

# NATIONAL FEDERATION and ATHLETE TIERING SYSTEM POLICY

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One	Created January 2021	TBC	Version 1



### 1. Introduction

This document outlines the criteria, and process used to rank National Federations (NFs), athletes, and teams for the purpose of prioritizing and efficiently targeting Papua New Guinea Olympic Committee's (PNGOC) resources and support.

It should be noted that the PNGOC recognizes the difficulties and limitations facing all NFs in Papua New Guinea and makes every effort to provide support to all NFs whenever possible; however, not every NF can be optimally supported in every element of high performance sport. As such, the PNGOC has developed the ranking system that will be a guide for application of PNGOC's Resource Allocation Policy.

Ranking will be a collaborative process between the PNGOC and respective NFs to determine the status of the NF in specific areas relevant to several critical success factors.

## 2. BASIS OF RANKING

National Federations (NFs) will be ranked in a number of different criteria based on certain performance factors and governance/management factors. The specific criteria used and related scores are found below in Sections 4, 5 and 6.

A National Federation's ranking will be determined each year in a joint PNGOC-NF meeting in which NFs will present their high performance plan, evidence, and rationale for ranking athletes and teams based on the appropriate criteria.

Ranking tiers will be determined on two factors

- 1) Total score, and
- 2) Scores in specific factors that are directly relevant to Olympic qualification and/or Pacific and/or Commonwealth Games medal potential
  - a. In order to qualify for team 2023 or Team 2024 support (if available) NFs must score points in the categories and factors identified as such in the sections below.

## 3. THE PROCESS

- 1. The PNGOC will provide ranking criteria and scoring ranges (as per Sections 4, 5 and 6 below) in specific areas of sport performance and governance/management, primarily focused on preparation for performances at the Olympic, Pacific and Commonwealth Games level,
- 2. NFs and the PNGOC will each, separately, provide their score for each area,
  - a. Scores will be compared and discussed in the annual joint review meeting between the PNGOC and respective NFs (i.e. a separate meeting for each NF),
  - The PNGOC's goal is to mutually agree on specific scores and final ranking, however in the case of disagreements, the PNGOC will make the final decision or a category or factor score,



- c. It is expected that assessment by the PNGOC and the NFs will be based on objective evidence as much as possible, and that evidence must be presented to support past and predicted performance claims,
- 3. The number of ranking criteria and the number of scoring levels (and definitions) within each criteria may change from time to time according to the evolution and development of high performance sport in PNG; however, NFs will be given sufficient advanced notice of changes.
  - a. Changes to the criteria will not be made more than once annually,
- 4. The scores for some criteria may be weighted according to the impact of those criteria on the potential to achieve PNGOC and national performance objectives.
- 5. A final ranking score will be calculated and used to determine the ranking tier for each NF to be used to allocate available resources as per the PNGOC Resource Allocation Policy,
  - a. NFs will not hold a specific rank, but instead athletes and teams within a sport will hold a specific rank and will receive support as per the RAP and the availability of resources
    - i. Performance related scores will be used to determine RAP eligibility, as well as eligibility for other (potential) programs such as Team 2023 and Team 2024
    - ii. Governance/management scores will not be used initially to determine ranking for RAP purposes, but will be used to identify needs for individual and multi-NF development programs; however, over time governance/management factors will evolve to be determining factors (along with performance factors) in allocation of resources.

# 4. CRITERIA AND SCORING FOR CALCULATION OF NF RANKING

NFs will be evaluated on multiple criteria as shown below. Criteria and a broad description of what might be included in each criterion are shown in Table 1 below.

#### 4.1 Performance factors

Evaluation criteria	Broad description of elements that can be included in this criteria
1.	This area will include performances in World/Olympic/ Commonwealth/Pacific ranking, as well as historical direction showing
Athlete/Team	improvement or decline over the last 12-24 months.
performance ranking	Evidence should be provided which shows the gap in performance levels between PNG individual athletes (for individual sports) and/or team performance and real or projected performance results for qualification standards, or reaching finals or a medal position for specific competitions.



	The expectation is that historical performance will be considered; however, the primary evaluation criteria for (potential) future performance should be evidence based		
	This category will also consider the number of athletes		
2. Performance trend	relevant field		
	factors (3-5) will be used to determine potential eligibility for Team s/teams are aligned with being part of Team 2023 and/or Team 2024.		
	This should describe the maximum number of Gold medals that can be won at the Commonwealth Games for that sport. Number of medals that can be won should be based on the number of athletes/teams that will be entered in the specific events.		
3.  Number of medals available in specific sports	E.g. Individual sport - 5 athletes entered for 5 different events. Based on the 5 athletes entered, 5 Gold medals can be won. Note that the number of athletes entered should have evidence provided to back up their predicted performance. Generally, an event only offers one medal. Some events offer more than one medal for one event.		
or disciplines in Commonwealth Games	Refer to Question #5 to provide evidence for their predicted performances.		
Games	It should consider the quota number or entries per country in a specific event.		
	NOTE: Since team sport National Federations are typically limited to no more than 2 medals per sport, this factor will weigh team sports so that they are not penalized.		
4. Previous Commonwealth Games experience/ result	Previous best performance in most recent Commonwealth Games (or equivalent benchmark event) by the same athlete(s)/team(s)		
5.	Predicted performance outcome in Commonwealth Games performance –		
Predicted	support by evidence based on the entered athletes/teams from Question #3.		
Commonwealth Games performance			



Note: the next factor and Team 2024 Pro	rs (6-8) will be used to determine potential eligibility for Team 2023 grams
	This should describe the maximum number of medals that can be at the Pacific Games for that sport. Number of medals that can be won should be based on the number of athletes/teams that will be entered in the specific events.
6.  Number of medals available	E.g. Individual sport - 5 athletes entered for 5 different events. Based on the 5 athletes entered, 5 Gold medals can be won. Note that the number of athletes entered should have evidence provided to back up their predicted performance. Generally, an event only offers one medal. Some events offer more than one medal for one event.
in specific sports or disciplines in Pacific Games	Refer to Question #8 to provide evidence for their predicted performances.
	It should consider the quota number or entries per country in a specific event.
	NOTE: Since team sport National Federations are typically, limited to no more than 2 medals per sport, this factor will weigh team sports so that they are not penalized.
7. Previous Pacific Games experience/ result	Previous best performance in most recent Pacific Games (or equivalent benchmark event) by the same athlete(s)/team(s)
8. Predicted Pacific Games performance	Predicted performance outcome in Pacific Games performance – support by evidence based on the entered athletes/teams from Criteria #6.
Note: the next factor and Team 2024 Pro	rs (9-13) will be used to determine potential eligibility for Team 2023 grams
9.	This should include a description of the qualification process for the
Olympic Games Qualification process	Olympic Games and the potential to qualify on merit e.g. regional qualification, world ranking qualification, multiple or single qualification opportunities etc.
10.	This will consider the relative difficulty to achieve a positive result (according to PNGOC and NF goals). This can include (but not be limited



Olympic competition structure	to) number of entrants in an event, the Olympic competition structure, seeding, relative strength of field and so on.
11. Olympic ranking	This will consider an individual athlete's or team's Olympic ranking
12. Previous Olympic Games experience/result	Previous best performance in most recent Olympic Games (or closest equivalent benchmark event (e.g. World Championships) – in quality of level of competition) by the same athlete(s)/team(s)
13. Predicted Olympic performance	Predicted performance outcome in Olympic Games performance – support by evidence

# 4.2 GOVERNANCE/MANAGEMENT FACTORS

Over time, these factors will evolve into determining factors into the ranking of NFs.

Evaluation criteria	Broad description of elements that can be included in this criteria		
Coaching	This should describe the number of certified coaches, the level of coaching and experience in place (or proposed) for the athletes or teams.		
Daily Training Environment	This should describe the location and quality of individual athlete's and/or a team's training environment including details about facilities, access to S&C facilities and services, access to other non-sport specific training modalities, relevant access fees etc.		
High Performance Plan	This should describe the quality of the NF's high performance plan in relation to PNGOC's minimum standards and template(s) as well as the ability of an NF to deliver the plan based on historical evidence and future prospects. Refer to PNGOC's NF HP Strategy guidelines.		
Competition	This should include factors such as presence or absence of good quality and regular domestic competition and/or ability to access high-level international competition.		



	This considers whether SS/SM services and appropriate 'applied
Science/Medicine/Technology	sport technology' in necessary areas are available and/or
	utilized.

## 5. SCORING TABLE FOR RANKING CRITERIA

There are four scoring levels for each criterion, as follows:

- Level 1 (1 point) would be more or less the lowest possible situation... e.g. no coach at all, no world, Pacific or similar performance ranking, no domestic competition structure etc., In some cases if a criterion is not met, and if it is a negative factor for goal achievement, then 0 points might be given. For example if a high performance plan is poor an NF might receive 1 point; however, if there is no plan at all then 0 points would be awarded
- Level 2 (3 points) intermediate levels between Levels 1 and 4
- Level 3 (5 points) intermediate levels between Levels 1 and 4
- Level 4 (max 7 points) would be the best or ideal situation in PNG... e.g. athlete won a Gold medal at the most recent Pacific Games, or an athlete being ranked high enough to qualify on merit.

For each question, a NF can only score a maximum of 7 points. Points are not based on the number of athletes that can achieve that particular level of scoring. Points are awarded based on the best possible level achievable for the individual athlete, or a specific team, based on current, or (evidence based) predicted performances.

A NF will need to complete scoring for each individual athlete for individual sports and scoring for each team for team sports.

In addition to the scoring levels described which are intended to differentiate where NFs stand on a scale of least to most possible points, there will be an additional scoring system, which will determine eligibility for additional support through (potential) programs such as Team 2023 and Team 2024.

Criteria's 1 and 2 will determine general athlete and team ranking for allocation of resources.

Criteria's 3,4,5 will be used to determine eligibility for support for specific preparation for the 2022 Games including Birmingham Commonwealth Games and the Northern Mariana Islands Pacific Mini Games. Ranking here will also determine inclusion in Team 2022 for the Birmingham Commonwealth Games.

Criteria's 6,7,8 will be used to determine eligibility for support for (potential) programs such as Team 2023 – specific preparation for the 2023 Solomon Islands Pacific Games.

Criteria's 9 – 13 will be used to determine eligibility for additional support for (potential) programs such as Team 2024 – specific preparation for the 2024 Paris Olympic Games.



# **6. Ranking Scorecards:**

# **6.1** Performance Criteria



Cuitonio	Level 1	Level 2	Level 3	Level 4	
Criteria	(1 point)	(3 points)	(5 Points	(7 points)	
2. Direction or trend of results and/or ranking	These criteria will consider the amount and direction of change in ranking and/or performance results.  If possible NFs should show details of changes (i.e. how much and direction of change), as well as how they have changed in relation to primary competition and/or expected performance goal. This could be the either the score or result, the result of head-to-head competition or other performance/statistical data to show relevant and relative improvement or decline in performance. Other relevant data can be considered.				
	Athlete is consistently decreasing in Oceania ranking over previous 12 – 24 months	Athlete or team showing only slight improvement over the previous 12 - 24 months (less than 10 Oceania ranking places)	Athlete or team showing moderate improvement over the previous 12 - 24 months (between 11 and 19 Oceania ranking places)	Athlete or team showing good improvement in ranking position over the previous 12 - 24 months (e.g. more than 20 Oceania ranking places)	
PNGOC score					
NF score					
Criteria	Level 1	Level 2	Level 3	Level 4	
Griteria	(1 point)	(3 points)	(5 Points	(7 points)	
3. Number of medals	How many medals are possible for PNG to win in the sport? Consider team size number of entries per country etc. NF must indicate the targeted athlete for each targeted event and provide evidence to back the predicted performance in criteria # 5.				
available in specific sports at the Commonwealth Games	(0 points)  Sport or discipline not on the next Commonwealth Games schedule	1 medal	2 medals	3 or more medals	



	(For team scoring only) (0 points)	(For team scoring only)	(For team scoring only)	(For team scoring only)
	Sport or discipline not on the next Commonwealth Games schedule	1 medal	2 medals	More than 2 team medals
PNGOC score				
NF score				
Criteria	Level 1	Level 2	Level 3	Level 4
G. 1001 A.	(1 point)	(3 points)	(5 Points)	(7 Points)
	-	formance in most recent mark event) by the sam		*
4. Previous Commonwealth Games experience/ result	Progressed to 2nd round or equivalent or finished in the top half of the field  (0 points if they haven't met any of these criteria)	Finalist or equivalent (e.g. top 8, last round, top third etc.)	Podium finish (Silver or Bronze)	Gold medallist
PNGOC score				
NF score				
Criteria	Level 1	Level 2	Level 3	Level 4
ditteria	(1 point)	(3 points)	(5 Points	(7 points)
Fredicted performance outcome in Commonwealth Games performance support by evidence. NF must provide evidence for the targeted athlete each targeted event provided in criteria # 3.				-
Commonwealth Games performance	Progress to 2nd round or equivalent, or	Finalist or equivalent (e.g. top 8, last round, top	Silver or Bronze	Gold medallist



	finish in the top half of the field	third of the field etc.)			
PNGOC score					
NF score					
Cuitouio	Level 1	Level 2	Level 3	Level 4	
Criteria	(1 point)	(3 points)	(5 Points)	(7 points)	
	How many medals are possible for PNG to win in the sport? Consider team size number of entries per country etc. NF must indicate the targeted athlete for each targeted event and provide evidence to back the predicted performance in criteria # 8.				
	(0 points)	1 medal	2 medals	3 or more medals	
6. Number of medals available in specific sports or	Sport or discipline not on the next Pacific Games schedule				
disciplines in Pacific Games	(For team scoring only)	(For team scoring only)	(For team scoring only)	(For team scoring only)	
	(0 points)  Sport or discipline not on the next Pacific Games schedule	1 medal	2 medals	More than 2 team medals	
PNGOC score					
NF score					
Criteria	Level 1	Level 2	Level 3	Level 4	
Criteria	(1 point)	(3 points)	(5 Points)	(7 points)	
7. Previous Pacific	_	formance in most recen ) by the same athlete(s)	•	or equivalent	
Games experience/ result	Progressed to 2nd round or equivalent and	Finalist or equivalent e.g. top 8, last round, or at	Silver or Bronze	Gold medallist	



	at least the top half of the field  (NOTE: size and strength of field will be considered. Points may not be awarded if size of field is less than 5)	least the top third of the field				
PNGOC score						
NF score						
Critoria	Level 1	Level 2	Level 3	Level 4		
Criteria	(1 point)	(3 points)	(5 Points)	(7 points)		
	by evidence. NF m	Predicted performance outcome at the Pacific Games performance – support by evidence. NF must provide evidence for the targeted athlete for each targeted event provided in criteria # 6.				
8. Predicted Pacific Games performance	Progress to 2nd round or equivalent  (NOTE: size and strength of field will be considered. Points may night	Finalist or equivalent (e.g. top 8, last round etc.)	Silver or Bronze (Podium finish)	Gold medallist		
	be awarded if size of field is less than 5)					
PNGOC score						
NF score						
	ı					



## **6.2 OLYMPIC GAMES PERFORMANCE FACTORS**

NOTE: The following five criteria's will be used to determine eligibility to (potential) Team 2024 Program.

Criteria	Level 1	Level 2	Level 3	Level 4	Final
	(1 point)	(3 points)	(5 Points	(7 points)	score
	qualification, world	n process for the Oly ranking qualification	i, multiple or single	e qualification oppor	•
9. Qualification process (Olympic Games)	Qualification process is extremely difficult, and potentially expensive. Athlete or teams are unlikely to qualify May possibly receive Universality placing or Tripartite invitation	Regional qualification process favours PNG athlete/teams but is potentially expensive.	Regional qualification process favours PNG athlete/teams.  Some realistic potential to qualify on merit	World qualification process favours PNG athlete/teams.  Some realistic potential to qualify on merithave already qualified	
PNGOC score					
NF score					
Criteria	Level 1	Level 2	Level 3	Level 4	Final
OI IVOI IU	(1 point)	(3 points)	(5 Points	(7 points)	score

These criteria consider the relative difficulty of being "successful" in the Olympic Games (e.g. progressing through multiple rounds, reaching semi-finals or finals etc.). It may include elements such as usual number of entrants, whether the Olympic competition structure is favourable to positive performance outcomes, and other relevant factors.



10. Olympic competition structure	Traditionally a highly competitive international field with multiple performance heats or rounds. Unlikely for PNG athlete/team to progress past Round 1	A competitive international field with multiple performance heats or rounds. Potential for athlete/team to progress to the next stage or finish in the top half of the number of participants	Potential to finish in top 3 <sup>rd</sup> of competition	Favourable number of entrants and/or rounds or heats. A good chance that athletes/ teams might reach at least semi-final  Possibly to attain an Olympic Diploma	
PNGOC score					
NF score					
	Level 1	Level 2	Level 3	Level 4	Final
Criteria	(1 point)	(3 points)	(5 Points)	(7 points)	score
	This will consider an individual athlete's or team's Olympic ranking				
11.	No specific	Ranked >100	Ranked	Ranked in top	
Olympic ranking	Olympic ranking	Olympic ranking	between 50 – 100 Olympic ranking	50 Olympic ranking	
PNGOC Score					
NF Score					
	Level 1	Level 2	Level 3	Level 4	Final
Criteria	(1 point)	(3 points)	(5 Points	(7 points)	score
12. Previous	Previous best performance in most recent Olympic Games (or closest equivalent benchmark event – in quality of level of competition) by the same athlete(s)/team(s)				



	attended an Olympic Games	the previous Olympic Games		and progressed past 1 <sup>st</sup> round (or equivalent	
PNGOC Score					
NF Score					
a	Level 1	Level 2	Level 3	Level 4	Final
Criteria	(1 point)	(3 points)	(5 Points	(7 points)	score
	Predicted performance outcome at the Olympic Games performance – support by evidence				
13. (Predicted) Olympic performance	Athlete(s) or team(s) is unlikely to progress past 1st round or heat or equivalent, or win a match in pool play etc.	Athlete(s) or team(s) is likely t move to at least 2 <sup>nd</sup> round, win a match in pool play or equivalent	Athlete(s) or team(s) has potential to reach at least quarter-final or semi-final (or equivalent depending on structure of competition	Athlete(s) or team(s) have a realistic chance of reaching a final based on performances	
PNGOC Score					
NF Score					
			Т0'	TAL SCORE Q 9-13	



# **Governance/Management Factors**

14. Coaching	coaching pathway and trained or qualified a relevant programs).  No National coach in place/self coached, or  Less than 20 qualified coaches with OSEP CC&O  Less than 20 qualified coaches with Sport specific Level 1 (Basic)	Part time coach with no international experience, or 20 or more coaches with OSEP CC&O or Sport specific Level 1, or 1 or more coaches with OSEP development qualification	5 or more Coaches with OSEP Coach Development qualification or Sport Specific Level 2 or more	Part time or full time coach (with coaching contract**) and international experience (e.g. coaching a national team or individual athletes (in any country) in international competition.  BONUS point if coach has demonstrated success (e.g. medals) at Pacific, Commonwealth, Olympic Games or other similar level international competition.
	** Approved coaching agreement in place that addresses, terms of employment performance outcomes and joint responsibilities and accountabilities			
PNGOC score				
NF score				
15. Daily Training Environment	athlete's/team's dail	y or typical training e ties, access to S&C, a	environment includin access to other non-s	ca, Rabaul etc.) and quality of g (but not limited to) details sport specific training modalities,



	No consistent high quality DTE (e.g. facility, access to services etc.)	Several elements of a quality DTE are in place, but they are not colocated.	Most elements of a quality DTE are in place and are either co-located or very close to each other, BUT athletes or team has intermittent access to those facilities (e.g. a few training camps per year)	Most elements of a quality DTE are in place and are either co-located or very close to each other, AND athletes or team has regular access to those facilities	
PNGOC score					
NF score					
16. High Performance Plan		and template(s) as w	ell as the ability of th	Most or all plan elements are in place according to PGNOC High Performance plan guidelines and template(s) and a high likelihood of implementation	
PNGOC score					
NF score					
17. Competition	domestic competitio  No regular or consistent	consistent domestic	Consistent domestic	High quality and competitive national	regular
	domestic competition	competition	competition held annually.	domestic competition held annually and high likelihood of	



		Limited and unpredictable access to high quality international competition	access to high quality international competition	
PNGOC score				
NF score				
			TOTAL SCORE	



# 7. APPLICATION OF SCORES FOR RANKING

#### As noted above:

- Scores for criteria's 1 2 will be used to determine general NF ranking
- Scores for criteria's 3 5 will be used to determine eligibility for (potential) Team
   2022 Commonwealth Games and Pacific Mini Games support
- Scores for criteria's 6 8 will be used to determine eligibility for (potential) Team 2023 Pacific Games support
- Scores for criteria's 9 13 will be used to determine eligibility for (potential) Team 2024 Paris Olympic Games support

Tiering levels for different levels of support	Scoring level to determine support
<b>Tier 1</b> Team 2024 – Paris Olympic Games support:	Individual athletes or teams must score points from criteria's 1 – 13 to be eligible for support in this program for Team 2024 and criteria's 1 – 8 to be eligible for support in this program for Team 2023 (Non-Olympic Sports).
Team 2023 – SI Pacific Games Support: Predicted Gold medallists	The number of athletes and/or teams supported in this program will be dependent on level of funding available. In the case of limited funds athletes/teams that score the highest will receive priority for resource allocation
Tier 2	Individual athletes or teams must score points from criteria's 1 - 8 to be eligible for support in this program. Scores from criteria's 3 – 5 may also be considered to determine eligibility for this program
Team 2023 – Solomon Island Pacific Games support: Possible podium finish	The number of athletes and/or teams supported in this program will be dependent on level of funding available. In the case of limited funds athletes/teams that score the highest and also have the most potential to win medals at the 2023 Pacific Games will receive priority for resource allocation
Tier 3 – No podium finish.	All athletes/teams that do not qualify for Tier 1 or 2 support will be ranked according to their total score from criteria's 1 – 13.
<b>Tier 4</b> – Developing sport	The separation between Tier 3 and 4 will be a PNGOC decision based on the scores of athletes and teams in respect of an obvious and rational split of the range of scores



## 8. NOTIFICATION OF STATUS AND APPEALS

- National Federations, athletes and teams will be informed of their ranking status no later than two weeks after the final PNGOC-NF Annual Review meeting.
- NFs may make appeals on athlete's/team's ranking status no later than 2 weeks after official notification of ranking status
- Athletes/teams may only appeal their ranking status in the time allowed through their NF
- All appeals will be made to the performance Committee

# 9. REVIEW AND AMENDMENT

- (a) The Executive Board of the PNGOC may, in its absolute discretion, review and amend this Policy document at any time.
- (b) A copy of this Policy will be available to an interested party upon written request to Secretary General of the PNGOC.

Adopted by the Executive Board of the PNGOC on: 7 April 2021

Amended: Version 1