



HIGH PERFORMANCE SPORT HANDBOOK

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Version 11 – 09 Sep 2024

ABBREVIATIONS

DTE	Daily training environment
FPUL	Full-pay unrecorded leave
HiPAL	High Performance and Athlete Life Division
HPS	High Performance Sport
LTAD	Long-Term Athlete Development
NSA	National Sports Association
NYSI	National Youth Sports Institute
SportSG	Sport Singapore
SportSync	Information System for Coaches, Athletes, and NSAs
SSI	Singapore Sport Institute
SSP	Singapore Sports School
SSMC	Singapore Sport Medicine Centre
SSSM	Sport Science and Sport Medicine
TeamSG	Team Singapore

CONTACT

For enquiries, please contact HiPAL at sport_hps@sport.gov.sg

1. OVERVIEW

1.1 About Singapore Sport Institute

We support Singapore's rising athletic stars. We are committed to getting the best for our sportsmen and women of Singapore, promoting sports as a platform for nation building and to provide athletes at all levels with "opportunities of a life-time": We collaborate with NSAs to:

- Drive a national holistic and integrated approach to enable NSAs to systematically identify, develop and optimise the performance of athletes, coaches and officials across the development pathway and
- Put in place a national organisational excellence and sports performance framework to enable NSAs to achieve sustained competitive excellence at the international level.

***"The 21st Century World Class Sport Institute...
Innovator, Thought Leader, Centre of Excellence"***

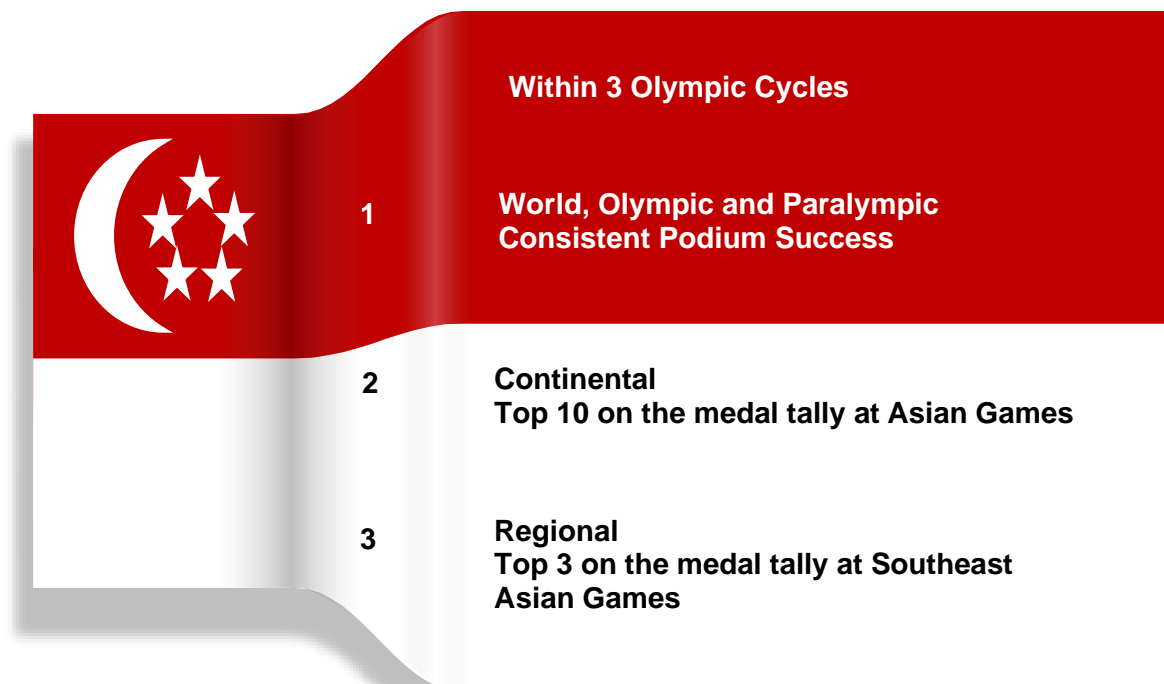
- Chief, SSI

1.2 Singapore High Performance Sport (HPS) System – Vision and Targets

The Singapore HPS System seeks to be fully behind every TeamSG athlete to support them on their journey of sporting excellence. The SG HPS system aims to develop an

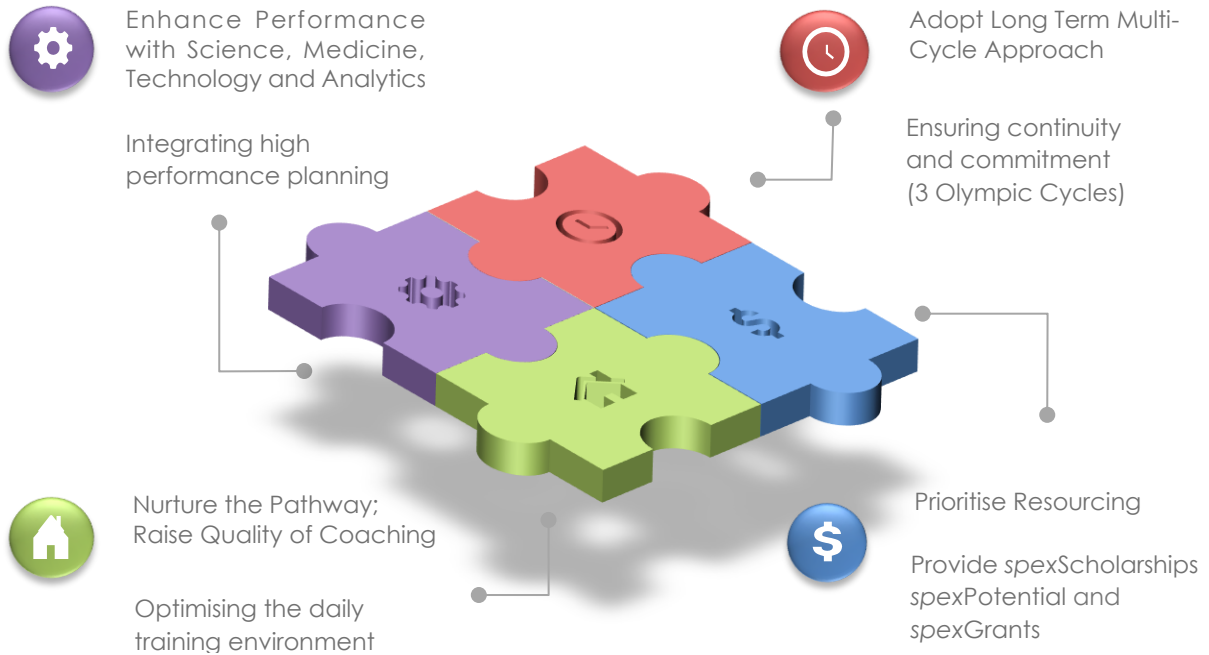
A T H L E T E C E N T R I C

environment that allows each athlete to fulfil their sporting aspirations, inspiring the Singapore Spirit and uniting the Nation.



1. OVERVIEW

1.3 Key Principles of HPS system



1.4 Integrated approach to achieve HPS Vision and Targets



1. OVERVIEW

1.5 Eligibility Criteria for HPS Pathway Support

Nominees for the HPS pathway must be Singapore citizens who are of good character and eligible to represent Singapore in Major Games and/or significant Asian/World Championships that are sanctioned by the respective International Sport Federations.

Consideration for HPS pathway support is based on the profile of the past 12 months' performance/potential to achieve at the Major Games and world level events. Performance is assessed on the athlete's holistic profile and **not** on any single point of achievement during the assessment period. The nominated athletes are evaluated and categorised based on both performances in local and international competitions and commitment:

**Table 1.5 Progressive Support based on Performance and Commitment
(collaboration between SSI, NYSI, SSP and NSAs)**

	Expectations	Athlete Funding	Programme Funding
SSI	<ul style="list-style-type: none"> Benchmarked as having potential to win medals at Asian and/or World and Olympic/Paralympic levels Yearly Planning Instrument (YPI) and Full-time training load 	<i>spex</i> Scholarship stipend (Athlete training allowance towards the additional costs of competing internationally) [New from FY2025] <ul style="list-style-type: none"> Direct monthly top-ups to CPF accounts to enhance CPF savings; Milestone bonus of one month stipend for completion of every four years of <i>spex</i>Scholarship, starting from FY2025 (e.g. one month stipend for completing four years, two months stipend for completing eight years etc.) 	<i>spex</i> Scholarship programme funding for NSAs (Coaching, Overseas Training and Competition (OTC), SSSM, Equipment) to support <i>spex</i> Scholars.
	<ul style="list-style-type: none"> Annual KPIs Coach to develop YPI and deliver Daily Training Environment (DTE) to achieve Key Performance Indicators (KPIs) 	Athlete Carding – Enhanced (<i>spex</i> TAG, <i>spex</i> GLOW, <i>spex</i> MEDIC insurance, FPUL support, NS Privileges) Athlete Carding – Basic (<i>spex</i> MEDIC insurance, FPUL support, NS Privileges)	Annual Funding given to NSAs (Coaching, OTC, SSSM, Equipment, National Training Centres, Pathway Development)
NYSI	<ul style="list-style-type: none"> Benchmarked as having potential to win gold medals at SEA level within two to four years YPI and Full-time training load 	<i>spex</i> Potential stipend (Athlete training allowance towards the additional costs of competing internationally)	<i>spex</i> Potential programme funding for NSAs (Coaching, Overseas Training and Competition (OTC), SSSM, Equipment) to support <i>spex</i> Potential athletes.
	<ul style="list-style-type: none"> Annual KPIs YPI to achieve KPIs A Coach for DTE and KPIs 	Athlete Carding – Youth (<i>spex</i> MEDIC insurance, FPUL support)	Performance Pathways Support (Tiered) for Athlete, Environment and Coaching
SSP			Education, coaching and competition support for student-athletes

1. OVERVIEW

1.6 Support schemes for carded athletes

spexCarding

Support athletes that the National Sporting Associations (NSAs) have selected to contribute to the NSA's high performance sporting goals as documented in their Multi-Year Sports Plan (MYSP). (Refer to *spexCarding* guide for NSAs)

spexTAG

The **T**rainin**G** **A**ssistance **G**rant helps to defray training costs incurred by the athlete. All carded athletes are given *spexTAG* consistent with their carding level. (Refer to *spexCarding* guide for NSAs)

spexMEDIC

spexMEDIC is a medical scheme that covers accidental injuries sustained during national training and competitions both locally and overseas. There is a capped amount per injury and a limited time period coverage. Chronic / Pre-existing / Overuse injuries and medical conditions are NOT covered.

spexGLOW

The **G**rant for **L**oss of **W**ages provides financial assistance to *spexCarded* athletes who opt to train full-time for up to 12 months in preparation for a Major Games. The grant supports the loss of wages incurred as a result of this commitment during the period of full-time training. The funding amount is to compensate for the loss of wages up to a maximum of **\$3,000** per month for up to **12 months** within a carding year. (Refer to *spexGLOW* circular)

spexScholarship and spexPotential

The Sport Excellence Scholarship (*spexScholarship*) and Sport Excellence Potential (*spexPotential*) programmes provide enhanced level of support for athletes within the HPS pathway.

- i) The **spexScholarship programme** is the pinnacle level of enhanced support that provides financial and programmatic support to prepare athletes to excel at the **Major Games at Asian and World levels**; and
- ii) The **spexPotential programme** is another tier of enhanced support (below *spexScholarship*) that provides financial and programmatic support to prepare athletes to achieve **Gold medal success at the SEA Games level within a time-bounded period**, with the long term aim of **transitioning the athlete into the spexScholarship programme**.

2. INFORMATION ON APPLYING FOR SPEXCARDING SUPPORT PROGRAMMES

<p>spexCarding</p>	<p>Yearly Review of spexCarding</p> <p>As a <i>spexCarded</i> athlete, you will be required to accept the <i>spexCarding</i> Athlete agreement and Sport Specific Agreement, and biannual medical clearance to be eligible for support schemes, sport medicine and sport science services.</p> <p>As the organisation nominating the athletes for <i>spexCarding</i>, the NSA is responsible for:</p> <ul style="list-style-type: none"> ▪ Managing and monitoring the development of your athletes ▪ Reminding your athletes of their responsibilities for being part of the <i>spexCarded</i> HPS pathway ▪ Ensuring that your <i>spexCarded</i> athletes adhere to their training and competition plans and the terms stated in the <i>spexCarding</i> Athlete Agreement
<p>spexTAG</p>	<p>No application required. <i>spexCarded</i> athletes are given <i>spexTAG</i> consistent with their <i>spexCarding</i> level</p> <p>The NSA is responsible for:</p> <ul style="list-style-type: none"> ▪ Monitoring the athletes' attendance and disbursement of grants to your <i>spexCarded</i> athletes ▪ Providing proof of disbursement to SportSG in the <i>spexGrants</i> (<i>spexTAG</i> and <i>spexGLOW</i>) Statement of Accounts.
<p>spexMEDIC</p>	<p>To facilitate <i>spexMEDIC</i> claims processing, athletes have to:</p> <ul style="list-style-type: none"> - Report injury and seek medical consultation at SSMC@SSI within <u>3 days</u> of injury or within 3 days upon returning to Singapore for overseas injury • Emergency cases to seek treatment at emergency department of any nearby hospital (A&E reimbursement is capped at \$500 per injury per year) • Non urgent cases to call SSMC@SSI (Tel: 6500 5450) to arrange appointment. - Submit original receipts and other supporting documents within <u>30</u> days from the invoice date. - Note that specialist referral must be made by SSMC@SSI sport physicians. Self referral to specialist will <u>NOT</u> be claimable. - Note that approved claims will take approx. 2 months to be reimbursed through NSAs. <p>Please contact SSMC@SSI at 6500 5450 for any further enquiry on <i>spexMEDIC</i>.</p> <p>Important: The health and wellbeing of athletes are paramount. Hence, in addition to <i>spexMEDIC</i> and the Sports Medicine coverage by SportSG, it is critical that:</p>

	<ul style="list-style-type: none"> • Athletes take ownership of their personal health and wellbeing as they pursue their High Performance Sport development; Athletes must ensure that they are in optimal physical condition and have personal insurance coverage; • NSAs safeguard the health and wellbeing of their athletes, which includes providing adequate and appropriate medical insurance coverage as their athletes undergo training and represent Singapore in competitions. <p>If an athlete has any medical conditions that may impede his/her training or competition, please inform the screening physician on the day of the scheduled medical screening appointment.</p>
spexGLOW	<ul style="list-style-type: none"> ▪ To apply for spexGLOW, the NSA must submit the following to SportSG on behalf of the athlete: <ul style="list-style-type: none"> • spexGLOW application form • Latest 3 months' salary advice (e.g. pay slip, IR8A form, CPF statement) • Letter of support from the employer agreeing to no-pay leave (stating period) • Annual Training Plan ▪ SportSG reserves the right to reject any application in which the terms and conditions are not met or is incomplete. Applications received in retrospect will not be considered. spexGLOW support will not commence until the application is approved by SportSG and all the required documentation has been provided.

Please refer to the spexCarding guide for NSAs for more details on the Support Programs

3. SPEXSCHOLARSHIP & SPEXPOTENTIAL

3.1 Overview

The Sport Excellence Scholarship (*spexScholarship*) and Sport Excellence Potential (*spexPotential*) programmes provide **enhanced levels of support for athletes within the HPS pathway**. These include financial and programmatic support to prepare athletes to excel at the Major Games and Asian/World level events.

Besides developing the athletes sporting potential, both programmes will also assist athletes in their education, career, and personal development with the aim of developing role models for Singapore's youth and playing leadership roles in their respective communities.

3.2 Aims of *spexScholarship* and *spexPotential*

3.2.1 The *spexScholarship* aims to provide an enhanced level of support for athletes within the HPS pathway to achieve the following objectives:

- i) Identify sporting heroes that will inspire the wider Singaporean community to live better through sport;
- ii) Support athletes who have won medals at Asian, World and Olympic levels through a targeted support system to achieve medals on a consistent basis (sustained competitive excellence);
- iii) Support athletes who have the potential to win medals at Asian, World and Olympic levels through a targeted support system.

3.2.2 The *spexPotential* programme aims to provide additional scaffolding of enhanced support for the next layer of athletes within the HPS pathway to achieve the following objectives:

- i) Strengthen the support for the transition and bridging of the jump between *spexCarding* and *spexScholarship* for athletes;
- ii) Strengthen support for the transition of promising athletes to Gold medal success at the SEA Games level within four years through a targeted support system; and
- iii) Spur NSAs to establish long-term plans and targets, including putting in place suitable technical leadership required to drive the plans and achieve the targets, so that the NSAs have effective oversight on their HPS pathways and the support overlay required.

3.3 Intent and principles of *spexScholarship* and *spexPotential* support

3.3.1 The intent of the *spexScholarship* and *spexPotential* programmes is to contribute to the additional costs of meeting the demands of an international athlete. It is unlikely to meet all the costs involved and is not intended to do so.

3.3.2 The *spexScholarship* is intended to achieve the following:

- i) Provide financial support to maintain an average lifestyle whilst pursuing sporting aspirations either as a stipend or training allowance;
- ii) Provide financial assistance to cover additional costs associated with being an international athlete undertaking a fulltime training and competition load;
- iii) Reflect similar levels of funding such as those available to academic scholars;
- iv) Differentiate in the level of support required based on life stages e.g. Student, Working Adult to:
 - a. Allow athletes to see sport as a viable option.
 - b. Maintain athletes in the system for longer (role models).
 - c. Have more athletes training and competing full-time.

- d. Have athletes progress up the pathway to S2 and thereafter to S1 and deliver medals at OG/PG/WC/AG/APG.
- v) **[NEW]** Starting from 1 Apr 2025, to bolster the financial stability of all spexScholars as they commit to competing full-time and forgo opportunity to accumulate savings, including CPF, the spexScholars' (both students and working adult stage) stipends will be raised and monthly top-ups to their CPF accounts will be introduced:
 - a. 20% of the increased stipend will be channelled to each spexScholar's CPF accounts (i.e. Ordinary, Special and Medisave Accounts); and
 - b. SportSG will contribute another 17% of the stipend to each spexScholar's CPF accounts.
- vi) **[NEW]** Also starting from 1 Apr 2025, a milestone bonus to all spexScholars will be introduced to encourage elite athletes to remain in their sport at a higher level for a longer time. The milestone bonus is calculated based on one month stipend for the completion of every four years of spexScholarship, starting from FY2025.

3.3.3 The *spexPotential* programme is intended to achieve the following:

- i) Provide financial support that is commensurate with the step-up in commitment to full-time/ heavier training and competition load vis-à-vis that of *spexCarded* athletes; and
- ii) Provide financial assistance to cover additional costs associated with undertaking a full-time/ heavier training and competition load, e.g. food and nutrition, transport, training equipment, additional overseas training and competitions etc.

3.3.4 The *spexScholarship* and *spexPotential* stipend is a subsistence allowance determined by three factors:

- i) Athlete's lifestyle status (student or full-time athlete);
- ii) Carding Level (assessed annually) and
- iii) Level of performance (assessed annually)

3.3.5 The guiding principles for the *spexScholarship* and *spexPotential* support are:

- i) No one size fits all;
- ii) Programme drives the budget, not the other way round;
- iii) Programme costs vary from year to year, depending on target event(s);
- iv) The stipend is incorporated into the *spexScholarship* and *spexPotential* Athlete Agreements;
- v) The stipend is paid directly to athletes monthly by SportSG; and
- vi) For *spexScholars*, SportSG will channel the CPF top-ups directly to each individual's CPF accounts, including *spexScholars* who are students.

3.3.6 The *spexScholarship* and *spexPotential* programmes support talented athletes along the pathway at the following levels:

Programme	Levels	Focus
<i>spexScholarship</i>	S1	Top 8 in World (Top 25% where <32)
	S1P	Potential Top 8 in World, ≤ 4 years (Top 25% where <32)
	S2	Top 3 in Asia (Top 10% where <30)
	S2P	Potential Top 3 in Asia in ≤ 4 years (Top 10% where <30)
	S3	Potential Top 3 in Asia in >4 years
<i>spexPotential</i>	SP3	Potential Gold medal in SEA in ≤ 2 years
	SP3P	Potential Gold medal in SEA in ≤ 4 years

3. SPEXSCHOLARSHIP & SPEXPOTENTIAL

3.4 Eligibility Criteria

3.4.1 In general, to be eligible for the *spexScholarship* and *spexPotential* programmes, athletes must be:

- ✓ Singapore citizens who are of good character
- ✓ *spexCarded* athletes endorsed by their NSA
- ✓ Demonstrate potential for further development along the HPS Pathway
- ✓ Able to commit to the demands of a full-time training load
- ✓ In medal contention for Major Games and world level events

3.4.2 The SSI and NYSI will assess the eligibility of nominated athletes for the programme based on the following four focus areas:

Focus Areas	<i>spexScholarship</i>	<i>spexPotential</i>
Training Commitment	The training volume profile (>12 months) of the athlete to be benchmarked against the volume of a full-time training load specific to their sport (typically 10-12 sessions per week, 20-30 hours per week, 48 weeks per year).	The training volume profile (>12 months) of the athlete will be benchmarked against the volume of a training load specific to their sport (typically 8-10 sessions per week, 15-20 hours per week, 40 weeks per year).
Sports Performance and Potential	Sports performance track record (>12 months) will be benchmarked against the standards of the medallists (Gold, Silver and Bronze) at the Asian Games and/or World or Olympics/Paralympics level.	Sports performance track record (>12 months) will be benchmarked against the standards of the medallists (Gold, Silver and Bronze) at the South East Asian Games level, with critical assessment on athlete's potential to transit to the <i>spexScholarship</i> within two to four years.
Attitude and Behaviour	This will come in the form of character references from Coaches/administrators/peers and, if necessary, independent character references. SSI/ NYSI Sport Psychologists may be present during the interview sessions.	
Performance and Laboratory Tests	Such tests will be conducted only when necessary and on a case-by-case basis. For example, aerobic capacity tests to differentiate the potential between two endurance athletes, cognitive performance and motor skill tests for skill-based sports.	

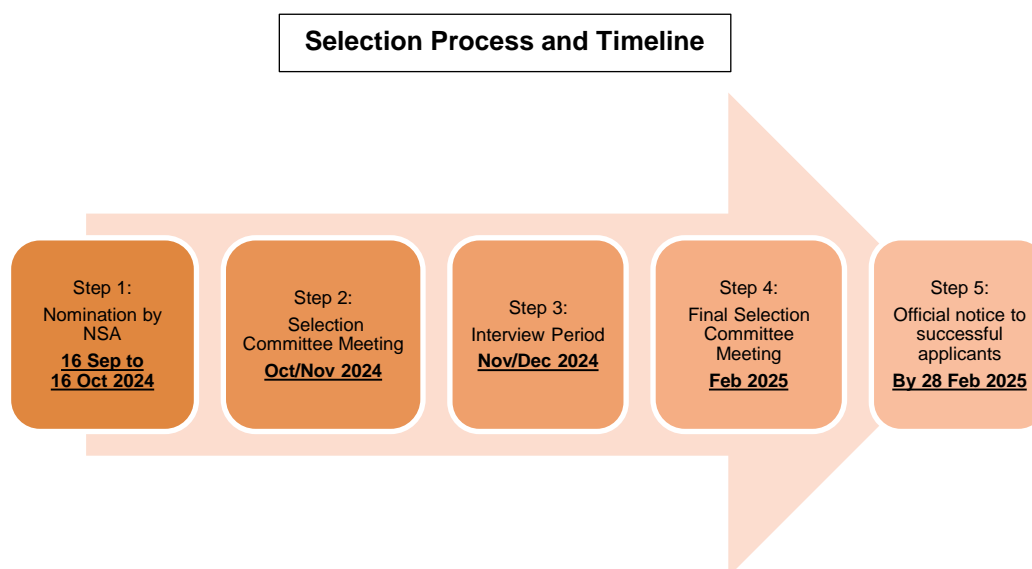
3. SPEXSCHOLARSHIP & SPEXPOTENTIAL

3.5 Nomination and Selection Process

3.5.1 Following the announcement by SSI that the *spexScholarship* and *spexPotential* programmes are open for nomination*, NSAs are invited to submit their nominations for consideration. **NSAs should only nominate athletes whose assessed potential and track record meet the relevant benchmarks set for the *spexScholarship* or *spexPotential* programmes** (instead of nominating all their athletes for the *spexScholarship* and leave it to SSI to determine whether the athletes are eligible for *spexPotential* instead).

**Nomination window period will be announced to all NSAs annually.*

3.5.2 All eligible nominations for the ***spexScholarship* and *spexPotential* programmes** will be evaluated by SSI and NYSI, with potential candidates shortlisted. An Interview Panel made up of a pool of sport performance managers and sport specialists from SSI and NYSI will interview the shortlisted candidates. The Interview Panel's recommendations for inclusion into these programmes will go to the appropriate SportSG *spexScholarship* or *spexPotential* Selection Committee.



3.5.3 A consistent criterion (training commitment, sport performance potential, attitude and behaviour, and performance tests) will be used at all stages of assessment throughout the nomination and selection process. It is important that potential athletes on the *spexScholarship* and *spexPotential* programmes can commit to a full-time, or required training and competition load, prioritise their sporting commitments at least equal to or above other commitments for the time that they are on the programmes, and abide by the mutually agreed KPIs and other programme conditions.

3.5.4 All nominated athletes will be informed of the outcome of their *spexScholarship* or *spexPotential* application by 28 Feb 2025. Successful applicants will receive an in-principle letter of offer from SSI or NYSI. There will be a formal announcement annually of the successful *spexScholarship* and *spexPotential* recipients prior to these athletes being invited to commence the programmes on **1 Apr 2025**. (Details of obligations can be found in FAQs).

3. SPEXSCHOLARSHIP & SPEXPOTENTIAL

3.6 How to Nominate

All spexScholarship and *spexPotential* nominations must be submitted online, adhering strictly to the process as stipulated by SSI and NYSI.

3.7 *spexScholarship* and *spexPotential* Packages

- 3.7.1** There are two packages offered to provide the flexibility needed to cater to different needs and circumstances of athletes.
- 3.7.2** The local-based programme forms the main bulk of athletes on *spexScholarship* and *spexPotential*. The programme support package is offered to candidates who may not fit into the criteria or support model of the local-based programme.
- 3.7.3** The type of package offered would be discussed in detail at the offer stage (if your nomination is successful) based on the athlete's circumstances. Table 3.7 gives a broad description of the type of support offered under each programme package:

Table 3.7 Programme Packages Offered

	Package 1	Package 2
Areas of Support	Local-Based	Programme Support
Monthly Stipend (Direct funding to athletes)	✓	x*
CPF Top-ups (only for spexScholars)	✓	x**
Flexible Education, Career and Personal Development Support	✓	✓
Coaching, Training, Competition and Equipment Support	✓	✓

* To be channelled via NSAs as a form of training allowances.

** Final approach to channel CPF top-ups, which could be customised based on individual circumstances (e.g. NCAA), will be determined ahead of FY2025.

3. SPEXSCHOLARSHIP & SPEXPOTENTIAL

3.8 spexScholarship and spexPotential Support Schemes

3.8.1 The mainstream *spexScholarship* and *spexPotential* programmes (i.e. local-based) will provide athletes with the following support:

- A monthly stipend to sustain a full-time training load (payable direct to the athlete);
- Financial support to cover the costs of coaching, training and competition, equipment;
- Education, career and personal development support; and
- Monthly CPF top-ups for *spexScholars* only.

3.8.2 Table 3.8 gives an overview of the types of support available to *spexScholarship* and *spexPotential* athletes. While the duration of the *spexScholarship* and *spexPotential* is tied to the Games-cycle (also the carding cycle) of the respective carding level, it is subject to review against set performance targets (see FAQ #3):

Table 3.8 *spexScholarship* and *spexPotential* Support Schemes

<i>spexScholarship</i> Carding	Programme stipend	Training, Competition, Coach and Equipment	<i>spexMEDIC</i>	National Service Privileges	Sport Science and Sport Medicine
S1 (Top 8 World)	Monthly Stipend	Available	Insurance with a capped amount per injury Sport Medicine Consultation Physiotherapy supported by SSI/NYSI	Eligible for Full Pay Unrecorded Leave (FPUL), Training Leave (TL), Training Leave Extended (TLE), subject to prevailing MINDEF policies. Long term deferment (> 6 months) may be considered for exceptional talent who is assessed to have podium potential at the Olympics/ World Champs. Short Term deferment (\leq 6 months) may be considered for athletes who are: (i) selected (or have a very good chance of selection), OR (ii) qualified (or attempting to qualify) for the Major Games	Full support - SSI/NYSI/NSA
S1P (Potential Top 8 World, <4 yrs)	Monthly CPF top-ups for S1 to S3				
S2 (Top 3 Asia)	Milestone bonus for S1 to S3 (1 month stipend for every 4 years)				
S2P (Potential Top 3 Asia <4 yrs)					
S3 (Potential Top 3 Asia, >4 yrs)					
SP3 (Potential Gold medal in SEA in \leq 2 yrs)					
SP3P (Potential Gold medal in SEA in \leq 4 yrs)					

Note:

- *spexScholarship* and *spexPotential* athletes are not eligible for *spexTAG* and *spexGLOW*.
- *spexScholarship* and *spexPotential* athletes on the programmatic support scheme will not receive any stipend.
- The amount for monthly stipend is based on an athletes' life status, carding level and performance profile.

3.9 Enquiries

- 3.9.1** For enquiries on *spexScholarship* or *spexPotential*, please contact HiPAL at sport_hps@sport.gov.sg or NYSI at enquire@nysi.org.sg

4. SSI SERVICE DELIVERY MODEL

4.1 SSI Service delivery model

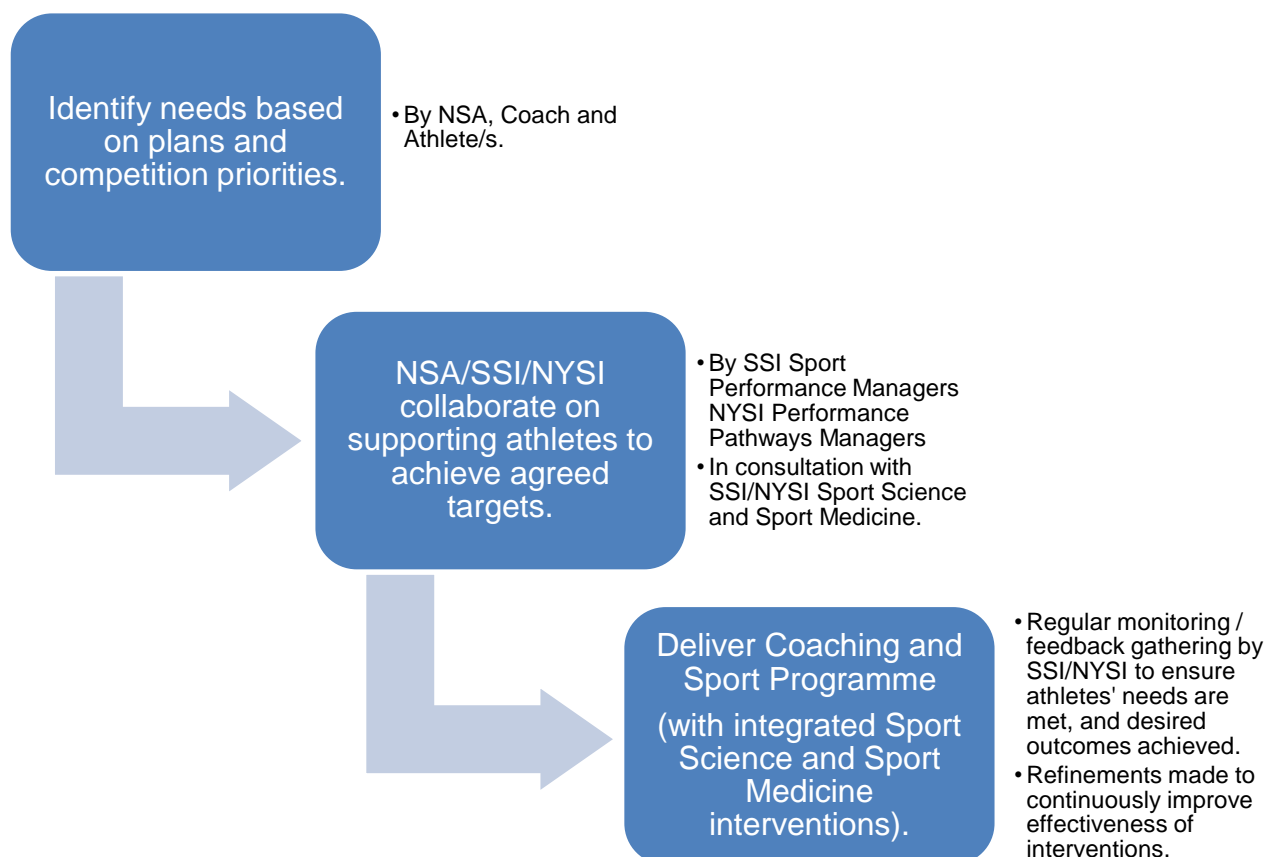
The SSI service model centres around integrating Sport Science and Sport Medicine services with the coaching and training programmes of the athlete. It involves the SSI and NYSI teams working closely alongside the NSA and sport coach to:

- **Undertake needs analysis**, which forms the basis of all interventions allowing SSI to identify and evaluate the needs of the athlete and coach
- **Design athlete and sport-specific programmes** that will address the particular needs of the athlete, team and sport
- **Create integrated periodisation plans** to ensure effective integration of Sport Science and Sport Medicine interventions with the coaching and sports programme

Regular tracking of the athletes' performance is required to ensure that the intervention programmes are delivering maximum sporting performance/outcomes and, where necessary, refinements are made to the periodisation plan, interventions and/or inputs from specialists.

Figure 5.1 shows an overview of the process from the point of the NSA requesting service support through to programme implementation and tracking:

Fig. 5.1 SSI Service Delivery Model



5. RELEVANT SSI/NYSI SERVICES

5.1 High Performance and Athlete Life (HiPAL) / National Sport Association Capability Development (NSACD) / National Youth Sports Institute (NYSI)

5.1.1 Partnership Development Teams

The purpose of the Partnership Development Teams is:

- To enhance the capacity of the Singapore high performance sporting system
- To work collaboratively with NSAs and various SSI departments to develop high quality, effective performance plans and strategies
To create long term sustainability and repeatable results at the highest international level

The role of the Partnership Development Teams is:

- Identify and oversee athletes' developments, both in training and competition, and track their progress to ensure they receive the appropriate support
- Work with NSAs and SSI departments to achieve agreed key performance indicators and to facilitate the alignment of planning practices across the sector to ensure a focus on athletes' pathway
- Manage budgets and scholarships
- Provide professional consultancy, support and direction to the NSAs to achieve team outcome
- Proactively assist and develop solutions to high performance matters
- Negotiate and manage performance agreements between the SSI and NSAs
- Monitor and evaluate the high performance plans and investments vis-a-vis agreed outcomes and key drivers of performance
- Utilise evidence-based research, analysis, knowledge sharing, dissemination of good practices and other tools to provide professional consultancy, direction and resources to support national sporting organisation in effective performance management

5.1.2 Athlete Life

The purpose of the Athlete Life Team is 'Empowering Athletes for Significance'. Athlete Life seeks to integrate sports performance with the social, personal and professional development of the athlete. The aim is to develop the athlete holistically through concurrent development in education, career and personal dimensions alongside the pursuit of high performance sport. Details of the suite of services available can be found below:

Education Development (spexEducation)	<p><u>Athlete Life Coaching</u> Athlete Life Coaching (ALC) facilitates athletes to develop holistically – such that they achieve their highest sporting goals <u>and</u> education, career and life goals. Proactive planning of education, work opportunities and long-term career helps athletes remain longer in their sport, achieve their best sporting performances and assures them of a secure post-sport career.</p> <p><u>Counselling and Admission Support</u> Profiling and coaching for admission interviews, referrals for school admissions and endorsement letters for scholarships.</p> <p><u>Academic Flexibility</u> Partnerships with Institutes of Higher Learning (IHLs) to provide alternative academic scheduling and alternative learning and assessment modes / arrangements.</p> <p><u>Studentship Support</u> Collaborations with IHLs to help athletes meet academic performance targets through providing academic tutoring, increasing awareness of individual learning styles, and developing study skills.</p>
Career Development (spexBusiness)	<p><u>Career Counselling and Planning</u> Career counselling, job placement, assistance with transition into workforce.</p> <p><u>Workforce Readiness</u> Job skills training, opportunities for work experience, networking opportunities.</p> <p><u>Workplace Flexibility</u> Partnerships with industry employers to provide flexible work arrangements such as alternative working schedules, job structuring, and flexible working locations.</p> <p><u>Workplace Support</u> Collaborations with industry partners to help athletes meet work performance targets through providing career counseling, work mentoring, and job up-skilling opportunities.</p>
Personal Development	<p><u>Life Skills Development</u> Workshops on intra-personal and inter-personal development.</p> <p><u>Inspiring Team Singapore Identity and Culture</u> Opportunities for athletes to raise awareness, sensibilities and understanding of their role in inspiring the community as Athlete Ambassadors and being stewards of the cherished and growing legacy of Team Singapore.</p>

For enquiries, please email to SPORT_TeamSingapore@sport.gov.sg

5.2 Sport Science and Sport Medicine

The Sport Science and Sport Medicine team seeks to help talented athletes optimize their performance through direct application of leading-edge science, performance testing and monitoring, applied research and education. The sport science support is based on the yearly training and competition plan of the athletes and the needs identified by the coaches and scientists.

5.2.1 Sport Science Services

- i) Physiology
 - Identify and quantify the physical and physiological attributes that contribute to performance in each sport
 - Evaluate cardiorespiratory, neuromuscular, hormonal, biochemical and performance variables
 - Quantify performance demands of various sports and activities
 - Monitor training load and identify the implications for training interventions
 - Prescribe auxiliary training (e.g., hypoxic, heat) to augment adaptation and performance
 - Research into accelerating recovery and optimising performance
- ii) Strength and Conditioning
 - Develop athletes to improve physical function and athletic performance
 - Design sport-specific programs that address the individual needs of athletes
 - Support training in the areas of speed, agility, endurance, strength, stability, flexibility, injury prevention, management and rehabilitation
 - Measure and monitor athletes' strength and functional performance
- iii) Nutrition
 - Individual dietary consultation to assess eating patterns and important nutrition issues
 - Advice on dietary products and strategies to enhance sporting performance (nutrient deficiencies, weight management, recovery from training sessions, travel nutrition competition eating plans, etc.)
 - Develop practical-skills (cooking skills, understanding food labels and menu planning)
 - Group education
 - Provide nutrition-related informational materials
- iv) Biomechanics
 - Quantify and understand movement demands unique to each sport (e.g., 2D cameras, high speed cameras, 3D motion capture systems, force platforms, inertial measurement systems, speed guns, electromyography, pressure distribution systems, augmented reality, etc.) for optimization of sport-specific skilled action and injury prevention
 - Analyse performance using notational and statistical analysis for strategic and tactical optimization during training and competition
 - Research and develop new equipment, optimize existing equipment, develop new training methods or enhance existing training methods
- v) Psychology
 - Individual psychological assessment and counselling
 - Equip athletes with the understanding of their psychological functioning
 - Enable athletes to implement a range of psychological strategies to thrive under pressure
 - Create productive and cohesive team environment
 - Group education
 - Provide psychology-related informational materials

5.2.2 Sport Medicine Services

SportSG partners Changi General Hospital and SingHealth in running the SSMC@SSI.

The SSMC focuses on the diagnosis and treatment of sport injuries associated with national training and competition. It serves to provide comprehensive and quality care to help athletes return to their desired activities as soon as possible.

- i) Medical Services
 - Musculoskeletal screening
 - Management of acute and chronic musculoskeletal injuries
 - Medical clearance
- ii) Sport Physiotherapy
 - Evidence-based sport physiotherapy treatment
 - Medical coverage during Major Games and competitions
 - Sport-specific injury prevention and performance enhancement programmes
- iii) Sport Massage
 - Sport massage is prescribed based on training phase
- iv) Rehabilitation Services
 - Sport-specific rehabilitation programmes to facilitate safe return to sport
 - Education for athletes and coaches on injury prevention and management
- v) Podiatry
 - Customised orthotics for athletes

6. FAQs –

SPEXSCHOLARSHIP/SPEXPOTENTIAL

Eligibility

Can I receive *spexCarding* and *spexScholarship/spexPotential* support simultaneously?

No, you can only be supported through one mechanism. An athlete that is awarded the *spexScholarship/spexPotential* will still be carded.

Are team sports and disability athletes eligible for the *spexScholarship* or *spexPotential*?

Yes, athletes within team and disability athletes are eligible to apply for the scholarship. In sports where a pair is required, (e.g. a double handed boat in sailing), both athletes will need to apply.

Will my academic results be considered when evaluating my nomination and if I am selected, will my academic costs be covered?

Selection is based on the criteria detailed in Section 3.4 which does not include your academic results. Academic costs will not be covered under the *spexScholarship* or *spexPotential*.

Obligations

What obligations must I adhere to under the *spexScholarship* or *spexPotential*?

In addition to adhering to the prescribed training and competition plans, you are expected to embrace the principles and values of sportsmanship and to be a role model to fellow Singaporeans.

You are also required to engage in community activities to ensure the value of the scholarship program impacts the community.

Full details of obligations and expectations will be detailed in the *spexScholarship* or *spexPotential* Athlete Agreement, which is a tripartite agreement between you (the athlete), NSA and SportSG.

How will my programme be affected if my performance improves or declines?

The HPS Programme allows for you to “move up and down” the pathway when your sports performance shows a sustained change over a period of 6-12 months.

Athletes showing a sustained increase or decrease in performance may be moved up or down the structure accordingly. In the case of decreased performance every effort will be made to identify and diagnose the issues affecting sports performance early such that necessary support can be provided.

If this is still not successful (over a 3 to 6-month period) you may be moved to a lower tier or exit the scheme (with support offered to transit back into education/career).

As a *spexScholarship* or *spexPotential* athlete will I continue under my current coach and/or squad?

Not necessarily - the objective is to provide world class support which may, therefore, require some changes to your current programme. (E.g. Perhaps it could mean having a dedicated coach, or access to overseas training etc.)

If I get injured during training or competition, how would this affect my programme?

You will continue to be supported during the period of rehabilitation. For injuries that cause a discontinuation in sport participation, support will continue for 6 months while SSI assists you to transit to an alternative career or back to non-scholar status with a possible extension for another 6 months on a case-by-case basis.

If I receive the *spexScholarship* or *spexPotential*, can I use the stipend to pay for my school fees, school materials or purchase other equipment?

Yes, you may use the stipends to pay for the above-mentioned items.

If I receive the *spexScholarship* or *spexPotential*, am I liable to pay tax?

Any stipend you receive may be deemed taxable and it is your responsibility to declare your annual income to IRAS (<http://www.iras.gov.sg>).

If I am selected for the *spexScholarship* or *spexPotential* programme, how will SSI assist with my career and education development?

SSI believes in developing athletes holistically in terms of sport, career, education and character development. As a *spexScholar*, you will be assigned to an athlete life coach from the SSI Athlete Life Team who will help you to develop a customised athlete life plan to enable this holistic development.

For further details of this programme, please visit the Athletes' Centre located within the Medical Centre reception of SSI.

If I am thinking of studying overseas, are there any special considerations I should take note of?

Yes. Each educational institution has its own requirements; in particular, please do take note of the National Collegiate Athletic Association by-laws which pertain to athletes competing in NCAA programmes in US universities and colleges. For further clarification and information, please contact your NSA or the SSI Sport Performance Manager/*spexEducation* staff.

Am I allowed to work or study while I am a *spexScholar* / *spexPotential* athlete, is this allowed? Will there be any impact on the support that I receive if this is allowed?

The primary job of the *spexScholar*/ *spexPotential* athlete is to train and compete full-time, so that the athlete is able to meet his/ her mutually-agreed KPIs and development milestones and achieve the aim of the programme, e.g. to achieve podium success at the Major Games. In addition, the athlete must also commit to sufficient time for rest and recovery, and hence they are strongly encouraged not to take on other significant level of employment.

However, we may consider deviations on a case-by-case basis. Any request has to be stringently assessed and subsequently determined whether to approve by SportSG, NSA, Coach/Technical Director, and it is typically an exception rather than the norm. Key considerations include, but not limited to: (i) whether taking on additional employment will have an impact on the *spexScholar*'s training and competition commitments, plans and KPIs, and (ii) whether there are justifications to support the *spexScholar*'s or *spexPotential* athlete's request. Such requests must be surfaced to SportSG in writing with sufficient lead time for assessment and approval (e.g. about a month prior to signing of agreement with the employer). If the request is approved subsequently, the monthly stipend that the *spexScholar* receives will be calibrated accordingly, while there will currently be no adjustment to the *spexPotential* athlete's stipend.

Scholarship/ Sponsorship Matters

If I am currently receiving or will receive sponsorship and/or another scholarship can I still apply for the spexScholarship or spexPotential?

Yes, you may still apply. Do note that it is important that you provide full details of all such sponsorships or scholarships in your nomination form. Generally, athletes receiving other scholarship(s) would only be considered for programme support but this would be discussed in detail at the offer stage (if your nomination is successful) based on your circumstances.

Can I still receive sponsorships (in-kind or cash), monetary rewards (e.g. the Major Games Award Programme (MAP), the Athlete Achievement Award (AAA), tournament prize money etc.), and remuneration for appearances and endorsements, while I am a spexScholar or spexPotential athlete?

Sponsorship

Yes, a spexScholar or spexPotential athlete may receive sponsorships. However, SportSG's approval must first be obtained in writing with sufficient lead time for assessment and approval (e.g. about a month prior to signing of agreement with the corporate sponsor). Key considerations include, but not limited to: (i) level of commitment required for the engagement should not have a negative impact on training hours (including rest and recovery) and competition plans; and (ii) product and/or corporate sponsor should not go against what it means to be a role model TeamSG athlete.

Please note that spexScholars and spexPotential athletes, along with the other spexCarded athletes, may, from time to time, be required to support and promote the NSA, SportSG, Team Singapore, the Sport and other key sponsors/support agencies, which may or may not involve remuneration for the athlete. This includes:

- i) Compulsory attendance at TeamSG events, e.g. press interviews/ media features (typically no remuneration), TeamSG promotional campaigns, functions, community outreach and seminars. SportSG will take into consideration that such involvement or cooperation should not compromise the Athlete's High Performance programme of which the decision on this will be determined by respective Coaches and Sport Performance Manager;
- ii) Attending any Team Singapore press interview which is reasonably required before engaging in any activity in support of a commercial teammate or sponsor;
- iii) Allowing the filming and/or recording of the Athlete's performance on behalf of or by the NSA and SportSG whilst training, competing or otherwise carrying out any activity as a participant of the spexCarding Programme or as part of Team Singapore branding, imagery or campaign.

MAP, AAA, Prize Money

spexScholars and spexPotential athletes are allowed to keep the MAP, AAA or any tournament prize money that they receive during their careers. They will have to abide by any agreements that they may have with their NSAs, e.g. proportion of the monetary awards that they have to contribute to their NSAs, and the prevailing tax regulations on these types of income (please refer to <http://www.iras.gov.sg>).

New Announcements for FY2025

What is the rationale for the new CPF top-ups for spexScholars, and how will the CPF top-ups be calculated?

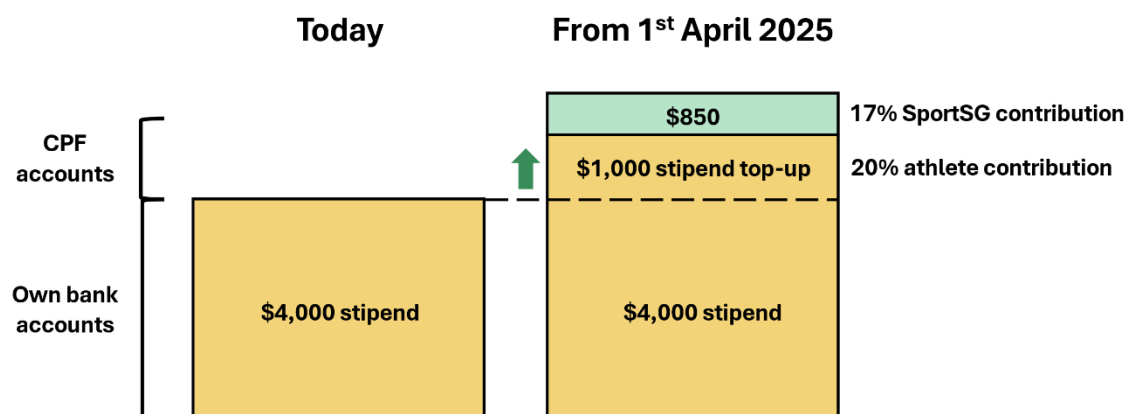
To bolster the financial stability of our athletes and para-athletes, we will raise our spexScholars' stipends and introduce monthly top-ups to their CPF accounts.

Competing full-time at the highest levels means that athletes and para-athletes forgo their opportunity to accumulate savings, including CPF. Current stipends are not sized to include CPF contributions today. This affects their ability to purchase housing or support their healthcare needs.

Starting from 1 April 2025, SportSG will revise upwards the monthly allowance for our spexScholars. To enhance their CPF savings, we will channel 20% of their increased stipend into their CPF accounts. In addition, SportSG will contribute another 17% of their stipend to their CPF accounts. This top-up is sized taking reference from the prevailing CPF rates for employers and employees today.

Refer to chart below for an example of what a spexScholar would receive:

Example of what a spexScholar would receive...



This enhancement will apply from FY25 onwards, and the provision of CPF contribution will cease when the spexScholar completes his/her programme and is no longer receiving a monthly stipend.

What is the milestone bonus? Must the number of years be in one contiguous duration, and can it be cumulative?

SportSG will provide a milestone bonus to all spexScholars to encourage elite athletes to remain in their sport at a higher level for a longer time, so that they can reach their fullest potential. The milestone bonus is calculated based on one month stipend for the completion of every four years of spexScholarship, starting afresh for all spexScholars (i.e. both new and existing spexScholars) from FY2025.

The four-year milestone periods will be calculated based on the cumulative number of years that a spexScholar is on the programme. This is to recognize that HPS development pathway for athletes is often not linear, and some spexScholars may exit and re-enter the programme during his/ her career.

Will spexPotential athletes be given these CPF top-ups and milestone bonus as well later on?

We consider the spexScholars to be doing full-time “work” as athletes who are competing at the highest levels – spexScholars are committed to a higher level of training (20 to 30 hours) and competition load vis-à-vis spexPotential athletes. The spexPotential programme is meant to provide an additional scaffolding of enhanced support for the next layer of athletes and transit them to “full-time” athletic careers as spexScholars. Hence, we encourage the spexPotential athletes to continue on their HPS developmental pathway and transit to the spexScholarship to receive this new support when they have made the necessary improvements to be eligible.