



PISTOL AUSTRALIA INC.

NATIONAL DEVELOPMENT SQUAD POLICY ISSF EVENTS (DEV015)

1. Background

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

Through SA, PA is affiliated with Sport Australia, the International Shooting Sports Federation (ISSF), the International Paralympic Committee (IPC), Australian Olympic Games Committee, 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.

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

2. Purpose

The purpose of the PA NDS is to:

- a) Provide a program that is a pathway for developing PA NDS members to achieve their potential and gain entry into the SA Aiming 4 Gold Squad (HP Squad) and/or the SA Development Squad.
- b) Provide PA NDS shooting athletes with the opportunity to compete at international competition and to represent PA as part of an Australian team.

3. Objectives

The overarching objectives of the PA NDS are to:

- a) Establish PA as the leading pistol target shooting association in Australia and the Commonwealth of Australia and to that end build on previous success by nurturing talented PA members towards the achievement of their shooting goals; and
- b) Develop the technical, physical, and psychological skills of those PA NDS members with potential to succeed at international target pistol shooting competitions, and who have the commitment to pursue a career in the sport at the elite level. It is a conduit to the SA High Performance Program and is governed by the PA NDS Policy.



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Other objectives include to:

- d) Provide coaching direction through, technical skill development, motivation through athlete support and shoulder-to-shoulder competition.
- e) Field the best possible international team of developing athletes to compete at selected international competitions, through conducting selection trials in accordance with PA selection criteria advertised from time to time through PA NDS.
- f) Facilitate the involvement, assistance, and mentorship of past elite athletes and highly qualified coaches willing to pass on their knowledge and experience to PA NDS members via the PA ND Program.

4. Composition of the Squad

4.1 The PA NDS Squad will comprise of nominated and invited athletes as follows:

- a) Adult athletes identified performing at or very close to Masters Grade level consistently. These candidates must also have the potential to progress to the A4G (High Performance) Group. Adult athletes must be recommended by either PA affiliate nominations and/or National Pistol Coach**,
- b) Juniors identified and recommended by the PA State Coaching Directors and National Pistol Coaches**,
- c) State-nominated athletes with potential and based on current performances where squad numbers permit, and
- d) Athletes with potential who are eligible for Shooting Para Sport competition

***National Coaches refers to both SA National Coach and PA National Development Coach*

4.2 As PA NDS is a development program, squad membership is open to developing athletes with potential and it is not intended to cater for retired members of the Shooting Australia HP Squad (A4G). Genuine reasons for any exception to this provision will be considered and be at the sole discretion of the National Development Coach and PA Management

5. Squad Size

Up to 16 members to begin with. This number over the time of the twelve month program will be reduced to those members who are complying with all the necessary program requirements i.e. following individualised training plans, showing/submitted work completed and progression in skill development.

If members are excluded or dropped from the NDS a report for this decision will be submitted to PA Management for consideration.



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6. Membership Eligibility

To be eligible for squad nomination, members must be current financial members of PA through their respective PA State/Territory association and satisfy as per conditions in section 8 below.

7. Duration and Continuation of Membership

- a) Eligible PA members will be formally invited by PA to join the PA NDS for a membership period of one (1) year or part thereof. The membership period runs from 1st January to mid-December each competition calendar year.
- b) Nominations for the PA NDS must be received by the end of the first week of December and the successful PA NDS members will be selected by mid of December.
- c) Continuation of membership after the initial year is considered and/or endorsed by National Development Coaches. Candidates recommended for continuation must demonstrate continued improvement in development during his/her term in the squad by:
 - I. Complying and adhering to the individual/group planned programs and activities.
 - II. Achieving improvement in agreed Individual Performance Plan and Individual Training Plans including and not limited to, score improvement at sanctioned Opens, Nationals, squad proofing matches and squad assessment activities.
 - III. Demonstrating a commitment to attend the programmed Squad Training Camps as per Development Plan and achievement of continued improvement in competition results both in Australia and any overseas representation.
 - IV. Demonstrating a commitment to adherence to the individuals training program and progression in their skill development by supplying evidence of training work completed and progression to the National Development Coaching Team.

8. Conditions of Membership

8.1 To maintain PA NDS membership, members must:

- a) Be willing to work with and take direction from the PA NDS Team of Coaches who will develop a technical, mental and physical training program and yearly competition plan.
- b) Liaise and/or attend coaching sessions with a PA NDS Team Coach on a weekly basis and the management of his/her technical training program if he/she does not have a personal coach
- c) Develop a personal fitness program in consultation with the PA NDS Coaching Team within one (1) month of attending the first PA NDS camp and demonstrate compliance via training diary or electronic submitted reports/work completed to PA NDS Coaching Team;
- d) Undertake training and competitions as agreed (subject to PA NDS Coaches' review and agreement).
- e) Undertake technical, sports science and physical testing provided as part of Squad activities that must demonstrate achievement of set goals;
- f) Whenever involved in PA NDS training Camps or competing as part of the PA NDS, athletes will be required to wear their issued PA NDS uniforms.



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- 8.2** Athletes must meet the above expectations of Squad membership as failure to do so may result in membership being withdrawn and/or not renewed. Extenuating circumstances may be taken into account by PA National Development Coach and Management in decisions regarding withdrawal of PA NDS membership. It is at the discretion of PA National Development Coach and Management to withdraw the invitation of any athlete from PA NDS membership at any time. Notification of such withdrawal from the PA NDS by PA Management will be provided in writing to the member within fourteen (14) days of the decision. Any squad member having their membership withdrawn has the right of appeal to the Executive provided they have lodged an appeal to the PA office within 21 days of their membership being withdrawn.
- 8.3** Athletes may be invited to re-enter the squad by subsequently meeting the eligibility requirements. Any re-entry will be subject to approval of PA National Development Coach and Management.

9. Training Camps

- a) Depending on squad size and budget allocation, it is intended that there will be multiple PA NDS Camps as per the Development Plan calendar, individual training plan and at various key competitions. A minimum of three (3) PA NDS Camps will be conducted per year, at suitable venues and/or competitions.
- b) PA NDS training camps will provide:
- I. Coaching on various aspects of technical, psychological and physical training techniques by nationally and/or internationally recognised experts in these respective areas.
 - II. Fitness training and testing;
 - III. Shoulder-to-shoulder competition between members of the squad; and
 - IV. A platform for the selection of teams to compete at international competition.
- c) Personal coaches of individual PA NDS members or state coaches are encouraged to network and collaborate with the Development Squad Coaching Team and where possible attend PA NDS Camp(s)/Trials and/or competitions with their shooter for their coaching development. This will be on a self-funding basis. Attendance of coaches not in the Development Squad Coaching Team who wish to attend at such events will be on a self-funding basis also and all necessary arrangements will be the responsibility of those coaches.

10. Anti-Doping Policy

In its obligation to ensure a fair and even playing field PA adopts the SA Anti-Doping policy, which can be accessed on the PA website at <http://www.shootingaustralia.org/high-performance/policies/> It is expected that all PA NDS 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



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11. Junior Requirements

- a) Junior members under the age of 18 years must have parental/guardian consent to nominate and/or accept an invitation to PA NDS (refer *Attachment D - Junior Consent Form*).
- b) Junior squad members together with their parents/guardians must ensure adherence to all applicable State/Territory regulations regarding the carriage and use of firearms by juniors.
- c) Juniors who have been PA NDS 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 squad membership under junior category for up to two (2) additional years as a transition period. However, in such instances the respective squad member will fall into the adult category i.e. as per the adult selection criteria for team selection.

12. Funding

- a) The PA NDS budget and actual squad size will determine funding levels for agreed squad activities. Funding may be via the following means: Pistol Australia Squad Camp Registration Fees and Team Member Contribution Shooting Australia (where/when available) Other sources e.g. Fundraising, Sponsorship etc.
- b) PA NDS members attending training/coaching camps may be required to pay a registration or entry fee or travel fee. All squad members will be advised, one to two months in advance, of camp dates and fees.
- c) The National Development Coach along with the PA admin office will normally arrange all travel and accommodation bookings as required. To assist with arrangements, squad members are required to provide written advice of their willingness and ability to take part in each camp within three (3) weeks of being advised of a camp.
- d) Any fees, where applicable, for each 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 respective camp.
- e) 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.
- f) If members participate in team selection programs such as the Shooting Australia Performance Series, the member's financial responsibility for these selections lies with those individual members
- g) As part of the PA NDS program there will be times where competition performance checks need to be made. If a member participates in these competitions, PA may elect to fund or part fund if it is satisfied the set individual member's goal performance result(s) is achieved. This will be determined prior with the NDS member as part of their Individual Performance Program.

13. International Team Selection



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- a) International team selection will be in accordance with the selection criteria as determined by SA and published by PA. PA teams may also be selected for the purpose of providing opportunities for development and junior members to build on their experience.
- b) PA NDS 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 PA National Development Coach and submitted to PA Management for subsequent approval/endorsement.
- c) Selection by PA to represent in international competition will only apply to PA NDS members who have participated in the National Development Program and relevant team selection camps/competitions/trials
- d) 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
- e) Selection of squad members by SA 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 SA selection criteria.

14. Funding and Team Size

- a) All funding decisions relating to PA teams are at the sole discretion of PA National Development Coach and PA Executive.
- b) The number of PA Team members (in addition to those selected in the HPP team) will depend on available funds.
- c) Members in PA teams competing at international competitions may be fully or part funded.
- d) All funding levels and arrangements will be reviewed and, if warranted, revised by PA Management and PA Executive on an annual basis.

15. Member Obligations

PA NDS members must:

- a) Familiarise themselves of all aspects of the PA NDS Policy and comply with all requirements.
- b) Be committed to a personal training regime and performance improvement program set by PA NDS Coaching Team.
- 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 PA National Development Coach & PA Management in considerations regarding withdrawal of PA NDS membership. Withdrawal and/or non-renewal of squad membership is not an entitlement to refund of any previous PA NDS or PANPS camp fees paid.
- d) Act in a positive and respectful manner towards other squad members, National Development Coach, Squad Coaches, other coaches and other PA members at all times.



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- e) Be willing to participate in training/coaching camps as arranged by the PA National Development Coach. Extenuating circumstances may be taken into account by PA National Development Coach & PA Management for non-attendance.
- f) Provide written advice to PA National Coach and PA 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 they have all necessary shooting equipment and is in good working order at all times.
- i) Look after and maintain issued PA NDS uniforms in a presentable fashion that will worn in all PA NADS training Camps and competitions.
- j) Apply all aspects of firearms safety,
- k) Comply with instructions and/or commands of Senior Range Staff, the PA National Development Coach and/or Squad Team Coaches.
- l) Agree that if a member either misbehaves or shows lack of responsibility with firearms they may immediately be withdrawn from PA NDS and could be liable for further disciplinary action by PA Management.



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ATTACHMENT A

PA NATIONAL DEVELOPMENT COACH CHARTER

The Pistol Australia National Development Squad (PA NDS) Coach's responsibilities include the following:

- a) Liaise with PA Office regarding necessary arrangements for training Camps/competitions to achieve the objectives of the Squad;
- b) Consult with PA NCC Director on all Coach Development activities.
- c) Inform personal coaches of PA NDS members coaching and development program instruction.
- d) Collate and provide all relevant statistics to PA Management regarding squad composition and selected matches etc.
- e) Send out nomination correspondence to State and Territories for athletes and coaches.
- f) Advise the nominees in writing of the outcome of their nomination to PA NDS within fourteen (14) days of selection decision.
- g) Send out PA NDS Policy documents to be signed by squad members. The filled out form must be received by the PA office or PA National Development Coach for acceptance to the NDS to be acknowledged.
- h) Ensure parental/guardian consent forms for all juniors under the age of eighteen (18) years nominated for Squad membership are received and in order.
- i) Comply with any and all administrative requirements from PA Management in relation to Squad/Team administration, including budget information, reporting etc.
- j) Initiate and maintain contact and continued support and/or encouragement with all Squad/Team members.
- k) Organise at least three (3) 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.
- l) Organise, facilitate and deliver Coach Development Programs to States and Territories.
- m) Develop and submit a proposed budget to PA Management for consideration and approval for all travel, accommodation, transport and other relevant squad camp/trials/competition expenses.
- n) Provide all necessary information to PA office to make arrangements for Squad/Team accommodation, transport and other associated camps requirements.
- o) Provide assistance as requested by squad members during and prior to approved squad activities.
- p) Provide detailed quarterly reports to PA management of PA NDS activities and evidence of detailed recording and evaluation of squad member performance including demonstration of improvement in achievement of match scores. Talent identification and Coach Development



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by attending Junior Training Camps, State and National Championships and other regional competitions/events.

- q) Keep all Squad and Team members informed of all relevant information as it arises.
- r) Lead the evaluation of squad member performances
- s) Collect and collate all Squad members' relevant competition scores shot for evaluation and team selection purposes.



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Qualifications

The PA National Development Coach must have “Working with Children” accreditation i.e. “Blue Card” or equivalent for their respective State/Territory and be an accredited Competition Coach as a minimum level requirement if also coaching squad members.

He/she must have good communication skills, be available as required to organise, coordinate and attend planned squad training camps and have a Category H licence.



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ATTACHMENT B

PA NDS COACHES CHARTER

The role and responsibilities of the PA NDS Coaches includes:

- a) Work with the National Development Coach and assist in any PA NDS activities.
- b) Be available and whenever possible attend development programed camps/trials/competitions budget permitting.
- c) Assist to deliver skills development programs to PA NDS members in squad camps/trial/competitions
- d) Be willing to partake in Coach Development programs which will be conducted by PA and SA National Coaches and other third party facilitators.
- e) Provide technical advice, coaching and training guidance to squad members that has been directed by the National Development Coach.
- f) Consult and report to the National Development Coach regarding recommendations for PA NDS coaching activities either as a squad group or on an individual athlete basis.
- g) Monitor and document squad member's performance including demonstration of improvement in achievement of skill development, match scores and report outcomes to PA National Development Coach.
- h) Follow up PA NDS member's individual performance plans and weekly programs and report back information to National Development Coach.
- i) Assist the National Development Coach in obtaining the agreement of individual PA NDS members prior to undertaking any personal coaching activities.
- j) Provide information and updates to PA NDS members on coaching matters as available.
- k) When requested; assist the National Development Coach in the organisation of Squad Team camps/trials/competitions

Qualifications

The PA NDS Coaches 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 and be an accredited PA Club Coach or higher as a minimum level requirement for coaching squad members.

He/she must have good communication skills, be available as required to assist with implementation of the National Development Program as set out and Planned by the National Development Coach and have a Category "H" Licence.