



**SPORT SCIENCE SUPPORT SERVICES
REMUNERATION GUIDELINES**

Introduction

The following is explanatory information to support the Schedule of Remuneration Rates for Providers of Sport Science Services to the NZ Academy of Sport (the Academy). The rates are outlined in summary in Appendix A.

These rates have been amended as a result of a substantive review completed by the Academy with input from many stakeholders. It is anticipated such a review will occur from time to time (i.e. every 3- 4 years). Meanwhile rates may be amended on an annual basis, if required.

The review process revealed a need for a greater focus on inter disciplinary work, accurate and timely reporting and increased communication between all parties involved in the Academy Network, supporting athlete performance.

Therefore, while these rates are based on services, the definition of a service is now more holistic and inclusive of the time taken to report and communicate. In addition, a new service category of case management has been introduced to enable providers to be reimbursed for time dedicated to such tasks, and provision for travel reimbursement within specific parameters has been included.

Key Information

These rates apply from 1 July 2005. Each regional operation of the Academy will be responsible for implementation in association with its providers.

Sport science rates are exclusive of GST.

The rates are inclusive of the complete requirements of the service undertaken. Quality reporting is a requirement for all services and is incorporated into the remuneration rates. Typically a service will include a minimum amount of reporting according to a specified Academy format, and follow ups where directly relating to the service will need to be undertaken. (i.e. e-mail, phone calls).

The remuneration rates contained in the document are guidelines for maximum fees. There is scope to negotiate bulk arrangements where a provider is engaged with the Academy in providing a significant volume of servicing. In addition, rates which reflect the market the providers operate in, as well as other variables, may be considered.

The rates contained within this document are for services and travel within New Zealand.

Under the reviewed (new) rates, no provider should be worse off in terms of rates for the same services than they were under the previous conditions. If this should arise there is an undertaking by the Academy that the existing level of remuneration will be retained up to 30 June 2006. This will be negotiated between the provider and the regional operation on a case-by-case basis.

This documentation relates to remuneration of Academy approved providers. There are guidelines within the information attached, whereby personnel may be contracted outside of this. Further information is likely to be produced on this in the near future.

The remuneration schedule relates to fees for services as outlined, and does not reflect the providers time involved in immersing themselves into a sport or enhancing their understanding of a sport in a general way. However it is acknowledged this is important and may assist the provider with an enhanced or more specialised service to a sport/s. NSO's and/or regional operations may prioritise this and will negotiate with providers as to how/if it can be supported. Providers are also expected to invest some of their own time into such development.

A new feature of the schedule is the addition of case management to the remuneration rates. This is to recognise and remunerate the essential work occurring in this area aiming for an enhanced level of interdisciplinary and integrated support for the athletes performance programme.

Sport Science – General Rates

The following are maximum rates across all sport science disciplines, in addition to fees for discipline specific services. The NZAS will negotiate fees with regard to the amount of consecutive hours and the type of work concerned.

Hourly rate \$80.00 per hour

Includes consultations with coaches, providing support at training camps or analysis with specialised equipment. This hourly rate applies in all cases except where a specific fee for service is set, see Appendix A. The hourly rate applies where less than three consecutive hours of work are required. Where greater than three consecutive hours is required the half day or daily rates will apply. The hourly rate only applies to providers performing a service and does not include case management meetings, attendance at sport specific events or observation at camps.

Half daily rate \$275.00

The half-day rate is normally based on 3.5 to 5 hours of consecutive work. Once the hourly rate exceeds half daily rates, the half daily rate will apply.

Daily rate \$500.00

The daily rate is normally based on a minimum of 7 hours of consecutive work.

Bulk Contracts

Each regional operation of the Academy has the flexibility to negotiate with providers to agree on a fixed fee for bulk contract work.

Assistants \$30 per hour

The use of qualified and supervised 'assistants' is acceptable where agreed in advance with the sport and Academy regional operation. The assistant will only be paid if there is no practitioner present or that his or her contribution is necessary to perform the service.

Sport Science - Specific Rates**Physical Conditioning****Combined conditioning programme (4-8 weeks) \$110.00**

Only an approved practitioner should prescribe a conditioning programme. The conditioning programme includes both 'fitness' and strength/power programme prescription. The provider is required to submit programme to either NZAS and/or NSO.

Specific conditioning programme (4-8 weeks) \$80.00

Specific conditioning programmes include either 'fitness' or strength/power programme prescription, and are provided when the athlete only requires that one type of programme. The provider is required to submit programme to either NZAS and/or NSO.

Individual conditioning session \$70.00 per session

Includes a session either in the gymnasium or training environment supervising and instructing techniques from their prescribed training programme.

Group conditioning (2 or more athletes) \$80.00 per session**Field testing \$80.00 per hour****Biomechanics**

All project budgets and equipment or laboratory fees require pre-approval by NZAS.

Gait analysis or cycle set up (per test) \$150.00

Includes preparation and set up, data collection and basic analysis.

Isokinetic strength test \$110.00

Includes preparation and set up, data collection and basic analysis.

Preparation, filming and qualitative video analysis \$30.00 per hour

Includes preparation and set up, video collection, editing and/or downloading and qualitative video analysis. The fee is fixed regardless of the qualifications or experience of the provider.

Data reduction \$65.00 per hour

Includes converting video into data for example digitising.

Exercise Physiology

All project budgets and the use of equipment or laboratory fee must be pre approved by NZAS. For the following service outcomes (per assessment) the rates include, consumables, analysis and reporting.

VO₂ max, including analysis and report	\$120.00
Wingate test, including analysis and report	\$120.00
Lactate threshold or tolerance or MART	\$160.00
Lactate threshold and VO₂ max combined	\$225.00
Kingcycle performance threshold test	\$95.00
Isokinetic strength test	\$110.00

If multiple assessments are performed on the same day and/or a significant number in the service plan, then negotiation is required with provider and NZAS to base payments aligned to half daily or daily rates, in addition to equipment and consumable reimbursements.

In cases where blood collection occurs in group assessments and analysis is performed afterwards or by a different provider, the following rates are applied.

Analysis Aligned with **hourly, half daily or daily rates.**

Blood collection only \$40.00 per hour

Consumables \$3.50 per sample or at cost.

Clinical Psychology

Clinical consultation per market rates and requires pre-approval from the sport and Academy Performance Services Manager

Case Management \$60.00 per hour

Effective case management requires efficient and effective communication between providers, co-ordinators and coaches. This requires clear reporting on a regular and structured basis. It is clear many sports require support services co-ordinators and lead providers to assist in clear communication between regions to national coaches.

Lead providers

When a NSO utilises the services of more than two providers in a discipline the appointment of a lead provider is recommended. Payment for this role will be determined based on the responsibilities and number of providers to coordinate.

Other Services

Other services, not covered in this document will be negotiated on a case-by-case basis.

Travel

No payment will be made for travel within city limits and/or 0-25km return trip. Each region, however, may negotiate with providers where particular circumstances warrant payment but pre approval is required.

25-100km return trip 0.40c/km

100+km Fixed fee agreed upon by provider & Performance Services Manager

Travel expenses are from main workplace, to site of servicing, travel from home is not covered unless that is the site of the providers main work.

APPENDIX A

SCHEDULE OF REMUNERATION RATES**Sport Science – General rates**

Hourly	\$80
Half Day	\$275
Day	\$500
Bulk Contract	By negotiation
Pre prepared Seminar	\$120
New seminar	\$220
Assistant (per hour)	\$30

Sport Science – Specific Rates**Physical Conditioning**

Conditioning programme (4-8 weeks)	\$110
Individual Session (up to 2 athletes)	\$70
Group session (3 or more athletes)	\$80
Field Testing	\$80

Biomechanics

Gait Analysis or Cycle set up (per test)	\$150
Isokinetic strength test	\$110
Preparation, filming and qualitative video analysis (per hour)	\$30
Data reduction (per hour)	\$65

Exercise Physiology

VO ₂ max, including analysis and report	\$120
Wingate test, including analysis and report	\$120
Lactate threshold or tolerance or MART	\$160
Lactate threshold and VO ₂ max combined	\$225
Kingcycle performance threshold test	\$95
Isokinetic strength test	\$110
Blood Collection (per hour)	\$40
Blood collection consumables	\$3.50 per sample or cost

Anthropometry

L0 assessment	\$25
L1 assessment	\$40
L2 assessment	\$80

Sports Nutrition

3 day diet analysis / diet recall	\$120
30-min consultation	\$45
45-min consultation	\$65
60 min consultation	\$80
Supermarket tour (per tour)	\$100

Sports Psychology

30-min consultation	\$45
45-min consultation	\$65
60 min consultation	\$85

Clinical Psychology

Clinical consultation per market rates and requires pre-approval from the sport and Academy Performance Services Manager

Case Management

Meeting (per hour)	\$60
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Other Services

Other services not covered in this schedule will be negotiated on a case-by-case basis.

Travel

Within city limits and/or 0-25km return trip	No payment
25-100km return trip	0.40c/km
100+km	Fixed fee agreed by provider & Performance Services Manager