

SCHEDULE 17: PERFORMANCE SERVICES EDUCATION



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DOCUMENT CONTROL

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Responsible parties:	Heads of Performance Services / SSSM Managers
Beneficiaries:	All players, coaches; and practitioners; Research partners
Applicable setting:	All HP cricket environment

1. PURPOSE

- 1.1** Prevention is the most valuable integrity safeguard. The education of players, player support personnel and SSSM staff is a critical component in the prevention of SSSM issues and ensuring ongoing compliance with these SSSM Principles.
- 1.2** The requirements, obligations and policy content contained in these SSSM Principles, will be incorporated into AC induction programs (as relevant and applicable) for:
 - a) player;
 - b) SSSM staff (regardless of type of employment); and
 - c) other High Performance staff.
- 1.3** The SSSM education framework for players and SSSM staff will be delivered through the compliance education sessions to:
 - a) State & National, Male and Female squads (including support / SSSM staff) by CA);
 - b) National Pathway Competition squads (by CA / Player Development Managers);
 - c) W/BBL squads (by CA); and
 - d) Match/Tour and Uncontracted players (by CA / Player Development Managers).
- 1.4** The format and medium for delivery of SSSM education delivery will include a:
 - a) face-to-face and/or online presentations or modules; and
 - b) requirement that the attendance and completion by the player of such education sessions is properly documented and recorded.

- 1.5** Where a player fails to comply with the SSSM education requirements stipulated by an AC entity or CA from time to time, that **player must not be selected to play in a match** sanctioned or conducted under the auspices of an AC entity.
- 1.6** These SSSM Principles and any associated matters or issues will also be incorporated into ongoing training and CA SSSM conferences for AC SSSM staff.

2. PURPOSE

- 2.1** This Schedule supports the SSSM Principles by outlining expectations for the provision of education across Performance Services (PS) domains within Australian Cricket (AC).

Its intent is to:

- a) promote consistent, evidence-informed understanding of key SSSM risks and practices across players and staff;
- b) support compliance with SSSM policies, regulatory frameworks and integrity requirements (e.g. anti-doping, medical governance, data governance);
- c) reduce the risk of issues arising within sports science, sports medicine, performance data and technology domains; and
- d) contribute to a proactive, prevention-focused environment that safeguards player health, wellbeing, performance and organisational integrity.

- 2.2** Education is a key control mechanism within the SSSM system and is critical to ensuring that all personnel:

- a) understand their responsibilities;
- b) make informed decisions; and
- c) operate in alignment with SSSM Principles and associated policies.

3. SCOPE

This Schedule applies to education delivered across all AC High Performance environments, including:

- 3.1** Participants:

- a) Players (contracted and non-contracted);
- b) Coaches and High Performance staff;
- c) SSSM / Performance Services personnel; and
- d) Relevant Player Support Personnel and research partners where applicable.

- 3.2** Settings:

- a) National and State / Territory programs;
- b) W/BBL programs;
- c) Pathway programs and national championships;
- d) Tours, matches and training environments.

4. EDUCATION FRAMEWORK

- 4.1** Each AC entity should ensure that a structured and consistent education framework is implemented to support SSSM delivery.

This framework should:

- a) align with the SSSM Principles and associated schedules;
- b) address key risk areas across PS domains, including:
 - (I) sports medicine (e.g. concussion, medications, injections);
 - (II) nutrition and supplementation;
 - (III) physical performance and load management;
 - (IV) data governance, privacy and technology use; and
 - (V) emerging risks or system priorities;
- c) be delivered in formats appropriate to the audience (e.g. face-to-face, online modules, individual consultations); and
- d) be integrated into broader High Performance program delivery.

5. EDUCATION REQUIREMENTS

- 5.1** SSSM Principles education must be embedded within:

- a) Induction processes for:
 - (I) all SSSM / PS personnel (including employees, contractors, interns and students);
 - (II) all players entering AC programs; and
 - (III) High Performance staff operating within AC environments.
- b) Ongoing education for:
 - (I) State and National squads (men's and women's);
 - (II) Pathway program participants (including age-group national championships);
 - (III) W/BBL squads;
 - (IV) Match, tour and uncontracted players; and
 - (V) High Performance department employees.

- 5.2** Education should be delivered:

- a) at least annually; and
- b) more frequently where required to address specific risks, incidents or policy updates.

- 5.3** Attendance and/or completion of required education should be:

- a) documented; and
- b) recorded in appropriate systems (e.g. AMS or nominated platform).

6. SUPPLEMENT AND ANTI-DOPING EDUCATION

- 6.1** Given the high-risk nature of supplementation and anti-doping compliance, all AC contracted players must complete annual Supplement Policy and anti-doping education delivered through the CA Education Unit.

- 6.2** Additional requirements:

- a) Senior contracted players should receive individualised education and guidance where required;
- b) Pathway players (and where appropriate, parents/guardians) should receive group-based education;
- c) W/BBL players must receive education where not already completed within the relevant season.
- d) Non-contracted players within AC programs must complete education prior to participation; and

6.3 SSSM / PS staff and HP personnel should also complete annual education relating to:

- a) supplement governance;
- b) anti-doping risks; and
- c) their role in supporting compliant practices.

6.4 All supplementation practices must align with the Supplement Policy and be:

- a) approved; and
- b) recorded in the AMS Supplement Register.

7. DELIVERY AND ACCOUNTABILITY

7.1 Heads of Performance Services (HoPS) / SSSM Managers are responsible for:

- a) ensuring education is planned, delivered and appropriately resourced;
- b) confirming that all relevant personnel complete required education;
- c) maintaining records of education delivery and completion; and
- d) addressing gaps or non-compliance.

7.2 SSSM / PS personnel are responsible for:

- a) contributing to the development and delivery of education within their discipline; and
- b) reinforcing key messages through daily practice and interaction with players and staff.

8. NON-COMPLIANCE

8.1 Failure to complete required education represents a risk to player welfare, compliance and organisational integrity. As such:

- a) players who do not complete mandatory education requirements (e.g. CA Integrity sessions) may be ineligible for selection in AC-sanctioned matches and activities; and
- b) non-compliance by staff should be addressed through appropriate performance, governance or disciplinary processes.

9. CONTINUOUS IMPROVEMENT

9.1 AC entities should:

- a) regularly review education content and delivery methods to ensure relevance and effectiveness;

- b) incorporate learning from incidents, audits and system reviews; and
- c) leverage system-wide initiatives (e.g. SSSM conferences, shared resources) to enhance capability and consistency.

REVISIONS:

Date	By
July 2020	Head of SSSM, Anna Saw
July 2021	Head of SSSM, Anna Saw
July 2022	Head of SSSM, Anna Saw
July 2023	Head of SSSM, Anna Saw
July 2024	Head of SSSM, Anna Saw
July 2025	Head of SSSM
June 2026	CA Head of Performance Services