

# Cycling Ireland performance programme strategy plan (2009-2012)

Autumn 2009

High Performance Unit, Cycling Ireland



## Cycling Ireland (CI) High Performance Strategy Plan 2009-2012®

**Cycling Ireland Report No:** CIHPD-SC-05112009

**Title:** CI performance programme strategy

**Prepared for:** Cycling Ireland

**Prepared by:** High Performance Unit

**Date:** November 2009

	Name	Signed	Company/Sporting Institution	Date
Prepared by	Phil Leigh (HP Director)		Cycling Ireland	05.11.2009
Approved by	Geoff Liffey (CI CEO)		Cycling Ireland	10.11.2009
Signed off by	Cycling Ireland Board		Cycling Ireland	12.11.2009

**Note:** this plan is current at time of publication. Cycling Ireland reserve the right to review and amend this document periodically.



Cycling Ireland, Kelly Roche House, 619 North Circular Road, Dublin 1

Email: [hp@cyclingireland.ie](mailto:hp@cyclingireland.ie)

[www.cyclingireland.ie](http://www.cyclingireland.ie)

# Contents

<b>1.</b>	<b>INTRODUCTION</b>	<b>4</b>
<b>2.</b>	<b>VISION</b>	<b>4</b>
<b>3.</b>	<b>STRATEGY DELIVERY METHODOLOGY</b>	<b>5</b>
<b>4.</b>	<b>ATHLETE SUPPORT SERVICES</b>	<b>8</b>
<b>5.</b>	<b>CI STRUCTURE AND BACKGROUND</b>	<b>10</b>
<b>5.1</b>	<b>CYCLING IRELAND ROLES</b>	<b>10</b>
<b>6.</b>	<b>IDENTIFICATION OF RIDERS</b>	<b>11</b>
<b>6.1</b>	<b>TALENT IDENTIFICATION</b>	<b>13</b>
<b>6.2</b>	<b>TALENT TRANSFER</b>	<b>14</b>
<b>6.3</b>	<b>EVALUATION OF TEST SCORES</b>	<b>14</b>
<b>7.</b>	<b>RIDER SELECTION PROCESS</b>	<b>14</b>
<b>8.</b>	<b>SELECTION CRITERIA</b>	<b>15</b>
<b>9.</b>	<b>APPENDICES</b>	<b>16</b>
<b>9.1</b>	<b>APPENDIX 1: TESTING PROTOCOL</b>	<b>17</b>
<b>9.2</b>	<b>APPENDIX 2: SELECTION CRITERIA</b>	<b>18</b>
<b>9.3</b>	<b>APPENDIX 3: PROGRAMME DECISION MAKING MATRICES</b>	<b>24</b>
<b>9.4</b>	<b>APPENDIX 4: TEAM MEMBERSHIP NOTICE</b>	<b>27</b>
<b>9.5</b>	<b>APPENDIX 5: CODE OF CONDUCT</b>	<b>28</b>
<b>9.6</b>	<b>APPENDIX 6: SQUAD MEMBERSHIP AGREEMENT</b>	<b>30</b>
<b>9.7</b>	<b>APPENDIX 7: PARALYMPIC CYCLING</b>	<b>32</b>
<b>9.8</b>	<b>APPENDIX 7: METRICS &amp; CRITERIA FOR HIGH PERFORMANCE SQUADS</b>	<b>33</b>

# Cycling Ireland High Performance Strategy Plan 2009-2012

## 1.0 Introduction

The Cycling Ireland high performance strategy plan aims to outline and explain the strategic direction the High Performance (HP) Unit of Cycling Ireland (CI) is following through to 2012. This document outlines the broad vision, including the main funding bodies behind our sport. It contains sections on how the vision will be implemented, athlete funding and an Organogram for the HP Unit, and descriptions of Cycling Ireland roles within the HP Unit. The focus is on performance and not participation. If riders do not meet the set criteria, riders will not be selected for squads and teams will either be reduced or not compete in the said event.

Additionally this document describes the identification of potential High Performance Squad riders through Talent Identification and Talent Transfer; and opportunities for riders “identified and discovered” through this system to be “fast tracked” into HP support, through a structured coaching and competition programme. An integral part of this mechanism and athlete pathway are Cycling Ireland’s commissions, these operate across all cycling disciplines and are run by committee’s of committed managers, coaches and support staff who select riders identified at the talent stage and develop them through coaching and a structured competition programme. The top riders from the commissions’ development programme progress to the HP Squads.

Rider testing and selection criteria for High Performance Squads (across all CI competition programmes) and selection matrices are described in the first three appendices. The next three appendices cover team membership, code of conduct and the squad membership agreement. The final appendix describes the metrics and criteria for High Performance Squad membership.

The delivery of this strategy plan and competition programme through to London 2012 is subject to continued funding and support from the Irish Sports Council (IIS), Sport Institute Northern Ireland (SINI), Sport Northern Ireland (SNI), Paralympic Council of Ireland (PCI), Olympic Council of Ireland (OCI) and the Cycling Ireland Membership (CI). The performance programme includes athletes drawn from Junior, U23 and Elite men, Junior and Elite women, Road, Track, MTB (XC & DH), BMX and Paralympic cycling disciplines.

## 2.0 Vision

Cycling Ireland’s High Performance vision from 2009 to 2012 is: ***“To identify and prepare a group of riders across all Cycling Ireland’s competition programmes, with a goal to qualify a minimum of 8 riders across the genders for each of the Olympic Games and Paralympic Games, and achieve a minimum of a top 8 result”***. These target performances will be achieved by the athletes across the different cycling programmes, under the direction of the High Performance Unit, led by the High Performance Director.

### 3.0 Strategy delivery methodology

In order to deliver improved performances at London 2012 a competition and coaching structure has to be in place that athletes from different cycling programmes can access. This program must be progressive and have the potential to access competitions year round as required. A model structure for each competition programme will indicate the pathway from entry level rider to elite world championship or Olympic Games level.

The High Performance Competition Programmes are underpinned by the development programmes run by the different cycling commissions. There are commissions for road, track, off road, paracycling and women. Each of these commissions has a remit to develop new and emerging talent. In turn the commission’s work with grass roots cycling groups that work with the talent identification teams to discover athletes with the potential to rise up the performance pathway and into the high performance programmes. Tables 3.1 and 3.2 show generalised performance pathways for track and road.

Table 3.1: Generalised Performance Pathway for track riders:

Level	Category & Key Competitions	Age range	Learning stage
Level 1 (entry level)	Youth (this includes identifying young talent) U16 races Club riding	8 - 15	Basic riding skills, technical skills, introduce competitive elements
Level 2	Junior Track races, e.g. Sundrive Road & Orangefield Tracks International track races (Euros)	16 - 18	Team environment, learn to win, develop track discipline
Level 3	Under 23 UK and Irish track races International track races (Europeans etc)	18 - 20	Track skills, exposure to International track racing, learn from senior Elite riders, further develop best suited discipline
Level 4	Development Squad (Track Commission) International track races	18 - 21	Progressive competition programme, gain experience
Level 5	Irish Academy System Track Training camps International track races	18 - 25	Further develop core skills, organisation, living away from home, professionalism
Level 6	Irish National Team/Squad Representing country World Track Cup Events	18+	Preparation, working in a team environment, learn winning mentality
Level 7	Continental Team European, World Track Championships & Olympic Games, World Track Cup Events	19+	Fully integrate into International track racing, race toughening process, stage race experience for track endurance
Level 8	Continental Pro Team Track endurance preparation World Track Cup Events World Championships & Olympic Games	20+	Primarily UCI 1.1 and 2.1 races, classics, stage races mixed with track training and track events
Level 9	Pro Tour Team Track endurance preparation World Championships & Olympic Games	22+	Primarily UCI 1.1 and 2.1 races, major tours, classics, Pro Tour events mixed with track training and track events

These (track and road) performance pathways are being developed across all cycling disciplines in conjunction with the relevant commissions and coaches. These will be published as they are completed.

Table 3.2: Generalised Performance Pathway for road riders:

Level	Category & Key Competitions	Age range	Learning stage
Level 1 (entry level)	Youth (this includes identifying young talent) U16 races Club riding	8 - 15	Basic riding skills, technical skills, introduce competitive elements
Level 2	Junior Junior Tour of Ireland, IOM races International races (Europeans etc)	16 - 18	Team environment, learn to win
Level 3	Development Squad (Road Commission) Stage races in Ireland	18 - 21	Progressive competition programme, gain experience
Level 4	Under 23 Nations Cup Short stage races	18 - 22	Road skills, exposure to International racing, learn from senior Elite riders
Level 5	Irish Academy System Overseas facility Training camps	18 - 25	Further develop core skills, organisation, living away from home, professionalism
Level 6	Irish National Team/Squad Representing country UCI races – Tour of Britain/Ireland	18+	Preparation, working in a team environment, learn winning mentality
Level 7	Continental Team European & World Championships	19+	Fully integrate into International racing, race toughening process, stage race experience
Level 8	Continental Pro Team Stage races/Classics World Championships & Olympic Games	20+	Primarily UCI 1.1 and 2.1 races, classics, stage races
Level 9	Pro Tour Team Major Tours/Classics World Championships & Olympic Games	22+	Primarily UCI 1.1 and 2.1 races, major tours, classics, Pro Tour Events

The development element of the programmes is delivered through the Commissions: Cycling Ireland has a commission structure where each strand of cycle sport has a dedicated group of people with expertise and drive in that particular cycling discipline. Each commission has a head who leads the commission and a committee structure that manages the core activities within that particular commission. In figures 3.1 and 3.2 above, the performance pathway for the track and road are shown; a similar pathway for all disciplines will be published. The wide range of cycling disciplines covered under the CI Commissions and the HP Unit are shown in table 3.3.

The High Performance Unit of Cycling Ireland will focus on performances and results in key competitions within this Olympic Cycle (2009 to 2012), (see below). Metrics and targets within squads are progressive and are reviewed annually to ensure continued funding.

Key competitions 2009 – 2012 – Target performances and results will be set for each of these events

- 2009** National Championships (All)  
 European Junior and U23 Championships (road, MTB and track)  
 World Championships (road, MTB (XC & DH), BMX, Paracycling and track)  
 World Cup Events (Track, Paracycling, MTB XC & DH)
- 2010** National Championships (All)  
 European Junior and U23 Championships (road, MTB and track)  
 World Championships (road, MTB (XC & DH), BMX, Paracycling and track)  
 World Cup Events (Track, Paracycling, MTB XC & DH)  
 Commonwealth Games (NI only)
- 2011** National Championships (All)  
 European Junior and U23 Championships (road, MTB and track)  
 World Championships (road, MTB (XC & DH), BMX, Paracycling and track)  
 World Cup Events (Track, Paracycling, MTB XC & DH)
- 2012** National Championships (All)  
 European Junior and U23 Championships (road, MTB and track)  
 World Championships (road, MTB (XC & DH), BMX, Paracycling and track)  
 World Cup Events (Track, Paracycling, MTB XC & DH)  
 Olympic Games - London (Road, Track, MTB XC, BMX)  
 Paralympic Games - London

Table 3.3: Competition and coaching programmes in Cycling Ireland

No	Competition Squads	Track	Road	Off road
1	Junior Track & Road (M)	X	x	
2	U23 Track & Road (M)	X	x	
3	Elite Track & Road (M)	X	x	
4	Junior Track & Road (F)	X	x	
5	U23 & Elite Track & Road (F)	X	x	
6	Paralympic Programme (M & F)	X	x	
7	MTB XC (M & F)			x
8	MTB DH (M & F)			x
9	BMX (M & F)			x

The ideology across the competition programmes is that athletes have a yearly competition and coaching programme irrespective of their specialist discipline. For example a rider in the team pursuit squad would be a member of the track endurance squad. In order to progress in the team pursuit an endurance rider needs stage races as part of their preparation before the track season. Similarly a MTB XC rider can ride stage races as part of their preparation. Thus, the make-up of a UCI Continental road team can include:

1. Road riders
2. Track endurance riders
3. MTB XC riders

Similar teams will be developed for different HP squads to facilitate year round competition and training to ensure athletes are brought to major competitions in optimum form.

## 4.0 Athlete support services

In order to compete in the above competition programme different levels of funding must be accessible to the High Performance Unit. There is a desire to move from individual funding to squad based funding across each competition programme.

In the event of the two funding agencies agreeing every member of the High Performance Squad(s) will be eligible for squad funding provided that they meet and continue to meet agreed targets as set by ISC, SNI and CI on a quarterly basis. These targets will include key support of athletes winning major medals and championships. Additionally, the squad based system will include an element of support for athletes who play an instrumental part in athletes winning medals and/or major championships.

Team funding on the basis of riders on foreign teams supporting a foreign rider to a major placing or win will be restricted to Under 23 riders from 2010. All riders Over 23 will only gain support through gaining major top placings or wins in their own right. This is mainly applicable to riders outside a National Irish squad system such as in a Continental Team, Continental Professional Team or Pro Tour Team.

Each funded athlete whether through a squad based system or as a sole funded rider will attend review meetings with the Performance Director. It is on the onus of the rider to email the Performance Director with their results and performances prior to these meetings.

Each athlete on a Cycling Ireland High Performance Squad will have access to coaching from the HP Coaching staff and access to Training Peaks software and coaching and testing centres such as SINI and IIS. Opportunities for regional coaches to attend training camps will be encouraged. Interested coaches can send their details to [hp@cyclingireland.ie](mailto:hp@cyclingireland.ie). A set of Watt-Bikes will be integrated into Cycling Ireland through 2010 and will replace the existing BT Units for testing new talent and monitoring and testing HP Squad riders. The Fitness Index metrics will be determined for the Watt-Bike and added to a future revision of this document.

Table 4.1: Coaching staff assigned to CI High Performance Squads for 2010

Discipline	Coach
Elite Men	Tommy Evans
U23 (Men)	Tommy Evans
Elite Women	Brian Nugent
Paralympic Athletes (all)	Brian Nugent
Paralympic Athletes (development)	Bev Chamberlain
Juniors (M)	Bev Chamberlain
Juniors (W)	Bev Chamberlain
MTB	tbc
BMX	tbc
Track Sprinting (tbe)	Terry Cromer (pt)

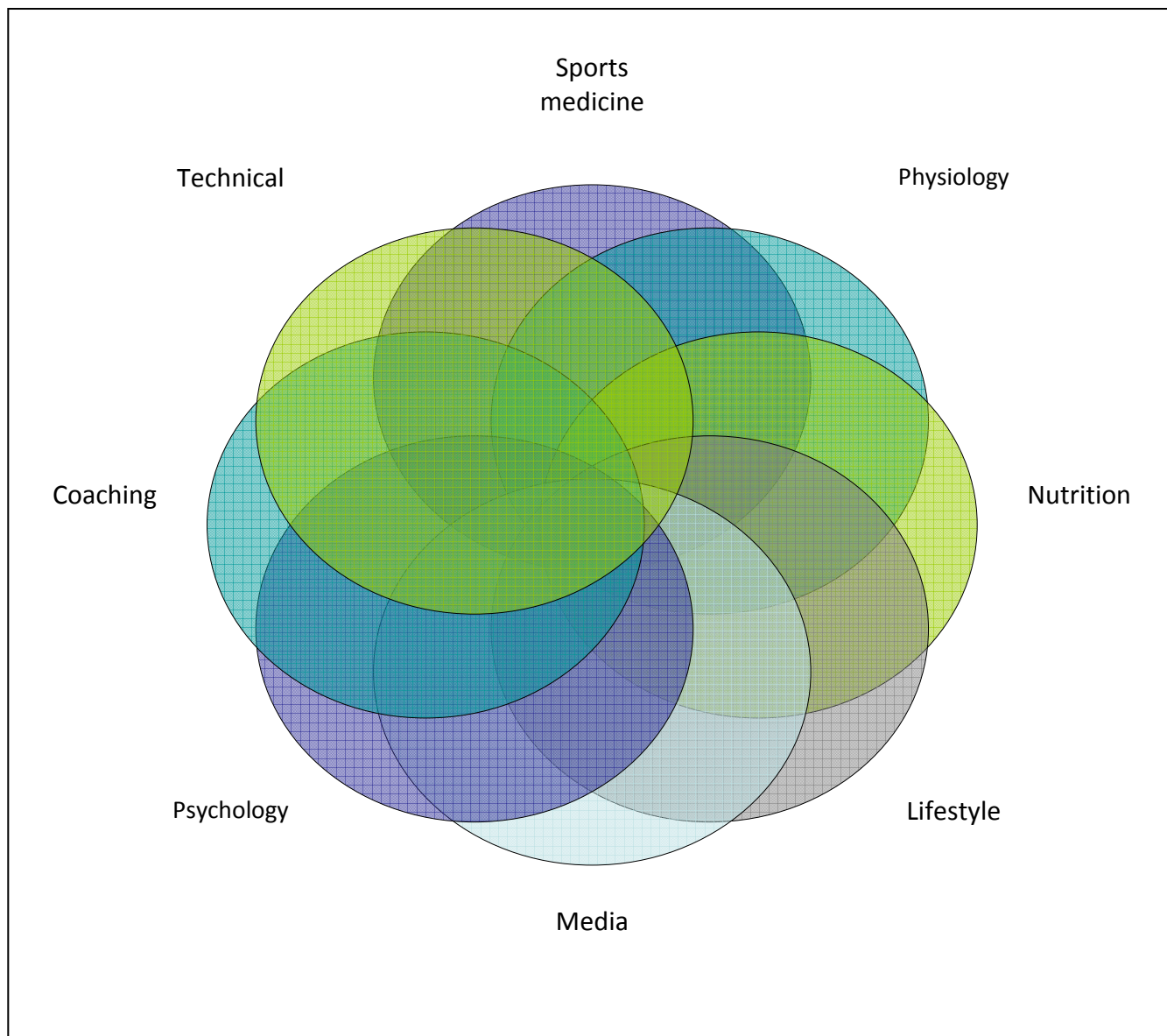


Figure 4.1: Diagram to show idealised interaction between athlete support services from IIS & SINI.

Athlete support services have are now streamlined across SINI and IIS, this allows athletes from any part of Ireland (and those based abroad) to access any combination of support services from sports science to psychology to lifestyle to nutrition etc. in an integrated way. This methodology allows for “whole athlete mapping” or screening and is a key part of any athletes overall coaching plan. Figure 4.1 above shows how this interaction can work with each support service interlinked. These services will be co-ordinated through the (tba) Athlete Support Services Officer within the High Performance Unit at Cycling Ireland.

## 5.0 Cycling Ireland

The management structure and the interactions between the different elements that make up the High Performance Unit within Cycling Ireland are summarised in the flow chart below (figure 5.1).

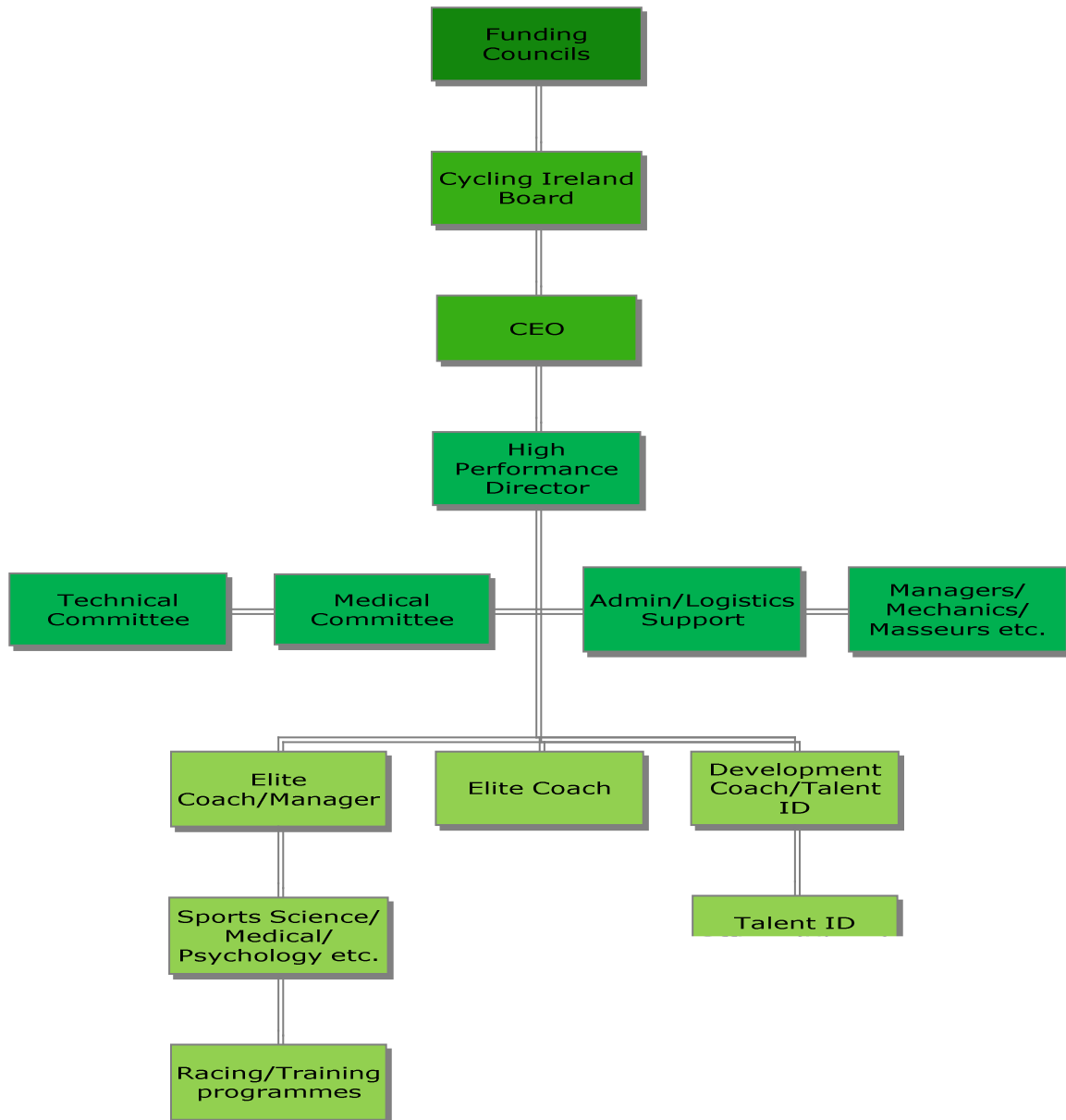


Figure 5.1: Flow chart of management structures for Cycling Ireland High Performance Plan to 2012. The above structure is underpinned and supported by a large and valuable volunteer base. An additional High Performance Structure document shows additional detail with named personnel, support staff and squads (see HP Structure diagram in downloads area of CI website).

## **5.1 Cycling Ireland Roles**

Roles outlined below relate only to the area of high performance.

### **5.1.1 Cycling Ireland Board**

- Approve on an annual basis the High Performance Plan
- Approve the budget allocation in respect of High Performance Plan
- Appoint members to the technical committee
- Act as the appeal board in the event of an appeal against team selections
- Appoint the Performance Director

### **5.1.2 Technical Committee (see note 1 below)**

- Monitor and evaluate the implementation of the High Performance Plan
- Be consulted on Job Descriptions and personal specifications drawn up by the High Performance Team for all High Performance posts for approval by the Board of Cycling Ireland
- On occasion the committee may need to act as a sounding Board for the Performance Director
- Review event planner and annual budget spend
- Technical Committee to meet on a quarterly basis

### **5.1.3 CEO**

- Manage the Performance Director
- Review programme expenditure on an on-going basis
- Report to the Board of Cycling Ireland on the implementation of the High Performance Plan
- Agree the budget allocation for the high performance programme in conjunction with the Performance Director and recommend it for approval to the Board of Cycling Ireland

### **5.1.4 High Performance Director**

- Develop Cycling Ireland's High Performance Plan in conjunction with the technical committee
- Obtain the endorsement of the Board of Cycling Ireland for the High Performance Plan and submit the agreed plan to the funding partners (ISC, SNI) for comment and input
- Manage the implementation of the High Performance Plan within the budgetary constraints
- Be responsible for programme expenditure in accordance with Cycling Ireland expenditure policies and procedures
- Oversee the implementation of the High performance Plan
- Manage the operational and logistical requirements for all High Performance activities
- Lead the recruitment of High Performance staff in line with organisational policies, procedures and specifications devised by the Technical Committee
- Responsible for the management of all programme staff including setting targets and work programmes, as well as monitoring performance

- Have responsibility for the personal development programmes of all coaches and support staff involved with the plan
- Lead the development of robust selection criteria for membership of each of the squads (Elite, Development and Regional) for agreement with technical committee and endorsement by the Board of Cycling Ireland
- Lead the development of robust selection criteria for membership of Cycling Ireland Teams for agreement with technical committee and endorsement by the Board of Cycling Ireland
- Publish the list of names of the members of each squad
- Select teams for international competitions
- Name the members of each team selected within defined timeframes
- Oversee the implementation of the Talent ID/Transfer programmes
- Ensure athletes carding applications are completed and agreed as required
- Develop, publish and implement a Talent Identification programme
- Develop, publish and implement a Talent Transfer programme
- Set the coaching policy/strategy that the development squad coach and the regional coaches will follow
- Work together with the Elite Coach and the Cycling Ireland Coaching Commissions to develop and integrated athlete pathway and coaching pathway

### **5.1.5 Elite Coaches/managers**

- Direct one to one coaching of elite athletes in specific programmes
- Setting athlete specific targets
- Manage the athletes where no specific manager is assigned to a event or training camp
- Develop athletes' understanding of the processes that improve performance
- Provide individualised support and develop their technical knowledge
- Mentor the Developmental Coach and provide individualised support and develop their technical knowledge
- Contribute to the development of Cycling Ireland's coaching plan
- Work together with the Performance Director to prepare individual development plans for the Development Coach
- The equivalent of 70% of one Elite coach's time directed to Paralympic programme

### **5.1.6 Developmental Coach**

- Work with the development squad(s)
- Develop individual athlete performance plans with measurable targets and objectives
- Develop a yearly phased action plan outlining the operational and sport science requirements for improved performance at developmental level
- Attend training and competition activities as required in the operational plan
- Work with the Elite Coach to develop personal and technical skills
- 30% of Development coach time directed to Paralympic programme
- Work in the Talent Transfer Programme
- Work in the Talent Identification Process

**Note 1: Cycling Ireland Technical Committee**

An annual budget based on the coaching, training and competition programme across all HP competition programmes is agreed. The **Cycling Ireland Technical Committee** will function to advise the working of the High Performance Team and to review and evaluate membership of and the programmes being followed by the High Performance Squad. The Technical Committee will meet regularly to fulfil its role and will advise the Board of Cycling Ireland of its deliberations and of any concerns it may have. The Cycling Ireland Technical Committee may consist of a group of up to six (6) persons from a sports science or a high performance sport background as well as representatives of the Sports Councils. The Technical Committee will be appointed by the Board of Cycling Ireland and will function as a subcommittee of the Board. This structure will extend the protection of the limited liability of the company to the members. The Board of Cycling Ireland will empower the Technical Committee to deal with matters relating to high performance cycling. The Board of cycling Ireland will accept nominations from the Irish Sports Council, Sport Northern Ireland and the sports institutes for persons to be considered as members of the Technical Committee. The standard rules governing a subcommittee of Cycling Ireland will apply to the committee. The Technical Committee will be chaired by the CEO of Cycling Ireland. As with every subcommittee of Cycling Ireland the Hon. President is *ex-officio* a member.

## 6.0 Identification of riders

The identification of riders will begin with a two pronged testing programme. A **Talent Transfer Programme** will seek to identify talented athletes from other sports while a **Talent Identification Programme** will test cyclists to identify those with the basic strength, skill and will to succeed.

### 6.1 Talent Identification

A **Talent Identification Programme** to target existing Cycling Ireland members was implemented in 2008. Further programmes will be carried out during 2009-2012. The test, on a BT machine, involves a short ramp test to identify possible endurance athletes and a short sprinters test to identify track sprinters. The testing protocol (Appendix 1) is the same as that used for the **Talent Transfer Programme**. Testing will be done on a regional basis and each provincial executive will be encouraged to train a panel of testers who will supplement the core Cycling Ireland testing panel. The results will be transferred to a spread sheet / data base and will be evaluated against defined selection criteria for male endurance, male sprint, female sprint and female endurance.

Future tests may be developed on the WattBike which has been endorsed by British Cycling and deemed more accurate. These are in the process of being purchased and will come on-line in early 2010.

The management and administration of the testing programme of the collected data will be the responsibility of Cycling Ireland administrative staff.

The testing programme will be repeated four times per year (these dates are subject to change):

- November
- February
- May
- August

Each rider will have access to their own data and they will be advised of their ranking in relation to the selection criteria.

## **6.2 Talent Transfer**

A *Talent Transfer Programme* was implemented in 2008 and following an evaluation of the results by Sports Institute of Northern Ireland (SINI) a group of athletes were invited to participate in a talent confirmation programme. During 2009-2012 further evaluation will take place and a group of athletes may be invited to participate in further coaching and training to gauge their adaptability and suitability for a cycling high performance programme. All of the data from these and further tests will be collected by SINI staff and the Cycling Ireland HP Team. The data will be stored by Cycling Ireland. The evaluation of the data will be a shared effort between SINI and Cycling Ireland HP team.

## **6.3 Evaluation of test scores**

The data from each riders test will be evaluated by the High Performance Team. The High Performance Team consists of the Performance Director, the Elite Squad Coaches and the Development Squad Coach. This work will be reviewed by the Cycling Ireland Technical Committee. The collected data will be compared with indicators in the selection criteria such as power output, weight and fitness index. The selection criteria consists of a general statement outlining the commitment required from riders wishing to become part of the High Performance Squad and a set of matrices that define the standards required for inclusion in the squad for the various disciplines (Appendices 3 & 7). These figures will be used to create a hierarchy of individual capacity. Riders who satisfy the defined criteria and who the High Performance Team and the Cycling Ireland Technical Committee assess as having the potential to develop further may be invited to join the Cycling Ireland High Performance Squad or the Development Squad. Young riders (U18) not reaching the testing targets but evaluated as having potential will be directed to the junior programme. Riders under 16 will not be considered part of a HP Programme except in exceptional circumstances.

## **7.0 Rider selection process**

The High Performance Squads will consist of riders whose test scores and age profile show that they have the capacity to develop sufficiently to meet agreed targets at London 2012 and various intermediate targets in the lead up to London 2012. There are no reserved places in the High Performance Squad based on discipline or gender. A place on the High Performance Squad depends on satisfying the conditions laid out in the various selection criteria.

The competitive priority areas are team and individual track events. Track racing will have primacy of purpose for all members of the squad. The out of (track) season period will be used for road racing, MTBXC or MTBDH racing as suits individual athletes and as long as the competition activity coincides with the coaching plan laid out by the High Performance team.

Riders whose test scores and or age profile do not match the criteria may be nominated to be a member of a development squad or squads. The various commissions (road, track, women's, MTB, etc.) are

responsible for identifying young and emerging talent and nurturing it until it feeds into the applicable development path. The coaching, training and management of the High Performance Squad will be directed by the Performance Director and managed by the coaches and staff of the High Performance Team. The affairs of the Junior and Development Squads will be directed by the Performance Director. Coaching for the Development Squad will be provided by a full time coach who will liaise closely with the Elite Squad coach

The Talent transfer Programme and the Talent Identification testing Process will identify riders for inclusion in the elite squad. A continuing program of testing will allow athletes to present their case for consideration for membership of the elite Squad. The evaluation of dropping riders from the elite squad and replacing them with new riders is a function of the Performance Director in conjunction with the remainder of the High Performance Team.

It is likely that riders from the development squads will replace riders dropping out of the high performance plan or riders failing to achieve the targets set for them by the high performance team. Synergies between the high performance squad and the development squads will have to be cultivated so that percolation of information on coaching and training from the high performance team can occur between the squads.

All riders across each Cycling Ireland Squad will be tested in the off season as both a benchmark of their fitness levels and as part of an annual review process.

## **8.0 Selection criteria**

The selection criteria for each of the following Cycling Ireland High Performance Programmes can be found in the associated tables in appendix 9.7.

1. Elite Men
2. Elite & U23 Women
3. Under 23 Men
4. Juniors (M & F)
5. Paralympic Athletes (M & F)
6. MTB XC (M & F)
7. MTB DH (M & F)
8. BMX (M & F)

For Paralympic cyclists the selections remain discretionary, however the selection panel in making their decision will take account of:

- An athlete's current and recent UCI World Ranking
- National and International race performances between 1st July 2009 and 30th June 2010
- Training performances in the six month period prior to the final nomination date
- Commitment to the Cycling Ireland coaching and competition programme
- Specific nature of the World Championships courses (road race and time trial)
- The profile of athletes already selected to ensure optimal team composition
- Potential of athlete to make London 2012 Team

See also appendix 9.7.8 - Paralympic Programme.

# 9.0 Appendices

<b>9.1</b>	<b>APPENDIX 1: TESTING PROTOCOL</b>	<b>17</b>
<b>9.2</b>	<b>APPENDIX 2: SELECTION CRITERIA</b>	<b>18</b>
<b>9.3</b>	<b>APPENDIX 3: PROGRAMME DECISION MAKING MATRICES</b>	<b>24</b>
<b>9.4</b>	<b>APPENDIX 4: TEAM MEMBERSHIP NOTICE</b>	<b>27</b>
<b>9.5</b>	<b>APPENDIX 5: CODE OF CONDUCT</b>	<b>28</b>
<b>9.6</b>	<b>APPENDIX 6: SQUAD MEMBERSHIP AGREEMENT</b>	<b>30</b>
<b>9.7</b>	<b>APPENDIX 7: PARALYMPIC CYCLING</b>	<b>32</b>
<b>9.8</b>	<b>APPENDIX 8: METRICS &amp; CRITERIA FOR CI HIGH PERFORMANCE SQUADS</b>	<b>33</b>
<b>9.8.1</b>	<b>JUNIOR (M)</b>	<b>34</b>
<b>9.8.2</b>	<b>JUNIOR (W)</b>	<b>35</b>
<b>9.8.3</b>	<b>U23 &amp; ELITE (M) - ROAD</b>	<b>36</b>
<b>9.8.4</b>	<b>U23 &amp; ELITE (M) – TRACK</b>	<b>37</b>
<b>9.8.5</b>	<b>U23 &amp; ELITE(W) - ROAD</b>	<b>38</b>
<b>9.8.6</b>	<b>U23 &amp; ELITE(W) - TRACK</b>	<b>39</b>
<b>9.8.7</b>	<b>MTB XC, MTB DH &amp; BMX</b>	<b>40</b>
<b>9.8.8</b>	<b>PARALYMPIC PROGRAMME</b>	<b>41</b>
<b>9.8.9</b>	<b>CYCLING IRELAND HP PROGRESSION TABLE</b>	<b>42</b>

## **Appendix 9.1: Testing Protocol**

### **TEST PROTOCOL**

Each rider will be allowed 20 minutes to warm up on a normal turbo trainer, riders are asked to pedal at a reasonable high cadence and if using pulse monitors to remain below 160bpm.

The rider will then complete the 4 minute VO<sub>2</sub>, Threshold Test. The rider will then take a recovery period of approximately 5 minutes on the BT Unit before completing a 15 second max power test.

Riders will then return to the normal turbo trainer for a final 10 to 15 minute warm down.

Riders carrying out this test must be advised by the HP coaching team on hydration and exercise protocol in the 24-72 hrs preceding the test.

### **BT TEST**

#### **4 Minute VO<sub>2</sub>, Threshold Test**

Warm up for 10-20 minutes on a turbo trainer using small gears and a high cadence.

Riders will then be given 3 to 4 minutes to warm up on the BT unit. (this will be adapted to the Watt Bike in 2010)

The purpose of the test is to determine a rider's capacity to produce high cadence and power output over a 4 minute period.

The rider will be asked to ride at a pace they feel they can hold for a 4 minute period. The rider should be encouraged to maintain a fan speed above 80. This is equivalent to a cadence of 110 rpm. However, for certain disciplines such as MTB XC this pedalling rate is relatively high and thus the pedalling rate would be adjusted to a lower cadence in discussions with the coach at the time of the test.

#### **15 Second Maximum Power Test**

The purpose of the test is to show the ability of a rider for sprinting.

The rider will be asked to do a seated effort producing as much power as possible.

The maximum speed will be recorded from the BT speedometer

Once the test is completed the rider will be allowed 5-10 minutes on the normal turbo to warm down.

More information is typically and currently required, to record training volumes, intensity, and general lifestyle factors in days preceding the test.

## Appendix 9.2: Selection Criteria

### GENERAL SELECTION POLICY

#### INTRODUCTION

The information presented here is aimed at all cyclists and coaches with High Performance ambitions, and It will allow all aspiring internationals to set very clear performance goals and should therefore be read very carefully by everyone with ambitions to gain membership of the Cycling Ireland High Performance Programme (CIHPP) and compete on a Cycling Ireland team.

The purpose of the CIHPP is to support the riders with a strategic plan, expert coaching, training programmes, training camps and specialist event specific equipment with the sole aim of improving the level at which we compete internationally. Membership of the program commits riders to a program that is focused on Olympic Games, World and European Championship qualification and performance, not mere participation.

A CIHPP will be put in place for all disciplines and age groups when the resources become available. The plans will target those disciplines which give Cycling Ireland the potential to win medals at major championships.

Every athlete who becomes a member of the CIHPP will be required to agree clear outcomes, goals and define measurable targets that will underpin performance. Members of the programme will be assessed at regular review meetings with the High Performance Team throughout the season. The reason for this process is to encourage the continued development of every athlete on the programme to achieve their potential.

To achieve this aim, a process of monitoring and evaluation will be employed, that will fulfil two main functions.

- i) Provide transparent and objective criteria for programme membership and for selection to Cycling Ireland teams.
- ii) Provide a series of measurable and controllable performance markers to measure the progress of programme members over time.

#### Three Principles of High Performance

1. **Desire** – To win and aim to be the best that you can be and to have self belief in your ability to progress to World Class level
2. **Commitment** – To hard work and personal organisation of training routine to maximise the preparation process
3. **Physical ability** – Cycling is a physically demanding sport, whatever discipline you compete in. Measuring your ability and monitoring progression is fundamental to performance improvement

## **OBJECTIVE**

As a general principle Cycling Ireland teams will be selected from riders on the CIHPP that will be identified in accordance with the criteria laid out below. The Cycling Ireland programme in each discipline will have the athletes and combinations of athletes who have the potential to achieve medal chances in each discipline of cycling, (Road, Track, Paralympic, MTB & BMX). The discipline specific Selection Criteria for membership of the programme and Cycling Ireland teams are an appendix to this document.

## **CYCLING IRELAND ENDORSEMENT**

Selection to a Cycling Ireland High Performance Programme or Team will be made by the High Performance Team and will be subject to endorsement by the Board of Cycling Ireland

## **ELIGIBILITY FOR SELECTION IN NATIONAL SQUADS AND CYCLING IRELAND TEAMS**

To be eligible for selection in a CIHPP or an Irish Cycling Team, athletes must:

1. Hold or be eligible to hold an Irish passport
2. Have a current racing licence issued by Cycling Ireland or another federation affiliated with the UCI with the nationality marked as 'IRL'
3. Agree to participate in and meet all competition, training and other participation requirements as determined by the Performance Director of Cycling Ireland or by a squad or team manager appointed with his agreement.
4. Must adhere to the Cycling Ireland and Irish Sports Council anti doping policy;
5. Pass the performance standards set out in the Criteria
6. Sign and adhere to the *Cycling Ireland Agreement for Squad and Team membership*
7. Sign and adhere to *UCI Commitment to a new cycling*

## **SELECTION PANEL**

The role of assessing athletes against the selection criteria is the responsibility of the Cycling Ireland's Selection Panel for each discipline. In general athletes representing CI will be selected from Cycling Ireland High Performance squads however the HPD can include athletes from outside the squad at his discretion. There is a scoring matrix for major championships to enable transparent selection criteria.

1. The Selection Panel for each discipline/age group shall consist of the Performance Director and the Cycling Ireland Squad Coaches.
2. It is the policy of Cycling Ireland that the Performance Director shall be the convener for each Selection Panel. The Performance Director shall be responsible for facilitating and monitoring the selection procedure in accordance with the *Cycling Ireland GENERAL SELECTION POLICY* and with the discipline specific *Selection Criteria* outlined in the attached appendix. The Performance Director will administer the process of endorsement and advice to athletes.
3. Athletes will be notified prior to the event in accordance with the time frame defined in the various discipline of the *Selection Criteria*.
4. It is the responsibility of individual athletes who have indicated their wish to be considered for selection to ensure that their full contact details have been provided to the Cycling Ireland Performance Director.

*This information is essential to enable:*

- ❖ the monitoring, by the Performance Director, of the athlete's progress;
- ❖ communication with the athlete;
- ❖ compliance with the obligations of providing whereabouts information in accordance with the Cycling Ireland and Irish Sports Council Anti-Doping Policy;

### **ANNOUNCEMENT OF SQUAD LISTS**

Once a rider is selected, by the appropriate Selection Panel, for inclusion in a squad using the process defined in the discipline specific Selection Criteria they will be informed verbally by the Performance Director of Cycling Ireland. This will be confirmed within 7 days by way of post or email. Once a rider accepts a place on a squad this acceptance will be forwarded to the Executive Director of Cycling Ireland. All the administration and maintenance of squad lists, the issuing of press releases and the notification of the initial list and subsequent changes to the Irish Institute of Sport will be the task of the Performance Director of Cycling Ireland. The personnel and performance files of the various squad members will be held at Cycling Ireland Headquarters.

### **ANNOUNCEMENT OF TEAM SELECTIONS**

The time frame for the selection of teams and the announcement of such selections is outlined in the discipline specific *Selection Criteria* which is an appendix to this document. As a general principle Cycling Ireland teams will be selected from members of CIHPP. However riders who are not members but who are producing results in competition or in controlled environments may be considered for inclusion on a Cycling Ireland team.

### **EXTENUATING CIRCUMSTANCES**

In considering the performances of athletes at events, trials, training camps or other attendances required under these criteria, the High Performance Team may, at their discretion, give weight to extenuating circumstances. Extenuating circumstances means an inability to compete, to attend training camps or to perform at an optimum level arising from:

1. Injury or illness;
2. Travel delays;
3. Equipment failure;
4. Bereavement or personal misfortune, and/or;
5. Any other factors reasonably considered by the appropriate National Selection Panel to constitute extenuating circumstances.

*However the ability to compete may still be determined through fitness testing and objective performance data.*

### **MEDICAL AND OTHER ASSESSMENTS**

Selected riders **may** be required to undergo physiological and/or medical assessments in the period between the final selection date and the events.

## **REMOVING A RIDER FROM A SELECTED TEAM**

The Performance Director may withdraw a selected athlete from a major championship competition if he concludes after consultation with the relevant Selection Panel that the athlete is likely to under-perform to a significant degree. The Performance Director may also replace an athlete with another rider who the Performance Director (following consultation with the appropriate Selection Panel) believes is likely to achieve a better result. This can occur at any time between the selection deadline and competition but replacement athletes can only be drawn from the selected athletes (including reserves) whose names were published at the time of selection.

## **AMENDMENT TO SELECTION CRITERIA**

These criteria may be amended or supplemented, particularly where matters arise that have not been provided for in these criteria. All amendments must be endorsed by the Board of Cycling Ireland. If approved, the Performance Director will publish any criteria amendment or supplement and will endeavour to give as much notice as possible to all persons affected by any such amendment or supplement. Any such changes will be published on the Cycling Ireland website [www.cyclingireland.ie](http://www.cyclingireland.ie). Athletes may be added or deleted from a National Squad at the discretion of the appropriate Selection Panel based on their performances and their compliance with the standards expected of squad members selected using these selection criteria.

## **APPEALS PROCEDURE**

### **Grounds of Appeal**

An person may appeal against a decision of a Selection Panel in accordance with this policy on the grounds that a decision of the Selection Panel was not made in accordance with this policy, i.e. that the selection criteria was not properly followed or implemented.

### **Procedure for Appeal**

Any appeal against a decision of a Selection Panel must be made by the prescribed deadline, of 48 hours, following the announcement of the selections to the riders. The appeal must be lodged in writing with the Executive Director of Cycling Ireland and accompanied by a fee of €200.

The application for the appeal must set out:

1. The decision of the National Selection Panel in question
2. The grounds on which the appeal is made
3. The reasons or circumstances supporting the alleged grounds of appeal.

Nothing in this policy prevents the withdrawal, in writing, of an appeal at any time. On receipt of an appeal in accordance with this policy, the Executive Director must immediately forward the appeal documents to the Selection Review Panel.

### **Constitution of Selection Review Panel**

The Board of Cycling Ireland will appoint a Selection Review Panel under the chairmanship of a member of the Board of Cycling Ireland. The panel may be constituted by any three (3) persons available to hear the appeal.

The chairman of such a review panel will make the necessary arrangements to hold such a meeting. He/she will keep minutes of the meeting. He/she may contribute to the debate but may not vote on the outcome of the discussions except in the event of a tied vote when the Chairman will have a casting vote. The decision of the majority of the members of the review panel will constitute the result of the appeal. No member of the Selection Review Panel may be a selector, a relative or club mate of the appellant or have a direct interest in the matter under consideration.

### **Functions of the Selection Review Panel**

The Selection Review Panel has no power of selection or re-selection. The Selection Review Panel may review the matter set out in the Appeal and may (if appropriate) refer the matter back to the Selection Panel for consideration.

### **Procedures for the Selection Review Panel**

On receipt of the appeal papers the Executive Director shall immediately notify the Hon President of Cycling Ireland or, if he is not available, one of the Vice Presidents of Cycling Ireland. The Hon. President will convene within twenty four (24) hours a meeting of the Board of Cycling Ireland to formally approve the membership of the Selection Review Panel. In the time between the receipt of the notice of the appeal and the convening of the Board meeting the Executive Director will prepare a list of at least six people who are available to sit on the Selection Review Panel. The Board of Cycling Ireland will select three names from the list and one of their members to act as Chairman of the Selection Review Panel. Following ratification of the Selection Review Panel the Executive Director will forward copies of the relevant appeal papers to the panel as a matter of urgency. The Selection Review Panel shall, as soon as practical after receiving notice of the appeal, investigate and consider the matter and shall within three (3) days of receiving such notice, determine whether:

1. The matter should be dismissed, because in its determination, the matter has no merit;
2. The appeal warrants further review and determination in accordance with this policy

If the Selection Review Panel determines the matter warrants further review it shall as soon as practicable, having regard to the timing of selection and proximity of relevant events direct the Executive Director to serve a notice in writing on the appellant:

1. Stating that the appellant may address the decision of the Selection Review Panel at a meeting to be held as soon as practicable, and no later than seven (7) days from the date of receipt of the notice of appeal;
2. Stating the date, place and time of that meeting;
3. Informing the appellant that they may:
  - i. Attend that meeting personally, by teleconference link or be represented by a person of his/her choosing;
  - ii. Be accompanied by an adviser;
4. Requesting the appellant to provide to the Selection Review Panel, no later than 24 hours before the time of that meeting, a written statement setting out all relevant information concerning the appeal.

The Selectors will be requested to lodge a written statement outlining the reasons for their selection including the reasons why the appellant was not selected.

The Selection Review Panel may conduct a meeting convened in accordance with this policy (or any adjournment thereof) in such manner as it sees fit, but shall:

1. Give to the appellant and the selectors every opportunity to be heard;

2. Give due consideration to any written statement by the appellant;
3. Allow the appellant to be present along with his or her adult representative and may, request the appellant or any other persons to attend the meeting or to provide such evidence as is available.

Following consideration of all relevant and available information, the Selection Review Panel shall arrive at a finding. A decision of the Selection Review Panel shall be by a majority decision.

The Selection Review Panel shall notify the Executive Director of its finding within 24 hours.

If the Selection Review Panel grants the appeal it must ask the Selection Panel to again consider the selection of the relevant squad, team or individual. The Selection Panel shall comply with the direction of the Selection Review Panel in this regard. Any further selection decision of the Selection Panel under the direction of the Selection Review Panel shall be final, and no other further appeal shall be available to the appellant in respect of that selection.

## Appendix 9.3: Programme Decision Making Matrices

### 9.3.1: Decision Making Matrix (Track)

The following criteria have several key purposes firstly it provides riders with a sign post of the performance requirements for the track. Secondly, the matrix will be used to select riders for Cycling Ireland's track competition programmes. Lastly it will serve as a tool to monitor the progression of the selected riders at review meetings. The specific weighting of each criteria have been adjusted to allow for the relative contribution of the performance requirements for the competition programme under review. There is a heavier weighing towards specific skill and performance times as these are essential for performance. In addition, there is a heavy weighting for the trainability which under pins the processes of progression.

All individual information collected will be treated as confidential and will not be supplied to a third party unless requested by the rider. When a rider is invited to apply for selection to the track squad the selection panel will assess them using the Matrix below. The sum of the individual scores gives a rider his or her ranking position.

**Table A9.3.1: Track Decision Making Matrix (this may change slightly if Omnium is ratified in Olympics)**

<b>Track Programme Membership Matrix</b>			
<b>Category</b>	<b>Guidance notes</b>	<b>Ranking score</b>	<b>Rider Score</b>
2009 Results, results at International level	Outstanding results at an equivalent level to event standards	(1-10)	
Preparation level	Current level of competition, distance etc. similarity to event	(1-10)	
Event Suitability	Suitability to championship, e.g. points, pursuit etc.	(1-10)	
Fitness Index	BT fitness index assessment	(1-5)	
Trainability and potential	Consider the number of years training and racing and experience of the athlete. Consider riders mindset, are they stuck in a rut? Do they have self belief? Do they have scope for improvement?	(1-5)	
Reliability and consistency of performances	When it matters do they deliver? Consider training and racing on the big stage	(1-5)	
Commitment to the programme	Is the rider willing and able to commit sufficiently to the programme to ensure that our investment will result in improved performances?	(1-5)	
Standing Start 3km trial	Standing 3 km individual trial (meeting agreed time)	(1-10)	
Standing Start 1 km trial	Standing 1 km individual trial (meeting agreed time)	(1-10)	
Flying 200m trial	Flying 200m individual trial (meeting agreed time)	(1-10)	
Track Skill(s)	Line on the track, changes, pace control, and effect on other team members	(1 -10)	

### 9.3.2: Decision Making Matrix (Road)

The following criteria have several key purposes firstly it provides riders with a sign post of the performance requirements for the road. Secondly, the matrix will be used to select riders for Cycling Ireland’s road competition programmes. Lastly it will serve as a tool to monitor the progression of the selected riders at review meetings. The specific weighting of each criteria have been adjusted to allow for the relative contribution of the performance requirements for the competition programme under review. There is a heavier weighing towards course suitability and international results as these are essential for performance. In addition, there is a heavy weighting for the trainability which under pins the processes of progression.

All individual information collected will be treated as confidential and will not be supplied to a third party unless requested by the rider. When a rider is invited to apply for selection to the road squad the selection panel will assess them using the Matrix below. The sum of the individual scores gives a rider his or her ranking position.

**Table A9.3.2: Road Decision Making Matrix**

<b>Road Programme Membership Matrix</b>			
<b>Category</b>	<b>Guidance notes</b>	<b>Ranking score</b>	<b>Rider Score</b>
2009 Results, results at International level	Outstanding results at an equivalent level to event standards	(1-10)	
Preparation level	Current level of competition, distance etc. similarity to event	(1-10)	
Course Suitability	Suitability to championship course profile, e.g. climbing ability	(1-10)	
Road cycling skill	Bunch technique, tactics, bike skills etc	(1-10)	
Fitness Index	BT fitness index assessment	(1-5)	
Trainability and potential	Consider the number of years training and racing and experience of the athlete. Consider riders mindset, are they stuck in a rut? Do they have self belief? Do they have scope for improvement?	(1-5)	
Reliability and consistency of performances	When it matters do they deliver? Consider training and racing on the big stage	(1-5)	
Commitment to the programme	Is the rider willing and able to commit sufficiently to the programme to ensure that our investment will result in improved performances?	(1-5)	

### 9.3.3: Decision Making Matrix (Off Road: MTB XC, MTB DH, BMX)

The following criteria have several key purposes firstly it provides riders with a sign post of the performance requirements for the off-road programmes. Secondly, the matrix will be used to select riders for Cycling Ireland’s off-road competition programmes. Lastly it will serve as a tool to monitor the

progression of the selected riders at review meetings. The specific weighting of each criteria have been adjusted to allow for the relative contribution of the performance requirements for the competition programme under review. There is a heavier weighing towards course suitability and international results as these are essential for performance. In addition, there is a heavy weighting for appropriate skills and trainability which under pins the processes of progression.

All individual information collected will be treated as confidential and will not be supplied to a third party unless requested by the rider. When a rider is invited to apply for selection to the off-road squad the selection panel will assess them using the Matrix below. The sum of the individual scores gives a rider his or her ranking position.

**Table A9.3.3: Off Road Decision Making Matrix**

<b>Off Road: MTB XC, MTB DH, BMX Programme Membership Matrix</b>			
<b>Category</b>	<b>Guidance notes</b>	<b>Ranking score</b>	<b>Rider Score</b>
2009 Results, results at International level	Outstanding results at an equivalent level to event standards	(1-10)	
Preparation level	Current level of competition, distance etc. similarity to event	(1-10)	
Course Suitability	Suitability to championship course profile, e.g. climbing ability, descending skills	(1-10)	
Off Road cycling skill	Bunch technique, tactics, bike skills, technical ability	(1-10)	
Fitness Index	BT fitness index assessment	(1-5)	
Trainability and potential	Consider the number of years training and racing and experience of the athlete. Consider riders mindset, are they stuck in a rut? Do they have self belief? Do they have scope for improvement?	(1-5)	
Reliability and consistency of performances	When it matters do they deliver? Consider training and racing on the big stage	(1-5)	
Commitment to the programme	Is the rider willing and able to commit sufficiently to the programme to ensure that our investment will result in improved performances?	(1-5)	

The above matrices will be used to filter riders for the different squads and select riders for Cycling Ireland Teams. E.g. a 35 year old rider may produce 500W on the BT Rig, while a 19 year old rider may produce 490W. This does not necessarily preclude the 19 year old from the squad because he or she may score better in another matrix parameter such as trainability and future potential.

An additional matrix for explosive, omnium and sprint athletes is being developed and this will be introduced as riders in this specialist area are identified. Coaching expertise in this area will be integrated into the HP Unit to cater for this category of rider.



## Appendix 9.5: Code of conduct for members of Irish squads and teams



Cycling Ireland, Kelly Roche House, 619 North Circular Road, Dublin 1

This is the code to be followed by riders who are selected as members of a Cycling Ireland programme, team, training session or other activities associated with being a member of a national squad or team. This code is to be signed by the riders when they accept their place on the team. Where a rider is less than eighteen (18) years of age the cyclist and his /her parents or guardians must sign this document. Every rider who is less than eighteen (18) years of age must also complete the **consent form for youth cyclists travelling to an event requiring an overnight stay** from the Cycling Ireland **Code of Conduct, Ethics & Good Practice in Cycling for Young People**

The purpose of this code is to ensure that:

- ❖ Riders perform to the best of their ability when representing Cycling Ireland.
- ❖ The order and discipline required for best performance from individuals and teams is maintained at all times
- ❖ Membership of a Cycling Ireland team is a positive experience for everyone involved in the team
- ❖ The good name and reputation of Cycling Ireland is enhanced

### Code of Conduct

1. Team or squad members will join the team at the agreed point of departure and will return with them. Where necessary, exemptions will be granted by the team manager provided adequate notice is given. It is the responsibility of each team or squad member to make their own way to the agreed departure point.
2. Punctuality is expected at all times.
3. Riders will be polite and courteous to other team members and to team officials at all times. A riders behaviour, dress, conduct, interaction with the press and public should be such as to reflect well on the rider and on Cycling Ireland.
4. The use of expletives or profanities is not appropriate.
5. Equipment and clothing provided by Cycling Ireland must be used as instructed. Logos or advertising may not be added to Cycling Ireland equipment or clothing without the written consent of Cycling Ireland.
6. Riders joining a team and bringing their own bicycle must have it clean and in good working order.
7. Riders must attend whatever functions or meetings the team manager directs.
8. Rules put in place by the team manager regarding meal times bedtimes etc must be observed.
9. The consumption of alcohol is not encouraged. Riders over eighteen (18) years of age may consume alcohol if permission has been granted by the team manager. Intoxication may result in severe penalties\* being applied to the rider. Riders under eighteen (18) years of age are not permitted to consume alcohol at any time while they are members of a Cycling Ireland team.

10. Therapeutic Usage Exemptions are the responsibility of a rider. However, riders must inform the team manager, prior to the event, of any medications, covered by the Therapeutic Usage Exemption, which they are taking. The details of the contents, dosage and the purpose of medication should be supplied by the rider's doctor for the team manager.
11. Riders are required to cooperate with the media where such cooperation does not interfere with their race preparation. A rider's contact with the media should always be with the consent of the team manager.
12. Criticisms, grievances or any negative comments held by a rider should be addressed in the first instance to the team manager or discussed at a team meeting. If there is still dissatisfaction the rider has the right, on their return, to contact their commission Chairman and or the Board of Cycling Ireland.
13. The team manager is authorised to deal with all disciplinary matters that may arise while they are in charge of the team. The manager may impose penalties\* which may entail withdrawing a rider or the team from an event or training camp. Riders sent home for disciplinary reasons will be responsible for their own travel costs.

#### **\*Penalties**

The imposition of penalties on members of a squad or a team should be an unusual occurrence. In the event of disciplinary difficulties arising the team manager should, as soon as is practical to do so, take the rider or official aside and discuss with them the problem that has arisen and outline how it is in violation of these guidelines. The team manager should take notes of such a meeting. The minutes should note the disciplinary problem that was discussed and record the outcome of the meeting. If the disciplinary difficulty persists the team manager should again meet the disruptive party and indicate that they propose to impose a disciplinary sanction. The range of sanctions available to a team manager is as follows:

- A. A verbal reprimand: The other members of a team or squad may be made aware of the reprimand at a team meeting.
- B. A written reprimand: A copy of the written reprimand is to be submitted to the Performance Director of Cycling Ireland, the Hon. Sec. of the appropriate Commission and to the Hon. Sec. of Cycling Ireland.
- C. A written reprimand and a formal disciplinary complaint: A copy of the formal complaint is to be submitted to the Performance Director of Cycling Ireland, the Hon. Sec of the appropriate Commission and to the Hon. Sec. of Cycling Ireland. On receipt of the formal disciplinary complaint the Hon. Sec. of the Commission will instigate a disciplinary hearing as defined in Appendix AG1 of *Cycling Ireland. General, Administrative and Technical Regulations. Rules and Procedures*
- D. Removal of the disruptive person from the team or squad as per rule 14 above: If it is proposed to discipline a youth in this way an appropriate arrangement must be made for the safe return of the youth to his parents or guardians. If a person is removed from a team a formal disciplinary complaint must be submitted and dealt with as outlined as in C. above.
- E. In the event that an unauthorised financial liability attributed to Cycling Ireland is generated by the actions of a team/squad member, by their failure to follow the direction of the squad/team management or by any other action omission or other event, then Cycling Ireland reserves the right to recover the loss from the athlete or from athlete support funds processed by Cycling Ireland.

## Appendix 9.6: Agreement for Squad and Team membership



Cycling Ireland, Kelly Roche House, 619 North Circular Road, Dublin 1

Membership of ..... is conditional on you entering into this agreement. You should carefully read the statements below before you sign this document. You may consult the Team Manager for your discipline or another member of Cycling Ireland staff if there is something you do not fully understand.

I ..... (Print Name) agree to the following terms and conditions:-

1. I am fully eligible to compete for IRELAND. I am the holder of an Irish passport or I am eligible to hold an Irish passport.
2. I have not committed any action or omitted any information which renders me ineligible for national or international competition, or could damage the reputation of the Squad or Team.
3. I agree to adhere to the *Code of conduct for members of Irish squads and teams* and to be subject to the disciplinary sanctions and penalties outlined therein.
4. I have not signed contracts, or made commitments that will prevent me from adhering fully to the training and competition programmes outlined to me by my Squad or Team Manager.
5. For the duration of my membership of the Squad or Team, I will comply with all reasonable instructions and orders of the Squad or Team Manager, and to abide by all decisions s/he may make.
6. I will inform the Squad or Team Manager, fully and promptly, of any injury, illness or other circumstance that might prejudice my participation or performance in planned competitions or training activities.
7. During all Squad or Team activities, I will wear the current issue official team clothing (both off and on the bike) from the point of travel on day 1, to drop off on the final day (including mitts, gloves, overshoes, socks, caps, helmets, waterproofs and hats) unless permitted to do otherwise by the Squad or Team Manager.
8. I will abide by the rules and regulations of Cycling Ireland, and when appropriate, the UCI, in particular those relating to medical issues and doping control.
9. I will submit to the Squad or Team doctor a list of any medical or health product I am taking, including all vitamin and herbal preparations, nutritional supplements and over the counter medicines.
10. I consent to anti-doping and health tests (including determination of haematocrit) at any time, both in and out of competition, during my membership of the Squad or Team.
11. I will treat with care all equipment issued to me by the Squad or Team, and will return it promptly when requested to do so. I agree to sign an inventory recording all of these items. Should I fail to return any of this equipment I will be liable for the full retail cost of its replacement. I understand that I will be responsible for the safety and condition of such equipment when not participating in Squad or Team activities.

12. I understand that the division of prizes won during team competitions will be at the discretion of the Team Manager.
13. Should I have a grievance with any aspect of my selection for, or participation in the Squad or Team, I will pursue this in accordance with the procedures described in the *Cycling Ireland Selection Policy and Criteria*.
14. I understand that my membership of the Squad or Team may be withdrawn if I am in debt to the Cycling Ireland or am under investigation for infringements of this agreement or the national or international rules of racing.
15. All fines incurred by riders during events, are the responsibility of the rider to pay.

### ***Branding of Team clothing***

UCI regulations provide for spaces for advertising on the chest, arms and side panels of racing jerseys and side panels of shorts. All places on the jersey are reserved for Cycling Ireland sponsors and cannot be used for any other purpose. Spaces on the shorts may only be used for displaying a rider's sponsorship if s/he is a member of a UCI registered Team.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

### **If you are less than eighteen (18) years of age a parent or guardian must sign below also**

I give permission for my son/daughter to sign the code above. I have read this code and I accept the conditions and rules set down by Cycling Ireland.

Name: \_\_\_\_\_ (Block Capitals)

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Please sign both copies and retain one for your own reference.  
The original of the completed document must be returned to:

Phil Leigh  
High Performance Director  
Cycling Ireland,  
Kelly Roche House,  
619 North Circular Road,  
Dublin 1

Email: [hp@cyclingireland.ie](mailto:hp@cyclingireland.ie)

## **Appendix 9.7: Paralympic cycling**

The Paralympic team within Cycling Ireland is a multi-disciplinary High Performance Squad that operates across track and road. Para-cycling is now fully integrated into the High Performance System of Cycling Ireland and is an important discipline that is capable of delivering world class performances at major championships.

In 2009 a new discipline has been introduced – Hand Cycling which is a Paralympic discipline. This is a new area for Paracycling in Ireland. We currently have 3 athletes who have been selected for the initial squad with a 4<sup>th</sup> athlete about to confirm. Two athletes represented Ireland at the Paracycling World Championships in Italy (September) and an International Event in Belgium (October) where UCI points were garnered. These athletes will be coached by our new Development Coach Bev Chamberlain and will contribute to qualification towards the Paralympics in London 2012.

The Cycling Ireland Paracycling Squad continues to expand and performances and results at world level have improved again in 2009. The highlight being the Silver Medal by Catherine Walsh and Caroline Ryan in the World Paralympic Track Championships in Manchester in early November. With many Irish National records, a medal ride off, personal bests and a host of top 8 placings the Paralympic Squad is well placed moving forward into 2010 and beyond.

The Paralympic Cycling Team is overseen by the High Performance Director and managed by Denis Toomey who continues this role from the Beijing Olympics of 2008. Head coach is Brian Nugent who is supported by new Development Coach Bev Chamberlain. Key support staff Susan O'Mara, Gerry Beggs and David Gardner head up the logistics, mechanical and masseur support for this discipline.

The High Performance Unit of Cycling Ireland work closely with the Paracycling Council of Ireland and are currently working on a Performance Planning document – Eye on London – which outlines full details preparation and competition for this squad through 2010 and towards the Paralympics in 2012.

### Initial Criteria to be on a CI Paralympic squad towards London 2012:

- 1) Must be nominated to PCI by Cycling Ireland
- 2) Must hold a current Cycling Ireland License
- 3) Must hold current UCI Paracycling Classification or be certified by the PCI Medical Officer as being likely to be classified.
- 4) Must have reached the Minimum Qualification Standard for their category as outlined in the Cycling Ireland Paracycling International Squad Selection Criteria

In order to fully justify an athletes' inclusion or exclusion on or from the Paralympic Panel, clearly definable, open and transparent criteria will be applied. Further criteria details are outlined in Appendix 9.8.8

## **Appendix 9.8: Metrics & Criteria for Cycling Ireland High Performance Squads**

<b>9.8.1 JUNIOR (M)</b>	<b>34</b>
<b>9.8.2 JUNIOR (W)</b>	<b>35</b>
<b>9.8.3 U23 &amp; ELITE (M) – ROAD</b>	<b>36</b>
<b>9.8.4 U23 &amp; ELITE (M) – TRACK</b>	<b>37</b>
<b>9.8.5 U23 &amp; ELITE (W) - ROAD</b>	<b>38</b>
<b>9.8.6 U23 &amp; ELITE (W) – TRACK</b>	<b>39</b>
<b>9.8.7 OFF ROAD (MTB XC, MTB DH, BMX)</b>	<b>40</b>
<b>9.8.8 PARALYMPIC PROGRAMME</b>	<b>41</b>
<b>9.7.9 CYCLING IRELAND HIGH PERFORMANCE PROGRESSION TABLE</b>	<b>42</b>

### Appendix 9.8.1: Metrics for Junior (M) High Performance Squad

No	Criteria	Notes	Junior road	Junior Track
1	Reliability and consistency of performances	When it matters do they deliver? Consider training and racing on the big stage	x	x
2	Commitment to the programme	Is the rider willing and able to commit sufficiently to the programme to ensure that our investment will result in improved performances?	x	x
3	Results at International level	Outstanding results at an equivalent level to event standards	x	x
4	Commitment to CI anti-doping programme	Must sign up to the Cycling Ireland anti doping policy	x	X
5	Trainability	Consider the number of years training and racing and experience of the athlete. Consider riders mindset, are they stuck in a rut? Do they have self belief?	x	x
6	Course Suitability	Suitability to championship course profile	x	X
7	10 second sprint to max power (W) on BT Unit			x
8	Flying 200m on track			10.8
9	VO2 ramp test with BT Unit		x	x
10	1km TT (standing start)			1.10
11	3km TT (standing start)			3.35
12	Team pursuit (3km)	Teams to compete over experience		<3.25
13	Track skills (riding in straight line)	Essential		x
14	Track skills (Consistent & effective changes)	Essential		x
15	Track skills (Ability to ride even paced laps)	Essential		x
16	Able to perform a fitness index of:	Junior fitness index should be 23 or above at time of competition but initially 21.5-22 is a good judge early-season	SRM target of 23.5 w/kg <sup>0.667</sup>	SRM target of 23.5 w/kg <sup>0.667</sup>

Light and small riders have the opportunity to meet the criteria in other areas. The fitness index is only one criteria measure and will not be taken in isolation above all other criteria (this is applicable to all squads)

## Appendix 9.8.2: Metrics for Junior (W) High Performance Squad

No	Criteria	Notes	Junior road	Junior Track
1	Reliability and consistency of performances	When it matters do they deliver? Consider training and racing on the big stage	x	X
2	Commitment to the programme	Is the rider willing and able to commit sufficiently to the programme to ensure that our investment will result in improved performances?	x	X
3	Results at International level	Outstanding results at an equivalent level to event standards	x	X
4	Trainability	Consider the number of years training and racing and experience of the athlete. Consider riders mindset, are they stuck in a rut? Do they have self belief?	x	X
5	Commitment to CI anti-doping programme	Must sign up to the Cycling Ireland anti doping policy	x	X
6	Course Suitability	Suitability to championship course profile	x	X
7	10 second sprint to max power (W) on BT Unit			X
8	Flying 200m on track			12.9
9	VO2 ramp test with BT Unit		x	X
10	1km TT (standing start)	Should this be 500m		1.20
11	2km TT (standing start)			2.35
12	Track skills (riding in straight line)	Essential		X
13	Track skills (Consistent & effective changes)	Essential		X
14	Track skills (Ability to ride even paced laps)	Essential		X
15	Able to perform a fitness index of:	Fitness index for junior women should be 18	SRM target of 18 w/kg <sup>0.667</sup>	SRM target of 18 w/kg <sup>0.667</sup>

Light and small riders have the opportunity to meet the criteria in other areas. The fitness index is only one criteria measure and will not be taken in isolation above all other criteria (this is applicable to all squads)

### Appendix 9.8.3: Metrics for U23 and Elite (M) High Performance Road Squads

No	Criteria	Notes	U23 (M) road	Elite (M) road	U23/Elite (M) TT
1	Reliability and consistency of performances	When it matters do they deliver? Consider training and racing on the big stage	x	x	x
2	Commitment to the programme	Is the rider willing and able to commit sufficiently to the programme to ensure that our investment will result in improved performances?	x	x	x
3	Results at International level	Outstanding results at an equivalent level to event standards	x	x	x
4	Commitment to CI anti-doping programme	Must sign up to the Cycling Ireland anti doping policy	x	x	x
5	Course Suitability	Suitability to championship course profile	x	x	x
6	Trainability	Consider the number of years training and racing and experience of the athlete. Consider riders mindset, are they stuck in a rut? Do they have self belief?	x	x	x
7	Road skills	Essential	x	x	x
8	VO2 ramp test with BT Unit		x	x	x
9	Able to perform a fitness index of:	Light and small riders have the opportunity to meet the criteria in other areas. The fitness index is only one criteria measure and will not be taken in isolation above all other criteria (this is applicable to all squads)	SRM target of 25.5 w/kg <sup>0.667</sup>	SRM target of 27 w/kg <sup>0.667</sup>	SRM target of 27/29 w/kg <sup>0.667</sup>

Light and small riders have the opportunity to meet the criteria in other areas. The fitness index is only one criteria measure and will not be taken in isolation above all other criteria (this is applicable to all squads)

### Appendix 9.8.4: Metrics for U23 (M) & Elite (M) High Performance Track Squads

No	Criteria	Notes	U23 & Elite (Endurance squad)	U23 & Elite (Sprint squad)
1	Reliability and consistency of performances	When it matters do they deliver? Consider training and racing on the big stage	x	x
2	Commitment to the programme	Is the rider willing and able to commit sufficiently to the programme to ensure that our investment will result in improved performances?	x	x
3	Results at International level	Outstanding results at an equivalent level to event standards	x	x
4	Commitment to CI anti-doping programme	Must sign up to the Cycling Ireland anti doping policy	x	x
5	Course Suitability	Suitability to championship course profile	x	x
6	Trainability	Consider the number of years training and racing and experience of the athlete. Consider riders mindset, are they stuck in a rut? Do they have self belief?	x	x
7	10 second sprint to max power (W) on BT Unit	Elite & U23		Max power
8	Flying 200m on track	Elite & U23		10.8
9	VO2 ramp test with BT Unit	Elite & U23	x	x
10	1km TT (standing start)	Elite & U23 flying kilo for endurance squad of 1.025	1.10	1.07
11	3km TT (standing start)	Elite & U23 elite riders to be sub 3.30 currently, u23 riders sub 3.33	3.30/3.33	
12	Team pursuit (3km)	Elite & U23	<3.20	
13	Team pursuit (4km)	Elite only	<4.23	
14	Track skills (riding in straight line)	Elite & U23	x	x
15	Track skills (Consistent & effective changes)	Elite & U23	x	x
16	Track skills (Ability to ride even paced laps)	Elite & U23	x	x
17	Able to perform a fitness index of:	Elite & U23, elite all above 27.5, u23 all above 26	SRM target of 24.5-25.5 w/kg <sup>0.667</sup>	Wattbike test (tbc)

### Appendix 9.8.5: Metrics for U23 (W) and Elite (W) High Performance Road Squads

No	Criteria	Notes	U23 & Elite Road	U23 & Elite TT
1	Reliability and consistency of performances	When it matters do they deliver? Consider training and racing on the big stage	x	x
2	Commitment to the programme	Is the rider willing and able to commit sufficiently to the programme to ensure that our investment will result in improved performances?	x	x
3	Results at International level	Outstanding results at an equivalent level to event standards	x	x
4	Commitment to CI anti-doping programme	Must sign up to the Cycling Ireland anti doping policy	x	x
5	Course Suitability	Suitability to championship course profile	x	x
6	Trainability	Consider the number of years training and racing and experience of the athlete. Consider riders mindset, are they stuck in a rut? Do they have self belief?	x	x
7	Road skills	Essential	x	x
8	VO2 ramp test with BT Unit		x	x
9	Able to perform a fitness index of:	Fitness Index a little high as our best girls just meet 23 on the test score. Maybe 23 – 24.5	SRM target of 23-24.5 w/kg <sup>0.667</sup>	SRM target of 23.5-24.5 w/kg <sup>0.667</sup>

Light and small riders have the opportunity to meet the criteria in other areas. The fitness index is only one criteria measure and will not be taken in isolation above all other criteria (this is applicable to all squads).

### Appendix 9.8.6: Metrics for U23 (W) and Elite (W) High Performance Track Squads

No	Criteria	Notes	U23 & Elite track (Endurance squad)	U23 & Elite track (Sprint squad)
1	Reliability and consistency of performances	When it matters do they deliver? Consider training and racing on the big stage	x	x
2	Commitment to the programme	Is the rider willing and able to commit sufficiently to the programme to ensure that our investment will result in improved performances?	x	x
3	Results at International level	Outstanding results at an equivalent level to event standards	x	x
4	Commitment to CI anti-doping programme	Must sign up to the Cycling Ireland anti doping policy	x	x
5	Course Suitability	Suitability to championship course profile	x	x
6	Trainability	Consider the number of years training and racing and experience of the athlete. Consider riders mindset, are they stuck in a rut? Do they have self belief?	x	x
7	10 second sprint to max power (W) on BT Unit			Max power
8	Flying 200m on track			12.5/12/1
9	VO2 ramp test with BT Unit		x	x
10	1km TT (standing start)	Flying start 1.10	1.17/1.10	1.11
11	3km TT (standing start)		3.48	
12	Team pursuit (3km)		<3.35	
13	Track skills (riding in straight line)	Essential	x	x
14	Track skills (Consistent & effective changes)	Essential	x	x
15	Track skills (Ability to ride even paced laps)	Essential	x	x
16	Able to perform a fitness index of:	Fitness Index should be listed as per disability Category at our discretion as the range of fitness in each category and between Men and Women is huge	SRM target of 17-28 w/kg <sup>0.667</sup>	Wattbike test (tbc)

### Appendix 9.8.7: Metrics for U23 and Elite (M) Off Road High Performance Squad

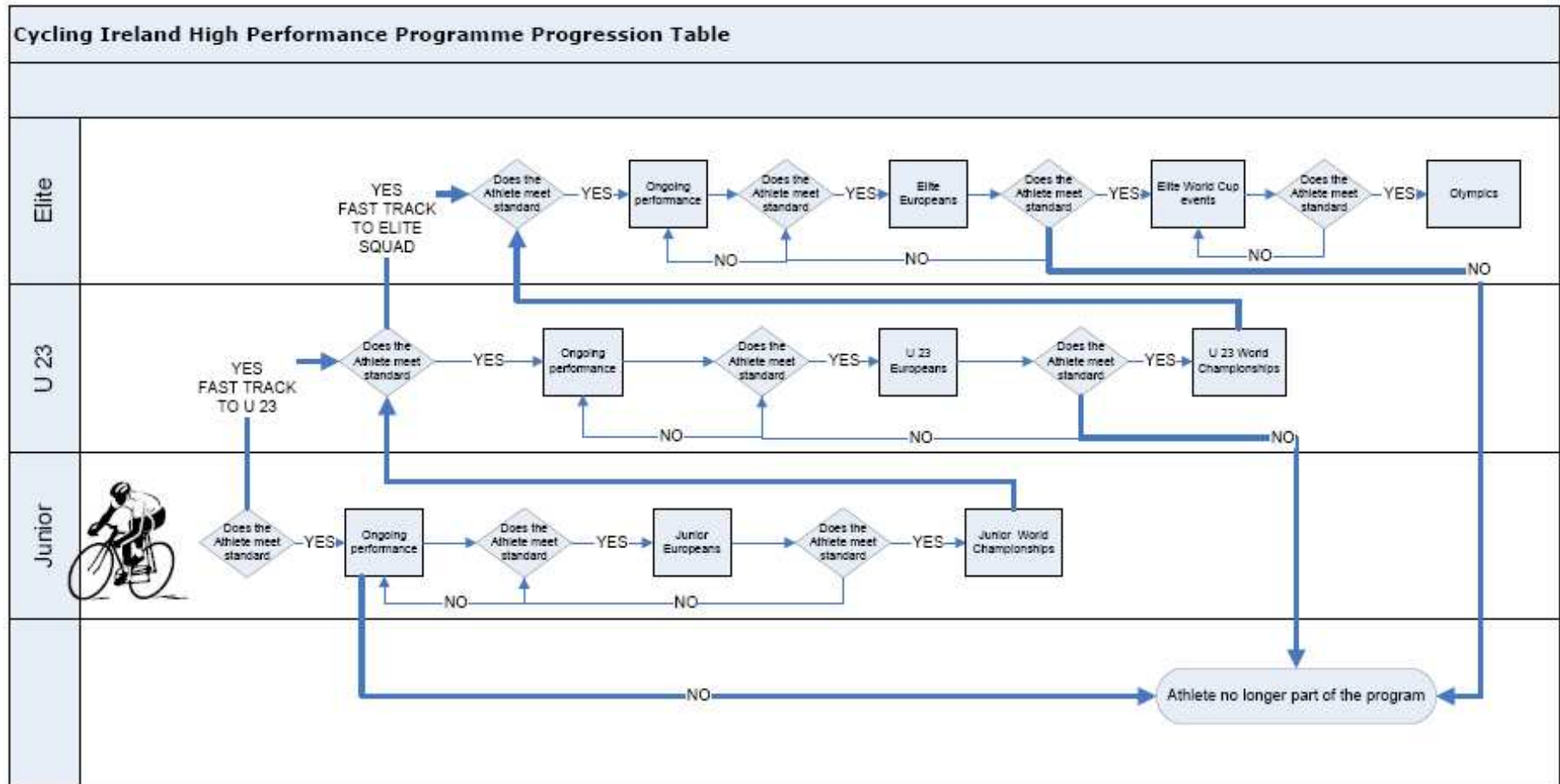
No	Criteria	Notes	MTB XC	MTB DH	BMX
1	Reliability and consistency of performances	When it matters do they deliver? Consider training and racing on the big stage	x	x	x
2	Commitment to the programme	Is the rider willing and able to commit sufficiently to the programme to ensure that our investment will result in improved performances?	x	x	x
3	Results at International level	Outstanding results at an equivalent level to event standards	x	x	x
4	Commitment to CI anti-doping programme	Must sign up to the Cycling Ireland anti doping policy	x	x	x
5	Course Suitability	Suitability to championship course profile	x	x	x
6	Trainability	Consider the number of years training and racing and experience of the athlete. Consider riders mindset, are they stuck in a rut? Do they have self belief?	x	x	x
7	10 second sprint to max power (W) on BT Unit			x	x
8	VO2 ramp test with BT Unit		x	x	x
9	Off road riding skills	Essential	x	x	
10	BMX track skills	Essential			x
11	Track skills	Essential			x
12	Able to perform a fitness index of:		SRM target of 27.5-28.5 w/kg <sup>0.667</sup>	SRM target of 26.5 27.5 w/kg <sup>0.667</sup>	SRM target of 26.5 27.5 w/kg <sup>0.667</sup>

Light and small riders have the opportunity to meet the criteria in other areas. The fitness index is only one criteria measure and will not be taken in isolation above all other criteria (this is applicable to all squads).

## Appendix 9.8.8: Metrics for Paralympic High Performance Programme

No	Criteria	Notes	Paralympic (Endurance squad (Road & Track))	Paralympic (Sprint squad)
1	Reliability and consistency of performances	When it matters do they deliver? Consider training and racing on the big stage	x	x
2	Commitment to the programme	Is the rider willing and able to commit sufficiently to the programme to ensure that our investment will result in improved performances?	x	x
3	Results at International level	Outstanding results at an equivalent level to event standards	x	x
4	Commitment to CI anti-doping programme	Must sign up to the Cycling Ireland anti doping policy	x	x
5	Course Suitability	Suitability to championship course profile	x	x
6	Trainability	Consider the number of years training and racing and experience of the athlete. Consider riders mindset, are they stuck in a rut? Do they have self belief?	x	x
7	10 second sprint to max power (W) on BT Unit	Competitive performance and time in category		Max power
8	Flying 200m on track	Competitive performance and time in category		x
9	VO2 ramp test with BT Unit	Competitive performance and time in category	x	x
10	1km TT (standing start)	Competitive performance and time in category	x	x
11	3km TT (standing start)	Competitive performance and time in category	x	
12	Team pursuit (3km)	Competitive performance and time in category	x	
13	Track skills (riding in straight line)	Essential	x	x
14	Track skills (Consistent & effective changes)	Essential	x	x
15	Track skills (Ability to ride even paced laps)	Essential	x	x
16	Able to perform a fitness index of:	This will be assessed on a case by case basis dependant on the disability and classification	SRM target of 21-23.5 w/kg <sup>0.667</sup>	Wattbike test (tbc)

## Appendix 9.8.9: Cycling Ireland High Performance Progression Table



The Cycling Ireland High Performance Progression Table above shows a typical progression table from Junior rider to Elite Olympic athlete (any discipline, (M & F)). The table indicates where an athlete who does not meet the standard may drop out of the High Performance Programme.