



AWF Shadow Team Agreement

between

Australian Weightlifting Federation Inc

and

Weightlifter

**For the period 1 July 2008 to 30 June, 2009 incorporating the
following events:**

**2009 Oceania Championships (AUS)
2009 World Junior Championships (ROM)**

1. AWF Shadow Team Agreement Acceptance

I, _____, (state - _____) Weightlifting Association member, accept the offer to enter into the AWF Shadow Team Agreement (ASTA) for the period 1 July, 2008 to 30 June, 2009.

- 1.1 I declare that I am an Australian Citizen;
- 1.2 I am a financial member of my state / territory association;
- 1.3 I have no outstanding financial debts owing to my state/ territory association the AWF or Australian Sports Commission (ASC);
- 1.3 I am eligible to represent Australia under the international rules of my sport;
- 1.4 I will make myself fully available to travel at negotiated times and will represent Australia in any of the international competitions listed if selected to do so;
- 1.5 I acknowledge that as a possible recipient of AWF Gold Medal Incentive Program (GMIP), as detailed in **Appendix C**, the AWF may refer to me as an athlete receiving support;
- 1.6 I acknowledge that I will not jeopardize or undermine the integrity and responsibility of any AWF Sponsor including the Australian Sports Commission, Australian Commonwealth Games Association and the Australian Olympic Council;
- 1.7 I acknowledge that should I bring the sport of weightlifting into disrepute, I shall refund the AWF, within 30 days, the entire amount of any funding awarded to me for my pursuit of weightlifting excellence during the term of this Agreement;
- 1.8 I will verbally acknowledge the funding assistance provided to the AWF by the Australian Government and the ASC in media interviews, public speaking engagements and during any awards/trophy presentations; and
- 1.9 I will continue to be an AWF Shadow Team Weightlifter for the period of this Agreement unless my choice to terminate is agreed to by the High Performance Manager (HPM)

2. AWF Shadow Team Weightlifter Terms and Conditions

- 2.1 I will abide by all policies determined by the AWF from time to time;
- 2.2 I understand that each Shadow Team has a maximum number of 9 females and 10 males. Selection into any named team for the listed events is by attainment of the published team selection criteria.
- 2.3 I will provide the High Performance Manager (HPM) with written contact details of my Personal Coach (PC). In the event I change my PC I will immediately notify the HPM in writing;
- 2.4 I will neither possess nor use substances or methods prohibited in sport by the WADA Code nor participate in any other practice prohibited by the AWF;
- 2.5 I will comply with the anti-doping policies of the AWF and the International Weightlifting Federation (IWF), including the requirements, as stipulated in accordance with the AWF / Australian Sports Anti-Doping Authority (ASADA) eight point anti doping action plan and the AWF Shadow Team Weightlifter obligations to the AWF Anti-Doping Program as specified in **Attachment A**;
- 2.6 I will work towards the attainment of my full weightlifting potential;
- 2.7 I will occupy my time constructively outside my sport to a degree and in a manner expected of me by the HPM and the AWF and shall abide by the Athlete Shadow Team member Code of Conduct as specified in **Attachment E**;
- 2.8 I will comply with the training requirements of weightlifting as agreed upon between the HPM and my (PC);

- 2.9 I will only train in an AWF approved weightlifting facility under the supervision of an appropriately qualified coach as determined by its public liability insurance cover;
- 2.10 I will maintain personal habits of health conducive to weightlifting excellence;
- 2.11 I will accept coaching decisions, victory and defeat with dignity and grace;
- 2.12 I will abide by both the rules and the spirit of weightlifting;
- 2.13 I will behave and dress in a dignified manner (wearing officially supplied AWF clothing) for weightlifting when representing Australia both on and off the competition platform;
- 2.14 I will accept any and all disciplinary measures including termination of my AWF Shadow Team status if I breach any part of this Agreement;
- 2.15 I will keep the HPM informed of any changes (in writing) of my bodyweight category;
- 2.16 I will always behave in a manner that will not bring myself into disrepute; and
- 2.17 If, either during the term of this agreement or subsequently, I make any arrangement or agreement with another person (“Sponsor”) for sponsorship or to be involved in the marketing or advertising of goods or services:
 - i) I will not during any marketing or advertising or any sponsorship activity refer or allude to the Federation unless I first obtain the written consent of the AWF;
 - ii) I will require any Sponsor not to make reference or allusion to the AWF unless the written consent of the AWF has first been obtained.

3. Training Program and Competition Clauses

- 3.1 I will comply with all training requirements and bodyweight management leading into my competition performance as directed by the HPM and my PC;
- 3.2 I will be available for all negotiated international competitions and training camps that the HPM and my PC believe will lead to my improved performance.
- 3.3 I will carry out all reasonable instructions given to me by the HPM and appointed team officials before, during and after competition;
- 3.4 I will maintain the specific fitness specified by the HPM and my PC;
- 3.5 I will demonstrate consistency and self discipline, showing the desire to achieve a personal best competition performance;
- 3.6 I will record all training details in a diary and will provide a copy to the HPM on request;
- 3.7 I will negotiate my yearly training and competition program with HPM and my PC;
- 3.8 I will travel to and depart from the competition upon the dates and in the manner determined by the AWF; and
- 3.6 If I decide to train and reside overseas during the period of this Agreement I agree to adhere to the conditions of the AWF’s Overseas Based Athletes Policy as detailed in **Attachment D**

4. Medical and Sports Science Clauses

- 4.1 I will disclose full details to the HPM and my PC all illnesses and injuries which may affect my competition performance;
- 4.2 I will disclose to the HPM and my PC the names and addresses of medical practitioners whom I have consulted in respect of those illnesses and injuries;

- 4.3 I will undergo immediate treatment where necessary and adhere to advice given by identified medical professionals that will accelerate my return into full training and competition;
- 4.4 I will report all new injuries or illnesses to the HPM and PC:
- 4.5 I will undergo treatment where necessary and adhere to advice given by identified medical professionals that will accelerate my return into full training and competition.
- 4.6 I will participate in any sports science program endorsed by the HPM and my PC designed to enhance my personal weightlifting performance;
- 4.7 I will participate in physiological and psychological assessments as deemed necessary by the HPM and PC;
- 4.8 I will from time to time access sports massage and other recovery modalities to improve my recovery from loading: and
- 4.9 I will undergo bio-mechanical analysis of my weightlifting technique using modern technology as deemed necessary by the HPM and PC.

5. Cessation of my AWF Shadow Team Agreement

I acknowledge that my AWF Shadow Team Agreement may be varied, suspended or terminated immediately if:

- 5.1 I do not comply with the undertakings given by me in this Agreement, or if any declaration I have made is not true, or in the event of any breach of discipline or misbehavior by me;
- 5.2 Any medical condition prevents me from participating in full training or the negotiated competition/s;
- 5.3 A period of ineligibility is imposed upon me for committing an Anti Doping Rule Violation;
- 5.4 I retire from competition;
- 5.5 I fail to maintain Shadow Team entry performance standard during the term of the Agreement; and
- 5.6 I bring the AWF and the sport of weightlifting into disrepute.

6. Exclusion of Liability and Indemnity

- 6.1 I agree that the AWF (and its employees, agents and contractors) will have no liability for any:
 - i) injury I incur; or
 - ii) illness I suffer; or
 - iii) loss, liability or expense I incur, as a result of or in connection with my training or competition; and
- 6.2 I indemnify the AWF (and its employees, agents and contractors) against any loss, liability or expense incurred by them resulting from or in connection with any act or omission by me in the course of my training or competition;
- 6.3 I agree that ownership of all intellectual property rights created under or in connection with this Agreement vest, on their creation in the AWF. The AWF grants me a royalty-free, worldwide, non-exclusive licence to use such intellectual property rights for the purpose of my personal training and competition requirements;
- 6.4 I agree that nothing in this agreement creates a relationship of employment or agency between the AWF and me and that I will not be deemed, for any purpose, to be an employee or agent of the AWF; and

9. State /Territory Controlling Body Authorisation

9.1 Signed on behalf of the State/ Territory Controlling Body by:

..... / /
Signature Position Date

..... / /
Name Printed Position Date

..... / /
Witness Printed Witness signature Date

10. AWF Signature

10.1 Signed on behalf of the AWF by:

..... / /
Signature Position Date

..... / /
Name Printed Position Date

..... / /
Witness Printed Witness signature Date

Attachment A: AWF Shadow Team Anti Doping Obligations

Members of the AWF Shadow Teams must:

- Cooperate with the IWF, AWF and the Australian Sports Anti Doping Authority (ASADA) in any and all matters relating to Anti Doping and comply with all requests made by the IWF and/or AWF and/or ASADA which are authorised by the IWF Anti Doping Policy and/or the AWF Anti Doping Policy and/or the ASADA Act and/or the National Anti Doping Scheme;
- Provide the AWF with a full listing of the names of Support Personnel including coaches, managers, medical practitioners, physiotherapists, massage therapists, nutritionists, and any other person who provides Athlete Support services to the athlete;
- Provide accurate and up to date whereabouts information to the IWF and/or ASADA in the manner and at the times prescribed by the IWF and/or ASADA in accordance with the IWF Anti Doping Policy and/or the ASADA Athlete Whereabouts Policy;
- Be available for sample collection and comply with all requests by ASADA or other National Anti Doping Authorities, to provide a sample for testing purposes;
- Attend the annual Anti Doping Education seminar conducted by the AWF and ASADA;
- Not ingest any medications, preparations, or nutritional supplements, **BEFORE** checking the status of such preparations and all of their ingredients against the current WADA Prohibited List and ascertaining that all such preparations and their ingredients are permitted;
- Obtain a Therapeutic Use Exemption **BEFORE** taking any medication prescribed by a qualified health professional for therapeutic use;
- Obtain written authorisation from the AWF to participate in any training and/or competition activities outside of Australia, **BEFORE** departing Australia.

Attachment B: Personal Details Form

Personal Weightlifter Details (please attach a passport size photograph)	
Full Name	
Date of Birth	
Place of Birth	
Citizenship	
Passport Details	Passport #..... Place of Issue..... Date of Issue..... Date of Expiry.....
Address	#.....Street..... Suburb..... State.....P/Code.....
Email	
Banking Details	Name of Account:..... BSB #:..... Account #:.....
Telephone #
Mobile #
Fax#
Coach Details	
Full Name:	
Address:	#.....Street..... Suburb..... State.....P/Code.....
Accreditation Details:	Coach Id #..... Level.....
Email:	
Telephone:

Uniform/ Apparel Sizes

Please tick the appropriate clothing size and circle the correct UK or US shoe size.

Item	X Small	Small	Medium	Large	X Large	XXL	XXXL
Polo Shirt							
T-Shirt							
Tracksuit Pants							
Tracksuit Top							
Shorts							
Shoes	UK - 4 4.5 5 5.5 6 6.5 7 7.5 8 8.5 9 9.5 10 10.5 11 11.5 12.5 13 US - 3 4 5 6 7 8 9 10 11 12 13 14 15						

Name.....

Date...../...../ 2008

Attachment C. GMIP Squad Entry Standards

- The AWF has formed three distinct Squads named **Super Squad**, **Games Squad** and **Youth Development Squad**.
- Entry to these Squads is based purely on performance. Athletes who gain entry into the respective Squad will receive financial reward in the form of a stipend and cash bonuses for improvement and success at targeted competitions.
- The Squads will be formed initially from the results achieved at sanctioned AWF events between 1 July, 2007 and 30 June 2008.
- Benefits will be processed quarterly to all Squad Athletes who have attained the entry standard and have returned a signed ASTA – September 2008, December 2008, March 2009 and June 2009.
- Athletes will be added to these Squads when they have attained the totals listed in the table below in any sanctioned AWF, OWF or IWF competition.
- Squad membership will be reviewed every six (6) months in December 2008 and June 2009.
- Athletes can only be a member of any one squad at any one time.
- Maximum squad sizes are: Super Squad top eight ranked (8) males and top seven (7) ranked females using Senior Elite International Standard. The Games Squad has two entry categories, one for Senior male/female lifters and the other for Junior male/female lifters born during or after 1989. The maximum squad sizes are top six (6) seniors (3 male and 3 female) and top six juniors (3 male and 3 female) ranked using the Senior International and Junior International standards.
- The Youth Development Squad will consist of youth lifters born during or after 1991 with a maximum of 20 athletes forming the squad at any one time. Athletes will be ranked using the current Youth National Standard.
- **Bumping** will be used to maintain maximum squad sizes. Example the Super squad has a maximum of eight men who have achieved the Squad Entry Standard. Only the top 8 lifters holding the highest eight % scores will remain within the squad. Accordingly, the eighth ranked lifter's score would need to be surpassed by a new lifter to be removed from the squad at the end of the six month review period– it is hoped this clause leads to continual improvement.
- All squad reviews will take place every 6 months in December 2008 and June 2009.

Super Squad:

To become a member of the **Super Squad** lifters will have to attain the following Entry Standards in a sanctioned AWF, OWF or IWF competition. These totals are as follows:

Women's Category	Total	Men's Category	Total
48k	156k	56k	230k
53k	167k	62k	248k
58k	179k	69k	272k
63k	187k	77k	300k
69k	194k	85k	323k
75k	201k	94k	339k
+75k	225k	105k	340k
		+105k	363k

Note: These totals are based on the AWF Senior Elite Standard and will be modified after each World Weightlifting Championships to reflect current standards in line with AWF policy.

Games Squad:

To become a member of the **Games Squad** a lifter will have to attain the following Entry Standards in a sanctioned AWF, OWF or IWF competition. These totals are as follows:

Women's Category	Sen Int Standard	Jun Int Standard	Men's Category	Sen Int Standard	Jun Int Standard
48k	151	129	56k	223	207
53k	161	147	62k	239	221
58k	173	158	69k	263	241
63k	181	166	77k	290	257
69k	187	170	85k	312	274
75k	194	178	94k	328	283
+75k	218	196	105k	329	290
			+105k	351	291

Note: These totals will be modified after each World Weightlifting Championships to reflect current standards in line with AWF policy.

Youth Development Squad:

To become a member of the **Youth Development Squad** a lifter will have to attain the following Entry Standard in a sanctioned AWF, OWF or IWF competition. These totals are as follows:

Women's Category	Total	Men's Category	Total
40k	70k	47k	120k
44k	77k	51k	127k
48k	84k	56k	134k
53k	96k	62k	144k
58k	103k	69k	157k
63k	108k	77k	167k
69k	11k	85k	178k
75k	116k	94k	184k
+75k	127k	105k	189k
		+105k	190k

GMIP Funding Allocation Summary

Squad	Size	Monthly Rate	Individual Yearly Payment	Annual Cost	%
Youth Development	20	\$60	\$720	\$14,400	12%
Games	12	\$110	\$1320	\$15,840	15%
Super	15	\$440 + \$1280 to Top Ranked Male & Female	\$5280	\$79,200 \$2560	73%

DAS Fixed Expenditure \$112,000

Super and Games Squad members will be able to earn additional bonus funding as a result of achieving Personal Best (PB) performances at the targeted competitions listed. Example, in the Super Squad a new PB Snatch or Clean & Jerk will receive a \$200 prize and a new PB Total prize of \$400 providing the lifter with a total reward of \$800 for all new PB's.

Squad	Snatch	Cn & Jk	Total	Total Cost	%
Youth Development	\$0	\$0	\$0	\$0	0%
Games	16 @ \$100 \$1600	16 @ \$100 \$1600	16 @ 200 \$3200	\$6,400	32
Super	17 @ \$200 \$3400	17 @ \$200 \$3400	17 @ \$400 \$6800	\$13,600	68

DAS Bonus Expenditure \$20,000

Members of **Super Squad** will receive a \$440 monthly stipend.

Financial bonuses will be rewarded in accordance with performance at the following events.

2008 Olympic Games

2008 National Championships

2008 Commonwealth Championships

2009 World Cup (New Caledonia)

2009 Oceania Championships/Arafura Games

Members of the **Games Squad's** will receive a monthly stipend of \$110

Financial bonuses will be rewarded in accordance with PB performances at the following events.

2008 National Championships
2008 Commonwealth Championships
2008 New Zealand vs Australia Junior International
2009 Oceania Championships/Arafura Games
2009 World Junior Championships

Note:

- In all cases the lifter must achieve the above in the bodyweight category in which they qualified for the Squad.



Attachment D – AWF Overseas Based Athletes Policy

Preamble

Where the Australian Dollar has increased value, the Australian Weightlifting Federation (AWF) understands the cost effective advantages of athletes residing and training outside of Australia and as such, it is critical the AWF provides the necessary policy to its participants, coaches, team officials and administrators in relation to the financial support it provides athletes based outside of Australia as opposed to those training domestically.

Policy Overview

- No financial indexation will be considered when funding is released;
- No additional funding will be allocated from the High Performance Budget to transport athletes to international events. Athletes will only be funded return travel from their home State or Territory in Australia;
- Athletes must be compliant with anti doping whereabouts information;
- Athletes must inform the AWF should any contact details change;
- Athletes receiving Gold Medal Incentive Program funding must submit an annual training and competition plan to the HPM for endorsement.
- Athletes must take out appropriate insurance cover while training overseas.
- Athletes must be available for all National Team arrangements, unless previously organised with the AWF;
- Athletes must be in constant contact with the High Performance Manager.

Objectives of the travel Policy

- To provide parameters for those athletes contemplating to reside and train outside of Australia;
- To minimize risks.

Attachment E - Athlete Shadow Team Member Code of Conduct

All AWF Shadow Team members shall:

1. Strive at all times to work towards the goals and objectives of the AWF and the sport of weightlifting, and towards the betterment of its members;
2. Attempt to heighten the image and dignity of the AWF and the sport of weightlifting, and to refrain from any behaviour which may discredit the AWF or weightlifting as a whole;
3. Always be courteous and objective in any dealings with other members;
4. Refrain from unfavourable comments and criticism of other members unless done through proper channels;
5. Strive for excellence in all aspects of weightlifting while supporting the elements of fair play and drug-free sport;
6. Show respect for cultural, social and political values of all members of the sport of weightlifting in Australia and overseas;
7. As a guest in a club, state or foreign country, abide by the laws of the sport and the host club, state or country and adhere to any social customs concerning conduct;
8. Not knowingly circulate false, malicious or derogatory statements about or to any other individual or groups within the AWF;
9. Know and abide by all bylaws, policies and procedures of the AWF;
10. Not counsel others to disregard or break the bylaws, policies and procedures of the AWF; and
11. Not act in such a manner as to dishonour, embarrass, disgrace or bring oneself, the AWF and the sport of weightlifting into disrepute.

Failure to adhere to the Athlete Code of Conduct may result in disciplinary sanctions being imposed which may include letters of warning or reprimand, fines, payments of any cost, suspension or expulsion from AWF. Any individual participating in AWF programs whose conduct is in question shall have the opportunity to defend their actions and respond to the AWF through the steps detailed in the AWF Member Protection Policy found at:-

<http://www.awf.com.au/resources/docs/MPPpartA%20-%20Weightlifting.pdf>