



PISTOL AUSTRALIA INC.

PA NATIONAL PERFORMANCE SQUAD (PANPS) POLICY

BACKGROUND

Pistol Australia Incorporated (PA) is the premier target pistol shooting association in Australia. Through its affiliation with Australian International Shooting Limited (AISL), PA has the sole right to field target pistol shooting teams to represent Australia at the Commonwealth Games, Olympic Games, World Cups, World Championships, Paralympic Championships and other international target pistol shooting competitions including World Association 1500 (WA1500), National Rifle Association (NRA) of America and International Metallic Silhouette Shooting Union (IMSSU) World Cups and World Championships.

Through AISL, PA is affiliated with the Australian Sports Commission (ASC), the International Shooting Sports Federation (ISSF), the International Paralympic Committee (IPC), Australian Olympic Games Committee, Australian Commonwealth Games Association (ACGA), Commonwealth Shooting Federation (CSF), Oceania Shooting Federation (OSF) and the International Metallic Silhouette Shooting Union (IMSSU). PA is directly affiliated to the World Association 1500 and the NRA.

Through this network and its well developed infrastructure, PA is committed to the development of the sport of target pistol shooting in Australia and the development of its members and, to that end, the establishment of a national squad i.e. the Pistol Australia National Performance Squad (PANPS) program.

Purpose

The purpose of PANPS is to:

- a) Provide a program that is a pathway for developing PA shooters to achieve their potential and gain entry into the AISL High Performance (HP) Squad and/or the AISL Development Squad.
- b) Provide PA shooters with the opportunity to compete at international competition and to represent PA as part of an Australian team.

Objectives

The overarching objective of PANPS is to establish PA as the leading pistol shooting association in Australia and the Commonwealth and to that end build on previous success by nurturing talented PA shooters towards the achievement of their shooting goals.

The PANPS program has been established for the purpose of developing the technical, physical, and psychological skills of PA members with potential to succeed at international target pistol shooting competition(s) and who have the expressed desire to pursue a career in the sport at the elite level. It is a conduit to the AISL High Performance Program and is governed by the PANPS Policy.

Other objectives include to:

- Provide a pathway for PA shooters to succeed at international competition;
- Assist performance enhancement of PA members aspiring to achieve at international level.
- Provide coaching, direction and motivation through support, shoulder-to-shoulder competition, correspondence and training camps.

- Provide assistance in developing potential members for inclusion in the AISL HP Program and/or AISL Development Squad.
- Field the best possible international team of both experienced and developing athletes to compete at selected international competitions, through conducting selection trials in accordance with PA selection criteria advertised from time to time through PANPS.
- Encourage the involvement, assistance and mentorship of past elite athletes willing to pass on their knowledge and experience to PANPS members.

Duration of Membership

Eligible PA members will be formally invited by PA to join the PANPS for a membership period of twelve (12) months. The membership period will commence following formal notification by PA of acceptance to the Squad. At completion of this membership period PANPS members will be required to re-qualify and subsequently re-nominate for PANPS membership.

Training Camps

Depending on squad size and budget allocation, it is intended that a minimum of two (2) PANPS Camps will be conducted per year, at suitable venues e.g. ISSF and IPC matches may be conducted at the Sydney International Shooting Centre (SISC) or the City of Brisbane Pistol Club.

PANPS training camps will provide:

- Coaching on various aspects of technical, psychological and physical training techniques by nationally and/or internationally recognised experts in these respective areas.
- Shoulder-to-shoulder competition between members of the squad; and
- A platform for the selection of teams to compete at international competition.

Personal coaches of individual PANPS members or state coaches may submit a request for approval to attend PANPS Camp(s)/Trials and/or competitions with their shooters. Advance notice of such requests to the PANPS Coordinator is required and will be considered by PANPS Management. Attendance by personal coaches at such events will be on a self funding basis and all necessary arrangements will be the responsibility of the personal coach making the request.

Anti-Doping Policy

In its obligation to ensure a fair and even playing field PA adopts the AISL Anti-Doping policy, which can be accessed on the PA website at <http://www.pistol.org.au/Administration/default.php>. It is expected that all PANPS members will familiarise themselves and comply with the policy and its requirement as well as that outlined by the Australian Sports Anti-Doping Authority (ASADA) at www.asada.gov.au.

MANAGEMENT

The management structure of PANPS will consist of a Squad Coordinator, Squad Coach Coordinator and a representative from PA Management. The appointment of these positions will be made by PA Management and will be on a volunteer basis.

- **Squad Coordinator**

The position of Squad Coordinator will to be advertised and appointment will be made by PA Management for an initial period of two (2) years with performance reviews undertaken on an annual basis. It is deemed to be a volunteer position without salary or honorarium. Reasonable out-of-pocket expenses incurred in the performance of this role to be reimbursed by PA.

The responsibilities of the Squad Coordinator are outlined in the Squad Coordinator Charter at *Attachment A*.

- **Squad Coach Coordinator**

The position of Squad Coach Coordinator will be advertised and appointment will be made by PA Management initially for a period of two (2) years and reviewed on an annual basis. It is deemed to be a volunteer position without salary or honorarium. Reasonable out-of-pocket expenses incurred in the performance of this role will be reimbursed by PA.

The responsibilities of the Squad Coordinator are outlined in the Squad Coach Coordinator Charter at *Attachment B*.

- **PA Management Representative**

A Management representative will be appointed by PA Management on an annual basis and will be responsible for ensuring that the program is conducted in accordance with PA / PANPS policy and will be the primary liaison between the Squad Coordinator, Squad Coach Coordinator, PA Management and AISL.

MEMBERSHIP ELIGIBILITY

To be eligible for squad nomination, members must be current financial members of PA through their respective PA State/Territory association. Eligibility to nominate for the squad may be gained by meeting one of the following criteria:

- a) Members must have shot a minimum of two (2) qualifying scores in the same match at a PA sanctioned Open, State Championships, National Championships, International Competitions or other PA sanctioned competitions within a period of up to twelve (12) months prior to the athlete's nomination for squad membership (refer specific conditions for PANPS start up i.e. eligibility period commences 1 January 2010); or
- b) Achieve 1st place (including finals when applicable) at a Pistol Australia National Championship and have recorded at least one (1) qualifying score in the same match at a PA sanctioned Open, State Championships, International Competition or other PA sanctioned competitions within a period of up to twelve (12) months prior to the athlete's nomination for squad membership (refer specific conditions for PANPS start up i.e. eligibility period commences 1 January 2010).

Qualification Scores

Adult and junior qualification scores are outlined at *Attachment C - PANPS Qualifying Scores*. Qualifying under clauses a) and b) above is required for only one (1) event; however, during the tenure of PANPS membership, members may nominate additional events to be considered for coaching, ranking and potential team selection.

Junior requirements

Junior members under the age of 18 years must have parental/guardian consent to nominate and/or accept an invitation to PANPS (refer *Attachment D - Junior Consent Form*).

All juniors qualifying for PANPS must have a current category "H" Firearms Licence or "Licence to carry".

Juniors who have been PANPS members and have reached adult status i.e. *at the beginning of the year of turning 21 years of age*, are eligible to apply for PANPS membership under junior category for up to two (2) additional years as a transition period. However, in such instances the respective PANPS member will fall into the adult category i.e. as per the adult selection criteria for team selection.

NOMINATION FOR MEMBERSHIP

Eligible members wishing to participate in the PANPS program should download a Squad Nomination form and PANPS Policy document from the PA website at www.pistol.org.au.

The PANPS Nomination form must be completed by the athlete and forwarded to his/her respective State/Territory Association for endorsement of the nomination and qualifying scores. It is incumbent on the State/Territory to obtain proof of qualifying score(s) and appropriate sanctioning of respective competition complying with PA sanctioning policy prior to endorsement of nominations and subsequent submission to PA no later than thirty (30) days after the athlete has achieved eligibility for membership. PANPS Management may consider late nominations for inclusion in the PANPS program.

Nominations received by PA from the State/Territory Associations will be considered and, following approval by PA Management, will be forwarded to the PANPS Squad Coordinator for action.

It is at the discretion of PA Management to refuse any nomination for and withdraw any member from PANPS membership at any time. Notification of such refusal and/or withdrawal from the PANPS by PA Management will be provided in writing to the member within twenty one (21) days of the decision.

First place winners at a PA National Championship will be invited by PA to join the PANPS squad, however, a nomination must be submitted and qualifying score/s for the relevant match must be ratified and endorsed by the State/Territory Association.

FUNDING

The PANPS budget and actual squad size will determine funding levels for agreed PANPS activities. Funding may be via the following means:

- a) Pistol Australia
- b) PANPS Camp Registration Fees
- c) Team Member Contribution
- d) AISL (where/when available)
- e) Other sources e.g. Fundraising, Sponsorship etc.

PANPS members attending training/coaching camps are required to pay a registration fee to be determined. All squad members will be advised, three (3) months in advance, of camp dates and fees.

The PANPS Squad Coordinator will arrange all travel and accommodation bookings at the cheapest available rates as required. To assist with arrangements, PANPS members are required to provide written advice of their willingness and ability to take part in each camp at least two (2) months prior to commencement of the camp/trial.

Members who join the squad after advice of the 3 months camp/trial has been issued will be provided with the option of attending the camp/trial, however, response regarding attendance must be provided as soon as possible.

The fee for each respective camp will be the same fee for all members, regardless of their residence. Members will be invoiced by PA and payment will be required one (1) month prior to commencement of the relevant camps.

Any personal arrangements made by squad members in choosing to use or hire their own transport or own accommodation during camps/trials will be at their own expense.

A team members' contribution is applicable for PANPS members selected to participate in international competitions. All squad members will be advised of the team members' contribution at the time of notification of selection to the team.

If members participate in team selection programs such as AISL Australia Cup etc the member's financial responsibility for these selections lies with those individual members.

INTERNATIONAL TEAM SELECTION

International team selection will be in accordance with the selection criteria as determined and published by PA. PA teams may also be selected for the purpose of providing opportunities for junior and other aspiring members to build on their experience.

PANPS members will be advised of the relevant selection criteria for international team selection at least one (1) month prior to the commencement of the selection period. All members ranked for selection according to the selection criteria will be nominated by PANPS Management and submitted to PA Management for subsequent approval/endorsement.

Selection by PA to represent Australia will only apply to PANPS members who have participated in the relevant team selection competitions/trial. Acceptance of a position on the team is subject to the member agreeing to and signing the PA Team Agreement, which can be downloaded from the PA website at www.pistol.org.au.

Selection by AISL in a team to represent Australian in competitions such as the Oceania Federation Shooting Championships, Commonwealth Shooting Federation Championships, World Cups, World Championships and Olympic and Commonwealth Games will be determined as per AISL selection criteria.

MEMBER OBLIGATIONS

PANPS members must:

- a) Familiarise themselves of all aspects of the PANPS Policy and comply with all requirements.
- b) Be committed to a personal training regime and performance enhancement.
- c) Commit to meet expectations of Squad membership as failure to do so will result in membership being withdrawn and/or not renewed. Extenuating circumstances may be taken into account by PANPS Management in considerations regarding withdrawal of PANPS membership. Withdrawal and/or non renewal of squad membership is not an entitlement to refund of any previous PANPS camp fees paid.
- d) Act in a positive manner towards other squad members, Squad Coordinator, Squad Coach, other coaches and other PA members at all times.
- e) Be willing to participate whenever possible in training/coaching camps as arranged by the PANPS Coordinator.
- f) Provide written advice to PANPS Management of withdrawal from Squad participation, including reasons for withdrawal in a timely manner.
- g) Comply with the Anti-doping Policy as outlined above.
- h) Ensure their shooting equipment is in good working order at all times.
- i) Apply all aspects of firearms safety,

- j)** Comply with instructions and/or commands of Senior Range Staff, the PANPS Co-ordinator and/or Coaches.
- k)** Agree that if a member either misbehaves or shows lack of responsibility with firearms they may immediately be withdrawn from PANPS and could be liable for further disciplinary action by PA Management.

ATTACHMENT A

PANPS COORDINATOR CHARTER

The Pistol Australia National Performance Squad (PANPS) Coordinator's responsibilities include the following:

- a) Work with the PANPS Coach Coordinator and PA Management representative to achieve the objectives of the Squad;
- b) Collate and provide all relevant statistics to PA Management regarding squad composition and selected matches etc;
- c) Advise the nominees in writing of the outcome of their nomination to PANPS within twenty-one (21) days of PA Management decision;
- d) Ensure parental/guardian consent forms for all juniors under the age of eighteen (18) years nominated for Squad membership are received and in order.
- e) Comply with any and all administrative requirements from PA Management in relation to Squad/Team administration, including budget information, reporting etc.
- f) Initiate and maintain contact and continued support and/or encouragement with all Squad/Team members.
- g) Organise at least two (2) PANPS Squad/Team camps per year to promote member shooting performance improvement, coaching, athlete motivation and shoulder-to-shoulder competitions subject to funding availability and PA approved budget.
- h) Develop and submit a proposed budget to PA Management for consideration and approval for all travel, accommodation, transport and other relevant squad camp expenses.
- i) Make arrangements for Squad/Team accommodation, transport and other associated camps subject to funding availability and approved budget.
- j) Provide assistance as requested by squad members during and prior to approved squad activities.
- k) Provide detailed quarterly reports to PA management of PANPS activities.
- l) Within twenty-one (21) days of the conclusion of a Squad activity (camp/selection trials) present a report to PA Management on the performance of the Squad members and budget reconciliation on all expenditure.
- m) Keep all Squad and Team members informed of all relevant information as it arises.
- n) Collect and collate all Squad members' relevant competition scores shot when used for selection purpose.

Qualifications

The PANPS Squad Coordinator must have "Working with Children" accreditation i.e. "Blue Card or equivalent for their respective State/Territory.

He/she must have good communication skills, be available as required to organise, coordinate and attend planned PANPS training Camps and while not mandatory a Category H licence is preferred.

ATTACHMENT B

PANPS COACH COORDINATOR CHARTER

The role and responsibilities of the PANPS Coach Coordinator includes:

- a) Work with the Squad Coordinator and PA Management representative in any PANPS activities.
- b) Provide technical advice, coaching and training guidance to squad members.
- c) Consult and report to the Squad Coordinator regarding recommendations for PANPS coaching activities either as a squad group or on an individual athlete basis.
- d) Consult with PA NCC Director as needed.
- e) Report to the PA Management representative, through the Squad Coordinator as required on a monthly and/or quarterly basis on the progress/achievement(s) of squad members and the squad as a whole.
- f) Obtain the agreement of individual PANPS members prior to undertaking any personal coaching activities.
- g) Consult with personal coaches of PANPS members prior to administering coaching instruction.
- h) Provide information and updates to PANPS members on coaching matters as available.
- i) When requested; assist the Squad Coordinator in the organisation of Squad/Team camps.

Qualifications

The PANPS Coach Coordinator must be an accredited and experienced coach, and have “Working with Children” accreditation i.e. “Blue Card or equivalent for his/her respective State/Territory.

He/she must have good communication skills, be available as required to assist with implementation of the program and, while not mandatory, a Category “H” Licence is preferred.

ATTACHMENT C

PANPS QUALIFYING SCORES

For eligibility to nominate for PANPS membership, the following scores must be achieved as at 1 January 2010 and thereafter within twelve (12) months prior to nominating for Squad membership as per PANPS policy.

EVENT	SQUAD Eligibility Scores
10m Air Pistol Men	570
25m Centre Fire	570
25m Standard Pistol	560
25m Rapid Fire	560
50m Pistol	540
10m Air Pistol Women	370
25m Pistol Women	565
10m Air Pistol – Junior (60)	535
10m Air Pistol – Junior (40)	350
25m Pistol – Junior	550
10m Pistol IPC	535
50m Pistol IPC	480
25m Sport Pistol IPC	525

ATTACHMENT D

PISTOL AUSTRALIA NATIONAL PERFORMANCE SQUAD (PANPS)

PARENTAL / GUARDIAN CONSENT FORM

I / We,
(Name of Parent / Guardian)

of
(Address)

give my / our consent to nominating and
(Name of Nominee)

accepting membership to the Pistol Australia National Performance Squad (PANPS) for the applicable membership period of twelve (12) months and to participate in relevant activities including PANPS camps and trial competitions as required.

I also agree for him/her to participate in any relevant physical activities conducted as part of any PANPS camps and/or competition trials.

I acknowledge that I and the above named athlete have read and understand the PANPS policy and accept the responsibilities of its contents.

In the event of illness or accident, I authorise any member of the PANPS Management team to obtain any hospital, medical and/or any treatment or procedure thought necessary and agree to pay or reimburse any expenses so incurred.

In the event that it is deemed by PANPS Management that, for reasons of misconduct, the above named athlete should be sent home from a camp and/or competition trial prior to its conclusion, I agree to pay or reimburse any costs incurred.

Please list and provide details below of any allergies and/or any other medical condition that PA / PANPS Management should be aware of.

Allergies Medical Conditions:
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.....
.....

Please provide the following:

Medicare Number:

Private Health Fund: **Number:**

Signature of Parent/Guardian: **Date:** / /

Email Address:

Phone no: **Mobile:**