

dAIS and TRANSITION SUPPORT (AIS) GUIDELINES

Updated – 10 September 2025



Document Owner	High Performance	Adopted/ Approved by	CMO
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Date of Last Update	21/05/2025	Updated by	Sue Henry
Update Description	10/09/2025 position titles updated and workflow at Appendix 1 reformatted. Return to Sport Template added at Appendix 2 21/05/2025 position titles updated 2/11/2023 moved to new template position titles updated		

Purpose

To provide a clear process on the role dAIS plays in assisting categorised athletes who are planning time away from training and/or competition and those transitioning out of cycling by:

- Recognising athletes who contribute to performance outcomes of cycling
- Ensuring athletes meet criteria and understand expectations of their time away from competition and training; and
- Ensuring athletes wellbeing is protected, whilst pursuing goals and life aspirations during their time with AusCycling.

Principles

AusCycling has developed principles and processes for recognising athletes who are identified as contributing to the performance outcomes of the sport at the next pinnacle event where one of the following may apply:

- An Athlete is recovering from a major injury or illness;
- An athlete is taking time away from competition;
- An Athlete is transitioning into a sport from another; and
- An athlete is pregnant.

For a) – d) above, the following principles apply:

- Athletes nominated for dAIS Associated Transition Policies are categorised and receiving dAIS based on the AusCycling Athlete categorisation matrix and that the athlete will return to the sport under the same categorisation (or similar).
- Athletes nominated under these Associated Policies are included in the NSO dAIS allocations.
- AusCycling can nominate athletes for the dAIS support whilst the athlete is taking time away from competitive sport for one of the above reasons.
- Athletes will maintain a level of training and therefore it is reasonable to assume additional non-financial service support services (strength & conditioning, gym access, physiotherapy, medical, psychology and performance behaviours, Athlete Wellbeing & Engagement etc.) will continue to be provided through AusCycling where appropriate and agreed.
- dAIS can play a significant role in supporting an athlete whilst training and competing.

In addition to the above, these principles also recognise:



- a) That dAIS can play a significant role in supporting an athlete when they transition out of competitive sport, through retirement or non-selection resulting in non-categorisation.
- b) This is a critical change period for any athlete and referred to as: Transitioning out of competitive sport (retirement or non-selection resulting in non-categorisation)
- c) Athletes nominated under this policy (transitioning out of competitive sport (retirement or non-selection resulting in non-categorisation) are NOT included in the AusCycling dAIS allocations and will be supported from broader AIS funding.

Transition Processes

Athletes Recovering from major injury or illness

- a) AusCycling recognises that on occasion, an athlete can contribute to national performance targets at the next pinnacle event despite suffering/recovering from a major illness or injury.
- b) Athletes who fall into this category of a major injury or illness that requires significant time out of the environment (min 2 months) should still be categorised with AusCycling, and therefore eligible for dAIS support, if they meet the following minimum criteria (refer RACI):
 - i. Pre-Injury/illness the athlete is categorised AND was receiving dAIS support;
 - ii. Has an individual athlete performance plan with a return to competition focus and timeframes outlines- including work with the AW&E team member (or equivalent);
 - iii. Is meeting the requirements of the agreed rehabilitation plan; and
 - iv. Is tracking against rehabilitation benchmarks to achieve pre-injury/illness performance outcomes.
 - v. Completed mandatory learning modules
 - (i) Sport Integrity Australia's anti-doping and anti-match fixing learning modules
 - (ii) AIS Athlete Code of Conduct learning module
 - (iii) dAIS means test audit learning module, and
 - (iv) dAIS Athlete Agreement learning module

R = Responsible **A** = Accountable **C**= Communicated with **I** = Informed

RACI Athlete	HC	Coach	OP&SI/DOP	TM	AW&E	Psyc	CMO/AHL	Athlete
Confirm that athlete was categorised AND was receiving dAIS support in the last 12 months	A	C	R	I	I			I
Confirm Individual Athlete Performance Plan in place	A	R	I		C	I	I	C
Meeting requirements of rehabilitation plan	I	A	I		I	I	C	R
Rehabilitation benchmarks tracked to achieve pre-injury/illness performance outcomes	I	A	I		I	I	R	C



RACI Athlete	HC	Coach	OP&SI/DOP	TM	AW&E	Psyc	CMO/AHL	Athlete
Athlete completes mandatory learning modules	I	I	R		I			A
Approve and nominate for dAIS Nominated Policy Support	A	C	R	I	I			I

2. Athletes taking time away from competition

- AusCycling recognises that on occasion, to contribute to national performance targets at the next pinnacle event, an athlete may require some time away from competition for family, health and/or wellbeing reasons.
- For athletes who require time away from competition and training for purposes of family, health and/or wellbeing, this policy will apply if the break is planned to be more than 2 weeks in duration OR becomes extended beyond this 2-week period.
- It is recommended that athletes who fall into this category should still be categorised with AusCycling, and therefore eligible for dAIS support, if they meet the following minimum criteria
 - Prior to taking some time away, the athlete is categorised AND was receiving dAIS support in the past 12 months.
 - Has an individual athlete performance plan focusing on maintaining physical and mental wellbeing as it aligns to AusCycling's needs and performance standards.
 - Has an agreed return to sport and competition plan including timeframes and regular pre-determined meetings scheduled with the sport PD (or equivalent); and
 - Maintains contact with AW&E and/or psychology on a regular basis to ensure athletes are focussed on maintaining their wellbeing.
 - Completed mandatory learning modules
 - (i) Sport Integrity Australia's anti-doping and anti-match fixing learning modules
 - ii. AIS Athlete Code of Conduct learning module
 - iii. dAIS means test audit learning module, and
 - iv. dAIS Athlete Agreement learning module

RACI Athlete	HC	Coach	OP&SI/DOP	TM	AW&E	Psyc	CMO/AHL	Athlete	S&C
Confirm that athlete was categorised AND was receiving dAIS support in the last 12 months	A	C	R	I	I			I	
Individual Athlete return to Sport and Performance	A	R	I		C	C	I	C	C



RACI Athlete	HC	Coach	OP&SI/DOP	TM	AW&E	Psyc	CMO/AHL	Athlete	S&C
Plan (Including Physical & Mental Health focus)									
Athlete agrees check in points during this period with AW&E Lead/Manager	I	C	I		A			R	
Athlete meeting requirements of plan	I	A	I	I	C	I	C	R	C
Benchmarks tracked to achieve performance outcomes in return to sport	I	A	I	I	C	I	I	R	
Completed the mandatory learning modules	I	C	R		I			A	
Approve and apply for dAIS Nominated Policy Support	A	C	R	I	I			I	

3. Athlete transitioning into a Cycling from another sport

- a) AusCycling recognises that on occasion, high performing athletes may transition into a cycling from another with the expectation they will contribute to national performance targets at the next pinnacle event of cycling. Usually, a high performing athlete would only transition into a new sport if there was a strong likelihood of success.
- b) It is recommended that athletes who fall into this category should still be categorised with AusCycling, and therefore eligible for dAIS support, if they meet the following minimum criteria:
 - i. The athlete was categorised in the previous sport within the last 24 months.
 - ii. Has an individual performance plan focusing on contributing to the national performance targets at the pinnacle event within a 4-year period; and
 - iii. The athlete has an individual performance plan with cycling, agreed milestones and is meeting progression targets.
 - iv. Completed mandatory learning modules
 - (i) Sport Integrity Australia's anti-doping and anti-match fixing learning modules
 - (ii) AIS Athlete Code of Conduct learning module
 - (iii) dAIS means test audit learning module, and
 - (iv) dAIS Athlete Agreement learning module



RACI Athlete	HC	Coach	OP&SI	TM	AW&E	Psyc	CMO/AHL	Athlete
Conform that athlete was categorised AND was receiving dAIS support in the last 24months.	A	C	R	I	I			I
Individual Athlete Performance Plan for targets and agreed milestones within a 4-year period to pinnacle event	C	R	I	C	I	C	C	R
Athlete meeting requirements of plan	I	A	I	I	C	I	C	R
Benchmarks tracked to achieve performance outcomes	I	A	I	I	C	I	I	R
Completed the mandatory learning modules	I	C	R		I			A
Approve and apply for dAIS Nominated Policy Support	A	C	R	I	I			I

4. Athletes who are pregnant, adopt a child and/or experience pregnancy loss

- a) AusCycling recognises that athletes may take some time away from intense training and competition when the athlete or their partner becomes pregnant, give birth, adopt a child, or experience pregnancy loss. In these situations, athletes may still be on track to contribute to national performance targets at the next pinnacle event.
- b) When time away from training and competition is greater than 2 weeks, this policy will apply.
- c) It is recommended that athletes who fall into this category should still be categorised with AusCycling, and therefore eligible for dAIS support, if they meet the following minimum criteria
 - i. Prior to becoming pregnant, the athlete or their partner, was categorised AND was receiving dAIS support in the past 12 months.
 - ii. Has an individual performance plan focusing on maintaining physical and mental wellbeing as it aligns to the sports needs and informed by specific medical advice as it relates to pregnancy.
 - iii. Has an agreed return to sport and competition plan including timeframes and regular pre-determined meetings scheduled with the sport pd (or equivalent); and
 - iv. Maintains contact with AW&E and/or Psychology on a regular basis to ensure athletes are focused on maintaining their overall wellbeing.
 - v. Athletes taking time away
 - vi. Completed mandatory learning modules
 - Sport Integrity Australia's anti-doping and anti-match fixing learning modules
 - AIS Athlete Code of Conduct learning module
 - dAIS means test audit learning module, and
 - dAIS Athlete Agreement learning module



RACI Athlete	HC	Coach	OP&SI/DOS	TM	AW&E	Psyc	CMO/AHL	Athlete
Confirm that Prior to becoming pregnant, the athlete or their partner was categorised AND was receiving dAIS support in the past 12 months.	A	C	R	I	I			I
Individual Athlete return to Sport and Performance Plan (Including Physical & Mental Health focus)	A	R	I	I	C	C	I	C
Wellbeing & Personal Development Check in points in place	A	I	I		R			C
Athlete meeting requirements of plan	I	A	I	I	C	I	C	R
Benchmarks tracked to achieve performance outcomes	I	A	I	I	C	I	I	R
Completed the mandatory learning modules	I	C	R		I			A
Approve and apply for dAIS Nominated Policy Support	A	C	R	I	I			I

5. Athletes who are transitioning out of competitive sport (retirement or non-selection resulting in non-categorisation).

- Athletes in this category with a history of contributing to Australian Cycling Team outcomes, may be eligible for half an allocation of dAIS on the recommendation of the AusCycling.
- Only athletes categorised by AusCycling who are transitioning away from competitive sport (retirement or non-selection) will be eligible for this support.
- Athletes that fall into this category may still be eligible for dAIS for a period of 6 months* if they meet the following minimum criteria:
 - Prior to transitioning out of competitive sport or non-categorisation, the athlete was categorised by AusCycling as podium, podium-ready or podium potential AND receiving dAIS support within the last 12 months.
 - The athlete has developed a transition plan with a member of the sport specific AW&E team (or equivalent) and has scheduled regular meetings within the defined 12-month maximum support period (as per Athlete Transition Support Policy) with a focus on maintaining their wellbeing during the transition; and
 - AusCycling requires that the athlete contributes to the sport in a specific way as part of being nominated for dAIS e.g. speaking at camps, promo material for upcoming events, inclusion in formal or informal mentoring programs, developing a plan to transition to an area of focus (career, education or industry) or sport specific coaching/administration/support services.

**equivalent to 50% of an annual dAIS grant*



RACI Athlete	HC	Coach	OP&SJ/DOP	TM	AW&E	Psyc	CMO/AHL	Athlete
Confirm that prior to transition beyond sport/non-categorisation athlete was categorised AND was receiving dAIS support in the past 12 months	A	C	R	I	I			I
Transition plan in place	C	I	I		A	R	C	R
Wellbeing & Personal Development Check in points in place	I	I	I		A	R		C
Transition plan tracked to ensure successful transition	I	I	I		A	R	I	
Approve and apply for dAIS Nominated Policy Support	A	C	R	C	C			I
Confirm that prior to transition beyond sport/non-categorisation was categorised AND was receiving dAIS support in the past 12 months.	A	C	R	I	I			I
Transition plan in place	C	I	I		A	R	C	R

6. Non-financial support for athletes who are not eligible for dAIS

- AusCycling may provide non-financial support to categorised athletes who may not have been eligible for dAIS in the past or may not qualify for dAIS as part of the transitioning out of competitive sport for a period of 12 months.
- This includes athletes categorised at Podium Potential, Podium Ready and Podium.
- Support will include assistance with developing a transition plan with a member of the Athlete Wellbeing and Engagement Team (or equivalent) and meeting regularly to focus on maintaining wellbeing during the entirety of the defined transition support period in accordance with the AusCycling Athlete Transition Support policy.
- Other non-financial support will be assessed and provided by AusCycling on a case-by-case basis and may include but not be limited to medical, physiotherapy, strength and conditioning and psychology.



RACI Legend

AHL	Athlete Health Lead
Athlete	Athlete in transition
AW&E	Athlete Transition and Lifestyle Manager (AusCycling Performance) Athlete Wellbeing and Engagement Lead (SIS/SAS)
CMO	Chief Medical Officer
Coach	National Discipline Coach or HPN Coach
DOP	Director of Pathways
HC	Head Coach
OP&SI	Operational Planning and Strategic Initiatives
Psyc	Psychologist
S&C	Strength and Conditioning Scientist
TM	Team Manager

APPENDIX 1 – Transition Workflow

Action	Athlete Led					Sport Led
Transition Type	Take a Break	Injury/Illness	Pregnancy/Family	Talent Transfer into Cycling	Retire from ACT	Non categorisation or non selection
Decision Making Support / Communication	<pre> graph TD A[Coach] --> B[AW&E] B --> C[DOP/OP&SI] </pre>	<pre> graph TD A[CMO/Physyc] --> B[Coach] B --> C[AW&E] </pre>	<pre> graph TD A[CMO] --> B[Coach] B --> C[AW&E] C --> D[DOP/OP&SI] </pre>	<pre> graph TD A[Coach] --> B[AW&E] B --> C[DOP/OP&SI] </pre>	<pre> graph TD A[Coach] --> B[Head Coach] B --> C[AW&E] C --> D[DOP/OP&SI] </pre>	<pre> graph TD A[Head Coach] --> B[Coach] B --> C[AW&E] C --> D[DOP/OP&SI] </pre>
Multi-disciplinary Plan Requirements	<p>Individual Performance Plan – Coach</p> <p>Regular Meeting – Coach, AW&E and Psyc</p> <p>Agreed return to sport date - Coach</p> <p>Maintain Anti-doping compliance - Athlete</p>	<p>Individual Rehab Plan – Coach / CMO / Psyc</p> <p>Regular Meeting – Coach, CMO, AW&E and Psyc</p> <p>Agreed return to sport benchmarks - Coach / CMO / Psyc</p> <p>Maintain Anti-doping compliance - Athlete</p>	<p>Individual Performance Plan – Coach / CMO</p> <p>Regular Meeting – Coach, CMO, AW&E and Psyc</p> <p>Agreed return to sport date - Coach / CMO</p> <p>Maintain Anti-doping compliance - Athlete</p>	<p>Individual Performance Plan – Coach</p> <p>Regular Meeting – Coach, AW&E and Psyc</p> <p>Agreed progression targets - Coach</p> <p>Maintain Anti-doping compliance - Athlete</p>	<p>Individual Retirement Plan – AW&E</p> <p>Regular Meeting – AW&E and Psyc</p> <p>At least 1 contact from Coach post retirement</p> <p>Maintain or cease Anti-doping compliance - Athlete</p>	<p>Individual Transition Plan – AW&E</p> <p>Regular Meeting – AW&E and Psyc (12mth program athletes, 6mth IAPS athletes)</p> <p>At least 1 contact from Coach post transition</p> <p>Maintain Anti-doping compliance - Athlete</p>



Action	Athlete Led					Sport Led
Athlete Funding (if eligible) dependent on meeting Plan requirements	dAIS only	dAIS / + ALS	dAIS / + ALS	Case-by-case	dAIS or AC Transition Payment	dAIS only



Athlete Agreed Time Off Plan

Owner:	Approved by:
Document Control No.	Date:
Date of Last Update:	Updated by:
Update Description:	

Purpose

AusCycling (“AC”) recognises that on occasion; to contribute to national performance targets at the next pinnacle event, an athlete may require some time away from competition for family, health and/or wellbeing reasons.

This Athlete Agreed Time Off Plan (“AATOP”) is designed to capture critical information required to ensure that athletes are supported during their time off, and that AC can meet their obligations to the AIS/ASC.

This AATOP should be used in conjunction with the dAIS and Transition Support (AIS) Guidelines.

Application

This AATOP is applicable for:

- Athletes who require time away from competition and training for purposes of family, health and/or wellbeing.
- The time away is planned to be more than 2 weeks in duration OR becomes extended beyond this 2-week period.

Process

1. Athlete indicates to Coach that they require Time-Off
2. Coach sets up meeting to discuss Time-Off Plan with athlete. Details recorded in the AATOP
3. Key stakeholders (Head Coach, PST, EGM-Performance) are informed of the intended plan
4. Head Coach provides final approval
5. Head Coach informs Director of Pathways/Operational Planning & Strategic Initiatives
6. Director of Pathways/Operational Planning & Strategic Initiatives informs AIS/ASC if necessary



Athlete Name	
Contact Phone	
Contact Email	

Discipline	
Coach	
Head Coach	

Time-Off Plan Details	
Reason	
Estimated date of commencement	
Estimated date of return	
Review date	

Performance Support Team (PST) (Indicate whether NIN, AC or external)	
Medical	
Physio	
Dietician	
Psych	
AWE	
Strength and Conditioning	

**Return-to-Performance (RTP) Plan**

Must include timeframes and regular pre-determined meetings scheduled with coach/performance support

Wellbeing Support

Athlete must maintain contact with AW&E and/or psychology on a regular basis to ensure athletes are focused on maintaining their wellbeing.

Mandatory Learning Modules Athletes must complete the below modules.

Completed?

Sport Integrity Australia (SIA) anti-doping and anti-match fixing learning modules	
AIS Athlete Code of Conduct learning module	
dAIS means test audit learning module	
dAIS Athlete Agreement learning module	

Plan Approval

Athlete approved (name & signature of athlete)	
Head Coach approved (name & signature)	
Documents Received by Director of Pathways/Operational Planning & Strategic Initiatives (date received)	
AIS/AC documents lodged (date lodged)	