



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.

At all times, the number of athletes in the Intermediate Squad will be capped at 6 boys and 6 girls. There is no minimum number of Intermediate Squad athletes.

4 SELECTION POLICY FOR INVITATION TO JOIN THE 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. High Performance Manager
- VI. Head Coach, National Men's team
- VII. Head Coach, National Women's team

The Selection Panel shall assess all applicants holistically based on the following criteria.

a. Performance

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

- South East Asian (SEA) Table Tennis Junior Championships
- Asian Junior Table Tennis Championships
- International Table Tennis Federation (ITTF) Junior Pro-tours

- Other invitational tournaments
- Local tournaments organized/ co-organized by STTA

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.

COMMITMENTS AND OBLIGATIONS OF AN INTERMEDIATE SQUAD ATHLETE

5 TRAINING AND COMPETITION

- 5.1 The intermediate squad will train together with the national team. The athletes will be under the charge of the national team coaches.

Training Schedule is as follows:

Monday to Friday: 9am to 11.30am

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: January to March, April to June, July to September and October to December . 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 comply with Clause 5.2 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 ITTF junior pro-tours / ITTF world tours / overseas training stints/ invitational tournaments. The STTA has the right to select the ITTF junior pro-tours, ITTF world tours, invitational tournaments and overseas training stints for the intermediate squad to participate in. The STTA has the right to conduct selection trial for representation to international competition and/ or training stints within the Intermediate Squad 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 SAFRA-STTA Table Tennis Championships, Dr. Ng Eng Hen-STTA Table Tennis Championships and Dr. Lee Bee Wah Cup – STTA Table Tennis Championships and STTA National Table Tennis Grand finale if the athletes are not on international duty. For athletes who are having exams or medically unfit, they will have to apply leave from National Team coach.
- 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. Athletes are required to seek approval from the national team coach to take part in national/local competitions and foreign leagues which STTA is not sending a team.
- 5.10 Any athletes who failed to comply with Clause 5.8 & 5.9 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.
- 5.11 Intermediate squad athletes must show utmost respect for other athletes, coaches and officials when training, competing or residing in a multi-sport environment.

6 MONTHLY FEES

- 6.1 IS athletes are expected to pay the Group Personal Accident insurance fees of \$10.50 per calendar year, monthly training fees of \$214 and refundable deposits of \$214. STTA has the right to amend the fees anytime, without prior notice. The refundable deposit cannot be used to offset any fees.
- 6.2 All fee payments are NON-REFUNDABLE and NON-TRANSFERABLE under any circumstances.
- 6.3 All fee payments are payable in advance on a monthly basis. There are no pro-rated fees for any training session missed by the athlete nor refunds in any circumstances. The monthly fee will also apply during examination or overseas leave.
- 6.4 All fee payments are due by the 20th of each prior month. Payments must be made by GIRO to STTA. Before the approval for GIRO, payment must be made by cheque to “STTA”.

6.5 STTA has the right to dismiss an athlete from INTERMEDIATE SQUAD for non-payment of fees.

6.6 STTA has the right to cancel/amend/change the training schedule

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 SNOG for the SNOG MAP Awards for achievements in SEA Games, Asian Games and Olympic Games.
- 8.2 contribute 50% payment to STTA by SNOG for the SNOG MAP Award for achievement in Commonwealth Games.
- 8.3 contribute 20% payment to STTA on prize money received for ITTF 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 PERFORMANCE APPRAISAL

- 10.1 The national team coach and High Performance Manager will assess the athletes on a half-yearly basis on their results in local and international competitions.
- 10.2 The performance appraisal will be based on the following KPIs :

S/N	Competition	Athletes < 18 yrs	Athletes > 18 years
1	SEA Junior Championships	Silver medal (singles/ doubles and / or team)	NA
2	Asian Junior	Top 16 (singles)/ Top	NA

	Championships	8 doubles and / or team)	
3	ITTF Junior Pro-tour	Singles Top 16, Team Top 8, Doubles Top 8	NA
4	SEA Championships	Medal (singles/ doubles and / or team)	Medal (singles/ doubles and / or team)
5	Commonwealth Championships	Top 16 (singles) / Top 8 doubles and / or team)	Top 16 (singles) / Top 8 doubles and / or team)
6	ITTF Challenge Series	U21 Singles Top 16/ Singles Top 32	U21 Singles Top 16/ Singles Top 32
7	ITTF World Tour	U21 Singles/ Singles Main Draw	U21 Singles/Singles Main Draw
8	STTA Grand Finale	Singles Top 4	Singles Top 4

Athletes have to achieve one of the KPIs stated above for each calendar year. **For team results, the athlete has to win at least one match in order to qualify for the KPIs for team event.**

Results in Asian Championships, World Championships and other ITTF events will be also taken into consideration.

10.3 The athlete agreement is valid for 2 years.

10.4 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 as stated in 10.2.

11 WITHDRAWAL

11.1 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.

11.2 At the end of the notice, the deposit will be returned to the parent of the athlete.

11.3 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.

12 RIGHTS OF STTA

12.1 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.

13 AGREEMENT

This document between:

- (.....) bearing NRIC No (...../.....)
Name of athlete
hereinafter referred to as the **Athlete**,

For athlete below 18 years of age, parental consent must be sought:

- (.....) bearing NRIC No. (...../.....)
Name of parent
hereinafter referred to as the **Parent**

- And **Singapore Table Tennis Association**, hereinafter referred to as **“STTA”**,

represents a mutual statement of shared responsibilities between the athlete and STTA on the terms of reference for Intermediate Squad. Essentially a formal acknowledgement of a working partnership, signatories indicate and affirm their commitment to common goals and objectives with full understanding of the mutual obligations placed upon them. The athlete will conscientiously participate in the Intermediate Squad programme with effect from 1 January 2017 till 31 December 2018.

If the athlete agrees to the terms and conditions stated in this Agreement, please confirm his/her acceptance by returning to the STTA duly signed by Date: 23 Dec 2016 If STTA does not receive his/her acknowledgement of the Agreement by the stipulated deadline, STTA has the right to act upon the vacancy created and will not entertain future appeals. Failure to abide by and violation of these terms and conditions will result in STTA’s review and disciplinary action against the athlete upon acceptance of this Agreement.

Name & Signature of Athlete:

Name & Signature of Parent:

(for athlete below 18 years of age)

Date:

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Name & Signature of Secretary-General/ CEO
Singapore Table Tennis Association

Date: