



SINGAPORE
ICE SKATING
ASSOCIATION

SINGAPORE ICE SKATING ASSOCIATION

SPEXSCHEMES POLICY

(spexCarding, spexScholarship, spexPotential)

Published Date: April 2026

Date to be Reviewed: Mar 2027

1. Policy Statement

The purpose of this policy is to guide Athletes on the *spexSchemes* intent, framework, requirements and application processes.

2. Overview of HPSI and the *spexSchemes*

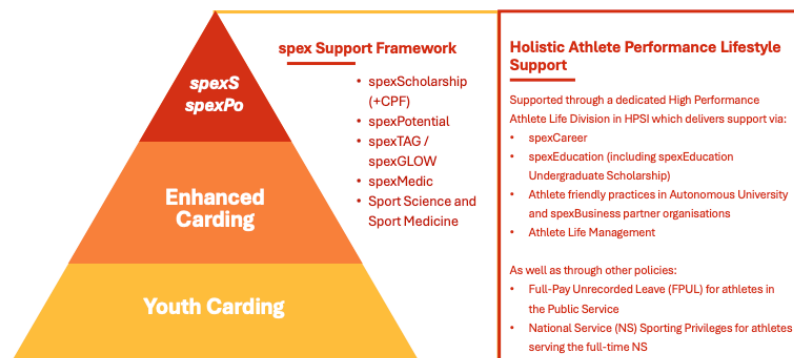
2.1 Sport Singapore (SportSG) marked a milestone in Singapore’s high performance sport (HPS) ecosystem, with the High Performance Sport Institute (HPSI) taking effect from 1 April 2025. Formed through the integration of the Singapore Sport Institute (SSI) and National Youth Sports Institute (NYSI), HPSI aims to better support our TeamSG athletes to thrive at every stage of their development, so that they will be in the best position to perform well, fly the Singapore flag high and inspire our fellow Singaporeans.

2.2 HPSI consolidates key capabilities in sport science, sport medicine, and career transition support to deliver a more structured, end-to-end athlete development system. Serving as a single point of contact for key stakeholders within the High Performance sport ecosystem, HPSI will focus on creating an athlete-centric Daily Training Environment, enhancing athlete pathways, streamlining the youth-to-senior athlete transition and strengthening governance to nurture more sporting talents in Singapore that can compete at elite levels.

2.3 The institute is structured into dedicated teams that oversee HPS strategy and policy, governance and assurance, business development, sport science and sport medicine, coaching development, athlete lifestyle management and overall HPS management. These teams will provide functional support across various parts of the HPS landscape, including HPS policy and *spexSchemes*, NSA relations and governance, TeamSG brand development, national training systems integration, data analytics and performance analysis, performance coaching and coach education, high performance athlete lifestyle support for a more robust high-performance sporting landscape.

2.4 To achieve the targets, the HPSI provides a series of Sport Excellence (*spex*) schemes and programmes to support athletes at different performance levels.

3. Sport Excellence (*spex*) Athlete Support Framework



4. spexSchemes

a. Purpose

SPEXCARDING	SPEXPOTENTIAL	SPEXSCHOLARSHIP
<p>The spexCarding programme provides support to athletes that the National Sporting Associations (NSAs) have selected to contribute to the NSA's high performance sporting goals as documented in their Multi-Year Sports Plan (MYSP).</p> <p>This system aims to support and allocate resources to athletes and teams that have achieved a standard of performance at Major Games (Olympic, Asian, Commonwealth, Southeast Asian and Para equivalents) and World and Asian Championships, as well as those that can demonstrate they have the potential to achieve these standards.</p> <p>Allocation of a spexCarding level is based on the performance profile of the athlete or team, with a minimum of three data points (including 2 separate competition data points) over the past 1-2 years, and a trajectory to achieve at future Major Games or World and Asian Championships within 1-4 years.</p>	<p>The spexPotential programme is another tier of enhanced support (below spexScholarship) that provides financial and programmatic support to prepare athletes to achieve Gold medal success at the South East Asian (SEA) Games within a time-bounded period, with the long-term aim of transitioning the athlete into the spexScholarship programme.</p> <p>It seeks to:</p> <ul style="list-style-type: none"> - Strengthen the support for the transition and bridging of the jump between spexCarding and spexScholarship for athletes. - Strengthen support for the transition of promising athletes to Gold medal success at the SEA Games level within four years through a targeted support System. 	<p>The spexScholarship programme is the pinnacle level of enhanced support that provides financial and programmatic support for:</p> <ul style="list-style-type: none"> - Athletes who have won medals at Asian, World and Olympic levels through a targeted support system to achieve medals on a consistent basis (sustained competitive excellence). - Athletes who have the potential to win medals at Asian, World and Olympic levels through a targeted support system. <p>All spexScholars are expected to commit to a full-time training and competition load in line with their agreements with optimal rest and recovery, to meet the milestones of their HPS development and achieve podium success at Asian Levels and beyond.</p>

b. Framework

Criteria		Basic Carding	Enhanced Carding	spexScholarship and spexPotential
		Sports/disciplines <u>not</u> in the Major Games (next 1-4 yrs). Note: Non-carded athletes selected for Major Games may apply for Temporary Carding, subjected to approval	Sports/disciplines in Major Games. Athletes/teams not in Major Games but qualify for E1, E1P and E2.	Additional Major Games criteria applies.
Carding Level	Senior	B4/BT4 Athletes/teams selected by the NSA to represent TS at an internationally sanctioned event in the next 1-2 years.	E1/ET1 (Top 8 placing at World level) (Top 8 WR at end season/year). E1P/ET1P (Potential Top 8 World within 4 yrs) (Top 25% where <32) E2/ET2 (Top 6 placing at Asian level) (Top 6 AR at end season/year). E2P/ET2P (Potential Top 6 Asia within 4 yrs) (Top 25% where <24) E3/ET3 (Top 3 placing at SEA level) (Top 3 SEAR at end of season/year) E3P/ET3P (Potential Top 3 SEA within 2 yrs) (Top 50% where <6)	S1 (Top 8 in World) (Top 25% where <32). S1P (Potential Top 8 in World, ≤ 4 yrs) (Top 25% where <32) S2 (Top 3 in Asia) (Top 10% where <30). S2P (Potential Top 3 in Asia ≤4 yrs) (Top 10% where <30) S3 (Potential Top 3 Asia in >4 yrs)
	Youth	Athletes who are competing mainly in youth / junior events.	Y+/YT+ (Potential to be top 8 in the World Junior/Youth Championships within 2 years Or potential to be top 6 in the Asian Junior/Youth Championships within 2 years. Athletes must be competing in a sport which regularly features in one of the four senior major games (<i>Olympic Games, Asian Games, Commonwealth Games or SEA Games or para equivalents</i>) Y/YT (Supporting Enhanced Carding Major Games potential within 4 yrs)	SP3 (Potential Gold medal in SEA in ≤2 years) SP3P (Potential Gold medal in SEA in ≤4 years)

Programme	Levels	Focus
spexScholarship	S1	Top 8 in World (Top 25% where <32 participants)
	S1P	Potential Top 8 in World, ≤4 years (Top 25% where <32 participants)
	S2	Top 3 in Asia (Top 10% where <30 participants)
	S2P	Potential Top 3 in Asia in ≤4 years (Top 10% where <30 participants)
	S3	Potential Top 3 in Asia in >4 years
spexPotential	SP3	Potential Gold medal in SEA in ≤2 years
	SP3P	Potential Gold medal in SEA in ≤4 years

c. Overview of spexSchemes Criteria

Criteria	spexCarding	spexPotential	spexScholarship
Nominated by SISA	✓	✓	✓
Singapore Citizen	✓	✓	✓
Annual YPI with KPIs	✓	✓	✓
DTE (i.e. coach, training, facility etc)	✓	✓	✓
Medical Clearance	✓	✓	✓
Performance Profile (minimally 3 data points from the year prior)	✓	✓ SEA Games Gold Potential + Asian Games breakthrough	✓ Asian Podium Potential and/or World/ Olympic/ Paralympic Breakthrough
Commitment to full-time training	✗	✓ Typically: 8-10 sessions per week, 15-20 hours per week, 40 weeks per year	✓ Typically: 10-12 sessions per week, 20-30 hours per week, 48 weeks per year
Character	✓ Good attitude and behaviour	✓ Role model athlete	✓ Role model athlete
<p>Clean Sport certification (valid for two years)</p> <p>It is mandatory for all spexCarded athletes to complete the International-Level Athletes education programme in WADA's Anti-Doping Education and Learning platform (ADEL) and obtain/ renew the certificate.</p>			
<p>Safe Sport Certification</p> <p>Athletes can download and save the certificate of achievement for "Understanding Safe Sport as an Athlete" upon completion of the online module on SportSG-ED.</p>			

5. Types of Support

Carding Level	spexTAG	spexGLOW	spexMedic	NS Privileges	Sport Science Support
E1 E1P	\$6,000 (individual) \$60,000 (team)	Up to \$3000 per month	Insurance with a capped amount (\$8,000) per injury and limited time period coverage. Sport Medicine Consultation	Eligible for Full Pay Unrecorded Leave (FPUL), Training Leave (TL) and Training Leave (Extended) (TLE), subject to prevailing MINDEF policies.	Full support – HPSI/ NSA
E2 E2P	\$4,800 (individual) \$48,000 (team)	Up to \$3000 per month			
E3 E3P	\$2,400 (individual) \$24,000 (team)	Up to \$3000 per month	Physiotherapy support		Basic with limited overseas support when necessary – HPSI/ NSA
B4	-	-			Basic – HPSI
Y+	\$1,200 (individual) \$12,000 (team)	-			Individual support – HPSI/ NSA
Y	-	-			Programme based support – HPSI

Carding & Benchmarks			Support
spexScholarship	S1	Top 8 placing at World level	<ul style="list-style-type: none"> ○ Stipend ○ CPF Top-Ups and Milestone Bonuses (<i>only for S1 to S3</i>) ○ Equipment ○ Coaching ○ Programme Support: Overseas Training & Competition, Sport Science & Sport Medicine ○ Injury management: Recovery, Rehabilitation & Intervention ○ Athlete Lifestyle Management ○ <i>Eligible to apply for spexEducation Undergraduate Scholarship</i>
	S1P	Potential Top 8 World, 4 yrs	
	S2	Top 3 placing at Asian level	
	S2P	Potential Top 3 Asia ≤ 4 yrs	
	S3	Potential Top 3 Asia, ≥ 4 yrs	
spexPotential	SP3	Potential Gold medal in SEA in ≤2 years	
	SP3P	Potential Gold medal in SEA in ≤4 years	

a. spexTAG (Training Assistance Grant)

spexTAG is a training grant to help athletes defray training costs, such as personal training equipment / apparel, expenses for public transport to and from training venue and meals. This grant supplements other financial assistance athletes may be receiving from Sport Singapore (SportSG), National Sports Associations (NSAs) or other sources. (However, spexTAG is strictly not for non-training related expenses such as topping up the athlete's CPF account.)

b. spexGLOW (Grant for Loss of Wages)

The intent of spexGLOW is to provide Enhanced Carded athletes who are employed full-time and are unable to secure Full-Pay Unrecorded Leave (FPUL) from their employers with the opportunity to receive financial support during periods of full-time training and/or centralised training stints prior to the four Major Games (Olympics, Commonwealth, Asian and SEA Games), Asian and World Championships and their para equivalents. There is an expectation that if an athlete receives spexGLOW, they will have a full-time training load in a quality daily training environment i.e. led by a qualified coach, with a plan that has clear KPIs, delivering 20-30 hours per week through at least 10 sessions per week.

c. spexMedic

spexMEDIC is a medical scheme that covers accidental injuries sustained during national training and competitions both locally and overseas. Chronic / Pre-existing / Overuse injuries and medical conditions are NOT covered.

Coverage

- A&E reimbursement is capped at S\$500 per visit.
- Costs of in-clinic services at SSMC@SSI are covered by HPSI.
- Specialist referrals made by SSMC@SSI sport physicians are claimable. Self-referral to any external specialist will NOT be covered.
- spexMEDIC insurance claim (for hospitalization and surgery only) is capped at S\$8,000 per injury per year and subject to insurer's assessment.

To facilitate spexMEDIC claims processing, athletes shall adhere to the following guidelines:

Report

Report injury to SSMC@SSI and fill up the spexMEDIC claim form within 3 days of injury or within 3 days upon returning to Singapore for overseas injury¹.

- Emergency cases to seek treatment at emergency department of any nearby hospital and follow up at SSMC@SSI.
- Non-emergency cases to call SSMC@SSI (Tel: 6500 5450) for an appointment.

Claim

- Submit original receipts and other supporting documents to SSMC@SSI within 30 days from the invoice date.
- Approved claims will take approx. 2 months to be reimbursed through NSAs.

¹ For emergency cases, overseas based athletes are to seek treatment at emergency department of any nearby hospital (A&E reimbursement is capped at S\$500 per injury per year). For non-emergency injuries, athletes who cannot return to Singapore for treatment at SSMC@SSI are encouraged to tap on personal insurance coverage as well as the HPSI shared travel insurance where applicable.

Important

The health and wellbeing of athletes are paramount. Hence, in addition to spexMEDIC and the Sports Medicine coverage by HPSI, it is critical that:

- Athletes take ownership of their personal health and wellbeing as they pursue their High Performance Sport development; Athletes must ensure that they are in optimal physical condition and have personal insurance coverage;
- NSAs safeguard the health and wellbeing of their athletes, which includes providing adequate and appropriate medical insurance coverage as their athletes undergo training and represent Singapore in competitions.

If an athlete has any medical conditions that may impede his/her training or competition, please inform the screening physician on the day of the scheduled medical screening appointment.

d. SSSM (Sport Science and Sport Medicine)

Sport Science commits to help athletes optimise their performance through direct application of leading-edge science (across various disciplines such as physiology, biomechanics, nutrition, psychology and strength & conditioning), performance testing and monitoring, applied research and education.

Sport Medicine focuses on the diagnosis and treatment of injuries associated with athletic training and participation. The goal is to provide quality care and to return the athletes to their desired activities as soon as possible. Sport Medicine also desires to work with athletes on a long-term basis to achieve injury prevention and enhance performance through improved movement pattern and neuro-/kinetic-chain control.

e. NS (National Services) Privileges

MINDEF's National Service (NS) sporting privileges allow Full Time National Servicemen (NSF) athletes to train for and participate in more competitions aside from the Major Games, subject to exigencies of service. Such competitions will be determined by MINDEF, in consultation with MCCY. These sporting privileges include the following:

- An NSF athletes may be granted Training Leave (Extended) (TLE) in stretches of at least seven days each, to train for and participate in major competitions. They can be granted multiple blocks of TLE according to their training and competition needs, if the cumulative number of days does not exceed 180 across Full-Time NS (FTNS). This will provide NSF athletes with more flexibility than today, where such provision is restricted to a single contiguous disruption of at least six weeks. TLE will not count towards an NSF's FTNS - his ORD date will be extended by the total number of days of TLE taken. TLE can be used for both local and overseas training and competitions.
- Each NSF athlete will be eligible for up to 20 days of Full Pay Unrecorded Leave (FPUL) per year, to train for and participate in major competitions. This is over and above the 14 days of personal leave that each NSF is entitled to. NSF athletes can apply for half-day or full-day FPUL which can be used for both local and overseas training and competitions.
- Training Leave (TL) will be granted for NSF athletes to prepare for and participate in major competitions. Each NSF athlete will be eligible for 30 days of TL per major competition. TL can be used for both local and overseas training and can be consumed in half-day or full- day blocks. TL will not count towards the NSF's FTNS – his Operationally Ready Date (ORD) will be extended by the total number of days of TL taken. If an NSF athlete intends to be away for more than seven full consecutive days, he should apply for TLE instead.

NSF athletes must satisfy the following pre-requisites to apply for sporting provisions:

- f. FPUL and TL – The NSF athlete must not be undergoing essential military training or operations, must be medically fit to discharge his NS duties, in line with his permanent medical status and must display satisfactory NS performance and conduct, as assessed by his NS commander. He also must be selected, or assessed to be very likely to be selected, to represent Singapore in a major regional/international competition.
- g. Training Leave (Extended) (TLE) - The NSF athlete must not be undergoing essential military training or operations, and must display satisfactory NS performance and conduct, as assessed by his NS commander. He also has to be selected, or assessed to be very likely to be selected, to represent Singapore in a major regional/international competition.
- h. All applications are subjected to the SAF and Home Team's operational need.

NSF athletes are reminded that they must maintain satisfactory conduct, even while on FPUL, TL or TLE. Otherwise, they may have their privileges rescinded or face disciplinary action.

NSF athletes must submit all sporting provision applications for SportSG and MCCY's endorsement **at least six weeks** in advance of the event to ensure the applications can be submitted for MINDEF/MHA's consideration at least one month before. Less than one month's notice is insufficient for a unit to release the NSF.

For queries on the policy and application procedure, please contact SISA HPE team at administration@sisa.org.sg.