

SBA Team Rewards scheme to Incentivise and Value sporting Excellence (STRIVE**)**

Frequently Asked Questions (FAQ's)

New National Team Structure and STRIVE

Introductory questions

Q1: Why introduce STRIVE?

A: SBA has 3 desired outcomes of STRIVE – Commitment, Care and Champion. STRIVE should provide impetus for both High Performers and High Potentials to endeavour for better results. This will also create a pipeline of High Potentials as more hobbyists get attracted to the full-time prospects.

Q2: How about those players who are on spexScholarship?

A: Players on spexScholarships will be able to remain on those scholarships, and anything SBA offers under STRIVE offers will be considered as add-ons.

Q3: How does SBA fund and sustain STRIVE?

A: Sustainability of STRIVE will largely depend on players' performances and results. If there are no results, SBA may need to review STRIVE in future.

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Q4: Will the Player Support Fund (PSF) be implemented, and if yes, why is it only for Full-Time Players?

A: To attract, and retain, players to play badminton as full-time. This is also a way to recognize the players' contributions to SBA over their playing careers. The PSF is currently in exploration stage and more updates will be provided at a later date.

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Who is eligible?

Q5: Is there a qualifying age range or ceiling in STRIVE?

A: The maximum age to remain in NTS is 25 years old. There is no age ceiling for NT1 or NT2.

Q6: I am currently serving full-time National Service. Am I eligible for STRIVE?

A: Players serving full-time National Service are eligible for \$20 training allowance per session if they are under the Sportsmen Scheme and were on STRIVE (previously known as SBA scholarship) prior to enlistment. Under MINDEF regulations, NSFs are not allowed to enter into any other form of scholarship or contract agreement with other organizations.

Q7: I met the criteria to be in NT2, however, I am only able to train once per day (not due to NS) under the National Training Team programme. Am I eligible for stipends?

A: Stipends are only given to players who are training on a full training load, i.e. 10 sessions per week. However, this does not deprive a player from training with the National Team if he/she meets the training allocation criteria, e.g. players training in the night programme.

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How is allocation done?

Q8: What's the period of review for STRIVE?

A: Performance reviews will be done at the end of each calendar year based on the results achieved in the that calendar year. Players will be offered STRIVE based on the category (NT1, NT2 or NTS) they have qualified for, subject to the number of quota places.

Q9: What are the key considerations for KPIs?

A: KPIs differ for each individual player. Components may include training attitude, training performance, discipline, attendance, competition performance, etc. This will be shared during the target setting session for each player together with the coaches and High Performance Team.

Q10: What are the Major Competitions?

A: Major Competitions include Olympic Games, Youth Olympic Games, Asian Games, Commonwealth Games, SEA Games, World C'ships, World Junior C'ships, Asian C'ships, Asian Junior C'ships, Asian U17 & U15 C'ships, Thomas/Uber Cup & equivalent as well as Sudirman Cup & equivalent.

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Q11: Who appraises the individual's performance?

A: While STRIVE is mainly determined by players' actual results in a calendar year, players' performance and KPIs are appraised by a panel consisting of the coaches with additional inputs from the Technical Team (High Performance and D&S).

Q12: If a player is not satisfied with the appraisal outcome, can he or she appeal? What is the proper channel?

A: A player can appeal through the High Performance Team and it can be raised at MC level.

Q13: Are players' appraisal results publicized?

A: Requirements and results for STRIVE are transparent and will be published. However, KPI's incentives are designed and appraised based on the developmental goals of each individual player and will not be publicized.

Q14: I am a doubles player. Can I use results achieved with different partners?

A: Only results achieved with same partner will be used to determine your category. SBA reserves the rights to review any exceptional cases on a case-by-case basis.

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Q15: I reached the Quarter-Finals of Singapore International Series with a bye in the Last 32 and winning in the Last 16. Will this result be taken into account?

A: For Quarter-Finals achievements, players must win minimum 2 matches before the competition can be used for consideration. Walkover and/or bye are not considered as a win. Retired matches will be considered as a win.

Q16: What if I am ranked 4th in MS under NT1?

A: As there are only 3 quota places for MS under NT1, you will be allocated to NT2 and are eligible for the stipends and benefits under NT2. However, you will still be able to train with NT1.

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Others

Q17: Under NT1, will each player be entitled to the full 2 months of KPI incentives?

A: Player will be entitled to the full 2 months of KPI incentives if he/she meets all the KPIs set for the year. KPI incentives range from 0 to 2 months. However, SBA reserves the rights to adjust the KPI incentives in future.

Q18: Besides introducing STRIVE, what others systems are changing or being introduced to improve the overall performance of the players?

A: SBA is exploring other development plans to raise the overall standard of players in Singapore, including working with overseas training partners including Batam training centre, and establishing SBA satellite centres.