



DIVISION OF SPORT & YOUTH AFFAIRS
Tobago House of Assembly

POLICY:

**REWARD FOR TOBAGO'S MEDALLING
ATHLETES AND TEAMS**

September 2017

TABLE OF CONTENTS

I.	INTRODUCTION	3
II.	EXECUTIVE SUMMARY	3
III.	SITUATIONAL ANALYSIS	4
IV.	POLICY SCOPE AND DIRECTION.....	5
V.	POLICY GUIDELINES.....	5
VI.	POLICY FRAMEWORK.....	6-8
VII.	RECOMMENDATIONS.....	9

I. INTRODUCTION

Throughout our history, Trinidad and Tobago has witnessed many of our citizens achieve success in sport at varying levels including regional, continental and international. While Tobago only accounts for approximately five percent (5%) of the total population, the island's sport personalities have contributed significantly to the nation's impact on the global sporting landscape.

Over the years our sporting heroes' achievements have been recognized; however, not with the level of consistency necessary to allow us, as an island and people, to derive the full benefit which comes from memorializing our deserving athletes. This policy seeks to establish the process which ensures that Tobago's deserving sports men and women are appropriately recognized and rewarded, while allowing persons of the island to enjoy the inspirational value of such a recognition.

II. EXECUTIVE SUMMARY

Tobago athletes have all contributed to making Tobago proud and continue to inspire in us an appreciation for the vast potential that lies within, as individuals and as a people.

An increasing number of young Tobago athletes are currently enjoying great success at local, regional and national levels, thereby demonstrating the potential for future success. This policy would ensure timely recognition of any success and provide for athletes' encouragement, knowing that their efforts would be affirmed, valued and rewarded.

The possibility that special rewards coming from Tobago can be seen as double dipping by athletes from Trinidad. Three major elements counter that argument:

- Talent identification, development, training support and the natural culmination; rewards
- The developmental facet of the Sport Awards, emphasizes the existence of a pathway to excellence.

- The major rewards such as the Award for Lifetime Achievement includes the consideration of National Awards and is intended to be complementary.

The rewards from Tobago form a part of a suite of sport developmental initiatives run by the Tobago House of Assembly.

III. SITUATIONAL ANALYSIS

An evaluation of the existing environment for recognizing achievement in sport revealed the following:

- a) There is no existing policy to guide the rewarding of deserving Tobago sports men and women.
- b) Prior rewards have varied significantly and there has been no consistency or predictability as per the value or timing of rewards given.
- c) A clear policy is needed to ensure that athlete rewards remain reasonable and appropriate.
- d) The non-existence of an established policy has contributed to a situation where athletes, the public and media have not only demanded that recognition be given but have also sought to dictate the nature and value of such recognition.
- e) Members of Tobago's public, media and sporting community are largely unaware of an established process used to recognize success athletes.

IV. POLICY SCOPE AND DIRECTION

- a) To make the recognition and rewarding of achievements in sport predictable and consistent, based on established criterion and guidelines.
- b) To identify a Vote for rewards thereby ensuring availability and timeliness of rewards.
- c) To recommend that the Tobago House of Assembly, through the appropriate division and office foster collaborations with corporate Tobago entities that may be willing to assist in recognizing deserving athletes.

V. POLICY GUIDELINES

- a) To make rewards to deserving athletes predictable and consistent based on determined, established criterion and guidelines:
 - i. Age of athlete(s)
 - ii. Level of competition
 - iii. Specific sport and discipline (both athletes and para-athletes)
 - iv. Specific sport and discipline (individual vs. team sport)
 - v. Competition tiers (regional, continental and international)
 - vi. Other awards received at a national level
 - vii. Athletes to be rewarded on a graduating scale
- b) Rewards should not violate athlete's eligibility criteria for future development (scholarships, sponsorships, etc).
- c) Rewards for Junior athletes would focus on providing enhanced access to equipment, training and development, e.g. sponsoring a deserving athlete to attend an international training camp.
- d) Consideration of employment to unemployed elite athletes. This must be assessed on a case by case basis, subject to qualification, vacancy, skill set and interest.
- e) It is noted that Tobago has emerging talent among both able-bodied athletes and para-athletes and should be equitably recognized.

VI. POLICY FRAMEWORK

Rewards to deserving athletes in a predictable and consistent manner, based on determined, established criterion and guidelines and categorized by athletic age group, within each discipline.

a. Juniors:

- i. athlete(s) under the age of 20, or where an athlete is considered a junior in their respective sport
- ii. participated in regional/continental and international event(s)
- iii. reward to be utilized for enhanced access to training and development rather than monetary
- iv. reward ceiling up to 55% of Range A¹
- v. to be given to persons participating in individual or team sports
- vi. eligibility on case by case basis

b. Seniors:

- i. seniors would be considered to be athletes over the age of 20, or where an athlete is considered a senior in their respective sport
- ii. participated in regional/continental and international events
- iii. consideration of shares and/or monetary cash reward
- iv. external standards; medal in an individual event or member of a winning national team
- v. to be given to persons participating in individual or team sports
- vi. special consideration for non-medalling athletes at the international level, eg.:
 - Qualification to an Olympic Team
 - Qualification for final round at an international event
 - Member of a World Cup Qualifying Team
- vii. eligibility will be based on a case by case basis

¹ A high degree of variety is anticipated in the cost of training, depending on the sport.

c. Coaches:

Coaches with direct and significant impact on athlete's success, will receive non-monetary special recognition such as public commendation and/or a plaque. These coaches, along with administrators, would be considered for end of career/ body of work rewards.

d. Special Reward:

The committee recommends the establishment of a special reward to recognize athletes, coaches and sport administrators for their body of work over a career span. Coaches and Administrators only are eligible for consideration after ten (10) years of continued service.

- i.* Special Reward category will recognize athletes, coaches and/or administrators at the "end of career".
- ii.* Eligibility and reward will be on a case by case basis.

The recommended recognition for career contribution shall include but is not limited to:

- iii.* Monetary reward with a ceiling up to USD \$15,000.00;
- iv.* Tobago Sports Hall of Fame induction as an MTP (Making Tobago Proud) sports personality;
- v.* A physical recognition, e.g. plaque, newspaper article, etc.;
- vi.* Consideration of shares and/or cash value

e. Team Sports:

In the case of team sports; recognition will be afforded to a Tobago athlete who:

- i.* is a member of a winning national team that participated and placed in the top three (3) in a regional, continental or international competition.
- ii.* Contribute significantly to the team's success.

¹ REWARD TIER FOR RECOGNIZING ACHIEVEMENT IN SPORT

Event Type	Range A (Athletes; Seniors)			Disbursement	Range B Junior Athletes (10,000 annual ceiling)	Range c (Para-Athletes)
	Bronze	Silver	Gold			
Regional e.g. CFU	2,000.	3,000.	4,000.	Annually	50%	55%
Continental	5,000.	6,000.	7,000.	Annually	50%	55%
International	8,000.	9,000.	10,000.	By event (Olympics, World Games, World Cup etc)	50%	55%

Table 1. (Applicable to individual and team sport)

Funds for the reward and recognition of these athletes be taken from the following

Vote:

- 15 Tobago House of Assembly
- 09 Development Programme
- 004 Social Infrastructure
- 13 Recreation and Culture
- 774 Elite Athlete Development

VII. RECOMMENDATIONS

- a. That the Tobago House of Assembly can collaborate with national sporting bodies, central government and the private sector when recognizing Tobago athletes for sporting achievements.
- b. That a Vote be identified for the rewards and recognition, thereby ensuring availability and timeliness of rewards.
- c. That the process for establishing a Tobago Sport Hall of Fame be implemented as a matter of urgency.
- d. That medalling athlete/team be eligible for nomination in the Chief Secretary's Award and/or Tobago House of Assembly's Sportsman/woman of the year or Team/Club Award.
- e. That the success of local clubs/teams (football, cricket, netball etc.) participating in regional, continental and international events receive reward and recognition in keeping with the guidelines of this policy.
- f. If the national government or sport governing body recognizes a medalling Tobago athlete or team, the Assembly will reward the athlete commensurate with the approved Tier System for Recognizing Achievement in Sport Framework.
- g. A "Trailblazer Award" will be considered as a reward for any Tobago athlete or team excelling or achieving an important feat at the regional or world level, and will receive special recognition in addition to the standard tier reward.
- h. That this policy document should be reviewed after two (2) years in the first instance, and subsequently every three (3) years; and that the next review is scheduled for September 2020.
- i. That the Division of Sport and Youth Affairs prepare or submit to the Executive Council a Standard Operating Procedure for the execution of the Programme.
- j. That the Lalonde Gordon Sports Committee appointed vide Executive Council Minute Number 879 of September 25, 2014, be responsible for managing the Rewards Programme and guided by the Tier for Recognizing Achievement in Sport Framework set out as Table I; and,
- k. That the Lalonde Gordon Sports Committee be responsible for submitting the necessary recommendation for awards to the Secretary for Sport and Youth Affairs for transmission to the Executive Council for approval.