2019-2020 season
2. Athletes who have produced a performance in an Olympic event in a long course pool since 1<sup>st</sup> July 2019 which, in the National Performance Director's opinion, suggests that qualification for the Paris 2024 Olympic Games (via an individual event or via an Irish relay) is a strong possibility. Such selections will be made at the discretion of the National Performance Director

### Retention Criteria: Point 1 (December 2020):

To be retained on the programme for the period from January 2021 through to the 2021 Irish Open Championships, athletes must:

1. Achieve a minimum of an 85% compliance figure on their Kitman daily submission up to and including the end of December 2020
2. Achieve a 100% compliance figure on their Weekly Overview submission (athletes and home programme coach submission) up to and including the end of December 2020

Athletes who are retained on the programme following December 2020 will be required to pay the Annual Membership fee at this stage (see page 4)

### Retention Criteria: Point 2 (April 2021/June 2021):

To be retained on the programme for the period from the 2021 Irish Open Championships - August 2021, athletes must:

1. Achieve a minimum of an 85% compliance figure on their Kitman daily submission up to and including the commencement of the 2021 Irish Open Championships
2. Achieve a 100% compliance figure on their Weekly Overview submission (athletes and home programme coach submission) up to and including the commencement of the 2021 Irish Open Championships
3. Male athletes born 2004 or later & Female athletes born 2005 or later achieve two or more of the published Individual Event Consideration Standards (see pages 13 & 14) at the 2021 Irish Open Championships only
4. Male athletes born 2002 & 2003 & Female athletes born 2003 & 2004 achieve one or more of the published Individual Event Consideration Standards (see pages 13 & 14) at the 2021 Irish Open Championships only
  - In the case where more than 12 athletes achieve one of the standards, the athletes will be ranked as a percentage inside of the standard, to the maximum squad size of 12

### Programme Format:

The COVID-19 situation in Ireland and around the world at large makes it unclear as to when we may be able to return to training in Ireland and which international competitions and offshore training venues may continue to be affected later in 2020 and into 2021. As such, it is important to plan for two scenarios:

1. If we can return to training early in September 2020 (or before), we are most likely to run the 2021 Irish Open Championships (the Trials) in April 2021 – Scenario 1
2. If we can only return to training later than September 2020, we are more likely to run the 2021 Irish Open Championships (the Trials) in June 2021 – Scenario 2

**Provisional Programme & Key Dates:**

Scenario 1: April 2021 Trials	Scenario 2: June 2021 Trials
<i>All dates are subject to ratification and change as necessary and all activities are subject to budget allocation. Identified National PP Squad athletes may be invited to National PT or PE Squad interventions at the National Performance Director's discretion)</i>	
Support services at the 2020 Irish National SC Championships (November 2020) *	Support services at the 2020 Irish National SC Championships (November 2020) *
Identified Athlete Onshore Camp (December 2020)	National Squad Orientation Day (January 2021)
National Squad Orientation Day (January 2021)	Identified Athlete Offshore Meet (January 2021)
Identified Athlete Offshore Meet (January 2021)	Support Services at the McCullagh International (February 2021) *
Identified Athlete Onshore Camp (February 2021)	Identified Athlete Onshore Camp (March 2021)
Support Services at the McCullagh International (February 2021) *	Identified Athlete Onshore Camp (April 2021)
Identified Athlete Onshore Camp (March 2021)	Support Services at the Irish Open Championships (June 2021) *
Support Services at the Irish Open Championships (April 2021) *	<b>Subject to Retention</b>
<b>Subject to Retention</b>	National Team Day (June 2021)
National Team Day (April 2021)	Identified Athlete Onshore Camp (June 2021)
Identified Athlete Onshore Camp (June 2021)	

\*' Where relevant, subject to National Team Selection Policy

**Athlete and/or Home Programme Coach Obligations:**

- 100% athlete attendance to the mandatory activities detailed within the programme
- Home programme coach Seasonal Overview provided to the National Performance Pathway Manager during September 2020
- Full compliance with the online 'Kitman' monitoring (daily submission) from 31<sup>st</sup> August 2020 to be monitored by the Associated Head of Performance Services (Applied)
- Home programme coach and athlete submission of Weekly Overview and attendance monitoring feedback to the National Performance Pathway Manager from 31<sup>st</sup> August 2020
- Regular 'In-Touch' status established with one or both of the National Centres (if not a full time member of a National Centre)
- Compete in the 2020 Irish National Winter Championships and, as a minimum, compete in all rounds of two of their premier individual events and in all National Team Relay events for which they are selected. Competing in club relay events only should not be seen as part of complying with this requirement
- Compete in the 2021 Irish Open Championships as the Trials for all 2021 National Team selections for the LC season
- Compete in the 2021 Irish Summer National Championships as their summer benchmark meet (unless international selection prevents this from occurring). Competing in relay events only should not be seen as part of complying with this requirement. This event will form part of the Selection Trials for the 2021 LEN European SC Championships National Team

- Athletes accepting their place on the National Squad Programme should not take extended (5 days or more) holidays in the periods 31<sup>st</sup> August 2020 - 22<sup>nd</sup> December 2020 and 1<sup>st</sup> January 2021 – 29<sup>th</sup> July 2021. Athletes planning to take extended holidays during these period should decline an invitation to join the National Squad. Athletes found to be taking extended holidays during the season will be removed from the National Squad and also put their position on the National Squad Programme in the following season in jeopardy
- Considerations will be made in relation to key academic/examination periods and selected athletes wishing to be excused from part of the Programme must write to the National Performance Pathway Manager ([andrewreid@swimireland.ie](mailto:andrewreid@swimireland.ie)) no less than two full calendar months in advance of such a request around a particular date/s
- For athletes who have an illness or an injury which, (in the NPPM's opinion) justifies non-attendance at a particular National Squad activity, they may seek to be excused (at the NPPM's discretion) subject to the receipt of a satisfactory doctor's note/certificate (illness) or chartered physiotherapist's note/certificate (injury) prior to the request

MALE CONSIDERATION TIMES (LONG COURSE) 2020-2021 PERFORMANCE TRANSITION (PT) & PERFORMANCE PATHWAY (PP) 2024					
Event	Performance Transition		Performance Pathway		
	Any Age	Born 1998 or Later	Born 2002	Born 2003	Born 2004 or Later
50m Freestyle	22.23	22.89	23.33	23.77	24.21
100m Freestyle	49.06	50.51	51.48	52.46	53.43
200m Freestyle	1:48.07	1:51.28	1:53.42	1:55.56	1:57.70
400m Freestyle	3:49.05	3:55.85	4:00.39	4:04.92	4:09.46
800m Freestyle	7:59.05	8:13.28	8:22.77	8:32.25	8:41.74
1500m Freestyle	15:10.00	15:37.03	15:55.05	16:13.07	16:31.09
100m Backstroke	54.39	56.00	57.08	58.16	59.24
200m Backstroke	1:58.68	2:02.20	2:04.55	2:06.90	2:09.25
100m Breaststroke	1:00.53	1:02.33	1:03.53	1:04.72	1:05.92
200m Breaststroke	2:11.65	2:15.56	2:18.17	2:20.78	2:23.38
100m Butterfly	52.48	54.04	55.08	56.12	57.16
200m Butterfly	1:57.64	2:01.14	2:03.47	2:05.80	2:08.13
200m I.M.	2:00.87	2:04.46	2:06.85	2:09.24	2:11.64
400m I.M.	4:18.40	4:26.07	4:31.19	4:36.31	4:41.42

FEMALE CONSIDERATION TIMES (LONG COURSE) 2020-2021 PERFORMANCE TRANSITION (PT) & PERFORMANCE PATHWAY (PP) 2024					
Event	Performance Transition		Performance Pathway		
	Any Age	1999 or Later	Born 2003	Born 2004	Born 2005 or Later
50m Freestyle	25.02	25.76	26.26	26.75	27.25
100m Freestyle	54.92	56.56	57.64	58.73	59.82
200m Freestyle	1:58.45	2:01.97	2:04.32	2:06.66	2:09.01
400m Freestyle	4:10.38	4:17.82	4:22.77	4:27.73	4:32.69
800m Freestyle	8:38.49	8:53.89	9:04.16	9:14.43	9:24.70
1500m Freestyle	16:41.96	17:11.72	17:31.56	17:51.40	18:11.24
100m Backstroke	1:00.85	1:02.66	1:03.87	1:05.07	1:06.28
200m Backstroke	2:11.69	2:15.61	2:18.21	2:20.82	2:23.43
100m Breaststroke	1:07.74	1:09.75	1:11.09	1:12.44	1:13.78
200m Breaststroke	2:26.98	2:31.34	2:34.25	2:37.16	2:40.07
100m Butterfly	58.50	1:00.24	1:01.40	1:02.55	1:03.71
200m Butterfly	2:09.71	2:13.57	2:16.14	2:18.70	2:21.27
200m I.M.	2:13.89	2:17.86	2:20.51	2:23.16	2:25.82
400m I.M.	4:41.32	4:49.67	4:55.24	5:00.81	5:06.38

### National Squad Athlete Charter

#### Background

The Athlete Charter was originally written and constructed by 40 Irish international athletes (swimmers & divers) at the Swim Ireland National Team Day in 2017 and was reviewed on the National Squad Orientation Day in September 2018 and September 2019 and will be reviewed by such athletes on an annual basis

#### Introduction

This is our Charter – the sections Ethos, Behaviour and Performance embody our beliefs. We are a team of talented athletes who will achieve our best performances when it matters

#### Ethos

Our team has a unique quality - we are Ireland. With a positive mindset, self-belief and 100% commitment, we are capable of a success that will be remembered forever. We view each other as champions, trust our teammates to make good decisions, have each other's backs and support the team as a whole. We believe in a 24-hour focus to be the best that we can be through hard work and recuperation, We believe in having the craic and in enjoying being Team Ireland

#### Behaviour

I am a professional; I am well prepared, I wear my colours with pride and I am recognised for my dedication, skill, hard work, honesty and commitment. I am part of the team. I know my teammates and, win or lose, I encourage, support and motivate them. I am resilient and have the support to handle any outcome. I trust my coaching team and follow the process with a positive attitude to all that is training and all that is performance. I am always ready to embrace and adapt to innovative and changing practices

#### Performance

I am part of an elite team, engaging 24/7 to perform to my best with a professional attitude. I will give total commitment to my performance, stepping up on the day to achieve positive results. I understand that one performance does not define me; I will strive to be consistent and get the little things correct. I will embrace easy gains giving myself the best opportunities to succeed. I will know that I have given my all for myself and the team

We put the green tracksuit first, performing as a team and not as a collection of individuals

#### 'sham-R-O-C-K'

R - Respect – we respect ourselves, our team-mates, our competitors, and those working with and for us;

O - Ownership – we own our behaviours, we own our performance;

C - Commitment – we are committed to our ethos, our behaviour, our team and our performance;

K - Knowledge – we know our sport and we know what is expected of us and from us