



**Paracanoe World Class Programme
Qualification Policy
2023**

1. Purpose and Principles

- 1.1. The British Canoeing World Class Programme (WCP) is a partnership programme funded by UK Sport and run by British Canoeing, with the purpose of enabling athletes to achieve excellence and be capable of medal winning performances at the Paris and Los Angeles Paralympic Games as well as other significant Senior Championship events.
- 1.2. The 2023 Paracanoe World Class Programme Qualification Policy (“Qualification Policy”) sets out the process that will be followed during 2022 to identify the best athletes in each paracanoe discipline towards these objectives and how they will qualify to the British Canoeing World Class Programme (WCP) from 1 Jan 2023.
- 1.3. This Qualification Policy also sets out how the level of funding provided to athletes qualifying onto the WCP will be determined.
- 1.4. Athlete place decisions will be made on the agreed principles laid out within this Qualification Policy and the final decision will be subjective in nature based on evidence informed insight.
- 1.5. Athletes are assessed for membership of the WCP on an annual basis. Subject to the exceptions detailed in 7.1.1 and 7.1.2, an athlete will be offered a WCP Place for a period of 12 months and will not be guaranteed membership from one year to the next.
- 1.6. WCP membership is put in place to support an athlete’s future performance(s) and is not a reward for past performance(s).
- 1.7. WCP membership is optional. By accepting membership of the WCP and associated Athlete Performance Award (APA) funding, the athlete is agreeing to the monitoring procedures and conditions outlined in the athlete agreement.
- 1.8. This is not a team selection policy. British Canoeing GBR Team Selection will be determined by the relevant Selection Policies and is separate from WCP membership.
- 1.9. This Qualification Policy is subject to ongoing review and British Canoeing reserve the right to make amendments to reflect changes in circumstances, including but not limited to, restrictions imposed in connection with the Covid-19 pandemic, funding changes and the outcome of the annual investment review with UK Sport.
- 1.10. This Qualification Policy operates in conjunction with all relevant British Canoeing policies including, but not limited to, Pregnancy Policy, Equality Policy, Anti-Doping Policy, Anti Bullying Policy, Transgender Policy, Data Protection Policy, Declaration of Interests and Anti Bribery Policy.

2. Eligibility

- 2.1. To be considered for a WCP place, athletes must:
 - 2.1.1. Meet the British Canoeing eligibility criteria and those of the IPC, the BPA and UK Sport (as appropriate) to represent the British Team at the Paralympic Games including holding a British Passport;
 - 2.1.2. Be a member of British Canoeing, or one of the National Canoeing Associations in Scotland, Wales or Northern Ireland and remain so during their time on the Programme;
 - 2.1.3. Meet the criteria as set out in UK Sport’s Eligibility and Rules Policy for athletes in receipt of public funding and/or publicly funded benefits;
 - 2.1.4. Not be serving a ban from participation in the sport for any reason (such as a result of being found guilty of a doping offence).
 - 2.1.5. Hold a minimum of a British Canoeing National level classification at confirmed (C) Fixed date review (FDR) or review (R) status, unless specifically agreed with UK Sport.
- 2.2. Athletes meeting the eligibility requirements at 2.1 will then only be considered under this Qualification Policy if they meet one of the following criteria:
 - 2.2.1. Raced internationally for GB Paracanoe Teams and achieved the minimum WCP Qualification result in Paralympic events or identified non-Paralympic events contained in the Athlete Matrix at Section 4 below; OR

- 2.2.2. been a WCP Paracanoe Programme athlete or WCP prospect (known as non-programme support in 2022) athlete in 2022; OR
- 2.2.3. be one of up to 2 athletes who have not met the criteria at 2.2.1 or 2.2.2 but are identified by the Performance Director at his discretion as having the potential to achieve excellence within the WCP.

3. WCP Places and Overview of Qualification Criteria

- 3.1. There are a maximum of 18 athlete places in the Paracanoe WCP split between Podium (A&B APA levels) and Academy (C, D&E APA Levels).
- 3.2. If new WCP places arise during WCP year either as a result of an increase in places or athlete(s) leaving the WCP then the Performance Director may make a recommendation to UK Sport for further athlete nomination(s). Any nominations would be made in line with the principles of this Qualification Policy.
- 3.3. Athletes selected onto the Paracanoe WCP will be determined through the processes outlined in Section 4 of this Qualification Policy.
- 3.4. The level of APA funding allocated to WCP Athletes will be determined by the provisions outlined in Section 5 of this Qualification Policy.

4. WCP Assessment and Nomination Process

- 4.1. Following the end of the season and the completion of all competitions and assessment opportunities, British Canoeing will produce an analysis of all relevant information including Race outcome, Race Performance Scores, (as detailed in Appendix 1) Race Determinants (as detailed in Appendix 2) and Training determinants (as detailed in Appendix 3).
- 4.2. The World Class Programme Nomination Panel (WCPNP) will consist of the Performance Director, Senior Performance Coach, Head of Performance Operations, Programme Pathway Manager and one independent member. Each member of the WCPNP will have one vote with the Performance Director chairing the WCPNP and having the casting vote. A member of the Governance Team may attend as a non-voting observer and at the Performance Director's discretion non-voting observers including but not limited to the BAC and UK Sport may also be invited to attend a meeting of the WCPNP.
- 4.3. Once all information has been gathered in accordance with 4.1, the WCPNP, in consultation with section coaches and relevant senior practitioners, will meet to determine a first filter of all eligible athletes ('Ranking Order') in line with the Athlete Matrix Below. This initial Ranking Order ensures consideration for a WCP place but is not a guarantee of any offer of a WCP place.

See Athlete Matrix on following page

Table 1: Athlete Matrix - Race Outcome Matrix Band and Ranking Score

Ranking Score		Matrix Band	Race Outcome
10	PODIUM	A+ £28k	Gold Medal Performance at Paralympic Games ² ; Paracanoe World Championships across two different competitive seasons since the start of 2019 ³
9		A £26.5k	Gold Medal Performance at Paracanoe World Championships 2022 ³
8		B+ £23k	Silver or Bronze Medal Performance at Paralympic Games; Paracanoe World Championships across two different competitive seasons since the start of 2019 ³
7		B £21.5k	Silver or Bronze Medal Performance at Paracanoe World Championships 2022 ³
6.5		Paris Potential £19k	Previously achieved an A or B level award and an exceptional circumstance has prevented them retaining an award at this level. Strong evidence of Paris Potential performance in Race Determinants and Training Determinants ⁴
6	PODIUM POTENTIAL	C £16k	Medallist Top 3 Paracanoe European Championships and World Cup ¹ or 4 th - 9 th Paralympic World Championships
5		C £16k	4 th – 6 th Paracanoe European Championships or Paracanoe World Cup ¹
4		D £13k	7 th – 9 th Paracanoe European Championships or Paracanoe World Cup ¹
3	D £13k	Green Rating (Performance Funnel) 10 th – 12 th Paracanoe World Championships	
2	ENTRY	E £7.5k	Amber Rating (Performance Funnel)
1		E £7.5k	Medallist (Non-Paralympic) at Paracanoe World Championships

¹ Subject to quality of competition and may be moved lower.

² Paralympic Gold Medallists can, in principle, remain eligible to receive an A and A+ level APA, up to a maximum of three years, provided they remain on track to achieve a medal winning performance in Paris based on continued commitment and achievement of agreed goals and measures.

³ Athletes receiving an A, A+, B, or B+ level APA that has been triggered through performance at a Senior World Championships can, in principle, remain eligible to receive an APA at this level for two years provided they remain on track to achieve a medal winning performance in Paris based on continued commitment and achievement of agreed goals and measures.

⁴ Paris potential awards are made for no more than one year.

⁵ Athlete receiving entry level award will be offered for no more than 2 years.

- 4.4. Once an initial Ranking Order of athletes is compiled the Athletes with a Paris 2024 results profile (as per the Athlete Matrix ranked 10 to 6.5) be reviewed by the WCPNP who then may adjust the Ranking Order to take into account (in no priority order):
- 4.4.1. The need to ensure strength and depth within each event;
 - 4.4.2. Assessment of each Athlete's previous performance against WITTW;
 - 4.4.3. Assessment of each Athlete's performance trajectory against WITTW;
 - 4.4.4. How long the athlete has been on the WCP;
 - 4.4.5. The progression in funding band the athlete has made whilst on the WCP;
 - 4.4.6. If the athlete has demonstrated a profile in more than one event (Double up);
 - 4.4.7. Exceptional circumstances accepted pursuant to section 8 of this Qualification Policy
- 4.5. If, following the review at 4.4, there are WCP places remaining, the athletes with a Los Angeles 2028 results profile will be reviewed by the WCPNP who then may adjust the Ranking Order to take into account the factors listed in 4.4.1 to 4.4.7 for those athletes.
- 4.6. The final ranking order will then be determined by the WCPNP to recommend which athletes should be nominated for either a WCP place or a WCP Prospects place.
- 4.7. The Director of Paddlesport and the Chief Executive, on behalf of the British Canoeing Board, will approve the list of athlete nominations to be put forward to UK Sport. All nominations are subject to final approval from UK Sport and will be communicated to athletes in writing (via email) following confirmation from UK Sport.

5. Athlete Performance Award (APA)

- 5.1. Athletes qualifying and being approved by UK Sport for a WCP place will be entitled to direct funding to contribute to their living and sporting costs (Athlete Performance Award, or 'APA').
- 5.2. The level of each Athlete's Performance Award is determined by the strict application of banding levels as set out in the Athlete Matrix in section 4.
- 5.3. Athletes in receipt of an APA may be encouraged to use some of the APA sporting costs allocation to contribute towards additional programme activity or services beyond the core programme offer.
- 5.4. All APA amounts are subject to UK Sport's ability to pay and the provisions of UK Sport's APA Policy, including means testing.

6. Conditions upon athletes in receipt of UK Sport APA

- 6.1. Qualification and continued retention of a WCP Place is conditional upon the athlete signing an Athlete Agreement and adhering to its terms. Failure to sign the Athlete Agreement will result in the withdrawal of an Athlete's WCP place. Subsequent failure to adhere to the terms of the Athlete Agreement may result in an Athlete being removed from the WCP as further set out in Section 7.
- 6.2. Further detail on the Athlete Agreement and expectations of a WCP athlete can be found on the [Wellbeing pages](#) of the British Canoeing Website.
- 6.3. Any Athlete nominated for a WCP athlete place for 2023 who was not a WCP athlete in 2022 will be required to undertake a medical screening process prior to final acceptance onto the WCP.
- 6.4. Any Athlete nominated for a WCP athlete place or 2023 who was not a WCP athlete in 2022 will be required to undertake a WCP induction at the start of the 2023 season.

7. WCP Term

- 7.1. Athletes qualifying under this Qualification Policy are entitled to a WCP Place for a period of 12 months commencing on 1st January 2023 subject to the following exceptions:
 - 7.1.1. The Performance Director may nominate an athlete achieving a Gold medal at the Tokyo

Paralympic Games to receive the same level APA funding for three years subject to the athlete demonstrating clear and compelling evidence-based performance data indicating World Championship and/or Paris 2024 results profile and compliance with objectives or actions agreed with the Performance Director.

- 7.1.2. The Performance Director may nominate an athlete achieving A or B band APA funding through Tokyo Paralympic Games or World Championship performances to receive the same level APA funding for two years subject to the athlete demonstrating clear and compelling evidence-based performance data indicating World Championship and/or Paris 2024 results profile and compliance with objectives or actions agreed with the Performance Director.
- 7.2. British Canoeing reserves the right to withdraw an Athlete's WCP Place and associated APA funding if any of the following non-exhaustive factors apply:
 - 7.2.1. The Athlete fails to meet the eligibility criteria at Section 2 of this Qualification Policy;
 - 7.2.2. A British Canoeing Disciplinary Panel determine the WCP place should be withdrawn in accordance with British Canoeing's Athlete Disciplinary Policy or Safeguarding Procedure;
 - 7.2.3. Specific performance targets provided within the athlete WCP place offer letter are not met by the Athlete;
 - 7.2.4. The Athlete, pursuant to Section 9 below, is not considered fit to train and/or compete for a period exceeding three consecutive months or it is considered that continued participation in the WCP would constitute an unacceptable risk of causing injury or illness as assessed by British Canoeing Sports Science and Medicine Staff. In such cases, an athlete would be given at least 3 months' WCP support and funding before their WCP place ended.
- 7.3. Athletes who held a WCP place in 2022 who have not qualified for a WCP Place in 2023 under this Qualification Policy or whose WCP place ends for any reason except those detailed in 7.2.1 or 7.2.2 above, will receive a minimum one-month notice period and will continue to have access to performance lifestyle support for up to 6 months after their last APA payment. Athletes are also entitled to additional transitional funding from UK Sport at their APA award level dependent on the total continuous period of programme membership. This additional transitional funding will be provided as follows:
 - 7.3.1. More than 1 year but less than 2 years = 1 month transitional award
 - 7.3.2. More than 2 years but less than 3 years = 2 months transitional award
 - 7.3.3. More than 3 years = 3 months transitional award
- 7.4. Any new athlete entering the programme, will do so as a funded confirmation athlete and will complete a 'probationary period' of up to 2 years prior to full confirmation as an academy athlete.

8. Exceptional Circumstances

- 8.1. It is recognised that there may be exceptional circumstances affecting an athlete's ability to meet the qualification requirements set out within this policy but who can still demonstrate, in both training and racing, an evidence-based performance profile towards Paris 2024 and/or Los Angeles 2028.
- 8.2. If an athlete considers they have a case for exceptional circumstances they must apply for consideration of these in writing to the Performance Director setting out:
 - 8.2.1. Full details of the exceptional circumstance(s);
 - 8.2.2. The impact of these exceptional circumstances during the season;
 - 8.2.3. How the circumstances were raised and managed with their coach during 2022;
 - 8.2.4. How the athlete demonstrates an evidence based performance profile towards Paris 2024 and/or Los Angeles 2028; and
 - 8.2.5. The supporting evidence they wish to rely on (which may include medical evidence or performance data)

- 8.3. Any application for consideration under this clause MUST be received by email to the Performance Director [chris.furber@britishcanoeing.org.uk] by midday on 19th September 2022.
- 8.4. Any request for exceptional circumstances will be considered by the Performance Director at their absolute discretion. If the Performance Director considers exceptional circumstances apply, this will be considered by the WCPNP in the Ranking Order adjustment process in accordance with 4.4.

9. Long term injury and illness (Physical and Mental)

- 9.1. In the event of injury/illness (both physical and mental), and specifically in cases where an athlete is considered likely to recover to full fitness for training and competition, an athlete may continue to receive their full APA up to three months immediately following the point the injury/illness occurred.
- 9.2. If after a period of three months the athlete remains unavailable for full selection or training the Performance Director, Senior Podium Coach, Head of Performance Support and CMO will review the athlete's individual circumstances and assess the likelihood of the athlete returning to full training and to the desired level of performance. They will also consider the athletes adherence to prescribed rehabilitation and timelines for projected return.
- 9.3. Each case will be considered on its own merits and further expert opinion may be sought to inform the decision. The athletes progress will need to be reported to UK Sport every three months thereafter, until the athlete has resumed full training or the WCP membership ends.
- 9.4. Subject to satisfactory evidence of likely return to training and performance level, the APA may continue to be paid for up to a period of one year from initial occurrence. The final decision to continue funding will be made by the Performance Director at their absolute discretion.
- 9.5. Where there is informed opinion that the injury/illness will affect the performance level of the athlete or the athlete has not been able to show progress nor commitment to the agreed rehab programme, the athletes WCP membership will end following a notice transition period.

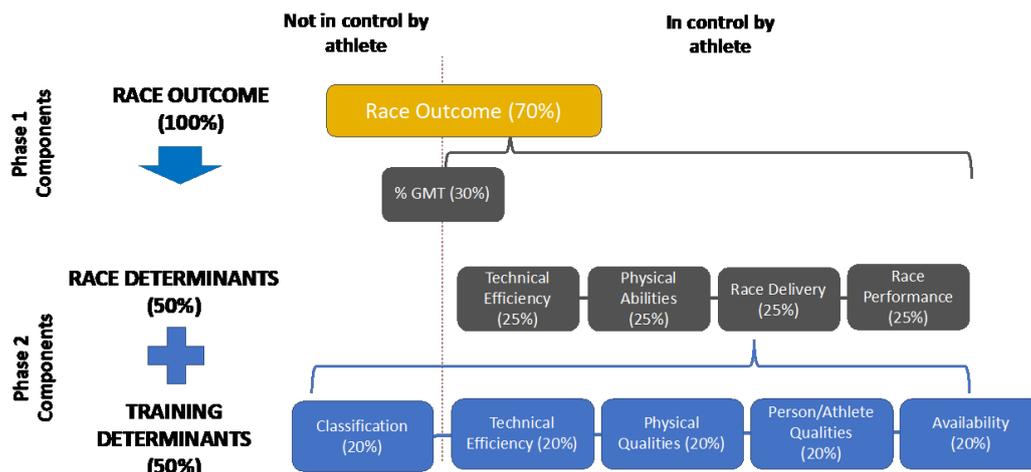
10. The Appeals Procedure

- 10.1. In the event of an athlete wishing to Appeal against a decision under this policy, they may appeal in accordance with the Appeals Procedure in place at the relevant time. The Appeals Procedure can be found here.
- 10.2. The British Athletes Commission (BAC) can provide independent advice and support to WCP Athletes via support@britishathletes.org.
- 10.3. Athletes may also access support through the British Canoeing Performance Wellbeing Coach zofia.campbell@britishcanoeing.org.uk.

- End of policy -

See Appendices of following pages

APPENDIX 1 - OVERVIEW AND RACE PERFORMANCE SCORES



Once the ranking list of athletes is compiled, there is further consideration to the alignment of the strategic plan. To maximise future medal success at the 2024 and 2028 Paralympic Games

Table 1: Priority Ranking of Outcome Results for 2021/22

Ranking	Priority
1	Gold Medallist: Paralympic Games
2	Gold Medallist: Paracanoe World Championships
3	Silver or Bronze Medallist: Paralympic Games
4	Silver or Bronze Medallist: Paracanoe World Championships
5	4-6 th : Paracanoe World Championships
6	4-6 th : Paralympic Games
7	Medallist Top 3: Paracanoe European Championships and World Cup *
8	Green Rating: (Performance Funnel)
9	Amber Rating: (Performance Funnel)
10	7 th – 8 th : Paralympic Games
11	7 th - 9 th : Paralympic World Championships
12	4 th – 6 th : Paracanoe European Championships or Paracanoe World Cup*
13	10 th – 12 th : Paracanoe World Championships
14	7 th – 9 th : Paracanoe European Championships or Paracanoe World Cup*
15	Medallist (Non-Paralympic): Paracanoe World Championships

*dependent on the strength in start line competition at European Championships and World Cup.

To identify the race performance off GMT score, the athletes race performance time (see table 2) will be compared to the defined times of GMT (see table 3) for each event. All national and international results plus any GPS time trials on a regatta course can be used, as long as they have not been completed in extreme environmental conditions (such as wind speeds < 4.5 m/s).

Table 2: Race Performance off GMT Score

Ranking Score	% off GMT
10	100%
9	102%
8	105%
7	107.5
6	110%
5	112.5%
4	115%
3	117.5%
2	120%
1	125%

Table 3: Current GMT for each event

Event	GMT
KL3 M	38.10
KL2 M	40.70
KL1 M	45.42
KL3 W	46.86
KL2 W	47.47
KL1 W	51.83
VL3 M	47.42
VL2 M	51.68
VL3 W	56.82
VL2 W	56.10

APPENDIX 2 - RACE DETERMINANTS

Race determinants are the underpinning components that, as defined in the WITTW framework, influence race outcome. One element of the WITTW framework, Managing their Energy, isn't included due to an inability to measure fairly across the athlete group.

RACE PERFORMANCE

What? The athletes race time against the defined times of WITTW. Personal best time for that season. Given with context of the components that make up the race as described in the three-phase model.

When? All national results plus any GPS time trials*can be used under fair weather conditions.

How? Season Personal Best. Displayed alongside percentage of WITTW.

Weighting? 25% to Race Determinants score.

Score	% off WITTW
10	100% (WITTW)
9	102%
8	105%
7	107.5
6	110%
5	112.5%
4	115%
3	117.5%
2	120%
1	125%

TECHNICAL EFFICIENCY

What? Execution of the British Paracanoe technical model under race constraints.

When? At National and International races.

How? A score out of 10 is given for specific elements of the 4 phases of the stroke (Set up, Lock the Blade, Drive Phase, Exit). These are added together to come out with a score of maximum 40 points which is then transferred to the 1-10 scale.

Weighting? 25% to Race Determinants score.

Score	Technical Efficiency
10	Truly world-class at this skill or quality
9	
8	Well honed, at the level at which you need and are consistently able to use it for your benefit
7	
6	Basic skill or quality or aspects of it, but is inconsistent or incomplete in its application
5	
4	
3	
2	Not seen this skill or quality currently
1	

PHYSICAL ABILITIES

What? Understand the athlete ability to display race specific physical qualities over key phases:

- Start - Ability to produce high propulsive forces
- Top Speed – effect transfer of power and coordination
- Speed Maintenance – Resist fatigue and repeat forceful actions

When? Training data (GPS) not including extreme wind conditions (>3m/s)

How? Categorizing % from WITTW parameters within each phase (Phase 1 - 40m time: Phase 2 –100m time: Phase 3 – 250m Time)*. Best score. Scores are then averaged together to get a score out of 10.

Weighting? 25% to Race Determinants score.

* This may change to an ergo based testing system in 2022

Score	% off WITTW
10	100%
9	102%
8	105%
7	107.5%
6	110%
5	110%
4	112.5%
3	115%
2	120%
1	125%

RACE DELIVERY

What? Ability to consistently deliver agreed race plan. This is influenced by the following factors: Plan, Belief, Automaticity, Threat Perception, Emotional Regulation, and Hesitation Protection.

When? End of Season meeting between Coach and Athlete.

How? Components of delivery: The Athlete, and Coach individually score the 6 factors of race delivery. Discussion of the scores, with examples given, to reach agreement on a score (where there is disagreement scores between stakeholders are averaged).

Weighting? 25% to Race Determinants score.

Score	Components of race delivery
10	Truly world-class at this skill or quality
9	
8	Well honed, at the level at which you need and are consistently able to use it for your benefit
7	
6	Basic skill or quality or aspects of it, but is inconsistent or incomplete in its application
5	
4	
3	
2	Not seen this skill or quality currently
1	

APPENDIX 3 - TRAINING DETERMINANTS

Training Determinants are the underpinning Components, as defined in the WITTW framework, that influence potential race performance.

CLASSIFICATION

What? Assessment of certainty of classification needed to race internationally and at the Paralympic Games.

When? End of Year.

How? As part of the classification process the athlete will move through several different levels of classification e.g., national/international. As part of the process the athlete, depending on their impairment, will be given a status e.g., fixed or reviewed. Therefore, this element indicates at which level the athlete is at, the more certain the classification the greater the score.

Two components:

- Classification status (confirmed or fixed review)
- Type of classification (National or international)

Weighting? 20% to Training Determinants score.

Score	Classification Status
10	International classified, confirmed
9	
8	International classified, fixed review
7	International classified review
6	National classified confirmed
5	
4	
3	National classified fixed review
2	
1	Informal Medical Practitioner Opinion
	No Classification

TECHNICAL EFFICIENCY

What? Execution of the British Paracanoe technical model under race at submaximal effort in a training environment.

When? On Going assessment with periodic formal assessment.

How? A score out of 10 is given for specific elements of the 4 phases of the stroke (Set up, Lock the Blade, Drive Phase, Exit). These are added together to come out with a score of maximum 40 points which is then transferred to the 1-10 scale.

Weighting? 20% to Training Determinants score.

Score	Technical Efficiency
10	Truly world-class at this skill or quality
9	
8	Well honed, at the level at which you need and are consistently able to use it for your benefit
7	
6	Basic skill or quality or aspects of it, but is inconsistent or incomplete in its application
5	
4	
3	
2	Not seen this skill or quality currently
1	

PHYSICAL QUALITIES

What? Underpinning physical qualities. Neuromuscular and physiological characteristic of canoeing.

When? The information can be gathered both periodically as an initial snapshot of the athlete e.g., start of season, as well as more frequently as a monitoring process in line with the periodised plan e.g., block by block.

How? Each individual quality is given a score as above.

The Total Score= Average (capacity + Strength)

Where: Average= 3RM Bench press + 3RM Bench Pull + 3RM Chin-Up + PSET + CKUET + Plank + Press Up capacity+ Chin-Up capacity/ Number of Assessments.

For further context, each element (strength/capacity) is presented as a score combine of those assessments. However, all elements have equal rating in overall total.

Weighting? 20% to Training Determinants score.

Score	Technical Efficiency
10	Truly world-class at this skill or quality
9	
8	Well honed, at the level at which you need and are consistently able to use it for your benefit
7	
6	Basic skill or quality or aspects of it, but is inconsistent or incomplete in its application
5	
4	
3	
2	Not seen this skill or quality currently
1	

PERSON/ATHLETE QUALITIES

What? Defines the key athlete qualities of elite performance using the winning habits framework (Drive; Skills in the moment; Skills to develop; Working with others) and broader qualities of lifestyle which can influence training and racing).

When? Profiled at the end of each year (July to Sept) by the athlete, coach, sport psychologist and Performance Lifestyle Advisor.

How? The Athlete, Psych/PL and Coach individually score on the four main qualities of the Winning habits framework as well as boarder qualities of lifestyle. Discussion of the scores, with examples given, to reach agreement on a score (where there is disagreement, scores between stakeholders are averaged).

Weighting? 20% to Training Determinants score.

Score	Person Qualities	Athlete Qualities
10	Maximising positive impact on training/competing/life outside sport	Truly world-class at this skill or quality
9		
8	Moderate positive impact on training/competing/life outside sport	Well honed, at the level at which you need and are consistently able to use it for your benefit
7		
6	minimal positive impact on training/competing/life outside sport	Basic skill or quality or aspects of it, but is inconsistent or incomplete in its application
5		
4		
3	Moderate negative impact on training/competing/life outside sport	Not seen this skill or quality currently
2	Significant negative impact on training/competing/life outside sport	
1		

AVAILABILITY

What? Missed days from illness and injury compared to planned sessions. Partial days will be viewed as available.

How? Medical PDMS Data.

When? Reviewed at the end of the year.

Weighting? 20% to Training Determinants score.

Score	Availability
10	More than 90% availability
9	
8	80% - 90% availability
7	
6	60% - 80% availability
5	
4	
3	50% - 60% availability
2	
1	Less than 50% availability