

TAILORED ATHLETE
PATHWAY SUPPORT (TAPS)
2025-2028

FREQUENTLY ASKED QUESTIONS

1. WHAT IS TAPS?

- a. TAPS is an HPSNZ programme with the primary objective of supporting and enabling the performance and wellbeing of eligible Athletes in the New Zealand high performance sport environment. It is a package of support to better enable these athletes to work, study, train and compete, as they pursue their high performance sporting aspirations.
- b. This package can include access to performance support, training and excellence grants, HPSNZ facility access, and the payment of health insurance premiums.

2. WHAT SUPPORT DOES TAPS PROVIDE TO ATHLETES?

- a. TAPS has two support streams – Athlete Performance Support and Athlete Financial Support.
- b. Athlete Performance Support – TAPS Athletes are offered tailored access to HPSNZ specialists across Performance Science (Performance & Technique Analysis, Strength & Conditioning, Physiology and Nutrition), Performance Health (Medical, Psychology, Physiotherapy and Massage) and Performance Life.
- c. Athlete Financial Support.
 - I. Training Grants: Athletes who are awarded TAPS at Elite level, will receive a grant of \$50,000 per annum (gross). Athletes who are awarded TAPS at Potential level, will receive a grant of \$25,000 per annum (gross).
 - II. Excellence Grants: TAPS Athletes are eligible to earn an excellence grant through Top 8 placings at the Olympic or Paralympic Games, or Top 6 placings at agreed benchmark events (for specific values, see point 5).

- III. Access to Prime Minister's Scholarships: High performance athletes are eligible to apply for a Prime Minister's Scholarship where, if awarded, they may benefit from investment in their education fees and a study support allowance.
- IV. Medical Insurance: High performance athletes can opt in to HPSNZ's medical insurance scheme provided by nib.

3. HOW DOES AN ATHLETE BECOME ELIGIBLE FOR TAPS?

- a. To be eligible for TAPS, the athlete must first be from a TAPS eligible sport (HPSNZ invested sports which have disciplines/events confirmed on the winter 2026 or summer 2028 Olympic/Paralympic Games programme). Team sports are not eligible for TAPS.
- b. TAPS Eligible Athletes – are individual athletes from TAPS eligible sports that compete in disciplines/events confirmed as part of the winter 2026 and summer 2028 Olympic/Paralympic Games programme.
- c. TAPS athletes are determined in partnership between respective NSOs and HPSNZ based on the athlete's readiness and performance assessment against the entry criteria within the Performance Pathways Framework (below).

Phase	Level	Description	Evidence
High Performance	Elite	Athletes who have demonstrated realistic medal winning capabilities and are refining performances for podium success at the pinnacle event/s in this cycle	The athlete has achieved multiple top 8's at Olympic Games / Paralympic Games / world championships (or one Top 8 OG/ PG/WC and equivalent international performances) AND shows evidence of progression against the sport's Picture of Performance towards a podium at the Olympic Games/ Paralympic Games in this cycle
	Potential	Athletes who have demonstrated performance progression, showing high potential of a Top 8 placing at the Pinnacle Event/s in this cycle and/or potential to medal at the pinnacle event/s in the next cycle	The athlete has demonstrated performance progression (at agreed international events and against the sport's Picture of Performance) tracking towards a Top 8 placing at the Olympic Games/Paralympic Games this cycle AND tracking towards a podium at the Olympic Games/Paralympic Games next cycle
			OR The athlete has demonstrated performance progression (at agreed international events and against the sport's Picture of Performance) tracking towards a podium at the Olympic Games/Paralympic Games next cycle
Pre – High Performance		Athletes who are confirming the attributes, ambition, and attitude to achieve a Top 8 placing or medal at the pinnacle event/s in the next cycle and future cycles	NSO must show benchmarking of the athlete against the sport's Picture of Performance (POP) that demonstrates evidence that the athlete is confirming the attributes, attitudes, and ambition to achieve world Top 8 placings or medal success at the pinnacle event/s in future cycles

4. HOW LONG WILL TRAINING GRANTS BE COMMITTED FOR?

Athletes who are awarded TAPS at Elite level may have their Elite Training Grant awarded for up to 4 years, with annual review. Athletes who are awarded TAPS at Potential level may have their Potential Training Grant awarded for up to 2 years, with annual review.

5. WHAT ARE EXCELLENCE GRANTS AND HOW MUCH ARE THESE GRANTS?

Excellence Grants (EGs) recognise performance excellence. TAPS Athletes who place Top 8 at their pinnacle event (Olympic or Paralympic Games) or Top 6 at their agreed benchmark event (e.g. World Championships or equivalent) will be eligible for EG payments as outlined in the following table:

Pinnacle Event-earned Excellence Grants at podium level – earned for up to four years based on continuing to meet TAPS criteria.	Gold \$40,000 p/a Silver/Bronze \$30,000 p/a
Pinnacle Event-earned Excellence Grants – earned for up to two years based on continuing to meet TAPS criteria.	4th to 6th \$20,000 p/a 7th to 8th \$10,000 p/a
Benchmark Event-earned Excellence Grants - earned for one year.	Gold \$20,000 p/a Silver/Bronze \$15,000 p/a 4th to 6th \$10,000 p/a

6. WHAT CONSULTATION DID HPSNZ UNDERTAKE ABOUT THE DEVELOPMENT OF THE NEW INVESTMENT FRAMEWORK AND TAPS?

A consultation process was conducted in the first quarter of 2024 on the proposed changes to the investment framework and TAPS programme. All HPSNZ invested sports were invited to submit feedback via consultation workshops and written submissions. Athlete representative groups were also consulted. Changes to TAPS were made in line with the feedback received and in particular the feedback to lift training grants based on what is affordable over the cycle.

7. WHAT ARE THE KEY CHANGES TO TAPS FROM 2022-24 TO 2025-28?

- Training Grant amounts have been increased to better support high performance athletes. The Base Training Grant (now ETG) is increasing from \$32,500 to \$50,000. The Development Training Grant (now PTG) is increasing from \$11,000 to \$25,000.
- A simplification in the pathway levels: The pathway levels have been reduced from seven to three to better align to sport pathways, and the TAPS eligibility criteria have been clarified.
- A change to Excellence Grant amounts for benchmark events in point 5 above.

8. HOW OFTEN WILL NSOS AND HPSNZ REVIEW TAPS LEVELS?

NSOs will continuously review the athletes in their pathway. At any point, NSOs may nominate to HPSNZ athletes showing evidence of meeting TAPS criteria for the first time, or of progression to a higher level. It is also expected that NSOs will monitor athletes ongoing eligibility to receive TAPS, including proactive communication with those athletes whose performance progression indicates they are at risk of no longer meeting TAPS criteria; this would include clear performance targets and a timeline to retain TAPS eligibility.

9. IN ADDITION TO TAPS, WHAT OTHER SUPPORT IS AVAILABLE TO THESE ATHLETES?

- In addition to TAPS, high performance athletes may also be provided campaign support from their NSO.
- Note the TAPS programme does not conduct financial means testing of athletes so any independent earnings (e.g. personal sponsorship, prizemoney) do not impact eligibility to receive grants.

10. WHEN WILL THESE CHANGES TO TAPS TAKE EFFECT?

- Training Grants: Monthly payments will be made at existing grant levels during the first quarter of 2025 with eligible athletes receiving monthly payments at the new levels from April 2025 including a one-off backdated amount for the first quarter difference.
- Excellence Grants: The start date for Excellence Grants earned at the Paris 2024 Olympic Games will be 1 October 2024. The start date for Excellence Grants earned at the Paris 2024 Paralympic Games will be 1 November 2024.

11. HOW WILL HPSNZ BE CERTAIN THAT THE NSO IS NOMINATING THE RIGHT ATHLETES?

HPSNZ works closely with NSOs to understand what it takes to succeed on the world stage (reflected in the Picture of Performance for respective sports/events), and the individual performance progression of athletes. With this information, HPSNZ will assess the evidence included in NSOs' athlete nominations against the pathway criteria to inform a decision.

12. WHAT IF I WANT TO TAKE A BREAK FROM TRAINING AND COMPETING?

In such cases, relevant consultation processes should take place between the NSO and the athlete. NSOs should apply to HPSNZ for consideration on behalf of the athlete proposing the support needed, duration and relevant conditions. Each application will be considered on a case-by-case basis.

13. IF I RETIRE OR EXIT MY NSO HP PATHWAY WHAT IS THE PROCESS FOR TRANSITION AND FINAL TAPS PAYMENTS?

As a TAPS athlete you will have access to transition support from your NSO, and your usual performance support providers. Please liaise with your NSO to access the support you need. Once you have agreed a date of exit with your NSO, your final TAPS payment will be made in the month of your date of exit unless you have an Elite Training Grant (ETG) or Excellence Grant (EG).

- If you have an ETG you will receive a transitional support payment equal to three months of your ETG, in the month following your date of exit.
- If you have an EG and you are exiting within 12 months of earning the EG, you will receive the remaining annual value in the month following your date of exit. If you are exiting more than 12 months after earning the EG, your final payment will be made to you in the month of your date of exit.

14. WHERE DO I GET FURTHER INFORMATION?

If athletes have any further questions or require additional information about TAPS, please talk to your NSO in the first instance. Alternatively, athletes could engage with their Athlete Representative Body.

APPENDIX: PERFORMANCE PATHWAY FRAMEWORK

Performance Pathways Framework (with aligned Tailored Athlete Pathway Support)							
Phase	Progression	Description	Entry Criteria / Evidence Required	Athlete Performance Support	Athlete Financial Support	Transition	Post-Performance
High Performance	Elite	Athletes who have demonstrated realistic medal winning capabilities and are refining performances for podium success at the pinnacle event/s in this cycle	The athlete has achieved multiple top 8's at Olympic Games /Paralympic Games / world championships (or one Top 8 OG/PG/WC and equivalent international performances) AND shows evidence of progression against the sport's Picture of Performance towards a podium at the Olympic Games/Paralympic Games in this cycle	Tailored support aligned to the sport's Picture of Performance (POP) and the athlete's Individual Performance Plan (IPP) Medical Insurance Access to HPSNZ Facilities Access to Campaign Investment	Elite Training Grant Eligible for Excellence Grant Eligible for Prime Minister's Scholarship	Athletes are supported as they transition in, through, and out of the performance pathway	Athletes successfully transitioning out of Performance Pathways Framework into future aspirations in sport and life. Athlete Performance Support: HP athletes - Medical and Performance Life for current issues and future planning, for 6 months or as agreed. Pre-HP athletes - as agreed. Athlete Financial Support: 3-month Elite Training Grant (Elite only) and applicable portion of Excellence Grant (for eligible athletes)
	Potential	Athletes who have demonstrated performance progression , showing high potential of a Top 8 placing at the Pinnacle Event/s in this cycle and/or potential to medal at the pinnacle event/s in the next cycle	The athlete has demonstrated performance progression (at agreed international events and against the sport's Picture of Performance) tracking towards a Top 8 placing at the Olympic/Paralympic Games this cycle AND tracking towards a podium at the Olympic/Paralympic Games next cycle	Potential Training Grant Eligible for Excellence Grant Eligible for Prime Minister's Scholarship			
		Athletes who have demonstrated performance progression (at agreed international events and against the sport's Picture of Performance) tracking towards a podium at the Olympic Games/Paralympic Games next cycle	OR The athlete has demonstrated performance progression (at agreed international events and against the sport's Picture of Performance) tracking towards a podium at the Olympic Games/Paralympic Games next cycle				
Transition	Demonstrating the readiness and commitment to do what is required to achieve future podium success on the world stage						
Pre-High Performance	Athletes who are confirming the attributes, ambition, and attitude to achieve a Top 8 placing or medal at the pinnacle event/s in the next cycle and future cycles	NSO must show benchmarking of the athlete against the sport's Picture of Performance (POP) that demonstrates evidence that the athlete is confirming the attributes, attitudes, and ambition to achieve world Top 8 placings or medal success at the pinnacle event/s in future cycles	Tailored support aligned to the sport's Picture of Performance (POP) and the athlete's Individual Performance Plan (IPP) Access to HPSNZ Facilities	Eligible for Excellence Grant May be eligible for Prime Minister's Scholarship based on criteria and agreed prioritisation with NSOs			

NB: Pinnacle Event/s = Olympic/Paralympic Game



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