

FLEXI-TRAINING SCHEME 2023/2024 – PRIVATE SECTOR TERMS AND CONDITIONS

Beneficiaries of the scheme shall be athletes forming part of the national team under the national organisation rules in all individual sport. For the avoidance of doubt, only individual athletes who are currently national athletes attaining good results and athletes nominated by their respective association shall be eligible for this scheme.

Terms and Conditions

1. Following the success of the previous scheme with the element of flexibility being introduced in the 20/20 scheme, thereby focusing more on flexibility and the actual training requirements of the individual athlete, SportMalta has worked in further improving the scheme with the intention of attaining maximum benefit from the budget allocated to the scheme.
2. To this effect, SportMalta has teamed up with the Maltese Olympic Committee (MOC) in order to attain proper monitoring and testing to ensure fitness and development (progress) of the athletes, without duplicating testing and other type of performance monitoring for the purpose of the reaching the maximum potential through this scheme. SportMalta may also delegate its power to perform the said monitor and testing on the Maltese Olympic Committee even when the athlete takes part in a non-Olympic sport.
3. The aforementioned athletes shall apply directly with SportMalta during the period for applications, which shall be stipulated in a circular issued to all National Sports Organisations, who shall have an obligation to inform all their national team athletes about the scheme. The scheme shall also be available on the SportMalta website.
4. The application, duly filled in by the applicant shall be submitted to SportMalta by the closing date and shall include detail and documentation such as annual training and competition schedule of the athlete, endorsement by the employer of the athlete and all other documentation requires as per these terms and conditions.
5. The National Sports Organisation shall be requested to provide its recommendations in relation to the applicant's performance and confirm that the athlete in question currently forms part of the national team and that the

association/federation does not have any reason to believe that the applicant shall be removed from the national team in the near future. Following the submission of the said recommendations and declarations, the applicant shall be asked to sit for an interview whereby the MOC will establish, amongst others, the training requirements, and aspirations of the athlete.

6. The Interviewing board by the MOC shall rank the athletes in accordance with the interview results which shall consider the objectives and priorities established by this scheme and thereby determine the number of hours per week which (if any) shall be granted to the athlete. For the avoidance of doubt, the MOC shall have the discretion to grant any number of hours it deems adequate, considering the needs of the athlete, the number of applications received from other athletes, and SportMalta's budget allocated to this scheme.
7. The scheme shall be operational on a yearly seasonal basis (from September 2023 to August 2024. For Flexi Training Scheme 2023/2024 the period shall run from December 2023 to August 2024.
8. The grant awarded to the athlete shall be capped according to the category per annum - Scheme A up to €10,000; Scheme B up to €7,000, Scheme C up to €5,000 and Scheme D up to €2,000. The hourly rate for athletes engaged in private sector shall be determined according to payslip and for self-employed the rate shall be capped to €10 per hour.
9. In the event that the amount of hours granted to an athlete exceeds the capping, the athlete shall agree to perform all the training sessions as prepared by his/her coach, outside the workings hours established in the application process. The athlete shall not be permitted to refrain from performing extra training as required by the scheme throughout one or more particular months by reason of not having any remaining allocated fully paid hours. For the avoidance of doubt, the athlete/employee still needs to cover the training hours as set in the Annual Training Programme.
10. Once the results are published, the approved athletes shall be required to sign an agreement. The agreement shall also be signed by the coach, the National Sports Organisation and the employer of the athlete. The agreement must reach SportMalta within 30 days. Failure by any of the parties to sign the aforementioned agreement in time may result in the forfeiture of the grant.
11. Once the athlete has been accepted on the scheme and the contract has been signed:

- a. the athlete shall be expected to provide the MOC with a medical and blood test result, if requested.
 - b. the National Sports Organisation shall be expected to provide the MOC, if requested, with:
 - i. full profile of the athlete,
 - ii. confirmation that the athlete has been selected for the national team for events which are organised, approved or recognised by the respective official International Sports Organisation / Regulatory Body as recognised by SportMalta and/or the Malta Olympic Committee,
 - iii. proposed training schedule with time and venues of training.
 - iv. Proposed competition schedule both domestic and international calendar.
12. Once the athlete commences training under the scheme, SportMalta and the employer, shall have the right to request the Maltese Olympic Committee to perform spot checks during the training programme stipulated hours, including those hours not covered by the flexi-training grant. Furthermore, the aforementioned persons/bodies shall have the right to request any other information (relating to the athlete or to the scheme) as deemed relevant.

For the avoidance of doubt, the Maltese Olympic Committee, shall have the right to:

- a. do random spot checks throughout the training programme scheduled times,
 - b. request and immediately be provided with medical/fitness tests to certify that the athlete is of an acceptable level of fitness, appropriate for his/her sport and according to the standards set in the training programme,
 - c. request and immediately be provided with any other information as deemed necessary,
 - d. require meetings with the athlete, the coach and the National Sports Organisation.
13. The National Sports Organisation representing the sport which the athlete practices shall:
- a. be registered with the Regulatory Entity and regularly submitting the documentation required by the Registrar,

- b. be affiliated to or recognised by the respective International Sports Organisation / Regulatory Body.

14. The Employee/Athlete shall be required to:

- a. provide the MOC, by not later than the 27th day of the previous month, with detailed planned schedules, endorsed also by the coach, of the training sessions commencing from the first day of the month, namely;
 - i. a detailed time schedule of the training programme;
 - ii. details of the training facilities to be used by the athlete;
 - iii. details of the content of training;
 - iv. details of competitions (locally or abroad) during the following month.

For the avoidance of doubt, the planned training schedule for the month of February, shall be provided by 27th January.

- b. provide the MOC, within seven (7) days of the following month, a monthly written report, signed by both the athlete and the coach, listing the proceedings of the past month's training scheme, the actual hours of training performed, results obtained in competitions, the progress made and the details of attendance, for each training session. Failing to send the report in time, payment will not be processed. When the report is endorsed and approved by the MOC, the report together with the payslip and invoice shall be sent to SportMalta to claim the grant.

15. The National Sports Organisation will be, furthermore required to:

- a. Be aware about the reports prepared by the athlete aforementioned in paragraph 14 above;
- b. be fully and totally responsible for the fitness level and medical condition of the athlete all throughout the scheme;
- c. be fully and totally responsible for the total actuation and supervision of the training programme within the scheme;
- d. immediately inform SportMalta and the relative head of department should the athlete be dropped from the national selection plans;
- e. inform SportMalta should the athlete face any injury and/or illness;
- f. acknowledge the fact that the athlete is sponsored by the government and more specifically SportMalta through the Scheme;
- g. acknowledge SportMalta as the National Sports Organisation's partner and include the latest SportMalta logo in all its communication material,

- h. sign the agreement aforementioned in paragraph 10 and 11 of these terms and conditions.
16. The coach entrusted by the National Sports Organisation forming part of the scheme should:
- a. provide contact phone number.
 - b. be entrusted with the planning and supervision of the athlete during the scheme.
 - c. sign the agreement aforementioned in paragraph 10 and 11 of these terms and conditions.
17. The employee/athlete shall, throughout the duration of the scheme:
- a. abide with the Code of Ethics of the respective sport;
 - b. make no use of illegal substances and/or performance enhancing drugs and/or other doping methods;
 - c. undertake any doping tests as required by AIMS or any anti-doping agency when abroad and update the ADAMS system thereby keeping AIMS informed of his/her whereabouts as well as submit other information (which includes but is not limited to details on the athlete residence, training venues and times, competition schedule, holiday arrangements, etc. as well as a 60-minute timeslot between 6am and 11pm where they can be located for testing) as required by AIMS;
 - d. immediately provide a contact phone number for quick and easy contact if the need arises;
 - e. be available, at all times, to attend to any SportMalta events and accept to be part of any sports promotion material, programmes and/or events organised by SportMalta or government;
 - f. immediately inform the MOC when sick/injured and is making use of his/her sick leave entitlement;
 - g. post on his/her social network profile a photo/video to give exposure to the training performed during the flexi – hours, at least twice a month. The athlete is to include the following hashtags: #flexitrainingscheme @malteseolympiccommittee @sportmaltabeactive
 - h. return to work and the scheme be suspended or terminated as the MOC shall deem necessary, if he/she:
 - i. is injured (for the period covered by sick leave and until such time that the athlete can return to full training;
 - ii. if dropped from the national selection;

- iii. is accused of illegal doping;
- iv. is suspended indefinitely or for a reasonable period from the sport;
- v. is deemed to have misbehaved or shown lack of respect towards his supervisors, SportMalta or the MOC officials or any other person so delegated to act on SportMalta's behalf.
- vi. show lack of sportsmanship.
- vii. has done any other action which is deemed of a serious nature.

Provided that in the event of the athlete being convicted (found guilty) of a doping offence / use of illicit substances and/or drugs, the athlete shall reimburse SportMalta the full amount granted for the training hours to the athlete until the scheme is terminated (date of suspension or termination – whichever the earliest).

18. All documentation relating to payments for hours of training shall be submitted by not later than one month from issuing of salary payslip and in the last month (December) by not later than the 15th day of the following month (January). Failure to provide the necessary documentation in time may result in the non-payment of the invoices.
19. The application form has been revamped by the MOC to include details that will help the interviewing board assess the hours required to perform extra training as part of the Flexi Training Scheme. Documentation required at application stage is the following:
 - a. application form and all required documentation (as per application itself);
 - b. Annual Training and Competition Programme and main competitions representing Malta;
 - c. employment details,
 - d. letter from association stating that athlete is part of the national team;
 - e. approval by respective employer or HR as the case may be,
 - f. police conduct,
 - g. all other details required in the application form;
 - h. payslips issued by employer (income tax submission and receipt in the case of self-employed).

20. The selection of scheme category, shall be made based on the below criteria, as approved by the MOC:

Scheme A	Up to 30 hours	<ul style="list-style-type: none"> • Medallist in the last edition of European Championships, Mediterranean Games, European Games, and Commonwealth Games. • Finalist* in the last edition of Olympics, Paralympics, World Championships or any other games/ championships/ cups which are the sole event that gives the world champion title of the said event to the winner. If there are no rounds, the athlete must finish in the top 10 percentile. • During the previous season, the athlete achieved: <ul style="list-style-type: none"> ○ athletics IAAF points – 1100 points or an average of 1080 on 3 valid performances (main event) ○ swimming: points – 820 points or an average of 800 on three races (main event) ○ trap: average of best 3 competitions of 122(men)/ 120 female. One of the events must be an international event. ○ skeet: average of best 3 competitions of 123/ 121 female. One of the events must be an international event. ○ pistol: average of best 3 competitions of 580 male/570female ○ bowling: average of the best 3 competitions 240(men) and 230(female). One of the competitions must be an international competition. Each competition must have a minimum of three games. ○ martial arts/racket sports: top 25 in the world rankings or top 10 in European rankings • World ranking: top 5 in an Olympic Sport and top 3 in non-Olympic Sport. • European ranking: top 3 in an Olympic Sport and top ranked in non-Olympic sport
Scheme B	Up to 20 hours	

		<ul style="list-style-type: none"> • Finalist* in the last edition of European Championships, Mediterranean Games, European Games, and Commonwealth Games. • Semi-Finalist* in the last edition of Olympics, Paralympics, World Championships or any other games/ championships/ cups which are the sole event that gives the world champion title of the said event to the winner. If there are no rounds, the athlete must finish in the top 25 percentile. • Medallist in championships/cups with more than 20 participating countries in the event. Event will be scrutinised.⁵ • Qualified by standard (not invitational card) for the next edition of Olympics, Paralympics, Commonwealth Games, European Games, World Championships, or any other games/ championships/ cups which are the sole event that gives the champion title of the said event to the winner. • During the previous season, the athlete achieved: <ul style="list-style-type: none"> ○ athletics IAAF points – 1050 points or an average of 1030 on 3 valid performances (main event) ○ swimming: points – 800 points or an average of 785 on three races (main event) ○ trap: average of best 3 competitions of 120(men)/ 118 female. One of the events must be an international event. ○ skeet: average of best 3 competitions of 121 male/ 119 female. One of the events must be an international event. ○ pistol: average of best 3 competitions of 570 male/560 female ○ bowling: average of the best 3 competitions 230(men) and 220(female). One of the competitions must be an international competition. Each competition must have a minimum of three games. ○ martial arts/racket sports: top 25 in the world rankings or top 10 in European rankings with more than 100 athletes ranked.
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Scheme C	Up to 10 hours	<ul style="list-style-type: none"> • Silver or Bronze Individual medallist in the last edition of GSSE. • Medallist in championships/cups with less than 10 participating countries in your event[§] • During the last season, the athlete achieved: <ul style="list-style-type: none"> ○ athletics World Athletics points – 900 points with legal wind. ○ swimming: World Aquatics points – 625 points ○ trap: average of best 3 competitions of 115(men)/ 113 female ○ skeet: average of best 3 competitions of 117/ 115 female ○ pistol: average of best 3 competitions of 570 male/560female ○ bowling: average of the best 3 competitions 220(men) and 210(female). Each competition must have a minimum of three games. ○ martial arts/racket sports: top 30 in the world rankings or top 15 in European rankings with more than 100 athletes ranked. • World ranking: top 15 in an Olympic Sport and top 8 in non-Olympic Sport • European ranking: top 8 in an Olympic Sport and top 5 ranked in non-Olympic sport.
Scheme D	Up to 5 hours	<ul style="list-style-type: none"> • Medallist in doubles/teams events in the last edition of the GSSE of an individual sport • During the last season, the athlete achieved:

		<ul style="list-style-type: none"> ○ athletics World Athletics points – 850 points with legal wind. ○ swimming: World Aquatics points – 550 points ○ trap: average of best 3 competitions of 113(men)/ 111 female ○ skeet: average of best 3 competitions of 115/ 113 female ○ pistol: average of best 3 competitions of 560 male/550female ○ bowling: average of the best 3 competitions 210(men) and 200(female). Each competition must have a minimum of three games. ○ martial arts/racket sports: top 50 in the world rankings or top 20 in European rankings with more than 100 athletes ranked. <ul style="list-style-type: none"> ● Medallist in championships/cups with less than 10 participating countries in your event[§] ● Qualified by standard (not invitational card) for the next edition of GSSE in the year of the games ● Top 50 percentile in the last edition of Olympics, Paralympics, Commonwealth Games, World Championships or any other games/ championships/ cups which are the sole event that gives the champion title of the said event to the winner. ● National Champion with more than 5 athletes in the event in the last edition of the National Championships.
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All results need to follow the IF rules. Points are based on the last point system published by the IF.

*There must be a previous round

[§] Subject to vetting of the event

Applications for Flexi Training Scheme 2023/2024 shall reach SportMalta via email on assistances.sportmalta@sportmalta.org.mt by not later **than Monday 20th November, noon.**