

# Position Statement

## Scope of Practice for Accredited Coaches

### Contents

---

Overview   Scope of Practice for Accredited Coaches .....	2
Introduction   Scope of Practice for Accredited Coaches .....	3
The Role of a Triathlon Australia Accredited Coach .....	3
National Coaching Framework Matrix.....	4
Foundation   Coaching Role Characteristics .....	5
Development   Coaching Role Characteristics .....	6
Performance   Coaching Role Characteristics .....	8
High Performance   Coaching Role Characteristics.....	10
Professional Scope and Boundaries.....	12
Accreditation and Coach Professional Development.....	12
Coaching Environments.....	12
Professional and Ethical Practice.....	13
Legislation and Regulations.....	13
More Information.....	13



## Overview | Scope of Practice for Accredited Coaches

---

### Defining the roles, responsibilities and professional boundaries for Triathlon Australia Accredited Coaches

Triathlon Australia accredited coaches provide a variety of triathlon coaching services for a range of athletes across many varied settings. Competency to practice is represented through the Accreditation Level held and any associated Coach Professional Development completed.

Triathlon Australia has developed a position statement which aims to define the Scope of Practice for Triathlon Australia accredited coaches. It provides clarity on the role and responsibilities that exist for a Triathlon Australia accredited coach. Additionally, the document aims to provide clarity for collaborative practice with professionals across broader coaching related service delivery systems.

It is acknowledged that adaptation to a changing environment, innovative practice and participation access should not be unnecessarily impeded by the terms contained within this position statement. In this context, the statement is viewed by Triathlon Australia as a living document that will be reliant upon ongoing reflection, review and modification to maintain its accuracy and relevance into the future.

Information on the National Coaching Framework is also provided on the [Triathlon Australia website](#)

**Please note:** The scope of practice is consistent with documented competencies of previously delivered Triathlon Australia Coach Training Programs and associated curriculum.

## Introduction | Scope of Practice for Accredited Coaches

---

Triathlon Australia govern and administer the National Coaching Framework [NCF]. The aim of the NCF is to ensure that accredited triathlon coaches practice in accordance with national professional standards and subsequently safeguard the health and interests of people using triathlon coaching services.

This position statement aims to define the scope of practice for a Triathlon Australia Accredited Coach and provide clarity in regard to role and responsibility. As triathlon coaching services in Australia are becoming increasingly connected to community, education, sport and broader health service delivery, this document will also provide guidance for collaborative practice with professionals across broader health and community service delivery systems.

Importantly, it is intended that this scope of practice for Triathlon Australia Accredited Coaches does not impede innovative practice, stifle opportunities for adaptation to a changing environment or limit athlete access to participate in triathlon coaching services.

## The Role of a Triathlon Australia Accredited Coach

---

A prospective triathlete may utilise triathlon coaching services as a leisure or recreation activity, as a means of community triathlon participation. As such, an accredited triathlon coach plays a significant role in enhancing the overall quality of life of individuals and communities and is a contributor to an individual's overall health status. The core role of an accredited triathlon coach is to deliver safe and effective triathlon specific programs for individuals and/or groups within various spectrums of the triathlon community. The specific target population is appropriately covered through our National Coaching Framework through different coaching accreditation levels:

- Foundation Coach
- Development Coach
- Performance Coach
- High Performance Coach

Competency in delivering specific activities/services within these roles is obtained through accreditation. Accredited Triathlon Coaches scope of practice is based on verification of accreditation and continuing competence.

 <b>FOUNDATION COACH</b>	Coaches facilitating group training sessions with affiliated clubs, squads, school or groups with <b>skill development</b> focus for novice participants
 <b>DEVELOPMENT COACH</b>	Coaches supporting <b>skill development</b> of triathletes in preparation for triathlon competition in either group or 1 on 1 settings
 <b>PERFORMANCE COACH</b>	Coaches supporting <b>performance development</b> of triathletes in preparation for triathlon competition
 <b>HIGH PERFORMANCE COACH</b>	Coaches supporting <b>elite performance</b> development of triathletes in preparation for <b>elite level</b> international competitions.

## Foundation | Coaching Role Characteristics

---



The Foundation Coach accreditation is the entry level course within the Triathlon Australia National Coaching Framework. It is designed as an introduction to coaching for those interested in delivering skill-based, participation focused group training sessions.

A Foundation Coach supports a wide range of youth, junior or adult novice participants enjoying their first triathlon experiences in preparation for participation in recreational entry level triathlon events.

A Foundation Coach is building their coaching experience and have foundation level triathlon specific knowledge. They will develop fundamentals of coaching Triathlon through the development of 'soft skills' to better understand and engage with participants in a triathlon specific coaching environment [i.e. affiliated club/squad School or community group environment].

**Please note:** Foundation Coaches will be required to complete the Foundation Coach Upgrade through the Triathlon Australia Knowledge Hub during the 2022-2023 Reaccreditation process

### The Foundation Coach

- Is able to facilitate group training sessions to novice participants
- Is able to plan, prepare and deliver basic skills-based training sessions
- Can develop strategies to assess and manage risk for the safety and wellbeing of all participants in predictable settings
- demonstrate knowledge of basic triathlon specific coaching skills
- demonstrate acceptable inclusive coaching practices for youth, junior and adult participants with an ability to work collaboratively and respectfully.
- Able to provide meaningful feedback in a supportive and effective manner
- Value the benefits of self-reflection and being a self-learner
- Engage and inspire the community to take part in triathlon

### The scope of practice for a Foundation Coach is limited to:

The knowledge and skill obtained through the Foundation Coach Training Program including:

- Coach unsupervised in participation focused group training sessions within affiliated clubs, squad, schools or community group environments
- have a fundamental level of knowledge, competence and decision making to facilitate participation focused coaching to novice participants in a group environment inclusive of demonstrating, instructing and monitoring participants
- plan and prepare basic skills based session plans inclusive of assessment, analysis and feedback in preparation for entry level triathlon races within affiliated clubs or local community events
- assess and manage risk for the safety and wellbeing of all participants in predictable settings.
- demonstrate fundamental sport specific knowledge and coaching skills
- deliver sessions focused on inclusive coaching practice, and working with others encouraged to work with or be mentored by a more experienced higher accredited triathlon coach to develop skills, competencies and confidence for future independent coaching environments.
- Refer participants to a higher accredited triathlon coach for one on one coaching, programming, private practice operation where activities are beyond Foundation Coach Scope of Practice.

## Development | Coaching Role Characteristics

---



The Development Coach accreditation is the second stage of the Triathlon Australia National Coaching Framework and is designed to develop a coaches' competency in planning and delivering skill development focused triathlon coaching programs.

A Development Coach supports a wide range of youth, junior or adult level athletes in preparation for competition in triathlon events.

A Development Coach is expanding their coaching experience and developing extended triathlon specific knowledge. They may be working in a triathlon specific coaching environment [club and/or squad] and/or assistant coaching, under the supervision and mentoring of a higher accredited coach.

In addition to the Foundation Coach Scope of Practice a Development Coach is able to:

- Independently design, develop, implement and monitor development focused triathlon coaching sessions for triathletes with a mix of ages and/or skill levels, in an ethical club or squad based triathlon training environment.
- Independently plan, deliver and review linked and progressive skill development focused triathlon coaching sessions.
- Independently design, develop, implement and monitor individualised integrated development focused triathlon coaching programs appropriate to the triathletes needs integrating the basic components of periodisation.
- Display an intermediate level of knowledge, competence and decision making to deliver development focused triathlon coaching to youth, junior and adults.
- Plan and deliver skill development focused triathlon coaching sessions in safe ethical environments within club, school and community sport facilities and triathlon related coaching venues.
- Demonstrate the ability to communicate and manage effectively with athletes with a range of abilities, ages, goals and backgrounds both in group situations and with individual triathletes.
- Providing advice and feedback to triathletes on training and competition limited to the knowledge and skill obtained through Development Coach Training Program.
- Coach independently [club or squad] although they may work as part of a larger coaching team with more experienced higher accredited coach.
- Support and encourage the engagement, mentoring and development of Foundation Coaches.

## Development | Coaching Role Characteristics

---



### **The scope of practice for an Accredited Development Coach is limited to:**

The knowledge and skill obtained through Development Coach Training Program including:

- Safety and risk assessment and management related to Development level coaching.
- Development level triathlon skills assessment, analysis and feedback
- Developing and leading a linked and progressive skill development focused triathlon coaching program inclusive of demonstrating, instructing, monitoring, reviewing and modifying coaching content including technique, method and progression.
- Referring to medical, allied health professionals and triathlon coaching support network professionals for guidance beyond the Development Coach Scope of Practice.
- Utilising best practice referral/ feedback processes to optimise recreational triathlete outcomes.

## Performance | Coaching Role Characteristics

---



The Performance Coach accreditation is third stage of the Triathlon Australia National Coaching Framework and is designed to develop coaches' competency in planning and delivering long term performance focused individualised triathlon programs.

A Performance Coach supports a wide range of youth, junior and adult level athletes in preparation for performance focused competition in triathlon events. These coaches have considerable coaching experience and a high degree of triathlon specific knowledge. They are coaching in a professional role and/or working in a triathlon specific coaching practice

In addition to the Development Coach Scope of Practice a Performance Coach

- Is able to independently design, develop, implement and monitor individualised performance focused triathlon coaching programs appropriate to the triathletes needs integrating an extended knowledge of periodisation.
- Is able to plan, deliver, lead and evaluate a long-term program of linked and progressive triathlon coaching sessions designed for individual performance focused triathletes.
- Has extended and integrated knowledge, competence and decision making to deliver performance focused triathlon coaching to adolescents, adults and paratriathletes with a mix of ages/fitness/skill levels.
- Provides individually tailored performance focused athlete assessments, program development, instruction and demonstration, supervised triathlon coaching sessions and athlete reviews.
- Maintains consistent monitoring and support for athletes (including between sessions)
- Typically practices within sporting, recreation or community facilities but also in a wide variety of other environments (including unpredictable settings, outdoor locations and community spaces)
- Supports and leads the development and mentoring of Foundation and Development coaches.



## Performance | Coaching Role Characteristics

---



### **The scope of practice for a Performance Coach is limited to:**

The knowledge and skill obtained through Performance Coach Training Program including:

- Safety and risk assessment and management related to Performance level accreditation.
- Performance level triathlon skills assessment, analysis and feedback.
- Athlete assessment analysis in accordance with Performance level knowledge and skill.
- Development of safe, effective and appropriate triathlon coaching programs tailored to athlete needs.
- Developing and leading performance focused triathlon coaching programs inclusive of demonstrating, instructing, monitoring, reviewing and modifying content including technique, method and progression.
- Provision of general nationally endorsed public health information that will educate and support positive athlete health outcomes
- Use of evidence-based protocols to enhance athlete training adherence through goal setting, motivation, guidance, social support, relapse prevention and feedback
- Referring to medical, allied health professionals and triathlon coaching support network professionals for guidance beyond Performance Coach Scope of Practice.
- Utilising best practice referral/feedback processes to optimise competitive triathlete outcomes

## High Performance | Coaching Role Characteristics

---



The High Performance Coach accreditation is fourth stage of the Triathlon Australia National Coaching Framework and is designed for coaches working with elite international level triathletes on a face-to-face basis in either the Elite Ironman (IM) or Elite International Triathlon Union (ITU) Draft Legal and Elite Paratriathlon groups.

A High Performance Coach supports elite international level triathletes to perform to their potential in international level competition and be able to guide an individual athlete to peak fitness and performance at a targeted international competition (on a given day).

A High Performance Coach is able to independently plan, deliver and evaluate individualised elite performance focused triathlon coaching programs.

In addition to the Performance Coach Scope of Practice a High Performance Coach

- Is able to independently design, develop, implement and monitor individualised elite performance focused triathlon coaching programs appropriate to the triathletes needs integrating an advanced knowledge of periodisation.
- Is able to independently plan, deliver, lead and evaluate a long-term program of linked and progressive triathlon coaching sessions designed for elite international triathletes.
- Has advanced and integrated knowledge, competence and decision making to deliver high performance triathlon coaching to elite international athletes and paratriathletes with a mix of ages/fitness/skill levels.
- Provides high performance athlete assessments, program development, instruction and demonstration, supervised triathlon coaching sessions and athlete reviews.
- Maintains consistent monitoring and high performance support for athletes (including between sessions)
- Typically practices within high performance sporting facilities and service environments but also in a wide variety of other high performance triathlon environments (domestically and internationally)
- Supports and leads the development and mentoring of Development and Performance coaches.

# High Performance | Coaching Role Characteristics

---



## The scope of practice for a High Performance Coach is limited to:

The knowledge and skill obtained through High Performance Coach Training Program including:

- Developing and leading elite performance focused triathlon coaching programs inclusive of demonstrating, instructing, monitoring, reviewing and modifying coaching content including technique, method and progression.
- Design, implement, monitor and modify as required an annual plan and training program that will assist an international level athlete/s to achieve optimal performance.
- Design a quadrennial plan for an individual athlete preparing for and competing in Elite ITU Draft Legal, Elite IM and/or Paratriathlon events, demonstrating a sound knowledge of and skills in career planning
- Athlete assessment analysis in accordance with High Performance level knowledge and skill.
- High performance level triathlon skills assessment, analysis and feedback
- Assess and manage the risks of coaching international level triathletes in travel, training and competition.
- Identify, access and effectively utilise the support services and facilities necessary to provide a quality training and competition environment and assist the optimal development and performance of the elite international level athlete and coach.
- Communicate with and effectively manage Elite ITU Draft Legal, Elite IM or Paratriathlon athletes of varying abilities, age groups, goals and backgrounds, support staff and media representatives both in individual and group situations and in training and competition environments
- Utilise a range of selected information technology applications to assist the achievement of high performance program/coaching objectives
- Assess and recognise the specific talents of individual athletes at high performance level.
- Plan, prepare and implement elite race management plans and race strategies that support the achievement of program/race objectives.
- Provision of general nationally endorsed athlete health information that will educate and support positive athlete health outcomes
- Use of evidence-based protocols to enhance athlete training optimisation through best practice elite performance focused sports science including psychology, nutrition, recovery, skill acquisition, biomechanics etc.
- Referring to medical, allied health professionals and triathlon coaching support network professionals for guidance beyond High Performance Coach Scope of Practice.
- Utilising best practice referral/feedback processes to optimise elite international triathlete outcomes

---

## Professional Scope and Boundaries

---

### The Accredited Triathlon Coach Scope of Practice does not include provision of:

Consistent with Triathlon Australia Coach Training Programs, and underlying learning materials, associated policy documents (such as scope of practice) exclude coaching practices, training methods, exercise prescription and general professional services such as but not limited to

- Nutritional advice outside of basic healthy eating information, nationally endorsed nutritional standards and guidelines and evidence-based triathlon specific fueling strategies provided during specific Triathlon Australia Coach Training Programs or Coach Professional Development programs.
- Therapeutic treatment or independent rehabilitative exercise prescription
- Independent coaching and/or training prescription for high risk clients
- Diagnostic tests or procedures including invasive laboratory or field-based athlete assessments not included in the learnings of the Triathlon Australia Coach Education Programs.
- Non-triathlon specific sports coaching or exercise prescription;
- Psychological counselling outside of basic goal setting, motivation, guidance, social support, relapse prevention and feedback and evidence-based triathlon specific psychological strategies provided during specific Coach Training Programs.

Whilst it is recognised that some Triathlon Australia Accredited Coaches may be suitably qualified and professionally accredited to provide the above services, they do so under the scope of that independent qualification and professional accreditation and associated insurance scheme, not as a Triathlon Australia Accredited Coach.

## Accreditation and Coach Professional Development

---

Triathlon Australia Accredited Coaches are required to maintain the following minimum requirements :

- Triathlon Australia Coach Accreditation
- Triathlon Australia Coach Membership relevant to their coaching practice.
- Current Senior First Aid (HLTAID011), and Provide Cardiopulmonary Resuscitation [CPR] (HLTAID009) certifications.
- Working with Children Check /Vulnerable Persons clearance [as per state/territory]

Triathlon coaching competency may also be enhanced through completion of specific Triathlon Australia approved Coach Professional Development [CPD] programs.

Ongoing accreditation requires accredited triathlon coaches to maintain currency of skills and knowledge through approved continuing education, evidence of relevant triathlon coaching practice in addition to currency of the above minimum requirements.

## Coaching Environments

---

The services of Triathlon Australia Accredited Coaches may be conducted in a variety of indoor and outdoor environments including fitness centres, community centres, aquatic facilities, sports facilities, or public space such as parks, beaches and recreational areas. Competency to deliver independently in a particular setting is gained through relevant triathlon coach accreditation and/or approved continuing education.

These facilities may also seek evidence of Professional Indemnity and Public Liability insurance coverage. Triathlon Australia Accredited Coaches with the Coach – Professional membership package will receive a personal certificate of currency as proof of cover.

---

## Professional and Ethical Practice

---

Triathlon Australia Accredited Coaches agree to abide by the [Triathlon Australia Integrity Framework and associated policies](#), [this position statement on Scope of Practice](#) and as well as the [Triathlon Australia Accredited Coach Code of Behaviour](#).

These resources outline terms for professional practice across:

- Relationships with and responsibilities to athletes
- Professional Integrity
- Professional Relationships and Responsibilities
- Professional Standards
- Complaint resolution, disciplinary and appeals process.

## Legislation and Regulations

---

The Triathlon Australia Accredited Coach scope of practice is influenced by Local, State, Territory and National regulatory frameworks and as such, accredited coaches must adhere to laws including (but not limited to):

- Jurisdictional WH&S legislation
- Civil Liability Law
- Privacy Law
- Consumer Law
- Anti-discrimination Law
- Criminal Law
- Local government policy for the use of public space for exercise service delivery
- Other relevant setting-specific policies or regulations

## More Information

---

For more information about the Triathlon Australia membership options please check the membership page: [http://www.triathlon.org.au/Membership/Annual\\_Membership.htm](http://www.triathlon.org.au/Membership/Annual_Membership.htm)

For more information about the Triathlon Australia insurance coverage please check the insurance page: <https://vinsurancegroup.com/triathlon/cover-for-coaches/>

For more information about the Triathlon Australia National Coaching Framework please check the coaching page: