

British Canoeing

2024 Paracanoe World Class Programme

Qualification Policy

1. Purpose and Principles

- 1.1. The World Class Programme is UK Sport's National Lottery funded initiative to enable athletes to achieve excellence and be capable of medal winning performances at Paris and LA Olympic Games and significant Senior Championship events.
- 1.2. The 2024 Paracanoe World Class Programme Qualification Policy ("Qualification Policy") sets out the process that will be followed during 2023 to identify the best athletes in each paracanoe discipline and classification towards these objectives and to qualify to the British Canoeing World Class Programme (WCP) from 1 Jan 2024.
- 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. Athletes aspiring to qualify a WCP place are encouraged to engage with WCP staff ahead of making a matrix result to discuss what a [successful transition onto a WCP](#) may look like.
- 1.7. WCP membership is put in place to support an athlete's future performance(s) and is not a reward for past performance(s).
- 1.8. WCP membership is optional. By accepting membership of the WCP and associated APA funding, the athlete is agreeing to the monitoring procedures and conditions outlined in the athlete agreement.
- 1.9. 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.
- 1.10. This Qualification Policy is subject to ongoing review and British Canoeing reserves the right to make amendments to reflect arising situations such as restrictions imposed in connection with funding changes and the outcome of the annual investment review with UK Sport.
- 1.11. 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.
- 1.12. This Qualification Policy operates in conjunction with the UK Sport APA Policy issued 10 March 2021.

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. 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;
 - 2.1.3. 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;
 - 2.1.4. 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.

- 2.2. Athletes meeting the eligibility requirements at 2.1 will only then be considered under this Qualification Policy if they:
 - 2.2.1. raced internationally during 2023 for GB Paracanoe Teams and achieved the minimum WCP Qualification result in Paralympic events or identified non-Paralympic events as detailed in the Athlete Matrix at Section 4 below; OR
 - 2.2.2. were a WCP Paracanoe Programme athlete in 2023; OR
 - 2.2.3. are 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 up to 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 spirit 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), Training determinants (as detailed in Appendix 3) and adherence to the WCP athlete responsibilities for all athletes meeting the eligibility criteria at section 2 above (as appropriate).
- 4.2. The World Class Programme Nomination Panel (WCPNP) will consist of the Performance Director, Senior Podium Coach, Head of Performance Support, Programme Pathway Manager, Paracanoe and Operational Lead 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 British Elite Athlete Association (BEAA) and UK Sport may also be invited to attend a meeting of the WCPNP.
- 4.3. Once all information has been gathered as per 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 – Table 1. This initial Ranking Order ensures consideration for a WCP place but is not a guarantee of any offer of a WCP place.
- 4.4. Once an initial ranking list of athletes is compiled, the Athletes with a Paris or L.A. results profile (as per the Athlete Matrix) will 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. The need to balance Paris 2024 and L.A. 2028 Objectives;
 - 4.4.8. Adherence to any conditions of ongoing funding/WCP place;
 - 4.4.9. Exceptional circumstances accepted pursuant to section 8 of this Qualification Policy.
- 4.5. The final Ranking Order will then be determined by the WCPNP to recommend which athletes should be nominated for either a WCP place.

- 4.6. The Director of Paddlesport, on behalf of the British Canoeing Board, will approve the list of athlete nominations to be put forward to UK Sport
- 4.7. All nominations are subject to final approval from UK Sport and will be communicated to athletes in writing (via email) on 13th October 2023 following confirmation from UK Sport.

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 2021 ³
9		A £26.5k	Gold Medal Performance at Paracanoe World Championships 2023 ³
8		B+ £23k	Silver or Bronze Medal Performance at Paralympic Games; Paracanoe World Championships across two different competitive seasons since the start of 2021 ³
7		B £21.5k	Silver or Bronze Medal Performance at Paracanoe World Championships 2023 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	Top 3 Paracanoe European Championships or World Cup ¹ or 4 th - 9 th Paralympic World Championships ¹
5		C £16k	4 th - 6 th European Championships or 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		E £7.5k	Amber Rating (Performance Funnel)
1	ENTRY ⁵	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 up 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 Entry level APA's are available for a maximum of 2 years.

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. Athletes will be nominated for APAs at the levels aligned to the bandings set out in the Athlete Matrix in section 4 above.
- 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 lottery funding

- 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. 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 new or returning Athlete nominated for a WCP athlete place for 2024 will be required to undertake a medical screening process prior to final acceptance onto the WCP and will also need to take part in an induction process.

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 2024 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 reserve the right to withdraw an Athletes 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. WCP Athletes for 2023 who have not qualified for a WCP Place in 2024 under this Qualification Policy or whose WCP place ends for any reason except 7.2.1 or 7.2.2 above, will be communicated with directly by the Pathway Manager or Performance Director and receive a minimum of 1 month APA transitional funding (beginning the 1st of the month following the notification of programme end) and will continue to have access to performance lifestyle support for up to 6 months after their last APA payment. Athletes may also be 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 yet they can still demonstrate, in both training and racing, an evidence-based performance profile towards Paris 2024 and/or L.A. 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 during the season;
 - 8.2.3. How the circumstances were raised and managed with their coach during 2023;
 - 8.2.4. How the athlete demonstrates an evidence based performance profile towards Paris 2024 and/or L.A. 2028; and
 - 8.2.5. Provide any supportive evidence (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 16th September 2023.
- 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) and athlete pregnancy

- 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 from 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 case 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 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 which will be communicated by the Performance Director.
- 9.6. In the case of an athlete pregnancy, we will follow the [UK Sport pregnancy Guidance](#).

10. The Appeals Procedure

- 10.1. In the event of an athlete wishing to Appeal against a decision under this policy (except there is no right of appeal to clause 8.4), 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 Elite Athlete Association (BEAA) can provide independent advice and support to WCP Athletes via support@britisheliteathletes.org.
- 10.3. Athletes may also access support through the British Canoeing Performance Wellbeing Coach zofia.campbell@britishcanoeing.org.uk.

- End of policy -

APPENDIX 1 – OVERVIEW AND RACE PERFORMANCE SCORES

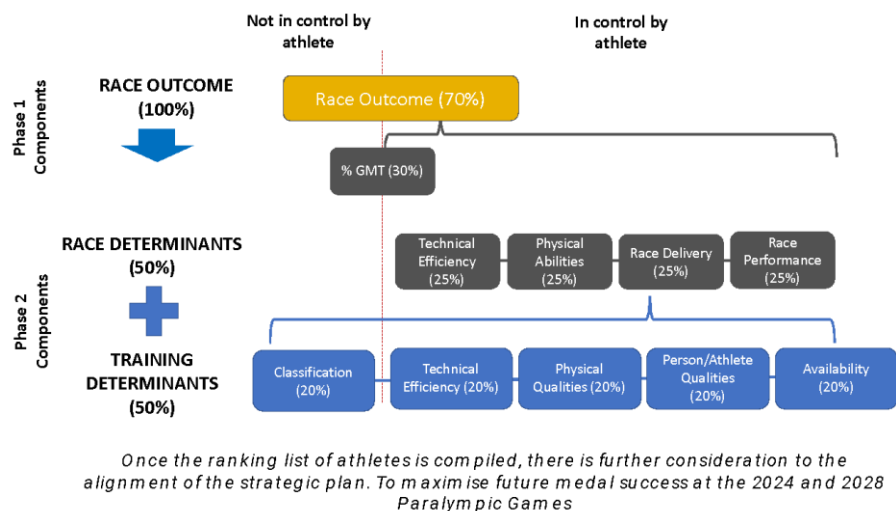


Table 1: Priority Ranking of Outcome Results for 2023

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 WLT score, the athletes race performance time (see table 2) will be compared to the defined times of WLT (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 WLT Score

Ranking Score	Standard	% off WLT
10	World Leading Time	100%
9		103%
8		106%
7	Team selection time	109%
6		110%
5		112.5%
4	Dev. team selection time	115%
3		117.5%
2		120%
1	National Regatta Qualification Time	125%

Table 3: Current WLT for each event

Event	WLT
KL3 M	39.04
KL2 M	41.78
KL1 M	46.38
KL3 W	47.36
KL2 W	48.56
KL1 W	53.15
VL3 M	47.76
VL2 M	52.52
VL3 W	58.73
VL2 W	57.77

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 lack of ability to measure fairly across the athlete group.

RACE PERFORMANCE

What? The athletes race time against the World Lead Time. 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 World Lead Time.

Weighting? 25% to Race Determinants score.

Score	% off WLT
10	100% (WLT)
9	103%
8	106%
7	109%
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.

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	Informal Medical Practitioner Opinion
1	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 characteristics of canoeing.

When? The information can be gathered both periodically as an initial snapshot of the athlete e.g., start of season, and 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 + Overall 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/ Overall 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	Physical Qualities
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	Moderate negative impact on training/competing/life outside sport	
3		
2	Significant negative impact on training/competing/life outside sport	Not seen this skill or quality currently
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	90% - 100% availability
9	
8	80% - 89% availability
7	
6	60% - 79% availability
5	
4	
3	
2	50% - 59% availability
1	Less than 50% availability