



SINGAPORE TABLE TENNIS ASSOCIATION

INTERMEDIATE SQUAD (IS)

1 OBJECTIVE

- 1.1 To develop youth athletes for progression into National Team.

2 ELIGIBILITY

- a. Athlete must be a Singapore Citizen; and
- b. No previous suspension record with STTA

3. INTERMEDIATE SQUAD SIZE.

There is no minimum number of Intermediate Squad athletes.

4 SELECTION POLICY FOR INTERMEDIATE SQUAD

The Selection Panel consists of the following members:

- I. Chairman, STTA High Performance Committee
- II. Co - Chairman of High Performance Committee (if applicable)
- III. Members of STTA High Performance Committee
- IV. Technical Director
- V. Head Coach, National Men's team
- VI. Head Coach, National Women's team
- VII. Chief Coach, Youth Development (if applicable)

The Selection Panel shall assess all applicants recommended by Head Coaches of SWS, YTS or High Performance Manager holistically based on the following criteria.

a. Performance

Athletes are evaluated and based on their consistency in performance and achievements in singles events at local and international tournaments within a two years period, such as:

- Silver medal at SEA Youth Table Tennis Championships
- Top 8 at Asian Youth Table Tennis Championships
- Top 4 at WTT Youth Contender Series

- Top 4 at Other international invitational tournaments registered by STTA
- Gold at Local tournaments organized/ co-organized by STTA
- Top 4 at International tournaments organized / co-organized by STTA

Results in Team and Doubles events will only be considered as supplementary results for the selection.

b. Technical Ability

This will be assessed by the Selection Committee. This will include skill sets, such as forehand techniques, backhand techniques and footwork etc.

c. Future Potential

The selection committee will assess the potential of the athletes. Preference will be given to athletes with unique style of playing, such as choppers, left handers and athletes using the Chinese penhold grip.

d. Commitment

The selected athletes must agree to commit to the intensive training and competition programme which is similar to the national team’s training and competition programme. The athlete agreement is valid for 2 years.

e. Training Attendance

Athletes from SWS and YTS must fulfil all the training requirements.

f. Discipline

He or she has not been suspended and//or has any disciplinary issues recorded by STTA. If the athlete has served the suspension or punishment, it will not affect his eligibility for selection.

COMMITMENTS AND OBLIGATIONS OF AN INTERMEDIATE SQUAD ATHLETE

5 TRAINING AND COMPETITION

5.1 Training Schedule is as follows:

Monday to Friday: 9:30am to 12.30am
 Monday, Tuesday, Thursday, Friday: 4.30pm to 7pm
 Saturday: 9.30 to 12.30pm

The above training schedule is subject to change at STTA’s sole discretion.

5.2 All Intermediate Squad athletes must attend at least 6 out of 10 training sessions per week. In addition, all athletes are to achieve a minimum attendance rate of 50% over a three month period for the following periods: February to April, May to July, August to October. This excludes any leave of absences like exam leave, medical leave, etc. For example, if there are 78

training sessions available from February to April, athletes have to physically attend at least 39 training sessions for the three-month period.

- 5.3 Any athletes who failed to attend 6 training sessions per week without any valid reasons, will receive a verbal warning. If there is no improvement in the attendance, the athlete will receive a written notification. Any athlete who receives more than 2 warnings (verbal and/or written) will be dismissed from the Intermediate Squad.
- 5.4 Athletes shall diligently continue and not cease training unless with valid reasons acceptable to STTA. Athletes may officially apply leave and is subjected to the Head Coach's approval for the following reasons:
- Examinations. Athletes are required to fill in the application of leave form prior to the examinations
 - Overseas leave. For overseas holidays during school holidays, athletes have to apply for leave of absence one month in advance from the Head Coach. And the athletes are required to fill in the application of leave form
 - Medical illness. Athletes on sick leave must submit a copy of medical certificate within 7 days
 - Emergency situation, for example, death of a next of kin. Athletes must submit a letter to the coach from his/her parents, together with supporting documents, if any.
- 5.5 Intermediate squad athletes will be given opportunities to participate in 2-4 WTT Youth Contenders / WTT Contenders / overseas training stints/ invitational tournaments/ Regional Championships/ World Championships. The STTA has the right to select the WTT Youth Contenders, WTT Contenders, invitational tournaments and overseas training stints for the intermediate squad to participate in. The STTA has the right to conduct selection trial for representation at international competition and/ or training stints if necessary.
- 5.6 The expenses for the international competitions and overseas training stints will be on a co-funding model. The percentage of subsidy to each athlete from STTA will vary from 60% to 90% for every overseas training or competition. Amount of co-funding will depend on numeral factors including Sport Singapore funding, training attendance, results for local tournament and overseas competitions, selection trials and training attitude etc.

- 5.7 Payments are to be made prior to the competitions and training stint.
- 5.8 All Intermediate squad athletes are required to take part in STTA co-organized and organized tournaments if the athletes are not on international duty. For athletes who are having exams or medically unfit, they will have to apply leave from their Head Coach. For other reasons, athletes have to seek approval from STTA High Performance Manager.
- 5.9 Athletes are required to seek approval from their Head coach to take part in local and foreign competitions which STTA is not sending a team.
- 5.9 Intermediate squad athletes shall plan and undertake training and competition programmes to the best of his/her abilities whilst maintaining close and regular consultation with relevant high performance personnel from STTA.
- 5.10 Intermediate squad athletes must show utmost respect for other athletes, coaches and officials when training, competing or residing in a multi-sport environment.

6 MEMBERSHIP FEES AND MONTHLY TRAINING FEES

- 6.1 The monthly training fees of \$350 plus prevailing GST and Group Personal Accident insurance of \$10.00 plus prevailing GST per calendar year for all IS athletes are fully subsidized by STTA.
- 6.2 All IS athletes are required to pay the annual membership fees of \$42 plus prevailing GST in January of each calendar year.

7 STANDARD CODE OF CONDUCT

The Athlete shall:

- 7.1 make a positive commitment and endeavour to achieve the aims and objectives as detailed in the High Performance programmes.
- 7.2 abide by the sports policies and procedures currently adopted in relation to being emplaced on the STTA's programme, inclusive of this agreement.
- 7.3 extend all necessary cooperation as may be required when requested by the Sport Singapore (SSG) or STTA to get involved in and/or make appearances in Sport SG and STTA organized events which include but are not limited to promotional campaigns, functions and seminars.
- 7.4 conduct themselves at all times, in a manner that does not bring the sport, STTA key partners or themselves into disrepute.

- 7.5 refrain from engaging in activities or events unbecoming of a national athlete including but not limited to the following:
- i) making derisory or derogatory comments about another athlete's performance and
 - ii) smoking and/or consuming alcohol when in training camps, major championships and international events.
- 7.6 not engage in any activities or conduct contrary to the laws of Singapore or in any place where the training or competition is held and further, refrain from any activity or conduct that would put the Sport SG or STTA in negative publicity, embarrassment or disrepute.
- 7.7 endeavour to support and promote the sport, STTA, Sport SG and other key sponsors/support agencies wherever possible.
- 7.8 project a favourable and positive image of the sport through high standards of behaviour and appropriate dress codes when carrying out duties in relation to national representation.
- 7.9 submit himself/herself to all medical examination as may be necessary and give consent that his/her medical-confidential information may be used as the Sport SG or STTA deems fit.
- 7.10 not give any media interviews or comments to the media or other marketing agencies without prior approval from STTA. Parents of the athletes shall not represent the athletes and give media interviews without prior approval from STTA.

8 MAP/ CASH AWARD OBLIGATIONS

The Athlete shall:

- 8.1 contribute 20% payment to STTA by SNOC for the SNOC MAP Awards for achievements in SEA Games, Asian Games and Olympic Games.
- 8.2 contribute 50% payment to STTA by SNOC for the SNOC MAP Award for achievement in Commonwealth Games.
- 8.3 contribute 20% payment to STTA on prize money received for ITTF/WTT events and invitational events that are registered by STTA.

9 ANTI-DOPING POLICY

The Athlete shall:

- 9.1 demonstrate commitment towards fair play and comply with the rules and regulations as stated by World Anti-Doping Agency(WADA), International Sports Federation or Anti-Doping Singapore.
- 9.2 in addition to clause 9.1 stated above, ensure that any medication or substance consumed in any form is not prohibited for use by any applicable anti-doping code. When in doubt, the athlete should declare to STTA medication(s) used.
- 9.3 not possess, supply nor use illegal or prohibited drugs or techniques.
- 9.4 support and promote drug-free and ethical practices as well as educational programmes in relation to doping control and related matters.

10 CODE ON THE PREVENTION OF MANIPULATION OF COMPETITIONS

- 10.1 All athletes shall comply with the Code of Conduct on the Prevention of the Manipulation of Sport Competitions:
- Never bet on your sport.
 - Never manipulate a competition and always do your best.
 - Never share inside information. Non-public information about your sport stays private.
- 10.2 The breaches of the Code include 6 main actions/omissions:
- Betting on one's sport
 - Sharing of inside information
 - Corrupt conduct / manipulation
 - Failure to cooperate
 - Failure to report

Breaches of the code will be reported to the STTA Disciplinary Committee.

11 PERFORMANCE APPRAISAL

- 11.1 The national team coach and High Performance Manager will assess the athletes on a yearly basis on their results in local and international competitions.
- 11.3 The athlete agreement is valid for 2 years.
- 11.4 After the yearly appraisal, the athlete may be dropped from the Intermediate Squad if he or she is not able to achieve the required KPIs.

12 WITHDRAWAL

- 12.1 Athlete who wishes to withdraw from Intermediate Squad must submit a formal notice to STTA and serve 1 month notice, failing which the deposit will be forfeited.
- 12.2 At the end of the notice, the deposit will be returned to the parent of the athlete.
- 12.3 The HPE Committee Selection Committee has the right to drop the athlete from Intermediate Squad for non-performance, low attendance rate and/or poor training attitude.

13 RIGHTS OF STTA

- 13.1 STTA has the right to change, amend, modify, suspend, continue or terminate all or any part of this agreement, either in an individual case or in general, at any time without notice